

## DAFTAR PUSTAKA

- Acheampong, N. A. A. (2021). Reward Preferences Of The Youngest Generation: Attracting, Recruiting, And Retaining Generation Z Into Public Sector Organizations. *Compensation & Benefits Review*, 53(2), 75–97. <https://doi.org/10.1177/0886368720954803>
- Adams, J. S. (1965). Inequity In Social Exchange. *Advances In Experimental Social Psychology*, 2(C), 267–299. [https://doi.org/10.1016/S0065-2601\(08\)60108-2](https://doi.org/10.1016/S0065-2601(08)60108-2)
- Ajar Baskoro, D., Amelia, N., Poluan, E., & Sihombing, R. P. (2024). Analysis Of Reward, Work Environment, Motivation And Performance Of Administrative Staff. *Jurnal Sustainable*, 7(1), 78–87. <https://doi.org/10.32923/KJMP.V7I1.4418>
- Alkhateeb, M., Althabaiti, K., Ahmed, S., Lövestad, S., & Khan, J. (2025). A Systematic Review Of The Determinants Of Job Satisfaction In Healthcare Workers In Health Facilities In Gulf Cooperation Council Countries. *Global Health Action*, 18(1). <https://doi.org/10.1080/16549716.2025.2479910;WGROU:STRING:PUBLICATION>
- Andriani, A. D., Mulyana, A., & Widarnandana, I. G. D. (2022). *Managemen Sumberdaya Manusia*. Toha Media.
- Anggraini, D., Nasution, M. I., & Prayogi, M. A. (2023). Optimalisasi Kinerja Pegawai: Stres Kerja Dan Kualitas Kehidupan Kerja Dengan Mediasi Kepuasan Kerja. *Jurnal Ilmiah Manajemen Dan Bisnis*, 24(2), 170–198. <https://doi.org/10.30596/JIMB.V24I2.17234>
- Anissa Oktaria, R., Nugraheni, R., & Manajemen, J. (2017). *Pengaruh Lingkungan Kerja, Kepuasan Kompensasi, Dan Motivasi Kerja Terhadap Disiplin Kerja Pegawai Pada Pdam Tirta Moedal Kota Semarang*. 6, 1–10. <http://ejournal-s1.undip.ac.id/index.php/dbr>
- Aniversari, P., & Sanjaya, V. F. (2022). Pengaruh Stress Kerja, Lingkungan Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan (Studi Kasus Pada Karyawan PT Aneka Gas Industri Lampung). *REVENUE: Jurnal Manajemen Bisnis Islam*, 3(1), 1–24. <https://doi.org/10.24042/REVENUE.V3I1.10450>
- Annisa Ardiningrum, N., Bolet Atmojo, T., Wijayanti, R., Studi, P. D., Dan Kesehatan Kerja, K., Vokasi, S., & Sebelas Maret, U. (2024). Hubungan Dukungan Sosial Dan Beban Kerja Mental Dengan Burnout Syndrome Pekerja PT Trans Marga Jateng. *Jurnal Kesehatan Masyarakat*, 12(1), 9–15. <https://doi.org/10.14710/JKM.V12I1.39816>
- Annisa Maharani, Ahmad Zeifuddin, Dyah Ayu Safitri, Hilya Sania Rosada, & M Isa Anshori. (2023). Kesejahteraan Mental Karyawan Dalam Era Digital: Dampak Teknologi Pada Kesejahteraan Mental Karyawan Dan Upaya Untuk Mengatasi Stres Digital. *Jurnal Ekonomi, Bisnis Dan Manajemen*, 2(4), 113–130. <https://doi.org/10.58192/EBISMEN.V2I4.1385>
- Arta, D. N. C. (2022). The Effect Of The Non-Physical Work Environment And Career Development On Turnover Intention With Job Satisfaction Mediation Work On PT. Yoshioka Indonesia. *Asian Journal Of Management, Entrepreneurship And Social Science*, 2(04), 195–110. <https://doi.org/10.63922/AJMESC.V2I04.180>
- Astuti, W., & Mardhiyah, A. (2023). The Effect Of Non-Physical Work Environment, Motivation And Work Discipline On Employee Performance At Pt. Fajar Agung. *Simangunsong: Journal Of Business Administration, Management, Economic And Accounting*, 1(01), 30–39. <https://doi.org/10.54209/SIMANGUNSONG.V1I01.4>
