# **REFERENCES**

Allen et al, T. D. (2020). *How effective is telecommuting? Assessing the status of our scientific findings. Psychological Science in the Public Interest, 21(2), 1-95.*

Annisa, R., Sari, M., &Pratama, D. (2024). *Stress management and employees’ productivity performance: A study of workplace pressure and burnout*. International Journal of Social Science and Economic Research, 5(1), 147–160.

Arif, A. L., &Rivai, H. A. (2022). *Impact of Job Stress on Job Performance of Health Worker with Work Life*.

(Arshadi&Damiri). (2013). *The Relationship of Job Stress with Turnover Intention and Job Performance: Moderating Role of OBSE*.

Aulakh, S. (2023). Impact of work-related stress on job performance : A comparitive study between male and female. 11(5), 717–720.

Bakker, A. B., &Demerouti, E. (2007). *The Job Demands-Resources model : state of the art*. *22*(3), 309–328. <https://doi.org/10.1108/02683940710733115>

Bastian, B., Syekh, S., &Zahari, M. (2024). The Influence of Training and Discipline on Employee Performance is Governed by Work Competence at the Job Training Center and Productivity Jambi Province. *Dinasti International Journal of Education Management and Social Science*, *6*(2), 948–961. <https://doi.org/10.38035/dijemss.v6i2.3351>

Bansal, A. (2023). Impact of psychological wellbeing on job performance of employees. *Journal of Positive School Psychology, 7*(2), 1123–1135. <https://journalppw.com/index.php/jpsp/article/view/15156>

Bashir, U., &Ramay, M. I. (2010). *Impact of stress on employees’ job performance: A study on banking sector of Pakistan*. International Journal of Marketing Studies, 2(1), 122–126. https://doi.org/10.5539/ijms.v2n1p122

Borman &Motowidlo. (1997). The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology, 51(6), 1173.*

Campbell, J. P. (1990). *Modeling the performance prediction problem in industrial and organizational psychology. In M. D. Dunnette& L. M. Hough (Eds.), Handbook of Industrial and Organizational Psychology (2nd ed., Vol. 1, pp. 687-732). Consulting Psychologists Press.*

Caviola, S., Carey, E., Mammarella, I. C., &Szucs, D. (2017). *Stress , Time Pressure , Strategy Selection and Math Anxiety in Mathematics : A Review of*

*the Literature*. *8*(September), 1–13. <https://doi.org/10.3389/fpsyg.2017.01488>

Chen, B., Wang, L., Li, B., & Liu, W. (2022). *Work stress, mental health, and*

 *employee performance*. Frontiers in Psychology, 13, Article 1006580.

Chen, X., Ran, L., Zhang, Y., Yang, J., Yao, H., Zhu, S., & Tan, X. (2019). *Moderating role of job satisfaction on turnover intention and burnout among workers in primary care institutions : a cross-sectional study*. 1–10.

Chomać-Pierzecka, Dyrka, Kokiel, & U. (2024). *Sustainable HR and Employee Psychological Well-Being in Shaping the Performance of a Business*.

Chen, Y., & Zhang, L. (2020). Job stress and employee outcomes: The role of organizational support. *Employee Relations, 42*(3), 682–699. <https://doi.org/10.1108/ER-02-2019-0122>

Chomać-Pierzecka, E., Dyrka, S., Kokiel, A., &Urbańczyk, E. (2024). Sustainable

 HR and employee psychological well-being in shaping the performance of a

 business. *Sustainability, 16*(1), Article 1123. <https://doi.org/10.3390/su160101123>

Crank, Regoli, Hewitt, & C. (1995). *from the SAGE Social Science Collections. All Rights Reserved.*

Damayanti, F., &Darmawan, D. (2025). *The influence of organizational commitment and job satisfaction on employee performance*. Meister: Journal of Management and Organizational Studies, 3(1), 1–12.

