

DAFTAR PUSTAKA

- Adriaenssens, J., De Gucht, V., Van Der Doef, M., & Maes, S. (2011). Exploring the burden of emergency care: Predictors of stress-health outcomes in emergency nurses. *Journal of Advanced Nursing*, 67(6), 1317–1328.
<https://doi.org/10.1111/j.1365-2648.2010.05599.x>
- Affandi, P. (2018). *Manajemen sumber daya manusia*. Pekanbaru: Zanafa Publishing
- Alfonso S., & Fred H. (2004). Analyzing job mobility with job turnover intention: An international comparative study. *Journal of Economics*, 38(1), 113-137. <http://dx.doi.org/10.1080/00213624.2004.11506667>
- Almaududi, S. (2019). Pengaruh kejemuhan kerja (*burnout*) terhadap kinerja karyawan bagian operator di PT. PLN (PERSERO) unit pelaksana pengendalian pembangkit Jambi unit layanan pusat listrik Payo Selincah. *Ekonomis: Journal of Economics and Business*, 3(2), 193.
<https://doi.org/10.33087/ekonomis.v3i2.81>
- Andarini, E. (2018). Analisis faktor penyebab *burnout syndrome* dan *job satisfaction* perawat di rumah sakit Petrokimia Gresik. *Tesis Program Studi Magister Keperawatan Universitas Airlangga*. Universitas Airlangga.
- Artiningsih, R. A., & Chisan, F. K. (2020). *Burnout* dan komitmen terhadap tugas: tantangan tenaga medis dalam menghadapi pandemi COVID-19. Prosiding Seminar Nasional LP3M

- Azoulay, E., De Waele, J., Ferrer, R., Staudinger, T., Borkowska, M., Povoa, P., Iliopoulou, K., Artigas, A., Schaller, S. J., Hari, M. S., Pellegrini, M., Darmon, M., Kesecioglu, J., & Cecconi, M. (2020). Symptoms of burnout in intensive care unit specialists facing the COVID-19 outbreak. *Annals of Intensive Care*, 10(1), 1–8. <https://doi.org/10.1186/s13613-020-00722-3>
- Barello, S., Palamenghi, L., & Graffigna, G. (2020). Burnout and somatic symptoms among frontline healthcare professionals at the peak of the Italian COVID-19 pandemic. *Psychiatry Research Journal*, 290. <https://doi.org/10.1016/j.psychres.2020.113129>
- Bluedorn, C. (2001). The impact of various factors on the personality, job satisfaction and turnover intentions of professional accountants. *Managerial Auditing Journal*, 16(4), 234–235. <https://doi.org/10.1108/02686900110389188>
- Carniege, D. (2014). *Overcoming worry and stres*. Jakarta: PT Gramedia Pustaka Utama
- Chen, HY., & Li, GH. (2017). Factors influencing nurses' intention to leave and interventions. *Journal of Nursing Science*, 32(12):106e8.
- Cheng, V. C. C., Wong, S. C., Chen, J. H. K., Chuang, V. W. M., Tsang, O. T. Y., Sridhar, S., Chan, J. F. W., Ho, P. L., & Yuen, K. Y. (2020). Escalating infection control response to the rapidly evolving epidemiology of the Coronavirus Disease 2019 (COVID-19) due to SARS-COV-2 in Hongkong. *Infection Control Hospital Epidemiology*, 41(5), 493-498. <https://doi.org/10.1017/ice.2020.58>

