

DAFTAR PUSTAKA

- Abdi, F., Jahangiri, M., Kamalinia, M., Cousins, R. And Mokarami, H. 2021, “Presenteeism And Work Ability: Development Of The Persian Version Of The Stanford Presenteeism Scale (P-Sps-6) And Measurement Of Its Psychometric Properties”, *Bmc Psychology*, Biomed Central Ltd, Vol. 9 No. 1, Pp. 1–10.
- Aboagye, E., Björklund, C., Gustafsson, K., Hagberg, J., Aronsson, G., Marklund, S., Leineweber, C., *Et Al.* 2019a, “Exhaustion And Impaired Work Performance In The Workplace: Associations With Presenteeism And Absenteeism”, *Journal Of Occupational And Environmental Medicine*, Lippincott Williams And Wilkins, Vol. 61 No. 11, Pp. E438–E444.
- Agatha, C.M.N. 2020, *Pengukuran Beban Kerja Mental Menggunakan Metode Nasa - Tlx Pada Sopir Angkutan Umum Di Kota Malang*, Institut Teknologi Nasional Malang., Malang, Available At: <https://Eprints.Itn.Ac.Id/4670/> (Accessed 4 August 2022).
- Annur Aini Al Alief, . 2021, “Hubungan Paparan Kebisingan, Beban Kerja Mental, Dan Faktor Individu Dengan Stres Kerja Pada Pekerja Di Pt. Duraquipt Cemerlang Tahun 2021”, Available At: <http://Repository.Upnvj.Ac.Id/> (Accessed 3 January 2023).
- Aprilia, N., Maghfiroh, I.P., Presenteeism, W.], Sekolah, G., Halaman, D. And Wahyuni, S. 2020, “Presenteeism Pada Guru Sekolah Dasar: Peran Dukungan Kepala Sekolah”, *Primary: Jurnal Pendidikan Guru Sekolah Dasar*, Program Studi Pgsd Fkip Universitas Riau, Vol. 9 No. 3, Pp. 367–376.
- Aronsson, G., Gustafsson, K. And Dallner, M. 2000, “Sick But Yet At Work. An Empirical Study Of Sickness Presenteeism”, *Journal Of Epidemiology And Community Health*, Bmj Publishing Group, Vol. 54 No. 7, P. 502.
- Aronsson, G., Hagberg, J., Björklund, C., Aboagye, E., Marklund, S., Leineweber, C. And Bergström, G. 2021, “Health And Motivation As Mediators Of The Effects Of Job Demands, Job Control, Job Support, And Role Conflicts At Work And Home On Sickness Presenteeism And Absenteeism”, *International Archives Of Occupational And Environmental Health*, Springer Science And Business Media Deutschland Gmbh, Vol. 94 No. 3, Pp. 409–

418.