Danna, K., & Griffin, R. W. (2021). Health and well-being in the workplace: A review and synthesis of the literature. *Journal of Management, 47*(2), 325–355. https://doi.org/10.1177/0149206320949321

Dekeyser, Raes, Leijssen, Leysen, & D. (2008). *“Mindfulness skills and interpersonal behaviour.” Personality and Individual Differences, 44(5), 1235-1245.*

Demerouti, E., Bakker, A. B., & Schaufeli, W. B. (2001). *The Job Demands-Resources Model of Burnout*. *86*(3), 499–512. https://doi.org/10.1037//0021-9010.86.3.499

Dessler, G. (2016). *Human Resource Management, 15th Edition. Pearson.*

DeTienne, K. B., Agle, B. R., Phillips, J. C., &Ingerson, M. (2012). The impact of moral stress compared to other stressors on employee fatigue, job satisfaction, and turnover: an empirical investigation. *Journal of Business Ethics*, *110*(3), 377–391. https://doi.org/10.1007/s10551-011-1197-y

Devi, J. P., Kumar, S. A., Pathamuthu, P., &Devadharshini, S. (2024). Impact of training and development programmes on employee performance. *European Economics Letters*, *14*(4), 236–245. <https://doi.org/10.52783/eel.v14i4.2117>

*Ditchburn, G., & Koh, R. E. (2024). Workplace pressure, employee stress, mental well-being and resilience in response to COVID-19 in Singapore. Evidence-based HRM, 12(2), 441–457.* [*https://doi.org/10.1108/EBHRM-08-2023-0093*](https://doi.org/10.1108/EBHRM-08-2023-0093)

Engetou, M. E. (2017). Impact of insufficient personnel on organizational performancethesis business management. *May*.

Fahmy, R. (2021). *Employee psychological well-being and job performance: Exploring mediating and moderating mechanisms*. *International Journal of Organizational Analysis*, 29(3), 736–754. https://doi.org/10.1108/IJOA-05-2020-2204

Fegade, T., & Sharma, P. (2023). *Exploring the Impact of Employee Training and Development on Organizational Efficiency and Effectiveness- A Systematic Literature Review.25*(4), 56–63. <https://doi.org/10.9790/487X-2504015663>

Fegade, T., & Sharma, P. (2023). Exploring the impact of employee training and development on organizational efficiency and effectiveness. *International Journal of Productivity and Performance Management, 72*(4), 789–805. https://doi.org/10.1108/IJPPM-06-2022-0268

Flegl, Depoo, & A. (2022). *The Impact of Employees’ Training on Their Performance Improvements*.

Flegl, M., Depoo, L., &Alcázar, M. (2022). The impact of employees’ training on their performance improvements. *International Journal of Training and Development, 26*(1), 45–60. <https://doi.org/10.1111/ijtd.12208>

Gibson, Ivancevich, & D. (1998). *“Organizational Behavior: Competence and Commitment in the Workplace.” McGraw-Hill.*

Gibson, Ivancevich, & Donnelly, 2000. (2000). *organization and management*.

Greenberg et al., N. D. (2021). *Managing mental health challenges faced by healthcare workers during covid-19 pandemic. BMJ.*

Guest et al, C. N. (2021). *Diversity and inclusion at work: A review and research agenda. Journal of Organizational Behavior, 42(5), 516-536.*

Hackman & Oldham, J. R. (2020). *Handbook of Industrial, Work & Organizational Psychology (2nd ed., Vol. 2). Sage Public.*

Haddon. (2018). *Strategic HR Review*.

Hakanen, J. J., Bakker, A. B., & Schaufeli, W. B. (2006). *Burnout and work engagement among teachers*. *43*, 495–513. https://doi.org/10.1016/j.jsp.2005.11.001

Hakim, L., &Sugiyanto, E. (2015). *CHARACTERISTICS OF WORK STRESS AND ( Empirical Studies in Kampong Batik Laweyan Surakarta )*. 431–439.

Hasin, H., Hussain, W. S., Nordin, E., Jamil, A., & Johari, Y. C. (2023). The impact of workload, management factors, and job insecurity on employee well-being: A review of recent research. *International Journal of Academic Research in Business and Social Sciences, 13*(4), 1002–1011. <https://doi.org/10.6007/IJARBSS/v13-i4/17371>

Hammer, L. B., Dimoff, J., Mohr, C. D., & Allen, S. J. (2024). A Framework for Protecting and Promoting Employee Mental Health through Supervisor Supportive Behaviors. *Occupational Health Science*, *8*(2), 243–268. https://doi.org/10.1007/s41542-023-00171-x

Hendrasti, N., Syahrul, L., & Fahmy, R. (2022). the effect of compensation and workload on employee performance at pt. x Padang city with job satisfaction as a mediating variable. The *Effect of Compensation and Workload on Employee Performance at PT. X Padang City with Job Satisfaction as a Mediating*. *2*(1), 65–78.