- Christiani, L., & Ilyas, J. (2018). Factors affecting nurse turnover in hospital: A literature review. *Proceedings of International Conference on Applied Science and Health*, (3), 168 -175. ICASH-25
- Corless, I. B., Nardi, D., Milstead, J. A., Larson, E., Nokes, K. M., Orsega, S., Kurth, A. E., Kirksey, K. M., & Woith, W. (2018). Expanding nursing ' s role in responding to global pandemics. *Nurse Outlook*, 66(4), 412– 415. <https://doi.org/10.1016/j.outlook.2018.06.003>
- Dall'Ora, C., & Dahlgren, A. (2020). Shift work in nursing: closing the knowledge gaps and advancing innovation in practice. *International Journal of Nursing Studies*, 112, 1–3. <https://doi.org/10.1016/j.ijnurstu.2020.103743>
- Donsu, J. (2017). *Psikologi keperawatan*. Yogyakarta: Pustaka Baru Press
- Duarte, I., Teixeira, A., Castro, L., Marina S., Ribeiro, C., Jacome, C., Martins, V., Vaz, IR., Pinheiro, HC., Silva, AR., Ricou, M., Sousa, B., Alves, C., Silva, P., Nunes, R., & Serrão C. (2020). Burnout among Portuguese healthcare workers during the COVID-19 pandemic. *BMC Public Health*, 20,1885 <https://doi.org/10.1186/s12889-020-09980-z>.
- Edwina, M. C. C. (1982). *Burnout in the nursing profession*. Missouri: The CV Mosby Company.
- Eka, G., P, A., Rinawati, W., Hasibuan, R. K., & Satria, A. B. (2020). Pedoman standar perlindungan dokter di era COVID-19. In *Ikatan Dokter Indonesia*.
- Elizabeth, M. L. (2011). Hubungan antara pelanggaran kontrak psikologis menurut perawat dengan *intention to quit* dengan kepuasan kerja perawat rumah sakit x tahun 2011. Universitas Indonesia.

- Fatmawati. (2012). *Burnout staf perpustakaan bagian layanan Di Badan Perpustakaan Dan Arsip Daerah (BPAD) Provinsi DKI Jakarta*. Fakultas Ilmu Pengetahuan Budaya. Departemen Ilmu Perpustakaan Dan Informasi. Program Studi Ilmu Perpustakaan. Depok
- Felicia. (2021). Keinginan pindah kerja tenaga kesehatan pada masa pandemi COVID-19 ditinjau dari faktor bahaya psikososial di tempat kerja dan sindrom *burnout*. *The Asia Pacifics : Journal Of Management Studies*. 8(3). 153-162
- Fitriantini, R., Agusdin, A., & Nurmayanti, S. (2020). Pengaruh beban kerja, kepuasan kerja dan stres kerja terhadap *turnover intention* tenaga kesehatan berstatus kontrak di RSUD kota Mataram. *Distribusi - Journal of Management and Business*, 8(1), 23-28. <https://doi.org/10.29303/distribusi.v8i1.100>
- Frelick, Maria. (2020, December 24). *Nurse burnout has soared during pandemics, survey shows*. <https://www.medscape.com/viewarticle/943091>
- Galanis, P., Vraka, I., Fragkou, D., Bilali, A. & Kaitelidou, D. (2021), Nurses' burnout and associated risk factors during the COVID-19 pandemic: A systematic review and meta-analysis. *Journal of Advanced Nurse*, 77, 3286-3302. <https://doi.org/10.1111/jan.14839>
- Garcia-Fernandez, L., Romero-Ferreiro, V., Padilla, S., David LópezRoldán, P., Monzó-García, M., & Rodriguez-Jimenez, R. (2021). Gender differences in emotional response to the COVID-19 outbreak in Spain. *Brain and Behavior*, 11(1), 7–11. <https://doi.org/10.1002/brb3.1934>
- Ghozali, I. (2014). *Structural equation modeling, metode alternatif dengan partial least square (PLS)*. Semarang: Badan Penerbit Universitas Diponegoro

