

DAFTAR PUSTAKA

- Afitarani, N. S. E., Darmawan, A., RUNUDachmawati, E., & Kharismasyah, A. Y. (2025). The influence of job insecurity and work environment on turnover intention, which affects job satisfaction as an intervening variable (a study of employees of the Banyumas District Education Office). *International Journal of Asian Business and Management*, 4(4), 931–952.
- Ahmad Saufi, R., Aidara, S., Che Nawi, N. B., Permarupan, P. Y., Zainol, N. R. B., & Kakar, A. S. (2023). Turnover intention and its antecedents: The mediating role of work–life balance and the moderating role of job opportunity. *Frontiers in Psychology*, 14, 1137945.
- Akdeniz, Ş., Çoban, M., Koç, O., Pekesen, M., Korkmaz Yaylagul, N., Sönmez, S., ... & Tufan, I. (2022). Determination of workload, work stress and related factors in nursing home workers during the COVID-19 pandemic in Turkey. *International Journal of Environmental Research and Public Health*, 20(1), 160.
- Al Mamun, C. A., Hasan, M. K., & Kee, D. M. H. (n.d.). *Causes of nursing turnover intention in the health care sector: A narrative review*. [Incomplete]
- Aliedan, M. M., Sobaih, A. E. E., Alyahya, M. A., & Elshaer, I. A. (2022). Influences of distributive injustice and job insecurity amid COVID-19 on unethical pro-organisational behaviour: Mediating role of employee turnover intention. *International Journal of Environmental Research and Public Health*, 19(12), 7040.
- Alzoubi, M. M., Al-Mugheed, K., Oweidat, I., Alrahbeni, T., Alnaeem, M. M., Alabdullah, A. A. S., ... & Hendy, A. (2024). Moderating role of relationships between workloads, job burnout, turnover intention, and healthcare quality among nurses. *BMC Psychology*, 12(1), 495.
- Amoadu, M., Agyare, D. F., Doe, P. F., & Abraham, S. A. (2025). Examining the impact of psychosocial safety climate on working conditions, well-being and safety of healthcare providers: a scoping review. *BMC health services research*, 25(1), 90.
- An, M., Heo, S., Hwang, Y. Y., Kim, J., & Lee, Y. (2022, June). Factors affecting turnover intention among new graduate nurses: Focusing on job stress and sleep disturbance. In *Healthcare* (Vol. 10, No. 6, p. 1122). MDPI.
- Andriani, R., & Disman, D. (2023). Effects of work overload and job stress on employee performance: Categorical moderation from polychronicity and work environment. *JPPI (Jurnal Penelitian Pendidikan Indonesia)*, 9(4), 378–387.

