

DAFTAR PUSTAKA

- Arikunto, S. (2010). *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.
- Avey, J. B. (2014). The Left Side of *Psychological capital*: New Evidence on the Antecedents of PsyCap. *Journal of Leadership and Organizational Studies*, 21(2), 141–149. <https://doi.org/10.1177/1548051813515516>
- Avey, J. B., Reichard, R. J., Luthans, F., & Mhatre, K. H. (2011). Meta-Analysis of the Impact of Positive *Psychological capital* on Employee Attitudes, Behaviors, and Performance. *Human Resource Development Quarterly*, 22(2), 127–152. <https://doi.org/10.1002/hrdq.20070>
- Bakker, A. B., & Demerouti, E. (2008). Towards a model of *work engagement*. *Career Development International*, 13(3), 209–223. <https://doi.org/10.1108/13620430810870476>
- Bantam, D. J. (2022). Differences in *Work engagement* Between Civil Servants, Private Employees, Indonesian National Armed Forces And Employees Under Military Foundations. *JPPP - Jurnal Penelitian Dan Pengukuran Psikologi*, 11(1), 3–11. <https://doi.org/10.21009/jppp.111.02>
- Belinda, D., Adziani, L., Suhariadi, F., & Sugiarti, R. (2021). *Work engagement* pada Petugas Layanan *Work engagement* on Service Officer. *Philanthropy Journal of Psychology*, 5, 329–346. Retrieved from <http://journals.usm.ac.id/index.php/philanthropy>
- Biswal, K., Srivastava, K. B. L., & Alli, S. F. (2025). *Psychological capital* and *Work engagement*: Moderating Role of Social Relationships. *Annals of Neurosciences*, 32(2), 108–116. <https://doi.org/10.1177/09727531231198964>
- Boikanyo, D. H., & Naidoo, M. (2023). The Influence of Organisational Support, Advancement, Meaningfulness and Psychological Safety on Employee Engagement in a Petrochemical Organisation. *WSEAS Transactions on Business and Economics*, 20. <https://doi.org/10.37394/23207.2023.20.98>
- De Giorgio, A., Barattucci, M., Teresi, M., Raulli, G., Ballone, C., Ramaci, T., & Pagliaro, S. (2023). Organizational Identification As A Trigger For Personal Well-Being: Associations With Happiness and Stress Through Job Outcomes. *Journal of Community and Applied Social Psychology*, 33(1), 138–151. <https://doi.org/10.1002/casp.2648>
- Fan, C., Tang, S., Chen, L., & Sun, T. (2022). *Perceived organizational support* and Proactive Innovation Behavior: The Mediating Role of Basic Psychological Needs. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.804363>

- George, O. J., Okon, S. E., & Akaighe, G. O. (2021). *Psychological capital and Work engagement among Employees in the Nigerian Public Sector: The Mediating Role of Emotional Intelligence. International Journal of Public Administration*, (6). <https://doi.org/10.1080/01900692.2021.2001010>
- Ghazzawi, I. (2008). *Job satisfaction Antecedents and Consequences: A New Conceptual Framework and Research Agenda. The Business Review*, 11(2), 1–10.
- Ghozali, I. (2013). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 21 Update PLS Regresi*. Semarang: UNDIP Press.
- Ginting, A. B. D. (2024). Perencanaan Manajemen Sumber Daya Manusia dan Efektivitasnya Terhadap Organisasi atau Perusahaan. *Jurnal Empati*, 13(6), 543–547. <https://doi.org/10.14710/empati.2024.47891>
- Grzywacz, J. G., & Marks, N. F. (2000). Reconceptualizing the Work-Family Interface: An Ecological Perspective on the Correlates of Positive and Negative Spillover Between Work and Family. *Journal of Occupational Health Psychology*, 5(1), 111–126. <https://doi.org/10.1037/1076-8998.5.1.111>
- Gumelar, A. A., & Fajri, A. (2024). *Perceived organizational support for employee creativity: The mediating role of Knowledge Sharing. Jurnal Manajerial*, 11(2), 246–254. <https://doi.org/10.30587/jurnalmanajerial.v11i02.7508>
- Hadi, S. (2015). *Metodologi Riset* (2nd ed.). Yogyakarta: Pustaka Pelajar.
- Hamdi, A. S., & Bahrudin, E. (2018). *Metode Penelitian Kuantitatif: Aplikasi dalam Pendidikan*. Yogyakarta: Deepublish.
- Hamid, N., Rasyid, W., Aswan, A., Nurqamar, I. F., Setiawan, R., & Thaha, R. R. H. (2025). Investigating The Role Of *Job satisfaction and Work engagement* Dynamics In Reducing Turnover Intentions Among Female Bank Employees. *Banks and Bank Systems*, 20(1), 282–292. [https://doi.org/10.21511/bbs.20\(1\).2025.23](https://doi.org/10.21511/bbs.20(1).2025.23)
- Hassan Kariri, H. D., Edrees Somaili, H., Hadi Omair, A., Mansour, M. E. S. I., & Radwan, O. A. (2023). The Impact of *Psychological capital* on *Job satisfaction* among Employees with Individuals' Social Responsibility as a Mediator. *SAGE Open*, 13(4). <https://doi.org/10.1177/21582440231218263>
- Jankelová, N., Joniaková, Z., & Skorková, Z. (2021). *Perceived organizational support and work engagement* of first-line managers in healthcare-The mediation role of feedback seeking behavior. *Journal of Multidisciplinary Healthcare*, 14, 3109–3123. <https://doi.org/10.2147/JMDH.S326563>

