DAFTAR PUSTAKA

Al-dalahmeh, M., Masa'deh, R., Abu Khalaf, R. K., & Obeidat, B. Y. (2018). The Effect of Employee Engagement on Organizational Performance Via the Mediating Role of Job Satisfaction: The Case of IT Employees in Jordanian Banking Sector. *Modern Applied Science*, *12*(6), 17. https://doi.org/10.5539/mas.v12n6p17

Anjum, A., & Ming, X. (2018). Combating toxic workplace environment: An empirical study in the context of Pakistan. *Journal of Modelling in Management*, *13*(3), 675–697. https://doi.org/10.1108/JM2-02-2017-0023

Anjum, A., Ming, X., Siddiqi, A. F., & Rasool, S. F. (2018). An empirical study analyzing job productivity in toxic workplace environments. *International Journal of Environmental Research and Public Health*, *15*(5). https://doi.org/10.3390/ijerph15051035

Appelbaum, S. H., & Roy-Girard, D. (2007). Toxins in the workplace: Affect on organizations and employees. *Corporate Governance*, *7*(1), 17–28. https://doi.org/10.1108/14720700710727087

Baron, R. M., & Kenny, D. A. (1986). The Moderator-Mediator Variable Distiction in Social Psychological Research: Conceptual, Strategic, dan Statistical Considerations. *Journal of Personality and Social Psychology*, *51*(6), 1173–1182. https://doi.org/10.1177/1350506818764762

Bektas, C., & Peresadko, G. (2013). Frame of Workplace Guidance How to Overcome

Burnout Syndrome: A model Suggestion. *Procedia - Social and Behavioral Sciences*, 879–884.

Burton, J. (2008). The Business Case for a Healthy Workplace. *The Business Case for a Healthy Workplace*, 1–21.

Cepeda-Carrion, G., Cegarra-Navarro, J.-G., & Cillo, V. (2019). Tips to use partial least squares structural equation modelling (PLS-SEM) in knowledge management. *Journal of Knowledge Management*, *23*(1), 67–89. https://doi.org/10.1108/JKM-05-2018-0322

Chmiel, N., Fraccaroli, F., & Sverke, M. (2017). *An Introduction to Work and Organizational Psychology* (Blackwell). John Wiley & Sons, Ltd.

Chowdhury, R. A. (2018). Burnout and its Organizational Effects: A Study on Literature Review. *Journal of Business & Financial Affairs*, *07*(04). https://doi.org/10.4172/2167-0234.1000353

Dessler, G. (2020). *Human resource management-Pearson*.

Duran, M., & Sanchez, J. (2021). Employee Engagement and Wellbeing in Times of COVID-19 : A Proposal of the 5Cs Model. *International Journal of Environmental Research and Public Health*, *18*(5470), 2–15.

Finkelstein, S. (2005). When bad things happen to good companies: Strategy failure and flawed executives. *Journal of Business Strategy*, *26*(2), 19–28. https://doi.org/10.1108/02756660510586300

Ghozali, I. (2021). *Partial Least Squares Konsep, Teknik dan Aplikasi menggunakan Program SmartPLS 3.2.9 untuk penelitian empiris*.

Ghozali, I., & Latan, H. (2015). *Partial Least Square: Konsep, Teknik, dan Aplikasi menggunakan Program SmartPLS 3.0*. Badan Penerbit Undip.

Greenberg, J., & Baron, R. A. (2008). *Behavior in Organization* (9th ed). Pearson Education. Inc.

Guest, D. (2014). Employee engagement: a sceptical analysis. *Journal of Organizational Effectiveness: People and Performance*, *1*(2), 141–156. https://doi.org/10.1108/JOEPP-04-2014-0017

Guilford, J. P. (1956). *Fundamental Statistics in Psychology and Education.* McGraw Hill.