- Arif, Y., Fadhani, M., & Yusri, M. (2023). The effect of COVID-19-related occupational stress and burnout in referral hospital nurses. *Kesmas: National Public Health Journal*, 18(1), 7. <https://doi.org/10.21109/kesmas.v18i1.1644>
- Assidiqy, B., Agustina, H. R., & Yudianto, K. (2024). Factors influencing turnover intention in nurses: A scoping review. *Indonesian Journal of Global Health Research*, 6(5), 2401–2412.
- Astiti, N. P. J. (2023). Pengaruh job insecurity dan etos kerja terhadap kepuasan kerja: (Studi kasus karyawan UMKM Keripik Biru Kesiman). *Widya Amrita: Jurnal Manajemen, Kewirausahaan dan Pariwisata*, 3(8), 1489–1499.
- Astutik, Y. P., & Liana, L. (2022). Analisis pengaruh beban kerja, lingkungan kerja dan kepuasan kerja terhadap turnover intentions. *Fair Value: Jurnal Ilmiah Akuntansi dan Keuangan*, 5(1), 227–237.
- Astuty, I., & Risanti, F. W. (2024). Upaya mengurangi pengaruh job insecurity terhadap turnover intention melalui kepuasan kerja pada pekerja outsourcing. *EKOMA: Jurnal Ekonomi, Manajemen, Akuntansi*, 3(4), 1204–1213.
- Athfalia, A. B., & Attiq, K. (2024). Analisis turnover intention Gen Z ditinjau dari job insecurity dan work overload: Studi pada karyawan generasi Z di Kota Semarang. *UJOST—Universal Journal of Science and Technology*, 3(1), 88–100.
- Ati, R., Malik, I., & Parawu, H. E. (2022). Pengaruh Lingkungan Kerja Non Fisik Terhadap Kerja Sama Pegawai Di Kantor Kecamatan Taka Bonerate Kabupaten Kepulauan Selayar. *Kajian Ilmiah Mahasiswa Administrasi Publik (KIMAP)*, 3(3), 1005-1021.
- Avram, C., & Mărușteri, M. (2022). Normality assessment, few paradigms and use cases. *Revista Romana de Medicina de Laborator*, 30(3), 251–260.
- Ayudhia, M., & Febrianti, A. M. (2023). The effect of job stress and work-family conflict on nurses turnover intention. *Fair Value: Jurnal Ilmiah Akuntansi dan Keuangan*, 5(6), 2658–2665.
- Azzahra, a. S., komariah, k., & nurmala, r. (2025). The influence of mental health and non-phsycal work environment on work effectiveness. *Dinasti international journal of education management and social science* *учредители: lppm universitas ekasakti*, 6(3), 2006-2015.
- Bakker, A. B., Demerouti, E., & Sanz-Vergel, A. (2023). Job demands–resources theory: Ten years later. *Annual Review of Organizational Psychology and Organizational Behavior*, 10(1), 25–53.
- Balante, J., Van den Broek, D., & White, K. (2021). How does culture influence work experience in a foreign country? An umbrella review of the cultural challenges

- faced by internationally educated nurses. *International Journal of Nursing Studies*, 118, 103930.
- Barroga, E., & Matanguihan, G. J. (2022). A practical guide to writing quantitative and qualitative research questions and hypotheses in scholarly articles. *Journal of Korean Medical Science*, 37(16).
- Batubara, K., & Wahyuni, S. E. (2020). Job demands–resources model affects the performance of associate nurses in hospital.
- Blau, P. M. (1964). *Exchange and power in social life*. New York, NY: John Wiley & Sons.
- Boniol, M., Kunjumen, T., Nair, T. S., Siyam, A., Campbell, J., & Diallo, K. (2022). The global health workforce stock and distribution in 2020 and 2030: A threat to equity and ‘universal’ health coverage? *BMJ Global Health*, 7(6).
- Brunzini, A., Peruzzini, M., Grandi, F., Khamaisi, R. K., & Pellicciari, M. (2021). A preliminary experimental study on the workers’ workload assessment to design industrial products and processes. *Applied Sciences*, 11(24), 12066.
- Budi, A. S., Mohyi, A., & Malik, N. (2023). The role of employees' well-being in mediating the effect of job stress and job insecurity on performance health workers during the COVID-19 pandemic: Study on health workers of Anwar Medika Hospital-Sidoarjo. *Business Innovation Management and Entrepreneurship Journal*, 2(01), 16–34.
- Chaklader, B., Gupta, B. B., & Panigrahi, P. K. (2023). Analyzing the progress of fintech companies and their integration with new technologies for innovation
- Christina, V. (2022). Turnover intention pada perawat dan hubungannya dengan perceived employability dan role ambiguity. *Jurnal Ilmiah Psikologi Candrajiwa*, 7(2), 86–92.
- Cropanzano, R., Anthony, E. L., Daniels, S. R., & Hall, A. V. (2017). Social exchange theory: A critical review with theoretical remedies. *Academy of Management Annals*, 11(1), 479–516.
- Dewi, a. P., & anah, l. (2023). Pengaruh job insecurity dan workload terhadap turnover intention karyawan pada pt usaha tani maju kediri. *Jurnal ilmiah manajemen dan bisnis (jimbis)*, 2(3), 301-314.
- Dewi, N. U. S., Alhadar, F. M., & Mustafa, I. M. (2023). Pengaruh beban kerja dan stres kerja terhadap turnover intention melalui burnout pada karyawan PT BNI Cabang Ternate. *Jurnal Ekonomi dan Bisnis*, 12(3), 294–304.
- Dong, R. K., & Li, X. (2024). Psychological safety and psychosocial safety climate in workplace: A bibliometric analysis and systematic review towards a research agenda. *Journal of safety research*, 91, 1-19.