- Kahn, W. A. (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.5465/256287>
- Kaswan. (2019). *Manajemen Sumber Daya Manusia Strategis: Konsep, Sejarah, Model, Strategi, dan Kontribusi SDM* (Elizabeth Kurnia, Ed.). Yogyakarta: CV ANDI.
- Keputusan Presiden Republik Indonesia Nomor 43 Tahun 1985 tentang *Perubahan Keputusan Presiden Nomor 128 Tahun 1967 tentang Pembentukan Lembaga Ilmu Pengetahuan Indonesia dan Pencabutan Keputusan Presiden Nomor 163 Tahun 1967 tentang Susunan Anggota Dewan Pembina Ilmu Pengetahuan Indonesia*.
- Khusanova, R., Kang, S. W., & Choi, S. B. (2021). *Work engagement Among Public Employees: Antecedents and Consequences*. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.684495>
- 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. <https://doi.org/10.1177/0149206315575554>
- Locke, E. A. (1969). What is *Job satisfaction*? *Organizational Behavior and Human Performance*, (4), 309–336. [https://doi.org/10.1016/0030-5073\(69\)90013-0](https://doi.org/10.1016/0030-5073(69)90013-0)
- Luthans, F., Avey, J. B., & Patera, J. L. (2008). Experimental Analysis of a Web-Based Training Intervention to Develop Positive *Psychological capital*. *Management Department Faculty Publications*, 135. <https://doi.org/10.5465/amle.2008.32712618>
- Luthans, F., & Broad, J. D. (2022). Positive *Psychological capital* to Help Combat The Mental Health Fallout From The Pandemic and VUCA Environment. *Organizational Dynamics*, 51(2). <https://doi.org/10.1016/j.orgdyn.2020.100817>
- Luthans, F., Youssef, C. M., & Avolio, B. J. (2007). *Psychological capital: Developing the Human Competitive Edge*. Oxford University Press, Inc., New York.
- Luthans, Fred. (2011). *Organizational Behavior : An Evidence-Based Approach* (12th ed.). McGraw-Hill Irwin.
- Mori, K., Adi, N. P., Odagami, K., & Nagata, T. (2024). Bridging *perceived organizational support* with learning motivation and *work engagement*: the