Hobfoll&Shirom, 2001. (2001). *The influence of culture, community, and the nested-self in the stress process: Advancing conservation of resources theory. Applied Psychology, 50(3), 337-421.*

Ilac, E. J., Caringal-Go, J. F., Mactal, Ma. T., & Teng-Calleja, M. (2024). Worker Experience A year into COVID: Job demands and resources in the Philippines. *Philippine Journal of Psychology*, *55*, 29–59. <https://doi.org/10.31710/pjp/0055.02>

Imran, A. (2013). *The Effect of Training on Employee Performance*. *1905*, 137–147.

Jamil, A., Sehat, R. M., Johari, Y. C., Nordin, E., & Hussein, W. S. (2023). Exploring the link between job stress and performance: Identifying the root causes. *Management Research Review, 46*(6), 1021–1038. <https://doi.org/10.1108/MRR-08-2022-0365>

Johnson, L., & Brown, M. (2020). The impact of job stress and well-being on employee training and performance: A cross-sectional study. *Human Resource Development International, 23*(3), 215–232. <https://doi.org/10.1080/13678868.2020.1723895>

Johnson, L., & Brown, M. (2020). “The Impact of Job Stress and Well-being on Employee Training and Performance: A Cross-Sectional Study.” *Journal of Occupational Health Psychology.*

Kahn &Byosiere, 1992. (1992). *Stress in organizations. In M. D. Dunnette& L. M. Hough (Eds.), Handbook of industrial and organizational psychology (2nd ed., pp. 571-650). Consulting Psychologists Press*.

Kashan Sheikh. (2022). *“The relationship between work overload and job stress.” Academia.edu.*

Kaur, N. M., Khosla, N. R., & Siddiqui, N. M. (2024). Impact of Job Stress on Psychological Well-Being of Teachers. *Deleted Journal*, *2*(03), 504–515. <https://doi.org/10.47392/irjaem.2024.0071>

Kenneth Shultz. (2010). *“Role overload and underload in relation to occupational stress and health.”*

Khan, S., & Rasheed, M. (2022). Training and development and its impact on employee performance: Evidence from emerging markets. *Journal of Management Development, 41*(5), 389–405. <https://doi.org/10.1108/JMD-02-2021-0032>

Khin, A. M. (2022). Work-related stress in Myanmar’s industrial sector: An exploratory study. *Journal of Myanmar Studies, 5(3), 45-56.*

Koopmans et al. (2014a). *“Individual Work Performance Questionnaire (IWPQ).” PsycTESTS.*

Koopmans et al., 2014. (2014b). *Individual Work Performance Questionnaire (IWPQ).*

Kraimer, Shaffer, Bolino, Charlier, &Wurtz, 2022. (2022). *A transactional stress theory of global work demands: A challenge, hindrance, or both? Journal of Applied Psychology, 107(12), 2197–2219.*

Kundi, Aboramadan, Elhamalawi, & S. (2021). *Employee psychological well-being and job performance: exploring mediating and moderating mechanisms*. 1–19.

Kundi, Y. M., Aboramadan, M., Elhamalawi, E. M., & Shahid, S. (2020). Employee psychological well-being and job performance: exploring mediating and moderating mechanisms. International Journal of Organizational Analysis, 29(3), 736–754. <https://doi.org/10.1108/ijoa-05-2020-2204>

Kundu, S. C., &Gahlawat, N. (2016). “Ability–Motivation–Opportunity Enhancing Human Resource Practices and Firm Performance: Evidence from India.” Journal of Management & Organization, 22(4), 1-18.

Kundi, Y. M., Aboramadan, M., Elhamalawi, E. M. I., & Shahid, S. (2021). Employee psychological well-being and job performance: Exploring mediating and moderating mechanisms. *International Journal of Organizational Analysis, 29*(3), 736–754. <https://doi.org/10.1108/IJOA-05-2020-2204>

Kumendongl, T., Raharjo, S., & Lestari, D. (2025). *The impact of workplace stress on employee well-being: A meta-analysis*. Journal of Public Health and Employment, 5(1), 121–135.