- Gómez-Urquiza, J. L., De la Fuente-Solana, E. I., Albendín-García, L., Vargas-Pecino, C., Ortega-Campos, E. M., & Cañas-De la Fuente, G. A. (2017). Prevalence of burnout syndrome in emergency nurses: A meta-analysis. *Critical Care Nurse*, 37(5), e1–e9. <https://doi.org/10.4037/ccn2017508>
- Hair, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial least squares structural equation modeling (PLS-SEM): An emerging tool in business research. *European Business Review*, 26(2), 106–121. <https://doi.org/10.1108/EBR-10-2013-0128>
- Halter, M., Boiko, O., Pelone, F., Beighton, C., Harris, R., Gale, J., Gourlay, S., & Drennan, V. (2017). The determinants and consequences of adult nursing staff turnover: A systematic review of systematic reviews. *BMC Health Service*, 17, 1–20. <https://doi.org/10.1186/s12913-017-2707-0>
- Hammig, O. (2018). Explaining burnout and the intention to leave the profession among health professionals a cross-sectional study in a hospital setting in Switzerland. *BMC Health Services Research*, 18(1), 785. <https://doi.org/10.1186/s12913-018-3556-1>
- Handayani, R. T., Kuntari, S., Darmayanti, A. T., Widiyanto, A., & Atmojo, J. T. (2020). Faktor penyebab stres pada tenaga kesehatan dan masyarakat saat pandemi COVID-19. *Jurnal Keperawatan Jiwa*, 8(3), 353–360. <https://doi.org/10.26714/jkj.8.3.2020.353-360>
- Hartono. (2002). *Manajemen sumber daya manusia (kedua)*. Jakarta: PT Prehallindo
- Hastono, S. P. (2016). *Analisa data pada bidang kesehatan*. Depok: PT Raja Grafindo Persada

- Hesarika, A. (2017). Pengaruh stres kerja dan kepuasan kerja terhadap *turnover intention* perawat rawat inap tahun 2017(studi pada RSU Bunda Thamrin Medan). *Jurnal Ilmiah Simantek*, 2(2), 1-12
- Holmes, E. A., O'Connor R. C., Perry, V. H., Tracey, I., Wessely, S., Arseneault, L., Ballard, C., Christensen, H., Cohen Silver R., Everall I, Ford, T., John, A., Kabir, T., King, K., Madan, I., Michie, S., Przybylski, A. K., Shafran, R., Sweeney, A., Worthman, C. M., Yardley, L., ... & Bullmore, E. (2020). Loneliness in the general population: Prevalence, determinants and relations to mental health. *Lancet Psychiatry*, 7(6), 547-560. [https://doi.org/10.1016/S2215-0366\(20\)30168-1](https://doi.org/10.1016/S2215-0366(20)30168-1)
- Horn, D. J., & Jhonston, C. B. (2020). Burnout and self care for palliative care practitioners. *Medical Clinics of NA*, 104(3), 561–572. <https://doi.org/10.1016/j.mcna.2019.12.007>
- Hu, D., Kong, Y., Li, W., Han, Q., Zhang, X., Zhu, L. X., Wan, S. W., Liu, Z., Shen, Q., Yang, J., He, H. G., & Zhu, J. (2020). Frontline nurses' burnout, anxiety, depression, and fear statuses and their associated factors during the COVID-19 outbreak in Wuhan, China: A large-scale cross-sectional study. *E Clinical Medicine*, 24, 100424. <https://doi.org/10.1016/j.eclim.2020.100424>
- Huang, L., Lei, W., Xu, F., Liu, H., & Yu, L. (2020). Emotional responses and coping strategies in nurses and nursing students during COVID-19 outbreak: A comparative study. *Plos One*, 15(8), e0237303. <https://doi.org/10.1371/journal.pone.0237303>

- Humas FKUI. (2020). *83% Tenaga kesehatan indonesia mengalami burnout syndrome* derajat sedang dan berat selama masa pandemi COVID-19. <https://fk.ui.ac.id/berita/83-tenaga-kesehatan-indonesia-mengalami-burnout-syndrome-derajat-sedang-dan-berat-selama-masa-pandemi-COVID-19.html>
- Ibrahim, I., D., Asmony,T., & Nurmayanti, S. (2017). Pengaruh stres kerja terhadap *turnover intention* yang dimediasi oleh *burnout* (studi pada karyawan hotel bintang 4 di kota Mataram). *Jurnal Magister Manajemen Universitas Mataram*, 6(2)
- ICN. (2020). *ICN confirms 1 , 500 nurses have died from COVID-19 in 44 countries and estimates that healthcare worker COVID-19 fatalities worldwide could be more than 20,000.*
- International Council Of Nurses. (2021). *International Council Of Nurses policy brief: The global nursing shortage and nurse retention.*
- Iqlima, D. (2021). *Faktor-faktor yang berhubungan dengan turnover intention perawat di rumah sakit ibu dan anak Brawijaya Jakarta tahun 2020.* Thesis Fakultas Ilmu Kesehatan Universitas Esa Unggul.
- Jalili, M., Niroomand, M., Hadavand, F., Zeinali, K., & Fotouhi, A. (2021). Burnout among healthcare professionals during COVID-19 pandemic: A cross-sectional study. *International Archives of Occupational and Environmental Health*, 94, 1345–1352. <https://doi.org/10.1007/s00420-021-01695-x>
- Kang, L., Ma, S., Chen, M., Yang, J., Wang, Y., Li, R., Yao, L., Bai, H., Cai, Z., Yang, B. X., Hu, S., Zhang, K., Wang, G., Ma, C., & Liu, Z. (2020). Impact on mental health and perceptions of psychological care among medical and nursing staff in Wuhan during the 2019 novel coronavirus disease outbreak: A