- mediating role of focus on opportunity. *Journal of Occupational Health*, 66(1). <https://doi.org/10.1093/joccuh/uiac024>
- Mufarrikhah, J. L., Yuniardi, M. S., & Syakarofath, N. A. (2020). Peran *Perceived organizational support* terhadap *Work engagement* Karyawan. *Gadjah Mada Journal of Psychology (GamaJoP)*, 6(2). <https://doi.org/10.22146/gamajop.56396>
- Nafis, R. Y., Safitri, F. N., & Qatrunnada, R. Z. (2023). Pengaruh Motivasi Kerja dan Kepuasan Kerja Terhadap *Work engagement* pada Karyawan PT. Eka Timur Raya Pasuruan Jawa Timur. *Jurnal Ilmiah Psikologi Candradiwa*, 8(1), 44. <https://doi.org/10.20961/jip.v8i1.70506>
- Nemţeanu, M. S., Dinu, V., Pop, R. A., & Dabija, D. C. (2022). Predicting *Job satisfaction* and *Work engagement* Behavior In The Covid-19 Pandemic: a Conservation Of Resources Theory Approach. *E&M Economics and Management*, 25(2), 23–40. <https://doi.org/10.15240/tul/001/2022-2-002>
- Neuwirth, L., & Dewi, T. K. (2025). Building *Psychological capital* Through Training in Communication Skills, Social Competencies, and Conflict Management: Pilot Evidence from Indonesia. *INSAN Jurnal Psikologi Dan Kesehatan Mental*, 10(2), 168–195. <https://doi.org/10.20473/jpkm.v10i22025.168-195>
- Nguyen, T. D., Cao, T. H., Nguyen, T. M., & Nguyen, T. T. (2024). *Psychological capital*: a literature review and research trends. *Asian Journal of Economics and Banking*, 8(3), 412–429. <https://doi.org/10.1108/ajeb-08-2023-0076>
- Ni, Y. xia, Wu, D., Bao, Y., Li, J. ping, & You, G. ying. (2023). The Mediating Role of Psychological Needs On The Relationship Between *Perceived organizational support* and *Work engagement*. *International Nursing Review*, 70(2), 204–210. <https://doi.org/10.1111/inr.12797>
- Niswaty, R., Wirawan, H., Akib, H., Saggaf, M. S., & Daraba, D. (2021). Investigating The Effect Of Authentic Leadership and Employees *Psychological capital* on *Work engagement*: Evidence From Indonesia. *Heliyon*, 7(5). <https://doi.org/10.1016/j.heliyon.2021.e06992>
- Nurhasanah, N., Sarah, S., & SK, P. (2025). The Influence of *Job satisfaction* and Organizational Commitment on Employee Performance. *Jurnal Ilmiah Manajemen Kesatuan*, 13(3), 1411–1420. <https://doi.org/10.37641/jimkes.v13i3.3342>
- Nurul Iman, & Elly Yuniar Nitawati. (2025). The Influence of Remote Working and Organizational Support on *Work engagement* with *Job satisfaction* as a Mediating Variable in Service Sector Companies in Indonesia. *Journal of*

Economic Education and Entrepreneurship Studies, 6(2), 203–217. <https://doi.org/10.62794/je3s.v6i2.8260>

Peraturan Presiden Republik Indonesia Nomor 78 Tahun 2021 tentang *Badan Riset dan Inovasi Nasional*.

Peterson, S. J., Carey, W. P., Luthans, F., Avolio, B. J., Walumbwa, F. O., & Zhang, Z. (2011). *Psychological capital* and Employee Performance: a Talent Growth Modeling Approach. *Personnel Psychology*, 64(2), 427–450. <https://doi.org/10.1111/j.1744-6570.2011.01215.x>

Priansa, D. J. (2017). *Perilaku Organisasi Bisnis*. Bandung: CV ALFABET.

Rhoades, L., & Eisenberger, R. (2002). *Perceived organizational support: A review of the literature*. *Journal of Applied Psychology*, 87(4), 698–714. <https://doi.org/10.1037/0021-9010.87.4.698>

Roy, I., Islam, R., Arefin, Md. S., & Rahman, S. (2025). How Perceived Supervisor and Organizational Support Shape *Job satisfaction*: The *Intervening Role* of Work-Life Balance and Organizational Identification. *Open Journal of Business and Management*, 13(04), 2782–2809. <https://doi.org/10.4236/ojbm.2025.134148>

Rukmayuninda-Ririh, K., Machfud, M., Anggraeni, E., & Taufiqu-Rochman, N. (2025). The way of human resource development and resource/infrastructure management affect the agroindustrial innovation process in a merged public research institution. *Intangible Capital*, 21(1), 45–61. <https://doi.org/10.3926/IC.2923>

Saefuddin Manshur, A., Riswadinata, I., Kukuh Prasetyo, T., & Diniyati, N. (2023). Evaluasi Pelayanan Pengembangan Kompetensi di Kampus Geodiversitas BRIN Karangsambung. *Parabela: Jurnal Ilmu Pemerintahan & Politik Lokal*, 3(2), 105–115. <https://doi.org/10.51454/parabela.v3i2.932>

Saputra, D., Juliarti Bantam, D., Fakultas Psikologi, A., Jenderal Achmad Yani Yogyakarta, U., Siliwangi, J., & Fakultas Psikologi, I. B. (2023). *Indonesian Journal of Economic and Social Science Hubungan kepuasan kerja dengan work engagement pada karyawan PT. KI Daerah Istimewa Yogyakarta* (Vol. 1). Retrieved from <https://ejournal.unjaya.ac.id/index.php/ijess>

Sarwono, J. (2006). *Metode Penelitian Kuantitatif dan Kualitatif*. Yogyakarta: Graha Ilmu.