Kumendong, G., Rahman, M., & Yusuf, A. (2025). The impact of job stress on employee performance in Southeast Asian SMEs. *Asian Journal of Organizational Psychology, 17*(1), 45–62. https://doi.org/10.1016/ajop.2025.01.004

Latham & Locke, G. P. (2019). *Latham & Locke, G. P. (2019). Goal setting theory: Contemporary issues and challenges. Psychological Review, 126(3), 415-437.*

Lazarus & Folkman, R. S. (1984). *Stress, appraisal, and coping. Springer Publishing Company.*

Lee, J., & Park, H. (2021). Psychological well-being and job performance: The mediating role of work engagement. *Journal of Vocational Behavior, 129*, 103–117. <https://doi.org/10.1016/j.jvb.2021.103474>

Leonard, K. (2019). *SImportance of Employee Performance in Business Organizations.*

Lepine, J. A., Podsakoff, N. P., &Lepine, M. A. (2005). A meta-analytic test of the challenge stressor – hindrance stressor framework: an explanation for inconsistent relationships among stressors and performance. *48*(5), 764–775.

Lambert, E. G., Hogan, N. L., & Griffin, M. L. (2007). The impact of organizational justice on correctional staff job stress. *Criminal Justice Review, 32(2), 122–138.*, *Lambert*, *E. G.*, *Hogan*, *N. L.*, *Griffin*, *M. L. (2007). The impact of organizational justice on correctional staff job stress. Criminal Justice Review*, *32(2)*, *122*–*138. https://doi.org/10.1177/0734016807310678*.

Latif, K. F. (2012). An integrated model of training effectiveness and satisfaction with employee development interventions. *Industrial and Commercial Training, 44(4), 211–222.*<https://doi.org/10.1108/00197851211231487>

Lee, M., & Kim, B. (2023). Effect of the employees’ mental toughness on organizational commitment and job satisfaction: Mediating Psychological Well-Being. Administrative Sciences, 13(5), 133. <https://doi.org/10.3390/admsci13050133>

Lin, M. H., Yen, Y. H., Chuang, T. F., Yang, P. S., & Chuang, M. D. (2024). The impact of job stress on job satisfaction and turnover intentions among bank employees during the COVID-19 pandemic. *Frontiers in Psychology, 15*, Article 1482968. <https://doi.org/10.3389/fpsyg.2024.1482968>

Maalouf, E., &Maalouf, G. (2024). The impact of organizational culture, job stress, time management, and work-life balance on employee job performance. *International Journal of Business Management and Economic Review*, *07*(06), 177–194. <https://doi.org/10.35409/ijbmer.2024.3633>

Makmur, A., Nazahra, A., &Nasution, R. (2025). *The effect of job crafting and self-efficacy on employee performance with work engagement as a mediating variable*. Jambura Economic Education Journal, **7**(4), 1–15.

Makmur, A., Sari, D. N., &Prasetyo, H. (2025). Employee training and performance improvement in emerging markets: Evidence from Indonesia. *Journal of Human Resource Development, 11*(2), 134–150. https://doi.org/10.1177/HRD112025021

Maryadi, N. (2023). The impact of Job-Related stress, employee motivation and job satisfaction on the performance of employees. *JURNAL MANAJEMEN BISNIS*, *10*(2), 747–759. <https://doi.org/10.33096/jmb.v10i2.653>

Mathur, Garima; Vigg, Silky; Sandhar, Simranjeet; Holani, U. . (2007). *Stress as a correlate of job performance: a study of manufacturing organizations. Journal of Advances in Management Research, 4(2), 79–85.*

Medina, R., Tanuwijaya, J., &Gunawan, A. W. (2024). The Effect of Transformational Leadership on Psychological Well-Being and Job Performance in Higher Education Institution. *EKONOMIS Journal of Economics and Busines, 8*(2), 1192. <https://doi.org/10.33087/ekonomis.v8i2.1592>

