

DAFTAR PUSTAKA

- Anggraini, L., Ferriswara, D., Ayuningtiyas, G. A., & Asnawi, A. (2025). Workload and Stress: Their Effects on Job Satisfaction at PT. Inhutani I Umi Gresik. *Harmony Management: International Journal of Management Science and Business*, 2(3), 143–150. <https://doi.org/10.70062/harmonymanagement.v2i3.357>
- Annisa, R. N., Anwar, Kurniawan, A. W., Haeruddin, M. I. M., & Dipomatmodjo, T. S. P. (2024). Pengaruh Beban Kerja Terhadap Stres Kerja Karyawan Pada Updk Pltd Gunung Malang Balikpapan. *Motivasi*, 9(2), 108. <https://doi.org/10.32502/mti.v9i2.8439>
- Aryanto, T., Tukinah, U., Hartarini, Y. M., & Lubis, F. M. (2020). Connection of Stress and Job Satisfaction to Successful Organizational Stress Management: A Literature Review. *International Journal of Advanced Engineering Research and Science*, 7(11), 217–225. <https://doi.org/10.22161/ijaers.711.26>
- Asih, G. Y., Widhiastuti, H., & Dewi, R. (2018). *Stres Kerja*. Universitas Semarang Press.
- Bakker, A. B., & Demerouti, E. (2017). Job demands-resources theory: Taking stock and looking forward. *Journal of Occupational Health Psychology*, 22(3), 273–285.
- Bharathi, S. K. S., & Sujatha, S. (2024). Healthcare Employee Well-Being and Work-Related Stress Factors: Evaluating the Mediating Influence of Perceived Organisational Support. *Qubahan Academic Journal*, 4(3), 209–225. <https://doi.org/10.48161/qaj.v4n3a626>
- Caesens, G., Stinglhamber, F., & Marmier, V. (2016). The curvilinear effect of work engagement on turnover intention. *Journal of Managerial Psychology*, 31(2), 512–527. <https://doi.org/10.1108/JMP-03-2014-0091>
- Canboy, B., Tillou, C., Barzantny, C., Güçlü, B., & Benichoux, F. (2023). The impact of perceived organizational support on work meaningfulness, engagement, and perceived stress in France. *European Management Journal*, 41(1), 90–100. <https://doi.org/10.1016/j.emj.2021.12.004>

- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500–507. <https://doi.org/10.1037/0021-9010.71.3.500>
- Eisenberger, R., Rhoades Shanock, L., & Wen, X. (2020). Perceived Organizational Support: Why Caring About Employees Counts. *Annual Review of Organizational Psychology and Organizational Behavior*, 7(1), 101–124. <https://doi.org/10.1146/annurev-orgpsych-012119-044917>
- Eisenberger, Robert., & Stinglhamber, Florence. (2011). *Perceived organizational support: fostering enthusiastic and productive employees*. American Psychological Association.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25 (9th ed.)*. Badan Penerbit Universitas Diponegoro.
- Hermingsih, A., & Purwanti, D. (2020). Pengaruh Kompensasi Dan Beban Kerja Terhadap Kepuasan Kerja Dengan Motivasi Kerja Sebagai Variabel Pemoderasi. *Jurnal Dimensi*, 9(3), 574–597. <https://doi.org/10.33373/dms.v9i3.2734>
- Hikmawati, Dr. F. (2020). *Metodologi Penelitian* (Octiviena, Ed.; 1st ed.). PT RajaGrafindo Peersada.
- Hobfoll, S. E., Halbesleben, J., Neveu, J.-P., & Westman, M. (2018). Conservation of resources in the organizational context: The reality of resources and their consequences. *Annual Review of Organizational Psychology and Organizational Behavior*, 5, 103–128.
- Judge, T. A., Ilies, R., & Scott, B. A. (2017). Work–family conflict and emotions: Effects at work and at home. *Personnel Psychology*, 59(4), 779–814.
- Kang, Y. J., & Sohn, Y. W. (2020). Two-sided Effect of Empowering Leadership on Follower's Job Stress The Mediation Effect of Self-efficacy and Felt Accountability and Moderated Mediation by Perceived Organizational Support. *Korean Journal of Industrial and Organizational Psychology*, 33(4), 373–407. <https://doi.org/10.24230/kjiop.v33i4.373-407>