- Bakker, A. B., Demerouti, E., & Verbeke, W. (2004). Using The Job Demands-Resources Model To Predict Burnout And Performance. *Human Resource Management*, 43(1), 83–104. <https://doi.org/10.1002/HRM.20004;JOURNAL:JOURNAL:1099050X;WGROU:STRING:PUBLICATION>

- Bakker, A. B., Hetland, J., Kjellevold Olsen, O., & Espevik, R. (2022). Daily Transformational Leadership: A Source Of Inspiration For Follower Performance? *European Management Journal*. <https://doi.org/10.1016/j.emj.2022.04.004>
- Basalamah, M. S. A., & As'ad, A. (2021). The Role Of Work Motivation And Work Environment In Improving Job Satisfaction. *Golden Ratio Of Human Resource Management*, 1(2), 94–103. <https://doi.org/10.52970/GRHRM.V1I2.54>
- Benitez, M., Orgambidez, A., Cantero-Sánchez, F. J., & León-Pérez, J. M. (2023). Harmonious Passion At Work: Personal Resource For Coping With The Negative Relationship Between Burnout And Intrinsic Job Satisfaction In Service Employees. *International Journal Of Environmental Research And Public Health* 2023, Vol. 20, Page 1010, 20(2), 1010. <https://doi.org/10.3390/IJERPH20021010>
- Budiyasa, I. K. (2021). *Beban Kerja Dan Kinerja Sumber Daya Manusia I Komang Budiyasa Penerbit . CV. Pena Persada.*
- Chowhan, J., & Pike, K. (2023). Workload, Work–Life Interface, Stress, Job Satisfaction And Job Performance: A Job Demand–Resource Model Study During COVID-19. *International Journal Of Manpower*, 44(4), 653–670. <https://doi.org/10.1108/IJM-05-2022-0254>
- Dewi, P. A. T., Mahayasa, I. G. A., & Gede, I. K. (2023). Peran Kepuasan Kerja Memediasi Pengaruh Stres Kerja Terhadap Komitmen ORGANISASIONAL. *Warmadewa Management And Business Journal (WMBJ)*, 5(1), 58–72. <https://doi.org/10.22225/WMBJ.5.1.2023.58-72>
- Elizar, E., & Tanjung, H. (2018). Pengaruh Pelatihan, Kompetensi, Lingkungan Kerja Terhadap Kinerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 1(1), 46–58. <https://doi.org/10.30596/Maneggio.V1i1.2239>
- Emmanuel, N., & Nwuzor, J. (2021). Employee And Organisational Performance: Employees Perception Of Intrinsic And Extrinsic Rewards System. *Applied Journal Of Economics, Management And Social Sciences*, 2(1), 26–32. <https://doi.org/10.53790/AJMSS.V2I1.5>
- Febria Agustianingsih, & Vivin Maharani Ekowati. (2024). Peran Job Satisfaction Sebagai Pemediasi Pengaruh Employee Engagement Dan Organizational Commitment Terhadap Employee Performance. *Al-Kharaj: Jurnal Ekonomi, Keuangan & Bisnis Syariah*, 6(5). <https://doi.org/10.47467/ALKHARAJ.V6I5.1994>
- Firdaus, F., Suriani, I., Wazilah, N., Ataya, M., Keiro, K., & Yasier, A. (2025). Asesmen Dan Psikoedukasi Stres Kerja Pegawai Dinas Sosial Provinsi Sulawesi Selatan. *Menulis: Jurnal Penelitian Nusantara*, 1(12), 258–264. <https://doi.org/10.59435/MENULIS.V1I12.775>
- Ge, J., He, J., Liu, Y., Zhang, J., Pan, J., Zhang, X., & Liu, D. (2021). Effects Of Effort-Reward Imbalance, Job Satisfaction, And Work Engagement On Self-Rated Health Among Healthcare Workers. *BMC Public Health*, 21(1), 1–10. <https://doi.org/10.1186/S12889-021-10233-W/TABLES/5>
- Ghozali, I. (2018). *Partial Least Squares. Konsep, Teknik Dan Aplikasi Menggunakan Program Smartpls 3.0 Untuk Penelitian Empiris.* Semarang: Badan Penerbit Universitas Diponegoro.