Mehmood, N. K., Zaheer, N. M. A., & Faisal, N. M. M. (2025). Work Engagement and Job Strain as Mediator between Job Demands and Proactive Behavior. ˜the œCritical Review of Social Sciences Studies, 3(1), 845–855. <https://doi.org/10.59075/zztw1378>

Menéndez-espina, S., Llosa, J. A., Agulló-tomás, E., Rodríguez-suárez, J., Sáiz-villar, R., Lahseras-díez, H. F., Hill, C. A., &Agulló-tomás, E. (2019). *Job Insecurity and Mental Health : The Moderating Role of Coping Strategies From a Gender Perspective*. *10*(February), 1–10. https://doi.org/10.3389/fpsyg.2019.00286

Milner et al., A. W. (2020). *Employee assistance program utilization and mental health stigma: The role of information. Journal of Occupational Health Psychology, 25(1), 60-70.*

Meunier, S., Bouchard, L., Coulombe, S., Doucerain, M., Pacheco, T., & Auger, E. (2022). The association between perceived stress, psychological distress, and job performance during the COVID-19 pandemic. *Trends in Psychology, 30*, 549–569. <https://doi.org/10.1007/s43076-021-00080-5>

Noe, R. A. (2017). *Employee training and development (7th ed.). McGraw-Hill Education.*

Noe, R. A. (2020). *Employee training and development (8th ed.). McGraw-Hill Education.*

Nyathi &Kekwaletswe, 2023. (2023). *Realizing employee and organizational performance gains through electronic human resource management use in developing countries. African Journal of Economic and Management Studies, 14(1), 121-134.*

Obidiegwu. (2020). *The impact of job stress on employee performance : Evidence from female academics at the University of KwaZulu-Natal*.

Pandey, J. (2019). *Factors affecting job performance: an integrative review of literature. Management Research Review, 42(2), 263-289. Emerald Insight*.

Parker & Axtell, S. K. (2021). *Building better jobs: A typology of job design interventions and a theoretical framework for understanding their impact on employee well-being. Journal of Organizational Behavior, 42(5), 517-539.*

Putra, A. S. B., Kusumawati, E. D., &Kartikasari, D. (2023). Psychological Empowerment and Psychological Well-Being as Job Performance Mediators. *Journal of Business Management and Economic Development*, *2*(01), 127–141. <https://doi.org/10.59653/jbmed.v2i01.372>

Rana, Badar-ul-islam and Munir, K. (2011). *Impact of stressors on the performance of employees*. *32729*.

Putri et al. (2023). *Psychological well-being: Self-acceptance and environmental mastery, recognizing mindfulness from negative attitudes to a surplus of positive attitudes in life*.

Qaralleh, B., Al-Majali, S., & Al-Sharif, M. (2023). Exploring the link between job stress and performance: Identifying the root causes. *International Journal of Academic Research in Accounting, Finance and Management Sciences, 13*(3), 45–62. https://doi.org/10.6007/IJARAFMS/v13-i3/19073

Ratnawat& Jha, 2014. (2014). *Occupational stressors and job performance: An updated review and research agenda. International Journal of Organizational Analysis, 22(3), 305-325.*

Ratnawat, R.G., & Jha, P. C. (2014). *Occupational stressors and job performance: An updated review and research agenda. IOSR Journal of Business and Management (IOSR-JBM), 16(11), 1-6.*

Reif, Spieß, &Pfaffinger, 2021. (2021). *Dealing with Stress in a Modern Work Environment*.

Riaz, M., Ahmad, N., Riaz, M., Murtaza, G., Khan, T., & Firdous, H. (2016). *Impact of Job Stress on Employee Job Satisfaction*. 1370–1382.

Rice, V. H. (1969). *Relationship to Health*.

Richard S. DeFrank and John M. Ivancevich. (1998). *Stress on the Job: An Executive Update*.