- Ernawati, E., Khan, M. A., Bukhari, E., Rianto, M. R., & Woestho, C. (2024). Pengaruh stress kerja, workload dan motivasi kerja terhadap kinerja karyawan pada PT Graha Inti Permai. *Cemerlang: Jurnal Manajemen dan Ekonomi Bisnis*, 4(2), 179–193.
- Falatah, R. (2021). The impact of the coronavirus disease (COVID-19) pandemic on nurses' turnover intention: An integrative review. *Nursing Reports*, 11(4), 787–810.
- Fatimah, S., Irawan, T., & Priharwanti, A. (2023). Faktor yang berhubungan dengan turnover intention pada perawat di RS X Kota Pekalongan. *Jurnal Litbang Kota Pekalongan*, 21(2).
- Fitriantini, R., Agusdin, A., & Nurmawati, S. (2020). Pengaruh beban kerja, kepuasan kerja dan stres kerja terhadap turnover intention tenaga kesehatan berstatus kontrak di RSUD Kota Mataram. *Jurnal Distribusi*, 8(1), 23–38.
- Galanis, P., Moisoglou, I., Katsiroumpa, A., Gallos, P., Kalogeropoulou, M., Meimeti, E., & Vraka, I. (2025). Workload increases nurses' quiet quitting, turnover intention, and job burnout: Evidence from Greece. *AIMS Public Health*, 12(1), 44.
- Ghozali, I. (2021). *Aplikasi analisis multivariate dengan program IBM SPSS 26 edisi 10*. Semarang: Badan Penerbit Universitas Diponegoro.
- Gultom, G. R., & Rizky, M. C. (2024). Peran human capital management di dalam lingkungan perusahaan. *Yos Soedarso Economic Journal (YEJ)*, 6(3), 85–89.
- Hair, J. F., Babin, B. J., Anderson, R. E., & Black, W. C. (2022). *Multivariate data analysis* (8th ed.). Cengage Learning.
- Hamsal, H., Dianto, I., Mardianti, D., Hidayat, H., Nuraini, M., & Ningrum, A. A. (2024). Workload and work environment as determinants of labor productivity. *International Journal of Economics Development Research (IJEDR)*, 5(6), 5579–5590.
- Handayani, N., & Pujiyanto, W. E. (2024). Uncovering the impact of workload and burnout on turnover intention: The critical role of resilience to work. *Jurnal Orientasi Bisnis dan Entrepreneurship*, 5(1), 87–98.
- Handayani, T., Jati, S. P., & Dharmawan, Y. (2025). Factors affecting job satisfaction of hospital's health personnels: A scoping review. *Journal of Public Health for Tropical and Coastal Region*, 8(1), 97–110.
- Hashim, N. H., Jamaludin, A., & Ahmad Zaini, A. F. (2022). The relationship between workload, time management and salary on employee work-life balance in a private company. *Journal of Positive School Psychology*, 6(5).
- Hassanpour, M. K., Chong, C. W., Chong, S. C., Okour, M. K. I., Behrang, S., & Tan, X. Y. (2022). HR practices and turnover intention; The mediating role of