- Haholongan, R., & Elviayuliana, E. (2022). The Influence Of Compensation, Motivation, Work Environment, And Work Discipline On Job Satisfaction. *International Journal Of Social Science*, 2(4), 1903–1912. <https://doi.org/10.53625/Ijss.V2i4.4169>
- Hakro, T. H., Jhatial, A. A., & Chandio, J. A. (2022). Exploring The Influence Of Work Overload And Job Stress On Employees Turnover Intentions. *Gomal University Journal Of Research*, 38(2), 193–204. <https://doi.org/10.51380/Gujr-38-02-06>
- Irawanto, D. W., Novianti, K. R., & Roz, K. (2021). Work From Home: Measuring Satisfaction Between Work–Life Balance And Work Stress During The COVID-19 Pandemic In

- Indonesia. *Economies* 2021, Vol. 9, Page 96, 9(3), 96.  
<https://doi.org/10.3390/ECONOMIES9030096>
- Januar, R., & Alifian, H. (2025). Penghargaan Sebagai Variabel Intervening Dalam Mencapai Kepuasan Kerja Dilihat Dari Motivasi Kerja Dan Komitmen Organisasi Pendekatan Structural Equation Modeling. *Inovasi Pembangunan: Jurnal Kelitbangsan*, 13(01).  
<https://doi.org/10.35450/JIP.V13I01.925>
- Jowantoro, C. S., & Subadi, L. C. (2024). The Influence Of Compensation And Non-Physical Work Environment On Employee's Productivity Through Extrinsic Motivation At CV Samudra Kiat Jaya. *International Journal Of Review Management Business And Entrepreneurship (RMBE)*, 4(1), 26–40. <https://doi.org/10.37715/RMBE.V4I1.5339>
- Kadek, I., Saputra, R. D., & Gede Riana, I. (2021). The Relationships Of Work Environment, Compensation, And Organizational Commitments On Employee Retention. *Journal Of Multidisciplinary Academic*, 5(1), 20–25.  
<https://mail.kemalapublisher.com/index.php/joma/article/view/533>
- Karaferis, D., Aletras, V., & Niakas, D. (2022). Determining Dimensions Of Job Satisfaction In Healthcare Using Factor Analysis. *BMC Psychology*, 10(1).  
<https://doi.org/10.1186/s40359-022-00941-2>
- Ketaren, D. K. (2024). Kesehatan Mental Di Tempat Kerja Mengatasi Stres Dan Kepuasan Kerja. *Circle Archive*, 1(4).  
<https://circle-archive.com/index.php/carc/article/view/75>
- Lalu Ipan Darmawan, Asmony, T., & Nurmayanti, S. (2024). The Impact Of Non-Physical Work Environment On Teamwork With Work Motivation As An Intervening Variable In NTB Bappenda Employes. *Asian Journal Of Management, Entrepreneurship And Social Science*, 4(04), 1190–1204. <https://doi.org/10.63922/AJMESC.V4I04.1150>
- Leffler, L. J. (2025). Addressing Economic Instability And Workforce Turnover In Early Childhood Education: The Role Of Stipends, Wage Supplements, And Professional Development. *Endeavors: Mississippi State Undergraduate Research Journal*, 1(1), 8.  