Hair, J., Page, M., & Brunsveld, N. (2020). *Essentials of Business Research Methods - Joe F. Hair Jr., Michael Page, Niek Brunsveld - Google Libros*. https://books.google.com.co/books?hl=es&lr=&id=ezj3DwAAQBAJ&oi=fnd&pg=PP1&dq=Applied+Research+in+Business+Management&ots=_6OVByl0qQ&sig=uGs7M40CqWLYLthOeyl1jKdvPsA#v=onepage&q=Applied Research in Business Management&f=false

Hamali, A. Y. (2018). *Pemahaman Manajemen Sumber Daya Manusia*. PT Buku Seru.

Hasibuan, M. S. P. (2019). *Manajemen Sumber Daya Manusia*. PT Bumi Aksara.

Henseler, J. (2018). Partial least squares path modeling: Quo vadis? *Quality and Quantity*, *52*(1). https://doi.org/10.1007/s11135-018-0689-6

Indrawati. (2015). *Metode Penelitian Manajemen dan Bisnis Koncergensi Teknologi Komunikasi dan Informasi*. Refika Aditama.

Jensen, P. A., & van der Voordt, T. J. M. (2020). Healthy workplaces: what we know

and what else we need to know. *Journal of Corporate Real Estate*, *22*(2), 95–112. https://doi.org/10.1108/JCRE-11-2018-0045

Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, *33*, 692–724. https://doi.org/10.1103/PhysRevB.36.2607

Kasalak, G. (2019). Toxic behaviors in workplace: examining the effects of the demographic factors on faculty members' perceptions of organizational toxicity. *International Journal of Research in Education and Science*, *5*(1), 272–282.

Kazimoto, P. (2016). Employee Engagement and Organizational Performance of Retails Enterprises. *American Journal of Industrial and Business Management*, *06*(04), 516–525. https://doi.org/10.4236/ajibm.2016.64047

Kinicki & Fugate. (2018). Behavior Organizational. In *Social Service Review* (Vol. 64, Issue 2).

Lubbadeh, T. (2020). Job Burnout: a General Literature Review. *International Review of Management and Marketing*, *10*(3), 7–15. https://doi.org/10.32479/irmm.9398

MacKinnon, D. P. (2015). Mediating Variable. In *International Encyclopedia of the Social & Behavioral Sciences: Second Edition* (Second Edi, Vol. 15). Elsevier. https://doi.org/10.1016/B978-0-08-097086-8.44037-7

Maslach, C., & Leiter, M. P. (2016). Understanding the burnout experience: Recent research and its implications for psychiatry. *World Psychiatry*, *15*(2), 103–111. https://doi.org/10.1002/wps.20311

Maslach, C., & Leiter, M. P. (2017). Burnout and engagement: Contributions to a new

version. *Burnout Research*.

McCarthy, I. O., Moonesinghe, R., & Dean, H. D. (2020). *mccarthy2020.pdf*.

Mckenna, E. (2020). Business psychology and organisational behavior. In *Choice Reviews Online* (Vol. 32, Issue 07). Routledge. https://doi.org/10.5860/choice.32-4183

Men, L. R., & Stacks, D. W. (2015). Employee Engagement in relation to employee-Organization relationship and internal reputation: Effect of leadership communication. *Public Relations Journal*. http://www.prsa.org/Intelligence/PRJournal/%0AVol9/No2/

Moss, J. (2019). Burnout Is About Your Workplace , Not Your People. *Harvard Business Review*, https://hbr.org/2019/12/burnout-is-about-your-work. https://hbr.org/2019/12/burnout-is-about-your-workplace-not-your-people

Ndibalem, R. (2020). *How employers can help workers become more dedicated and engaged — new research*. Theconversation.Com. https://theconversation.com/how-employers-can-help-workers-become-more-dedicated-and-engaged-new-research-115252

Oludeyi, O. S. (2015). A review of literature on work environment and work commitment: Implication for future research in citadels of learning. *Human Resource Management*, *18*(2), 32–46. https://www.jhrm.eu/wp-content/uploads/2015/03/JournalOfHumanResourceMng2015vol18issue2-pages-32-46.pdf