- organizational commitment in Tehran: A cross-sectional study. *F1000Research*, 10, 1130.
- Hastuti, L. E. D., & Hadi, C. (2022). Hubungan job insecurity dan perceived stress karyawan swasta. *Buletin Penelitian Psikologi dan Kesehatan Mental (BRPKM)*, 2(1), 502–511.
- Hegazy, A. M., Diab, G. M., Allam, S. M., & Elshall, S. E. (2024). The effect of job insecurity on nurses' job performance. *Menoufia Nursing Journal*, 9(2), 215–230.
- Hernandez, R., Jin, H., Pyatak, E. A., Roll, S. C., & Schneider, S. (2024). Workers' whole day workload and next day cognitive performance. *Current Psychology*, 43(3), 2005–2018.
- Hisbih, T. A., Fitriani, L. K., & Supriatna, O. (2023). Pengaruh beban kerja, stres kerja terhadap turnover intention karyawan dengan workplace wellbeing sebagai variabel mediasi. *Entrepreneur: Jurnal Bisnis Manajemen dan Kewirausahaan*, 4(03), 109–125.
- Hu, H., Wang, C., Lan, Y., & Wu, X. (2022). Nurses' turnover intention, hope and career identity: The mediating role of job satisfaction. *BMC Nursing*, 21(1), 43.
- Hurriyati, D., & Apriyanti, A. (2022). Job insecurity ditinjau dari motivasi kerja pada pegawai perjanjian kerja waktu tertentu. *Jurnal Ilmiah Psyche*, 16(2), 137–150.
- Ingelsrud, M. H., Bernstrøm, V. H., & Nilsen, W. (2025). Remote Work and the Psychosocial Work Environment: The Role of Contact. *Nordic Journal of Working Life Studies*.
- Jia, Q., Shi, W., & Yuan, H. (2025). The influencing factors of turnover intention among pediatric healthcare workers: A moderated mediation model. *Human Resources for Health*, 23(1), 22.
- Jin, M., Qian, R., Wang, J., Long, J., Yuan, Z., Zeng, L., ... Huang, S. (2024). Influencing factors associated with mental workload among nurses: A latent profile analysis. *International Journal of Nursing Sciences*, 11(3), 330–337.
- Junaedi, J., & Wahab, A. (2023). Hipotesis penelitian dalam kesehatan. *Jurnal Pendidikan dan Teknologi Kesehatan*, 6(2), 142–146.
- Jung, J., Kim, B. J., & Kim, M. J. (2023). The effect of unstable job on employee's turnover intention: The importance of coaching leadership. *Frontiers in Public Health*, 11, 1068293.
- Karatuna, I., Jönsson, S., Dollard, M. F., & Muhonen, T. (2025). The associations of the psychosocial safety climate with human service workers' job demands, resources, and work-and health-related outcomes: A scoping review. *Safety Science*, 191, 106949.

Katadata. (2025, December 12). *Jumlah perawat di fasilitas kesehatan Sumut, Aceh, dan Sumbar 2024*. Databoks. <https://databoks.katadata.co.id/layanan-konsumen-kesehatan/statistik/693b80837c947/jumlah-perawat-di-fasilitas-kesehatan-sumut-aceh-dan-sumbar-2024>

(Diakses 17 Desember 2025)

Ki, J., & Choi-Kwon, S. (2022). Health problems, turnover intention, and actual turnover among shift work female nurses: Analyzing data from a prospective longitudinal study. *PLOS ONE*, 17(7), e0270958.

Lazzari, M., Alvarez, J. M., & Ruggieri, S. (2022). Predicting and explaining employee turnover intention. *International Journal of Data Science and Analytics*, 14(3), 279–292.

Leenen, J. P., Lok-Visser, J., Vollenbroek, C., Sonneveld, H., Van Houwelingen, T., & Leeftink, G. (2025). Nursing activities and associated workload of nurses in virtual care centres: A multicentre observational study. *PLOS Digital Health*, 4(8), e0000974.

Lestari, N. S., Zainal, V. R., Chan, S., & Nawangsari, L. C. (2024). Impact of career development, job insecurity, and tech awareness on the quiet quitting of hospitality employees in Indonesia. *Problems and Perspectives in Management*, 22(3), 427.

Lewis, S. E. (2022). Considerations on validity for studies using quantitative data in chemistry education research and practice. *Chemistry Education Research and Practice*, 23(4), 764–767.

Li, X., Wang, J., He, L., Hu, Y., Li, C., Xie, Y., ... Lu, Z. (2024). Turnover intention and influential factors among primary healthcare workers in Guangdong Province, China: A cross-sectional study. *BMJ Open*, 14(11), e084859.

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, 1482968.

Liu, Y., Duan, Y., & Guo, M. (2023). Turnover intention and its associated factors among nurses: A multi-center cross-sectional study. *Frontiers in Public Health*, 11, 1141441.

Lu, X., Yang, J., Bai, D., Cai, M., Wang, W., He, J., ... Gao, J. (2023). The effect of psychological contract on turnover intention among nurses: A meta-analytic review. *BMC Nursing*, 22(1), 358.