<https://scholarsjunction.msstate.edu/endeavors/vol1/iss1/8>
- Li, Y., Li, Y., & Castaño, G. (2020). The Impact Of Teaching-Research Conflict On Job Burnout Among University Teachers: An Integrated Model. *International Journal Of Conflict Management*, 31(1), 76–90. <https://doi.org/10.1108/IJCMA-05-2019-0080>
- Lo, Y. C., Lu, C., Chang, Y. P., & Wu, S. F. (2024). Examining The Influence Of Organizational Commitment On Service Quality Through The Lens Of Job Involvement As A Mediator And Emotional Labor And Organizational Climate As Moderators. *Heliyon*, 10(2), E24130.  
<https://doi.org/10.1016/j.heliyon.2024.E24130/attachment/bdca133d-ec2b-4721-af1d-71082023c8af/mm1.docx>
- Lu, D., & Bu, X. (2025). Research Progress On Occupational Stress Of Weightlifting Coaches. *American Journal Of Preventive Medicine*, 69(2), 107915.  
<https://doi.org/10.1016/j.amepre.2025.107915>
- Luthans, F., & Youssef, C. M. (2007). Emerging Positive Organizational Behavior. *Journal Of Management*, 33(3), 321–349. <https://doi.org/10.1177/0149206307300814>
- Luthfiana, N. (2024). Pengaruh Manajemen Kinerja, Pelatihan Dan Budaya Organisasi Terhadap Kinerja Karyawan BSI Dengan Variabel Reward Sebagai Moderasi Perspektif Maqāṣid Al-Sharīah. *Reslaj: Religion Education Social Laa Roiba Journal*, 6(2), 623–648. <https://doi.org/10.47467/RESLAJ.V6I2.3920>
- Manik, J., Rahayu, S., & Ferine, K. F. (2025). An Exploration Of Employee Performance Is Reviewed From Employee Well-Being, Work Environment, And Rewards At Pt. Pln (Persero) Ulp Tarutung: A Qualitative Approach. *International Conference On Artificial Intelligence, Navigation, Engineering, And Aviation Technology*, 2, 509–513.

- [Http://Www.Icaneat-Apibanyuwangi.Org/Index.Php/Icaneat/Article/View/178](http://www.icaneat-apibanyuwangi.org/index.php/icaneat/article/view/178)
- Marcelia, A., & Adiwaty, M. R. (2025). The Effect Of Non-Physical Work Environment And Organizational Commitment On Turnover Intention Among Employees Of PT. X In Surabaya. *Indonesian Interdisciplinary Journal Of Sharia Economics (IJSE)*, 8(3), 10342–10353. <https://doi.org/10.31538/IJSE.V8I3.7737>
- Marlina, H. (2020). Perlindungan Hukum Terhadap Pejabat Pembuat Komitmen (PPK) Dalam Kontrak Pengadaan Barang/Jasa Pemerintah. *Doctrinal*, 5(2), 192–202. <https://jurnal.um-palembang.ac.id/doktrinal/article/view/2910>
- Marwanto, T. B. (2014). *Pengaruh Kompensasi Dan Lingkungan Kerja Terhadap Motivasi Dan Disiplin Kerja Prajurit Di Satuan Kerja KRI X Armada RI Kawasan Timur* (Vol. 1, Issue 1).