- Kloutsiniotis, P. V, Mihail, D. M., & Prastacos, G. P. (2022). Transformational leadership, HRM practices and burnout during the COVID-19 pandemic. *International Journal of Human Resource Management*, 33(18), 3741–3773.
- Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2017). Perceived organizational support: A meta-analytic evaluation of organizational support theory. *Journal of Management*, 43(6), 1854–1884.
- Lesener, T., Gusy, B., & Wolter, C. (2019). The job demands-resources model: A meta-analytic review of longitudinal studies. *Work & Stress*, 33(1), 76–103. <https://doi.org/10.1080/02678373.2018.1529065>
- Mangkunegara, A. P. (2011). *Manajemen Sumber Daya Manusia. Perusahaan*. PT. Remaja Rosdakarya.
- Maulidah, K., Ali, S., & Pangestuti, D. C. (2022). Pengaruh beban kerja dan kepuasan kerja terhadap turnover intention. *Jurnal Akuntansi, Keuangan, Dan Manajemen*, 3(2), 159–176. <https://doi.org/10.35912/jakman.v3i2.611>
- Montano, D., Reeske, A., Franke, F., & Hüffmeier, J. (2017). Leadership, followers' mental health and job performance in organizations. *Journal of Organizational Behavior*, 38(3), 327–350.
- Purnama, A. F., Wulandari, W., & Mulyono. (2023). The Effect Of Perceived Organizational Support (POS) On Job Stress In Employees Of CV. Skipperwebs With Work Overload As Mediation. *Conference on Economic and Business Innovation (CEBI)*, 405–412. <https://doi.org/10.31328/cebi.v3i1.367>
- Purwanto, A., Asbari, M., & Santoso, P. B. (2019). Pengaruh kompetensi, motivasi, kepemimpinan, budaya organisasi, dan kinerja pegawai. *Journal of Industrial Engineering & Management Research*, 1(2), 219–237.
- Putri, N. K. D. P., & Satrya, I. G. B. H. (2025). The Effect of Workload on Work Stress Mediated by Work Life Balance. *Indonesian Journal of Advanced Research*, 4(7), 1289–1306. <https://doi.org/10.55927/ijar.v4i7.15023>

- Rademaker, T., & Süß, S. (2025). The Role of Transformational Leadership in Coping with Followers' Technostress. A Quantitative Analysis. *Management Revue*, 36(2). <https://doi.org/10.31083/MRev44017>
- Rahmania, W., & Afrianty, T. W. (2025). Pengaruh Beban Kerja Dan Perceived Organizational Support Terhadap Stres Kerja Dan Intention To Leave (Studi pada Karyawan Tetap Bank Jatim Cabang Malang). *NIAGAWAN*, 14(1), 16–29. <https://doi.org/10.24114/niaga.v14i1.65055>
- Robbins, S. P., & Judge, T. A. (2017). *Organizational Behavior (17th ed.)*. Pearson Education.
- Robbins, Stephen. P., & Jujdge, Timothy. A. (2017). *Perilaku Organisasi = Organizational Behavior* (Edisi 16). Salemba Empat.
- Sofiana, D., Dewi, S., & Arrozi, M. (2021). Pengaruh kepemimpinan kepala ruangan, beban kerja serta budaya organisasi terhadap stres kerja perawat. *Jurnal Health Sains*, 2(6), 764–775. <https://doi.org/10.46799/jhs.v2i6.185>
- Sugiyono. (2022). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta.
- Sulastri, S., & Onsardi, O. (2020). Pengaruh Stres Kerja, dan Beban Kerja, terhadap Kinerja Karyawan. *Journal of Management and Bussines (JOMB)*, 2(1), 83–98. <https://doi.org/10.31539/jomb.v2i1.1215>
- Suwanto, D., & Priansa, D. (2011). *Manajemen Sumber Daya Manusia dalam Organisasi Publik dan Bisnis*. Alfabet, Cv.
- Wang, W., Sakata, K., Komiya, A., & Li, Y. (2020). What Makes Employees' Work So Stressful? Effects of Vertical Leadership and Horizontal Management on Employees' Stress. *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.00340>
- Wang, Y. (2024). Exploring the impact of workload, organizational support, and work engagement on teachers' psychological wellbeing: a structural equation modeling approach. *Frontiers in Psychology*, 14. <https://doi.org/10.3389/fpsyg.2023.1345740>
- Wirawan, R. P. E. (2022). Pengaruh Beban Kerja Terhadap Stres Kerja Melalui Work Life Balance. *Sibatik Journal: Jurnal Ilmiah Bidang Sosial, Ekonomi,*

Budaya, Teknologi, Dan Pendidikan, 1(10), 2169–2180.
<https://doi.org/10.54443/sibatik.v1i10.319>

Yusuf, Y., Anfas, A., & Sudarwo, R. (2017). Analisis Beban Kerja Terhadap Kebutuhan Pegawai Administrasi. *Jurnal Organisasi Dan Manajemen*, 13(1), 61–70. <https://doi.org/10.33830/jom.v13i1.52.2017>