Mahdavi, N., Tapak, L., Darvishi, E., Doosti-Irani, A., & Shafiee Motlagh, M. (2024). Unraveling the interplay between mental workload, occupational fatigue, physiological responses and cognitive performance in office workers. *Scientific Reports*, 14(1), 17866.

- Maulani, N., & Afriza, R. (2024). Hubungan job insecurity dengan stres kerja karyawan outsourcing PT Telkom Medan. *Psikologika*, 1(2), 93–105.
- Maulita, T. S., & Winarno, A. (2024). Understanding of job insecurity, quality of work environment, and its implications for employee turnover intention: A study of Indonesian state-owned companies (SOEs) in the field of electronics for facilities and infrastructure. *Indonesian Journal of Business Analytics*, 4(4), 1643–1658.
- Mawarni, I. (2023). Pengaruh job insecurity terhadap turnover karyawan pada Hotel Wyndham Opi Palembang. *Journal of Social and Economics Research*, 5(2), 2204–2211.
- Mayora, L. I., & Sihombing, M. (2023). Pengaruh job insecurity dan beban kerja terhadap turnover intention pada karyawan Rumah Sakit Umum Mitra Sehati Medan. *Transekonomika: Akuntansi, Bisnis dan Keuangan*, 3(2), 302–310.
- Mediani, D., Meliala, A., & Ratmasari, D. (2025). Hubungan antara kepuasan kerja dengan turnover intention perawat rumah sakit akademik Universitas Gadjah Mada. *Jurnal Manajemen Pelayanan Kesehatan (The Indonesian Journal of Health Service Management)*, 28(01), 16–21.
- Mihretie, T. M., Abebe, G. K., Mulugeta, H., Kassaw, A. T., Alamaw, A. W., Adugna, B., ... Zemariam, A. B. (2024). Turnover intention and associated factors among nurses working at governmental hospitals in Bahir Dar city at the time of war, northwest Ethiopia, 2022. *International Journal of Africa Nursing Sciences*, 20, 100724.
- Moscu, C. A., Marina, V., Anghel, A. D., Anghel, M., Dragomir, L., & Ciubară, A. (2023). The impact of work-related problems on burnout syndrome and job satisfaction levels among emergency department staff. *Behavioral Sciences*, 13(7), 575.
- Munoz Medina, F., Lopez Bohle, S., Jiang, L., Chambel, M. J., & Ugarte, S. M. (2023). Qualitative job insecurity and voice behavior: Evaluation of the mediating effect of affective organizational commitment. *Economic and Industrial Democracy*, 44(4), 986–1006.
- Ningrum, F., Fauzi, A., Syarif, F., Nurchotimah, A., Nugraha, I. A., & Zulfikar, M. A. (2021). Effect of job insecurity, workload, employee turnover intention on the work environment at PT Tayoh Sarana Sukses. *Journal of Accounting and Finance Management*, 2(3), 114–131.
- Panggabean, T. F., & Satwika, P. A. (2024). Memahami Keterkaitan Antara Lingkungan Kerja Non Fisik Dan Loyalitas Kerja Pada Generasi Z. *Jurnal Psikologi: Media Ilmiah Psikologi*, 22(01).
- Permatasari, C., & Laily, N. (2021). Pengaruh job insecurity dan burnout terhadap turnover intention melalui komitmen organisasional sebagai variable