Osmani, F. (2016). The importance of human resources for companies with energy

profiles and their influence in raising the operating efficiency. *Review of Innovation and Competitiveness*, *2*(2), 115–124. https://doi.org/10.32728/ric.2016.22/4

Peterson, R. A., & Kim, Y. (2013). On the relationship between coefficient alpha and composite reliability. *Journal of Applied Psychology*, *98*(1), 194–198. https://doi.org/10.1037/a0030767

Qian, J., Yang, F., Wang, B., Huang, C., & Song, B. (2019). When workplace ostracism leads to burnout: the roles of job self-determination and future time orientation. *The International Journal of Human Resource Management*, *30*(17), 2465–2481. https://doi.org/10.1080/09585192.2017.1326395

Rahim, A., & Cosby, D. M. (2016). A model of workplace incivility, job burnout, turnover intentions, and job performance. *Journal of Management Development*, *35*(10), 1255–1265. https://doi.org/10.1108/JMD-09-2015-0138

Rasool, S. F., Maqbool, R., Samma, M., Zhao, Y., & Anjum, A. (2019). Positioning depression as a critical factor in creating a toxic workplace environment for diminishing worker productivity. *Sustainability (Switzerland)*, *11*(9). https://doi.org/10.3390/su11092589

Rasool, S. F., Wang, M., Tang, M., Saeed, A., & Iqbal, J. (2021). How toxic workplace environment effects the employee engagement: The mediating role of organizational support and employee wellbeing. *International Journal of Environmental Research and Public Health*, *18*(5), 1–17. https://doi.org/10.3390/ijerph18052294

Ratriani, V. (2021). Jangan bingung, ini beda generasi millenial, generasi X, Y, Alpha, dan baby boomers. *Caritahu.Kontan.Co.Id*.

Reissová, A., & Papay, M. (2021). Relationship between Employee Engagement, Job Satisfaction and Potential Turnover. *TEM Journal*, *10*(2), 847–852. https://doi.org/10.18421/TEM102-44

Rich, B., Lepine, J., & Crawford, E. (2010). JOB ENGAGEMENT: ANTECEDENTS AND EFFECTS ON JOB PERFORMANCE. *Academy of Management Journal*, *53*(3), 617–635.

Richman, N. (2015). Human Resource Management and Human Resource Development: Evolution and Contributions. *Creighton Journal of Interdisciplinary Leadership*, *1*(2), 120. https://doi.org/10.17062/cjil.v1i2.19

Riyanthi, F. A., & Syarifah, D. (2017). Hubungan Organizational Justice dan Work Engagement pada Karyawan PT. Dua Kelinci. *Jurnal Psikologi Industri Dan Organisasi*, *6*, 13–25.

Robbins, S. P., & Judge, T. A. (2018). *Essentials of Organizational Behavior*. Pearson Education. Inc.

Roseman, E. (1981). *Managing turnover: A positive approach*. Amacom.

Sanchez-Gomez, M., Giorgi, G., Finstad, G. L., Alessio, F., Ariza-Montes, A., Arcangeli, G., & Mucci, N. (2021). Economic stress at work: Its impact over absenteeism and innovation. *International Journal of Environmental Research and Public Health*, *18*(10). https://doi.org/10.3390/ijerph18105265

Sanders, C. E. (2004). Chapter 1 - What is Bullying? In C. E. Sanders & G. D. B. T.-

B. Phye (Eds.), *Educational Psychology* (pp. 1–16). Academic Press. https://doi.org/https://doi.org/10.1016/B978-012617955-2/50004-7

Santhanam, N., & Srinivas, S. (2020). Modeling the impact of employee engagement and happiness on burnout and turnover intention among blue-collar workers at a manufacturing company. *Benchmarking: An International Journal*, *27*(2), 499–516. https://doi.org/10.1108/BIJ-01-2019-0007

Schaufeli, W. B., Leiter, M. P., & Maslach, C. (2008). Burnout: 35 Years of Research and Practice. *Career Development International*, *14(3)*, 204–220.