- cross-sectional study. *Brain, Behavior, and Immunity.* 87, 11–17. <https://doi.org/10.1016/j.bbi.2020.03.028>
- Kim, W. H., Ra, Y. A., Park, J. G., & Kwon, B. (2017). Role of burnout on job level, job satisfaction, and task performance. *Leadership and Organization Development Journal,* 38(5), 630–645. <https://doi.org/10.1108/LODJ-11-2015-0249>
- Labrague, L. J., & Santos, J. A. A. (2021). Fear of COVID-19, psychological distress, work satisfaction and turnover intention among frontline nurses. *Journal of Nursing Management,* 29(3), 395–403. <https://doi.org/10.1111/jonm.13168>
- Laporcovid19. (2021). *1244 tenaga kesehatan Indonesia gugur melawan COVID-19.* <https://laporcovid19.org/>
- Larasati, S. (2018). *Manajemen sumber daya manusia.* Yogyakarta: Deepublish
- Leiter, M. P., & Maslach, C. (1997). *The truth about burnout: how organizations cause personal stress and what to do about it.* Jossey Bass Publisher.
- Lintong, T. (2021). Tingkat kecemasan dan stres kerja perawat di ruang isolasi rsud kota dumai pada masa pandemi COVID-19. *Skripsi* Fakultas Keperawatan Universitas Sumatera Utara.
- Liu, M., He, P., Wang, X. J., Li, F. J., Chen, S., & Lin, J. (2020). Clinical characteristics of 30 medical workers infected with new coronavirus pneumonia. *Chinese Journal of Tuberculosis and Respiratory Diseases,* 43(3), 219-214. [10.3760/cma.j.issn.1001-0939.2020.03.014](https://doi.org/10.3760/cma.j.issn.1001-0939.2020.03.014)
- Lo, W., Chien, L., Hwang, F., Huang, N., & Chiou, S. (2018). From job stress to intention to leave among hospital nurses: A structural equation modelling

- approach. Journal of Advanced Nursing, 74, 677–688.
<https://doi.org/10.1111/jan.13481>
- Martina, A. (2012). *Gambaran tingkat stres kerja pada perawat di ruang rawat inap RSPG Cisarua Bogor*. Universitas Indonesia.
- Matsuo, T., Kobayashi, D., Taki, F., Sakamoto, F., Uehara, Y., Mori, N., & Fukui, T. (2020). Prevalence of health care worker burnout during the Coronavirus Disease 2019 (COVID-19) pandemic in Japan. *JAMA Network Open*, 3(8), e2017271. <https://doi.org/10.1001/jamanetworkopen.2020.17271>
- Mazurenko, O., Gupte, G., & Shan, G. Analyzing US nurse turnover: Are nurses leaving their jobs or the profession itself. *Journal Hospital Administratif*. 4, 48–56. <https://doi.org/10.5430/jha.v4n4p48>
- Mobley, W. H. (1986). *Pergantian karyawan : Sebab, akibat, dan pengendaliannya (terjemahan)*. Jakarta: PT Pustaka Binnaman Pressindo.
- Mobley, W. H., Griffeth, H. H. H., & Meglino, B. M. (1979). Review and conceptual analysis of the employee turnover process. *Psychological Bulletin*, 86(3), 493–522.
- Muslimin., & Kartika, I.G. (2020). Faktor-faktor yang berhubungan dengan terjadinya stres kerja pada pekerja wanita. *Jurnal Kesehatan*, 10(2), 91-95.
<https://doi.org/10.38165/jk.v10i2.13>
- Nadhova, G., Muhardi., & Kusnadi, D. (2022). Pengaruh stres kerja dan kualitas terhadap turnover intention perawat di masa pandemi COVID-19. *Jurnal Keperawatan Priority*, 5(1), 34-43. <https://doi.org/10.34012/jukep.v5i1.2117>