- intervening (studi pada tenaga kesehatan rumah sakit di Surabaya). *Jurnal Ilmu dan Riset Manajemen (JIRM)*, 10(11).
- Pratama, P. Y. S., Fajrianti, F., & Hadi, C. (2022). Organizational communication and job insecurity with work centrality as a moderator: A study on the impact of COVID-19 pandemic to tourism industry. *Jurnal Psikologi*, 49(1), 54–68.
- Priyono, A., & Tampubolon, S. (2023). Pengaruh Job Insecurity dan Beban Kerja terhadap Turnover Intention (Studi Kasus pada Karyawan Milenial dan Gen Z di Bank BJB Cabang Daan Mogot). *Jurnal Manajemen Dan Bisnis Madani*, 5(2), 15-33.
- Pušica, M., Kartali, A., Bojović, L., Gligorijević, I., Jovanović, J., Leva, M. C., & Mijović, B. (2024). Mental workload classification and tasks detection in multitasking: Deep learning insights from EEG study. *Brain Sciences*, 14(2), 149.
- Putri, M. N., & Rivai, H. A. (2019). Pengaruh job insecurity, kepuasan kerja, dan komitmen organisasional terhadap intensi turnover pada dosen Institut Teknologi Padang. *Jurnal Manajemen*, 11(1), 35–48.
- Putri, N. M. (2022). Pengaruh Lingkungan Kerja Non Fisik Terhadap Kepuasan Kerja Karyawan Melalui Motivasi Kerja. *Jurnal Ilmu Manajemen*, 10(2), 502-509.
- Rahmadhanty, S., & Wibowo, D. H. (2022). Job insecurity dan employee well-being: Studi korelasional pada karyawan kontrak di masa pandemi. *Psikostudia: Jurnal Psikologi*, 11(4), 542–550.
- Rahmansyah, I., Aji, B., Suratman, S., & Arum, K. K. (2025). Factors influencing nurse turnover intention at private hospitals in Purwokerto in 2024. *Science Midwifery*, 13(2), 696–703.
- Rahmawati, N., Umar, A., & Wildam, A. A. (2025). Pengaruh beban kerja dan stres kerja terhadap kinerja karyawan pada departemen housekeeping. *E-Journal STIMI YAPMI, Sekolah Tinggi Ilmu Manajemen Indonesia (STIMI-YAPMI), Makassar, Indonesia*.
- Rangrez, S. N., Amin, F., & Dixit, S. (2022). Influence of role stressors and job insecurity on turnover intentions in start-ups: Mediating role of job stress. *Management and Labour Studies*, 47(2), 199–215.
- Ratnasari, S. L., & Lestari, L. (2020). Effect of leadership style, workload, job insecurity on turnover intention. *International Journal of Innovation, Creativity and Change*, 10(2), 2201–1315.
- Ren, H., Xue, Y., Li, P., Yin, X., Xin, W., & Li, H. (2024). Prevalence of turnover intention among emergency nurses worldwide: A meta-analysis. *BMC Nursing*, 23(1), 645.

- Richter, A., Vander Elst, T., & De Witte, H. (2020). Job insecurity and subsequent actual turnover: Rumination as a valid explanation? *Frontiers in Psychology, 11*, 712.
- Rijasawitri, D. P., & Suana, I. W. (2020). *Pengaruh kepuasan kerja, stres kerja, dan lingkungan kerja non fisik terhadap turnover intention* (Doctoral dissertation, Udayana University).
- Rohaeti, E., & Novita, A. (2021). Faktor-faktor yang berpengaruh terhadap turnover intention perawat. *Jurnal Ilmiah Kebidanan Indonesia, 11*(01), 1–11.
- Sari, I. (2022). Analisis faktor-faktor yang mempengaruhi turnover intention perawat di RS Azra. *Protein: Jurnal Ilmiah Kesehatan, 15*(2), 45–56.
- Sari, W. D. (2024). Landasan teori, kerangka berfikir, dan pengajuan hipotesis dalam penelitian kuantitatif. *Jurnal Statement: Media Informasi Sosial dan Pendidikan, 14*(2), 36–46.
- Scholze, A., & Hecker, A. (2024). The job demands-resources model as a theoretical lens for the bright and dark side of digitization. *Computers in Human Behavior, 155*, 108177.
- Scribbr. (2021, January 19). Explanatory research: Definition, guide, and examples.
- Sedarmayanti. (2009). *Sumber Daya Manusia dan Produktivitas Kerja*. Bandung: Mandar Maju.
- Shah, S. H. A., Haider, A., Jindong, J., Mumtaz, A., & Rafiq, N. (2022). The impact of job stress and state anger on turnover intention among nurses during COVID-19: The mediating role of emotional exhaustion. *Frontiers in Psychology, 12*, 810378.
- Sihombing, E. N., & Sihombing, M. A. A. (2024). Problematics of certainty of work period of government employees with contract agreements (PPPK) human rights perspective. *Nomoi Law Review, 5*(2), 132–145.
- Silalahi, R. A., Hafsari, A. A., Situmorang, D., Emaninta, N., Ginting, B., Girsang, A. B., ... Ompusunggu, P. (2024). Hasil perhitungan asumsi klasik: Tentang uji autokorelasi, normalitas, dan heterokedastisitas. *Jurnal Ilmiah Multidisipliner, 8*(12), 1–10.
- Sitepu, F. A., Dalimunthe, R. F., & Sembiring, B. K. F. (2020). Effect of physical work environment and non-physical work environment on employee performance through job satisfaction at PT. MNC sky vision Tbk Medan. *International Journal of Research and Review, 7*(5), 302-09.
- Subhaktiyasa, P. G. (2024). Evaluasi validitas dan reliabilitas instrumen penelitian kuantitatif: Sebuah studi pustaka. *Journal of Education Research, 5*(4), 5599–5609.