- Mdhlalose, D. (2024). An Examination Of Employee Rewards And Work Environment On Employee Creativity And Innovation. *SEISENSE Journal Of Management*, 7(1), 21–34. <https://doi.org/10.33215/REWF541>
- Mintawati, H., & Nusaputra, U. (2024). Analisis Pengelolaan Manajemen Sumber Daya Manusia Dalam Upaya Meningkatkan Motivasi Kerja Melalui Sistem Reward. *Jurnal Minfo Polgan*, 13(1), 315–323. <https://doi.org/10.33395/JMP.V13I1.13629>
- Munir, M., Firdaus, R., Suhardi, S., & Amin, M. (2024). The Influence Of Digital Leadership, Work-Life Balance, Employee Engagement, And Organizational Learning On Employee Performance With Job Satisfaction As A Moderating Variable. *International Journal Of Applied Finance And Business Studies*, 12(3), 204–216. <https://doi.org/10.35335/IJAFIBS.V12I4.332>
- Navila, N., & Kurniawati, D. T. (2025). The Effect Of Workplace Environment And Compensation On Employee Performance With Job Satisfaction As An Intervening Variable; Study On Employees Of Permuda Tirta Kanjuruhan Regency, Malang. *International Journal Of Research In Business And Social Science (2147- 4478)*, 14(3), 114. <https://doi.org/10.20525/IJRBS.V14I3.4204>
- Nengah, I., Putra, S. K., Mujiati, N. W., Putra, S. K., & Mujiati, N. W. (2022). The Effect Of Compensation, Work Environment, And Work Motivation On Employee Productivity. *European Journal Of Business And Management Research*, 7(2), 212–215. <https://doi.org/10.24018/EJBMR.2022.7.2.1310>
- Nowrouzi-Kia, B., Haritos, A. M., Long, B. Z. S., Atikian, C., Fiorini, L. A., Gohar, B., Howe, A., Li, Y., & Bani-Fatemi, A. (2024). Remote Work Transition Amidst COVID-19: Impacts On Presenteeism, Absenteeism, And Worker Well-Being—A Scoping Review. *PLOS ONE*, 19(7), E0307087. <https://doi.org/10.1371/JOURNAL.PONE.0307087>
- Paillé, P., Valéau, P., & Carballo-Penela, A. (2023). Green Rewards For Optimizing Employee Environmental Performance: Examining The Role Of Perceived Organizational Support For The Environment And Internal Environmental Orientation. *Journal Of Environmental Planning And Management*, 66(14), 2810–2831. <https://doi.org/10.1080/09640568.2022.2092723>
- Paparang, N. C. P., Areros, W. A., & Tatimu, V. (2021). Pengaruh Kepuasan Kerja Terhadap Kinerja Pegawai Kantor PT. Post Indonesia Di Manado. *Productivity*, 2(2), 119–123. <https://ejournal.unsrat.ac.id/v3/index.php/productivity/article/view/33793>
- Peter, N. J., Ibisola, A. S., Oluwatayo, A. A., Omotosho, V. J., & Okagbue, H. I. (2024). Users' Perception Of The Physical Work Environment In Covenant University. *Materials Today: Proceedings*, 105(C), 148–154. <https://doi.org/10.1016/J.MATPR.2023.08.079>
- Pfaffinger, K. F., Reif, J. A. M., Spieß, E., Czakert, J. P., & Berger, R. (2023). Using Digital Interventions To Reduce Digitalization-Related Stress: Does It Work? *International Journal Of Occupational Safety And Ergonomics*, 29(3), 1196–1211. <https://doi.org/10.1080/10803548.2022.2115234>; JOURNAL: JOURNAL: TOSE20; RE

QUESTEDJOURNAL:JOURNAL:TOSE20;WGROU:STRING:PUBLICATION

- Pradoto, H., Haryono, S., & Wahyuningsih, S. H. (2022). The Role Of Work Stress, Organizational Climate, And Improving Employee Performance In The Implementation Of Work From Home. *Work*, 71(2), 345–355. <https://doi.org/10.3233/WOR-210678>