Schaufeli, W. B., & Bakker, A. B. (2004). Job Demands, Job Resources, and Their Relationship With Burnout and Engagement: A Multi-Sample Study. *Journal of Organizational Behavior*, 25(3), 293–315. <https://doi.org/10.1002/job.248>

- Schaufeli, W. B., Salanova, M., Gonz'alez-rom'a, V., & Bakker, A. B. (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>
- Siagian, D., & Sugiarto. (2006). *Metode Statistika Untuk Bisnis dan Ekonomi*. Jakarta: PT Gramedia Pustaka Utama.
- Sinambela, L. P., & Sinambela, S. (2022). *Metodologi Penelitian Kuantitatif: Teoretik dan Praktik*. Depok: PT Rajagrafindo Persada.
- Siregar, Z. M. E., Lubis, T., Syamsuri, Abd. R., Siregar, D. I., & Supriadi, Y. N. (2024). *Job satisfaction* as Mediator in the Effect of *Perceived organizational support* on Employee Engagement: Evidence from SMEs in Indonesia. *Jurnal Aplikasi Manajemen*, 22(3), 767–782. <https://doi.org/10.21776/ub.jam.2024.022.03.11>
- Solarino, B., Alonso, F., & Saleem, M. S. (2022). Analyzing the Impact of *Psychological capital* and Work Pressure on Employee Job Engagement and Safety Behavior. *Frontiers in Public Health*, 10. <https://doi.org/10.3389/fpubh.2022.1086843>
- Spector, P. E. (1985). Measurement of Human Service Staff Satisfaction: Development of the *Job satisfaction* Survey 1. *American Journal of Community Psychology*, 13(6), 693–713. <https://doi.org/10.1007/BF00929796>
- Sugiyono. (2017). *Manajemen Pendidikan Pendekatan Kuantitatif, Kualitatif, Kombinasi Penelitian Tindakan, dan Penelitian Evaluasi*. Alfabeta.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Sugiyono. (2022). *Metode Penelitian Kuantitatif* (4th ed.). Bandung: CV. Alfabeta.
- Sujarweni, W. (2019). *Metodologi Penelitian Bisnis & Ekonomi*. Yogyakarta: Pustaka Baru Press.
- Syahmirza, J., & Prawitowati, T. (2022). Peran Kreativitas dan Keterikatan Karyawan Sebagai Pemediasi Pada Pengaruh Kepuasan Kerja Terhadap Kinerja Karyawan Milenial. *Jurnal Inovasi Bisnis Dan Manajemen Indonesia*, 5(4). <https://doi.org/10.31842/jurnalinobis.v5i4.249>
- Tersiana, A. (2018). *Metode Penelitian* (Cetakan Pertama). Yogyakarta: Start Up.
- Thanh NGO, T. (2021). Impact of *Psychological capital* on Job Performance and *Job satisfaction*: A Case Study in Vietnam. *The Journal of Asian Finance, Economics and Business*, 8(5), 495–0503. <https://doi.org/10.13106/jafeb.2021.vol8.no5.0495>

- Tian, L., Wu, A., Li, W., Huang, X., Ren, N., Feng, X., & Zhang, Y. (2023). Relationships Between *Perceived organizational support*, *Psychological capital* and *Work engagement* Among Chinese Infection Control Nurses. *Risk Management and Healthcare Policy*, 16, 551–562. <https://doi.org/10.2147/RMHP.S395918>
- Zada, M., Saeed, I., Khan, J., & Zada, S. (2024). Navigating post-pandemic challenges through institutional research networks and talent management. *Humanities and Social Sciences Communications*, 11(1). <https://doi.org/10.1057/s41599-024-03697-9>
- Zalsabillah, I., Rahayu, A. T., & Butar, M. B. (2025). The Crucial Role Of Human Resource Management And Planning In Achieving Organizational Progress. *Jurnal Pakar Manajemen*, 1(2), 101–106. <https://doi.org/10.70963/jpm.v1i2>
- Zhang, M., Chen, H., Wang, N., Li, Y., Li, X., & Liu, Y. (2023). The mediating role of *job satisfaction* between *psychological capital* and *work engagement* among Chinese nurses during COVID-19 outbreak: A comparative study between nurse specialists and general nurses. *Frontiers in Psychiatry*, 13. <https://doi.org/10.3389/fpsy.2022.990216>
- Zolak Poljašević, B., Gričnik, A. M., & Šarotar Žižek, S. (2025). Human Resource Management in Public Administration: The Ongoing Tension Between Reform Requirements and Resistance to Change. *Administrative Sciences*, 15(3). <https://doi.org/10.3390/admsci15030094>
- Zulhapiz, Mhd. H., & Rahayu, M. K. P. (2025). Unlocking Innovation Through *Psychological capital*: The Hidden Mediator Between Transformational Leadership and Innovative Work Behavior. *Jurnal Manajemen Bisnis*, 16(2), 346–371. <https://doi.org/10.18196/mb.v16i2.26326>