- Sugiyono. (2020). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.
- Sundari, P. R. S., & Meria, L. (2022). Pengaruh beban kerja melalui burnout dan kepuasan kerja terhadap turnover intention. *Adi Bisnis Digital Interdisiplin Jurnal*, 3(2), 81–96.
- Susilowati, S., Ridloah, S., Humaira, H., & Putri, V. W. (2024). Job insecurity, burnout and turnover intention: The mediating role of basic psychological needs satisfaction in non-civil servants personnel. *Environment*, 17, 83.
- Syabhana, A., Wahyuni, D., & Zulkarnain, E. (2019). Peran perawat dalam melakukan pengkajian kebutuhan pasien berdasarkan aspek biologis, psikologis, sosiologis, spiritual di ruang rawat inap. *Professional Health Journal*, 1(1), 21–27.
- Syahputra, M. D., Adam, M., & Kesuma, T. M. (2024). The effect of harmonious passion and workload on the performance of state administrative court apparatus in Banda Aceh mediated by work motivation.
- Syahputri, A. Z., Della Fallenia, F., & Syafitri, R. (2023). Kerangka berfikir penelitian kuantitatif. *Tarbiyah: Journal of Educational Science and Teaching*, 2(1), 160–166.
- Syifa, B. T., & Merdiana, C. V. (2025). The impact of job insecurity on turnover intention with work motivation as moderation. *International Journal of Economics and Management Research*, 4(2), 812–821.
- Tang, Y., Dias Martins, L. M., Wang, S. B., He, Q. X., & Huang, H. G. (2022). The impact of nurses' sense of security on turnover intention during the normalization of COVID-19 epidemic: The mediating role of work engagement. *Frontiers in Public Health*, 10, 1051895.
- Tolksdorf, K. H., Tischler, U., & Heinrichs, K. (2022). Correlates of turnover intention among nursing staff in the COVID-19 pandemic: A systematic review. *BMC Nursing*, 21(1), 174.
- Putra, A. J., & Erwandi, D. (2025). Psychosocial factors and work stress in civil servants: a scoping review. *BKM Public Health and Community Medicine*, e20566–e20566.
- Väisänen, V., Ruotsalainen, S., Hietapakka, L., Sulander, J., & Sinervo, T. (2024). The role of workday characteristics on perceived stress and time pressure among nurses in Finnish long-term care: A cross-sectional study. *BMC Health Services Research*, 24(1), 878.
- Vander Elst, T., De Witte, H., & De Cuyper, N. (2014). The Job Insecurity Scale: A psychometric evaluation across five European countries. *European Journal of Work and Organizational Psychology*, 23(3), 364–380.