Richardson & Rothstein, 2018. (2018). *Effects of occupational stress management intervention programs: A meta-analysis. Journal of Occupational Health Psychology, 13(1),, 13(1), 69-93.*

Richardson, K. M., & Rothstein, H. R. (2018). *Managing occupational stress through effective workplace interventions. In S. Leka& J. Houdmont (Eds.), Occupational Health Psychology (2nd ed., pp. 177-202). Routledge.*

Rivai, H. A., Lukito, H., &Fauzi, A. R. (2020). *The Role of Work Motivation as Moderator in the Relationship between Training and Job Performance : A Study in Regional Hospital in West Sumatra Province*. *Unicees 2018*, 1341–1348. https://doi.org/10.5220/0009501013411348

Robbins & Judge. (2013). *Organizational behavior. Pearson Education.*

Robbins, S. P., & Judge, T. A. (2017). *. Organizational Behavior, 17th Edition. Pearson.*

Röthlin, P., Horvath, S., Trösch, S., Holtforth, M., &Birrer, D. (2020). *Differential and shared effects of psychological skills training and mindfulness training on performance- relevant psychological factors in sport : a randomized controlled trial*. 1–13.

Ryan, R. M., & Deci, E. L. (2000). *Self-Determination Theory and the Facilitation of Intrinsic Motivation, Social Development, and Well-Being*. *55*(1), 68–78.

Schmidt. (2004). *The Relationship Between Satisfaction with Workplace Training and Overall Job Satisfaction* (Vol. 18, Issue 4). https://doi.org/10.1002/hrdq

Sharmilee, A., Basit, A., & Hassan, Z. (2018). *Impact of Job Stress on Employee Performance. International Journal of Accounting and Business Management, 5(2), 13-33.*

Sharmilee, Basit, & H. (2017). *Impact of job stress on employee performance*. *5*(2), 13–33.

Silva, R., & Thomas, G. (2024). The role of training in enhancing employee adaptability and performance in dynamic environments. *Journal of Business Research, 168*, 114–128. <https://doi.org/10.1016/j.jbusres.2023.113210>

Singh, A. (2007). *Stress as a correlate of job performance: A study of manufacturing organizations. Journal of Occupational Psychology, 80(2), 143-154. Emerald Insight*.

Siswanto, A. (2024). The impact of employee training, job satisfaction, and organizational commitment on employee performance in the tech industry. *Tafkir Interdisciplinary Journal of Islamic Education*, *4*(3), 473–485. <https://doi.org/10.31538/tijie.v4i3.1161>

Smith, A. B., Johnson, C. D., & Wang, L. (2022). The impact of employee training, jobsatisfaction, and organizational commitment on employee performance in the techindustry: A systematic review. Computers in Human Behavior, 130, 137–148.

Smith, T. D., Hughes, K., Dejoy, D. M., &Dyal, M. (2018). Assessment of relationships between work stress , work-family con flict , burnout and fi re fi ghter safety behavior outcomes. *Safety Science*, *103*(May 2017), 287–292. https://doi.org/10.1016/j.ssci.2017.12.005

Sonnentag&Frese. (2003). *Sonnentag, S., &Frese, M. (2003). Stress in organizations.*

SPARQtools.org. (2024). *Measuring Mobility Toolkit*. http://sparqtools.org/measuringmobility/

Tang, Y., Tang, R., & Gross, J. J. (2019). *Promoting Psychological Well-Being Through an Evidence-Based Mindfulness Training Program*. *13*(July), 1–5. https://doi.org/10.3389/fnhum.2019.00237

Tsalasah, E.F., Noermijati, N., &Ratnawati, K. (2019a). *“The effect of work stress on the performance of employees psychological well-being and subjective well-being (Study at PT. Global Insight Utama Bali area).” Management and Economics Journal, 3(1), 1-10.*

Vansteenkiste, M., Ryan, R. M., &Soenens, B. (2020). Basic psychological need theory : Advancements , critical themes , and future directions. In *Motivation and Emotion* (Issue 2000). Springer US. https://doi.org/10.1007/s11031-019-09818-1

Warr, P. (2002). *The study of well-being, behaviour and attitudes. In P. Warr (Ed.), \*Psychology at work (5th ed., pp. 1-25). Penguin Press*.

Weber, J. G. (2011). *Individual and Family Stress and Crises*.

Wright, T. A., &Cropanzano, R. (2000). *Psychological Weil-Being and Job Satisfaction as Predictors of Job Performance*. *5*(1), 84–94. https://doi.org/10.1037//1076-8998.5.1.84

Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2007). *The Role of Personal Resources in the Job Demands-Resources Model*. *14*(2), 121–141. https://doi.org/10.1037/1072-5245.14.2.121