- Prakash, M. K., Raja, R. V., & Kumar, S. V. (2025). Factors Influencing Employee Retention In The It Sector: A Comprehensive Review Of Recognition, Compensation, Work Environment, And Job Autonomy. *Asian Journal Of Interdisciplinary Research*, 8(2), 56–88. <https://doi.org/10.54392/AJIR2524>
- Prasetyaningtyas, S. W., Darmawan, A., Puhirta, B. P., & Kusmanto, D. A. (2022). Impact Of Workload And Responsibility Load On Work Stress And Job Performance On Construction Projects During The Pandemic. *Jurnal Aplikasi Manajemen*, 20(1), 136–145. <https://doi.org/10.21776/UB.JAM.2022.020.01.14>
- Raka Mahendra, M., Syarief, F., & Mahendra, M. R. (2022). Effect Of Leadership Style, Reward And Punishment And Compensation Against Employee Motivation. *Journal Of Accounting And Finance Management*, 2(6), 278–285. <https://doi.org/10.38035/JAFM.V2I6.147>
- Ramadhani Kusumadewi, M., Fauzi Aseri, A., Mubarak Seff, S., Islam Negeri Antasari Banjarmasin, U., Yani Nokm, J. A., Bunga, K., Banjarmasin, K., & Selatan, K. (2024). E-Procurement In The Procurement System For Goods/Services By The Government In Indonesia: Perspective Of Saddu Al-Dhariah. *Ulul Albab: Jurnal Studi Dan Penelitian Hukum Islam*, 6(1), 101–122. <https://doi.org/10.30659/JUA.V6I1.36682>
- Ramdhona, T. S., Rahwana, K. A., & Sutrisna, A. (2022). Pengaruh Lingkungan Kerja Dan Motivasi Kerja Terhadap Disiplin Kerja Guru. *Jurnal Valuasi: Jurnal Ilmiah Ilmu Manajemen Dan Kewirausahaan*, 2(2), 891–914. <https://doi.org/10.46306/VLS.V2I2.119>
- Riany, K. G. (2021). *Influence Of E-Government Strategies On Public Service Delivery Of State Agencies In Kenya: The Moderating Effect Of Strategy Execution*. <http://localhost/Xmliu/Handle/123456789/5582>
- Robbins, S. P., & Judge, T. A. (2017). *Essentials Of Organizational Behavior* (Thirteenth Edition). Pearson.
- Saleem, F., Malik, M. I., & Qureshi, S. S. (2021). Work Stress Hampering Employee Performance During COVID-19: Is Safety Culture Needed? *Frontiers In Psychology*, 12, 655839. <https://doi.org/10.3389/FPSYG.2021.655839/BIBTEX>
- Santoso, A., Santoso, A. B., & Oktafien, S. (2024). The Impact Of A Conducive Work Environment On Improving Employee Performance. *Manajemen Dan Bisnis*, 23(1), 69–80. <https://doi.org/10.24123/Mabis.V23i1.722>
- Saputra, J., & Febrian, W. D. (2021). Analysing The Effect Of Job Satisfaction, Work Discipline, Motivation And Competency On Employee Performance: An Evidence From Indonesia Fire Department. *Proceedings Of The 11th Annual International Conference On Industrial Engineering And Operations Management Singapore*, 1(1), 4047–4052.
- Sayu, T., & Dipoadmodjo, P. (2024). Peran Perilaku Organisasi Dalam Pengambilan Keputusan Manajemen Keuangan: Perspektif Integratif. *Maximal Journal: Jurnal Ilmiah Bidang Sosial, Ekonomi, Budaya Dan Pendidikan*, 2(1), 63–68. <https://malaqipublisher.com/index.php/MAKSI/Article/View/294>
- Sesen, H., & Ertan, S. S. (2022). The Effect Of The Employee Perceived Training On Job Satisfaction: The Mediating Role Of Workplace Stress. *European Journal Of Training And Development*, 46(9), 953–973. <https://doi.org/10.1108/EJTD-01-2021-0014>
- Sipatu, L. (2022). Pengaruh Motivasi, Lingkungan Kerja Dan Stres Kerja Terhadap Kinerja Perawat Di Ruang Rawat Inap RSUD Undata Palu. *Ejurnal Katalogis*, 1(1).