- Nashwan, A. J., Abujaber, A. A., Villar, R. C., Nazarene, A., Al-Jabry, M. M., & Fradelos, E. C. (2021). Comparing the impact of COVID-19 on nurses' turnover intentions before and during the pandemic in Qatar. *Journal of Personalized Medicine*, 11(6), 456. <https://doi.org/10.3390/jpm11060456>
- Nasrullah, D., Natsir, M., Twistiantayani, R., Rohayani, L., Siswanto, Sumartyati, N. M., Hasanah, U., & Direja, A. H. S. (2020). *Dampak psikologis tenaga kesehatan dalam upaya menghadapi pandemi corona virus (COVID-19) di Indonesia*. Kementerian Riset Dan Teknologi - Badan Riset dan Inovasi Nasional Republik Indonesia. <http://sinta.ristekbrin.go.id/covid/penelitian/detail/245>
- Neely, C. (2020). *Physician burnout in the face of COVID-19*. Icsi. <https://www.icsi.org/icsi-news/news/physician-burnout-in-the-face-of-covid-19/>
- Notoadmodjo, S. (2012). *Metodologi penelitian kesehatan*. Jakarta: PT Rineka Cipta
- Octara, M., Setyorini, R.H., Triani, E., & Sari, P.S. (2022). Korelasi kondisi *burnout* dengan risiko penularan COVID-19 pada tenaga kesehatan di kota Mataram, Nusa Tenggara Barat. *Prosiding Saintek : LPPM Universitas Mataram*, 4, 44-53
- Oktari, T., Nauli, F.A., & Deli, H. (2021). Gambaran tingkat stres kerja perawat rumah sakit pada era new normal. *Health Care: Jurnal Kesehatan*, 10(1), 115-124. <https://doi.org/10.36763/healthcare.v10i1.98>

- Permatasari, C., & Laily, N. (2021). Pengaruh *job insecurity* dan *burnout* terhadap *turnover intention* melalui komitmen organisasional sebagai variabel intervening (studi pada tenaga kesehatan rumah sakit di Surabaya). *Jurnal dan Ilmu Riset Manajemen STIESIA Surabaya*, 10(11)
- Polit, D. F., & Beck, C. T. (2010). *Essential of Nursing Research : Appraising evidence for nursing practice (seventh edition ed)*. Philadelpia: Lippincot Williams & Wilkins
- PPNI. (2020). *Persatuan perawat ajak semua pihak lindungi tenaga kesehatan*.
- Radhakrishnan, V., Sen, S., & Singaravelu, N. (2020). *Data / How many doctors and nurses have tested positive for coronavirus in India?* <https://www.thehindu.com/data/how-many-doctors-and-nurses-have-tested-positive-for-coronavirus-in-india/article31410464.ece>
- Ramadhani, S. A. (2019). *Pengaruh kepuasan kerja terhadap turnover intention dimoderasi locus of control internal*. [Universitas Muhamadiyah Malang].
- Ran, L., Chen, X., Wang, Y., Wu, W., Zhang, L., & Tan, X. (2020). Risk factors of healthcare workers with corona virus disease 2019: A retrospective cohort study in a designated hospital of Wuhan In China. *Clinical Infection Disease*, 71(16), 2218–2221. <https://doi.org/10.1093/cid/ciaa287>
- Rarastanti, D.P (2020). Pengaruh stres kerja terhadap kinerja tenaga kesehatan melalui mediasi *job burnout* selama masa pandemi COVID-19 di RSU Aisyiyah Ponorogo. *Jurnal Universitas Airlangga*. Respository.unair.ac.id/105652/