Schaufeli, W., Salanova, M., González-romá, V., & Bakker, A. (2002). The Measurement of Engagement and Burnout: A Two Sample Confirmatory Factor Analytic Approach. *Journal of Happiness Studies*, *3*(1), 71–92. https://doi.org/10.1023/A:1015630930326

Schaufeli, Wilmar B., Bakker, A. B., & Salanova, M. (2006). The measurement of work engagement with a short questionnaire: A cross-national study. *Educational and Psychological Measurement*, *66*(4), 701–716. https://doi.org/10.1177/0013164405282471

Sekaran, U., & Bougie, R. (2016). *Research Methods for Business* (Vol. 1).

Shen, H., & Jiang, H. (2019). Engaged at work? An employee engagement model in public relations. *Journal of Public Relations Research*. doi: 10.1080/1062726X.2019.1585855

Siregar, B. P. (2021). *Industri Makanan Minuman Masih Jadi Andalan di 2021*. WartaEkonomi.Co.Id. https://www.wartaekonomi.co.id/read323825/industri-

makanan-minuman-masih-jadi-andalan-di-2021

Stredwick, J. (2005). Introduction to Human Resource Management, An. *Introduction to Human Resource Management, An*, 1–151. https://doi.org/10.4324/9780080457161

Sujarweni, W. (2019). *Metode Penelitian Bisnis dan Ekonomi*.

Sun, L., & Bunchapattanasakda, C. (2019). Employee Engagement: A Literature Review. *International Journal of Human Resource Studies*, *9*(1), 63. https://doi.org/10.5296/ijhrs.v9i1.14167

Taheri, M., Forouzandeh, E., Zameni, L., & Seddighi, Z. (2012). Comparison of Burnout and Job Stress BetweenPhysical Education Employees and Industrial Workers. *Scholars Research Library Annals of Biological Research*, *2012*(3), 1242–1246. http://scholarsresearchlibrary.com/archive.html

Tastan, S. B. (2017). Toxic Workplace Environment In Search for the Toxic Behaviours in Organizations with a Research in Healthcare Sector. *Postmodern Openings*, *8*(1), 83–109. https://doi.org/10.18662/po/2017.0801.07

Taylor, S., & Woodhams, C. (2016). *Human Resource Management, People and Organisation* (Chartered).

Thakkar, J. J. (2020). *Introduction to Structural Equation Modelling BT - Structural Equation Modelling: Application for Research and Practice (with AMOS and R)* (J. J. Thakkar (ed.); pp. 1–11). Springer Singapore. https://doi.org/10.1007/978-981-15-3793-6_1

Waterworth, P., Pescud, M., Chappell, S., Davies, C., Roche, D., Shilton, T., Ledger,

M., Slevin, T., & Rosenberg, M. (2018). Culture, management and finances as key aspects for healthy workplace initiatives. *Health Promotion International*, *33*(1), 162–172. https://doi.org/10.1093/heapro/daw068

Wetzels, M., Odekerken-schroder, G., & Van Oppen, C. (2009). *Using PLS Path Modelling for Assessing Hierarchical Construct Models: Guidelines and Emperical Illustration*. MIS Quarterly.

Wolf, L. A., Perhats, C., Delao, A. M., & Clark, P. R. (2017). Workplace aggression as cause and effect: Emergency nurses' experiences of working fatigued. *International Emergency Nursing*, *33*, 48–52. https://doi.org/10.1016/j.ienj.2016.10.006

Wu, F., Ren, Z., Wang, Q., He, M., Xiong, W., Ma, G., Fan, X., Guo, X., Liu, H., & Zhang, X. (2021). The relationship between job stress and job burnout: the mediating effects of perceived social support and job satisfaction. *Psychology, Health and Medicine*, *26*(2), 204–211. https://doi.org/10.1080/13548506.2020.1778750