- Ayunda, D. 2021, *Pengaruh Beban Kerja Dan Stress Kerja Pada Kinerja Karyawan Pt Rachmat Putra Industrial Di Bandar Lampung*, Universitas Teknokrat Indonesia, Bandar Lampung, Available At: <Http://Repository.Teknokrat.Ac.Id/3449/> (Accessed 4 August 2022).
- Bae, Y.H. 2021, “Exploratory Analysis Of Related Factors With Absenteeism And Presenteeism On Workers: Using The Fourth Korea Working Condition Survey”, *International Journal Of Environmental Research And Public Health*, Int J Environ Res Public Health, Vol. 18 No. 21, Available At: <Https://Doi.Org/10.3390/Ijerph182111214>.
- Baeriswyl, S., Krause, A., Elfering, A. And Berset, M. 2017, “How Workload And Coworker Support Relate To Emotional Exhaustion: The Mediating Role Of Sickness Presenteeism”, *International Journal Of Stress Management*, American Psychological Association Inc., Vol. 24, Pp. 52–73.
- Bakker, A.B., Demerouti, E. And Schaufeli, W.B. 2003, “Dual Processes At Work In A Call Centre: An Application Of The Job Demands A Resources Model”, *European Journal Of Work And Organizational Psychology*, Vol. 12 No. 4.
- Bandura, A. 1986, *Social Foundations Of Thought And Action: A Social Cognitive Theory*.
- Bao, P. And Vo, T. 2021, “Employees’ Job Satisfaction In Finnish Startups”.
- Burton, W.N., Pransky, G., Conti, D.J., Chen, C.-Y. And Edington, D.W. 2004, “The Association Of Medical Conditions And Presenteeism”, Available At: <Https://Doi.Org/10.1097/01.Jom.0000126687.49652.44>.
- Cho, Y.S., Park, J.B., Lee, K.J., Min, K.B. And Baek, C.I. 2016, “The Association Between Korean Workers’ Presenteeism And Psychosocial Factors Within Workplaces”, *Annals Of Occupational And Environmental Medicine*, Korean Society Of Occupational & Environmental Medicine, Vol. 28 No. 1, Available At: <Https://Doi.Org/10.1186/S40557-016-0124-1>.
- Cooper, C.L. And Lu, L. 2016, “Presenteeism As A Global Phenomenon: Unraveling The Psychosocial Mechanisms From The Perspective Of Social Cognitive Theory”, *Cross Cultural And Strategic Management*, Emerald Group Publishing Ltd., Vol. 23 No. 2, Pp. 216–231.
- D’errico, A., Viotti, S., Baratti, A., Mottura, B., Barocelli, A.P., Tagna, M., Sgambelluri, B., *Et Al.* 2013, “Low Back Pain And Associated Presenteeism Among Hospital Nursing Staff”, *Journal Of Occupational Health*, Japan Society For Occupational Health, Vol. 55 No. 4, Pp. 276–283.

Anindhya Nisrina Putri, 2023

Hubungan Beban Kerja Mental, Dukungan Rekan Kerja dan Faktor Individu dengan Presenteeism pada Karyawan PT XYZ Tahun 2022

UPN “Veteran” Jakarta, Fakultas Ilmu Kesehatan, Program Studi Kesehatan Masyarakat Program Sarjana
[www.upnvj.ac.id - www.library.upnvj.ac.id - www.repository.upnvj.ac.id]

- Deta, A., Nurazi, Ridwan And Praningrum. 2014, “Analisis Karakteristik Individu, Komitmen Organisasi Beban Kerja Dan Kinerja Pegawai Dinas Pendidikan Nasional Provinsi Bengkulu - Unib Scholar Repository”, *Jurnal Ilmiah Manajemen*, Vol. 15 No. 1, Available At: [Http://Repository.Unib.Ac.Id/7625/](http://Repository.Unib.Ac.Id/7625/) (Accessed 3 August 2022).
- Febriani Buranda, G. 2016, “Hubungan Stres Kerja Dengan Perilaku Presenteeism Perawat Rumah Sakit X Makassar”.
- Garrow, V. 2016, “Presenteeism A Review Of Current Thinking Institute For Employment Studies”.
- Gerich, J. 2018, “Sickness Presenteeism As Coping Behaviour Under Conditions Of High Job Control”, <https://doi.org/10.1177/2397002218794837>, Sage Publications Sage Uk: London, England, Vol. 33 No. 2, Pp. 96–112.
- Gilbreath, B. And Karimi, L. 2012, “Supervisor Behavior And Employee Presenteeism”, *International Journal Of Leadership Studies* , Vol. 7, Pp. 114–131.
- Goetzel, R.Z., Long, S.R., Ozminkowski, R.J., Hawkins, K., Wang, S. And Lynch, W. 2004, “Health, Absence, Disability, And Presenteeism Cost Estimates Of Certain Physical And Mental Health Conditions Affecting U.S. Employers”, *Journal Of Occupational And Environmental Medicine, J Occup Environ Med*, Vol. 46 No. 4, Pp. 398–412.
- Gustafsson, K., Marklund, S., Leineweber, C., Bergström, G., Aboagye, E. And Helgesson, M. 2020, “Presenteeism, Psychosocial Working Conditions And Work Ability Among Care Workers-A Cross-Sectional Swedish Population-Based Study”, *International Journal Of Environmental Research And Public Health*, Int J Environ Res Public Health, Vol. 17 No. 7, Available At: <https://doi.org/10.3390/Ijerp17072419>.
- Hampson, Elizabeth, Soneji, U., Jacob, A., Mecu, B. And Mcgahan, H. 2017, *Mental Health And Employers: The Case For Investment*, London, England, Available At: <https://www.voced.edu.au/content/ngv%3a78218> (Accessed 31 July 2022).
- Hansen, C.D. And Andersen, J.H. 2008, “Going Ill To Work--What Personal Circumstances, Attitudes And Work-Related Factors Are Associated With Sickness Presenteeism?”, *Social Science & Medicine (1982)*, Soc Sci Med, Vol. 67 No. 6, Pp. 956–964.
- Hastutiningsih, A.T. 2018, *Pengaruh Beban Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan Dimediasi Stres Kerja (Studi Pada Pt. Msv Pictures Yogyakarta)*, Universitas Islam Indonesia, Yogyakarta, Available At: https://dspace.uui.ac.id/bitstream/handle/123456789/5845/Tesis__Pengaruh