- Rizky, N., & Suhariadi, F. (2021). Pengaruh *workload* dan *social support* terhadap *burnout* pada tenaga kesehatan di masa pandemi COVID-19. *Buletin Penelitian Psikologi dan Kesehatan Mental (BRPKM)*. 1(2), 1196-1206.
<https://doi.org/10.20473/brpkm.v1i2.28426>
- Robins, S. P., & Judge, T. A. (2017). *Perilaku Organisasi (Terjemahan)*. Jakarta: Salemba Empat.
- Rosyanti, L., & Hadi, I. (2020). Dampak psikologis dalam memberikan perawatan dan layanan kesehatan pasien COVID-19 pada tenaga profesional kesehatan. *Health Information : Jurnal Penelitian*, 12(1), 107–130.
<https://doi.org/10.36990/hijp.vi.191>
- Rupang, E. R., & Derang, I. (2021). *Burnout* perawat pelaksana di ruang isolasi COVID-19. *Jurnal Perawat Indonesia*. 5(2). 712-723.
- Said, R. M., & El-shafei, D. A. (2020). Occupational stres, job satisfaction, and intent to leave : Nurses working on front lines during COVID-19 pandemic in Zagazig City, Egypt. *Enviromental Science and Pollution Research*, 28(7), 8791-8801. <https://doi.org/10.1007/s11356-020-11235-8>
- Sarafino, E. (2011). *Health psychology : biosychosocial interaction (seventh ed)*. New Jersey: Jhon Wiley and Sons
- Sayilan, A. A., Kulakac, N., & Uzun, S. (2020). Burnout levels and sleep qualityof COVID-19. *Perspective in Psychiatric Care*, 57(3), 1231-1236.
<https://doi.org/10.1111/ppc.12678>
- Schultz, D., & Schultz, S. E. (2006). *Psychology and work today* (Ninth Edit). London: Pearson Education Inc.

- Schlak, A. E., Aiken, L. H., Chittams, J., Poghosyan, L., & McHugh, M. (2021). Leveraging the work environment to minimize the negative impact of nurse burnout on patient outcomes. *International Journal of Environmental Research and Public Health*, 18(2), 1–15. <https://doi.org/10.3390/ijerph18020610>
- Shah, K., Chaudhari, G., Kamrai, D., Lail, A., & Patel, R. S. (2020). How essential is to focus on physician's health and burnout in coronavirus (COVID-19) pandemic. *Cureus*, 12(4), 10–12. <https://doi.org/10.7759/cureus.7538>
- Spagnolo, P. A., Manson, J. A. E., & Joffe, H. (2020). Sex and gender differences in health: What the COVID-19 pandemic can teach us. *Annals of Internal Medicine*, 173(5), 385–386. <https://doi.org/10.7326/M20-1941>
- Sugiyono. (2018). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Bandung: Alfabeta
- Suhartini, E., & Iskandar, N. Z. (2020). Pengaruh stres kerja terhadap *turnover intention* dengan *burnout* sebagai variabel *intervening* pada PT Cahaya Murni Terang Timur. *Study of Scientific and Behavioral Management (SSBM)*, 1(3), 109-123
- Suhartono, F., Wetik, S., & Pondang, F. (2021). Hubungan stres kerja dengan *burnout syndrome* di masa pandemi COVID-19 pada perawat. *Jurnal Ilmu Keperawatan Jiwa*. 4(4). 693-702. <https://journal.ppnijateng.org/index.php/jikj>
- Suhaya, I., & Sari, H. (2019). Tingkat stres perawat dalam merawat pasien dengan penyakit menular di Rumah Sakit Umum Daerah Dr. Zainoel Abidin Banda Aceh. *JIM F.KEP.* IV(1).