- Wang, X., Liu, M., Leung, A. Y., Jin, X., Dai, H., & Shang, S. (2024). Nurses' job embeddedness and turnover intention: A systematic review and meta-analysis. *International Journal of Nursing Sciences*, 11(5), 563–570.
- Wardhani, U. C., & Hariyati, R. T. S. (2023). Retaining employment in the hospital setting: A descriptive phenomenological study of Indonesian nurses' experiences. *Belitung Nursing Journal*, 9(2), 159.
- Wijaya, C. (2021). Pengaruh burnout, iklim organisasi, dan job insecurity terhadap turnover intention pada PT Prima Bintang Permata (Doctoral dissertation, STIE Pembangunan Tanjungpinang).
- Wilis, I., Sitorus, G., & Siregar, E. (2025). Pengaruh beban kerja, lingkungan kerja dan kompensasi terhadap turnover intention perawat melalui stres kerja. *Jurnal Satya Mandiri Manajemen dan Bisnis*, 11(1), 54–67.
- Willie, M. M. (2024). Population and target population in research methodology. *Golden Ratio of Social Science and Education*, 4(1), 75–79.
- Wynendaele, H., Clays, E., Peeters, E., Dejonghe, Y., Van Hecke, A., & Trybou, J. (2025). Understanding turnover in healthcare and welfare sectors of high-income countries: An umbrella review. *BMC Health Services Research*, 25(1), 806.
- Yang, Y., Zhang, L., Li, M., Wu, X., Xia, L., Liu, D. Y., ... & Kalow, N. J. (2022). Turnover intention and its associated factors among psychiatrists in 41 tertiary hospitals in China during the COVID-19 pandemic. *Frontiers in Psychology*, 13, 899358.
- Yuhansyah, Y., Afianti, Y., & Riyadi, M. (2019). Faktor yang mempengaruhi ketidaknyamanan kerja (job insecurity) pada perawat di RSUD Datu Sanggul Rantau dan RSUD H. Badaruddin Tanjung. *Khatulistiwa Nursing Journal*, 1(2).
- Yuliana, F., & Rahman, T. (2024). Pengaruh workload (beban kerja) dan job insecurity terhadap turnover intention pada perusahaan merger pada PT United Tractors Pandu Engineering Kabupaten Balangan. *JAPB*, 7(2), 2147–2162.
- Zhang, J., Xia, L., Wang, Y., Yi, T., Wang, Y., Zhou, E., & Dong, C. (2024). Predictive factors of turnover intention of newly graduated nurses in their first year of employment: A longitudinal study. *BMC Nursing*, 23(1), 522.
- Zhang, M., Zhang, P., Liu, Y., Wang, H., Hu, K., & Du, M. (2021). Influence of perceived stress and workload on work engagement in front-line nurses during COVID-19 pandemic. *Journal of Clinical Nursing*, 30(11–12), 1584–1595.
- Zhang, X., Zhang, C., Gou, J., & Lee, S. Y. (2024). The influence of psychosocial work environment, personal perceived health and job crafting on nurses' well-being: a cross-sectional survey study. *BMC nursing*, 23(1), 373.

- Zhang, Y. A., Zhang, X. N., Xu, N., & Yun, E. (2021). Nurses' turnover intention in secondary hospitals in China: A structural equation modelling approach. *Journal of Nursing Management*, 29(7), 2216–2224.
- Zhang, Y., Yang, W., Xu, W., & Pan, K. Y. (2024). Association between psychosocial working conditions and well-being before retirement: a community-based study. *Psychology, Health & Medicine*, 29(3), 574–588.
- Zheng, J., Feng, S., Feng, Y., Wang, L., Gao, R., & Xue, B. (2024). Relationship between burnout and turnover intention among nurses: A network analysis. *BMC Nursing*, 23(1), 921.
- Živković, A., Fosić, I., & Vorkapić, A. P. (2023). Perceived alternative job opportunities and turnover intention as preliminary steps in employee withdrawal. *Strategic Management: International Journal of Strategic Management and Decision Support Systems in Strategic Management*, 28(3).
- Żołnierczyk-Zreda, D., Kapica, Ł., Najmiec, A., Kamińska, J., Mazur-Różycka, J., & Bugajska, J. (2025). Psychosocial working conditions and mental well-being of remote and stationary employees: a longitudinal study. *International Journal of Occupational Medicine and Environmental Health*, 38(2), 135.
- Zou, J., Yang, Y., Chen, L., Bi, Y., Li, N., Luo, Q., & Zhang, J. (2025). Effects of negative workplace behavior on job insecurity and turnover intention in healthcare workers: Roles of psychological resilience. *Frontiers in Public Health*, 13, 1493964