- Suryaningsih, K., Diah, N., Dewi, U., Putu, I. A., & Widnyani, S. (2025). Transformation Of

- Administration And Government Bureaucracy In Efforts To Improve The Quality Of Public Services. *Jurnal Dialektika: Jurnal Ilmu Sosial*, 23(1), 145–152. <https://doi.org/10.63309/DIALEKTIKA.V23I1.436>
- Swedana, I. N. (2023). The Role Of Workload And Work Motivation In Influencing Performance Through Job Satisfaction. *Jurnal Manajemen*, 27(2), 401–427. <https://doi.org/10.24912/JM.V27I2.1309>
- Ulfa, M., Azuma, M., & Steiner, A. (2022). Burnout Status Of Healthcare Workers In The World During The Peak Period Of The COVID-19 Pandemic. *Frontiers In Psychology*, 13, 952783. <https://doi.org/10.3389/FPSYG.2022.952783/BIBTEX>
- Wahyuningsih, S., Rezeki, F., & Setyaningrum, R. P. (2024). The Effect Of Non-Physical Work Environment And Workload On Job Satisfaction Mediated By Reward At Pt Module Intracs Yasatama Cikarang. *EKOMBIS REVIEW: Jurnal Ilmiah Ekonomi Dan Bisnis*, 12(3), 2499–2510–2499–2510. <https://doi.org/10.37676/EKOMBIS.V12I3.5773>
- Wai, H. A. (2024). *The Impact Of Human Resource Management, Working Environment, And Financial Rewards On Job Satisfaction*. <http://dspace.bu.ac.th/handle/123456789/5736>
- Wang, I. A., Tsai, H. Y., Lee, M. H., & Ko, R. C. (2021). The Effect Of Work–Family Conflict On Emotional Exhaustion And Job Performance Among Service Workers: The Cross-Level Moderating Effects Of Organizational Reward And Caring. *The International Journal Of Human Resource Management*, 32(14), 3112–3133. <https://doi.org/10.1080/09585192.2019.1651373>
- Yamin, S. (2021). *Olah Data Statistik: Smartpls 3, Amos & Stata (Mudah & Praktis)*. Bekasi: Dewangga Energi Internasional.
- Yao, J., & Abdullah, M. N. L. Y. (2025). Five Decades Of Teacher Burnout Research (1970–2024): A Comprehensive Bibliometric Analysis. *Acta Psychologica*, 259, 105318. <https://doi.org/10.1016/J.ACTPSY.2025.105318>
- Younies, H., & Al-Tawil, T. N. (2021). Hospitality Workers' Reward And Recognition. *International Journal Of Law And Management*, 63(2), 157–171. <https://doi.org/10.1108/IJLMA-02-2020-0046>
- Yu, J., Park, J., & Hyun, S. S. (2021). Impacts Of The COVID-19 Pandemic On Employees' Work Stress, Well-Being, Mental Health, Organizational Citizenship Behavior, And Employee-Customer Identification. *Journal Of Hospitality Marketing And Management*, 30(5), 529–548. <https://doi.org/10.1080/19368623.2021.1867283>; JOURNAL: JOURNAL: WHMM19; WGROUP: STRING: PUBLICATION
- Zhen, M., & Liu, Q. (2024). The Influence Of Professional Mission On The Professional Quality Of College Teachers: The Intermediary Role Of Job Burnout And The Regulating Role Of Social Support. *Nurture*, 18(2), 373–393. <https://doi.org/10.55951/NURTURE.V18I2.626>
- Zhuang, W.-L., Lin, H.-H., Yang, T.-L., Elrayah, M., & Semlali, Y. (2023). Sustainable Total Reward Strategies For Talented Employees' Sustainable Performance, Satisfaction, And Motivation: Evidence From The Educational Sector. *Sustainability 2023, Vol. 15, Page 1605*, 15(2), 1605. <https://doi.org/10.3390/SU15021605>