- Sunjaya, D. K., Herawati, D. M. D., & Adiatma, Y. M. (2021). Depressive, anxiety, and burnout symptoms on health care personel at a month after COVID-19 outbreak in Indonesia. *BMC Public Health*, 21, 227. <https://doi.org/10.1186/s12889-021-10299-6>
- Survival. (2019). *Pengaruh stres kerja terhadap keinginan untuk pindah dimediasi burnout serta peran karakteristik demografi sebagai variabel moderasi (studi pada medical representative di kota Malang)*. Thesis Program Doktor Ilmu Manajemen Pascasarjana Fakultas Ekonomi Dan Bisnis Universitas Brawijaya Malang
- Tawfik, D. S., Sexton, J. B., Kan, P., Sharek, P.J., Nisbet, C. C., Rigdon, J., & Profit, J. (2017). Burnout in the neonatal intensive care unit and its relation to healthcare associated infections. *Journal of Perinatology*, 37(3), 315–320. <https://doi.org/10.1038/jp.2016.211>
- Urbayatun, S., & Widhiarso, W. (2012). Variabel mediator dan moderator dalam penelitian psikologi kesehatan masyarakat. *Jurnal Psikologi*, 39(2), 180-188. <https://doi.org/10.22146/jpsi.6985>
- Wang, H., Liu, Y., Hu, K., Zhang, M., Du, M., Huang, H., & Yue, X. (2020). Healthcare workers stres when caring for COVID-19 patients: An altruistic perspective. *Nursing Ethics*, 27(7), 1490–1500. <https://doi.org/10.1177/0969733020934146>
- World Health Organization. Coronavirus Disease (COVID-19) outbreak – WHO announces COVID-19 outbreak a pandemic. (2021). <http://www.euro.who.int/en/health-topics/health-emergencies/coronavirus-COVID-19/news/news/2021/3/whoannounces-COVID-19-outbreak-pandemic>.

- Wijono, S. (2015). *Psikologi industri & organisasi*. Jakarta: Prenadamedia Group
- Witasari, L. (2009). Analisis pengaruh kepuasan kerja dan komitmen organisasional terhadap *turnover intentions* (studi empiris pada Novotel Semarang). *Jurnal Bisnis Strategi*, 18(1), 90-113.
<https://doi.org/10.14710/jbs.18.1.90-113>
- Worldmeter. (2021). *Coronavirus update (live): cases and deaths from COVID-19 virus pandemic*. <https://www.worldometers.info/coronavirus/#countries>
- Wu, H., Liu, L., Sun, W., Zhao, X., Wang, J., & Wang, L. (2014). Factors related to burnout among Chinese female hospital nurses: Cross-sectional survey in Liaoning Province Of China. *Journal of Nursing Management*, 22(5), 621–629. <https://doi.org/10.1111/jonm.12015>
- Wu, Y., Wang, J., Luo, C., Hu, S., Lin, X., & Anderson, A. E. (2020). COVID-19 articles fast tracked articles a comparison of burnout frequency among oncology physicians and nurses working on the frontline and usual wards during the COVID-19 epidemic in Wuhan, China. *Journal of Pain and Symptom Management*, 60(1), e60–e65.
<https://doi.org/10.1016/j.jpainsympman.2020.04.008>
- Yenti, M. (2021). *Hubungan beban kerja dengan stres kerja perawat di ruangan isolasi COVID-19 RSUP Dr M. Djamil Padang tahun 2020*. Skripsi Fakultas Keperawatan Universitas Andalas.
- Yustira, W. (2021). *Faktor-faktor yang berhubungan dengan keinginan pindah kerja (turnover) perawat di masa pandemi pada rumah sakit Mitra Husada Tangerang tahun 2021*. Thesis Fakultas Ilmu Keperawatan Universitas Muhammadiyah Jakarta.

Zadi, A.O., Nasiri, E., & Lotfi M. (2020). The relationship between occupational hazards and intention to leave the profession among perioperative and anesthesia nurses. *Nurse Midwife Journal*, 18(7), 532–542.

<https://doi.org/10.29252/unmf.18.7.532>.

Zhang, J., Wang, X., Jia, X., Li, J., Hu, K., Chen, G., Wei, J., Gong, Z., Zhou, C., Yu, H., Yu, M., Lei, H., Cheng, F., Zhang, B., Xu, Y., Wang, G., & Dong, W. (2020). Risk factors for disease severity, unimprovement, and mortality in COVID-19 patients in Wuhan, China. *Clinical Microbiology and Infection : The official Publication of the European Society of Clinical Microbiology and Infectious Diseases*, 26(6), 767–772.

<https://doi.org/10.1016/j.cmi.2020.04.012>