h Beban Kerja Dan Lingkungan Kerja Pdf.Pdf?Sequence=1 (Accessed 18 November 2022).

Hemp, P. 2004, "Presenteeism: At Work—But Out Of It", *Harvard Business Review*, Vol. 82, Pp. 49–58.

Heponiemi, T., Elovainio, M., Pentti, J., Virtanen, M., Westerlund, H., Virtanen, P., Oksanen, T., *Et Al.* 2010, "Association Of Contractual And Subjective Job Insecurity With Sickness Presenteeism Among Public Sector Employees", *Journal Of Occupational And Environmental Medicine*, Lippincott Williams And Wilkins, Vol. 52 No. 8, Pp. 830–835.

Ho, T.C.F., Teo, P.C., Rizal, A.M., Kelana, B.W.Y. And Othman, R. 2022, "Well-Being In The Workplace: Unravelling The Determinants And Consequences Of Work Stress Presenteeism From The Perspective Of The Job Demands-Resources (Jd-R) Model", *Xinan Jiaotong Daxue Xuebao/Journal Of Southwest Jiaotong University*, Science Press, Vol. 57 No. 3, Pp. 1–13.

Hutabarat, J. 2018, *Kognitif Ergonomi*, Mitra Gajayana, Malang, Available At: [Http://Eprints.Itn.Ac.Id/3425/1/Buku Kognitif Ergonomi.Pdf](http://eprints.itn.ac.id/3425/1/Buku_Kognitif_Ergonomi.Pdf) (Accessed 4 August 2022).

John, G. 2010, "Presenteeism In The Workplace: A Review And Research Agenda", *Journal Of Organizational Behavior*, Vol. 31 No. 4.

Jung, S.W., Lee, J.H. And Lee, K.J. 2020, "Assessing The Association Between Emotional Labor And Presenteeism Among Nurses In Korea: Cross-Sectional Study Using The 4th Korean Working Conditions Survey", *Safety And Health At Work*, Elsevier, Vol. 11 No. 1, Pp. 103–108.

Karima, A. 2014, *Faktor-Faktor Yang Berhubungan Dengan Stress Kerja Pada Pekerja Pt X Tahun 2014*, Uin Syarif Hidayatullah, Jakarta.

Kim, J., Kim, J., Kim, J., Kim, Y.K., Leem, S.H., Won, J.U., Won, J.U., *Et Al.* 2019, "Association Between Job-Related Stress And Experience Of Presenteeism Among Korean Workers Stratified On The Presence Of Depression", *Annals Of Occupational And Environmental Medicine*, Korean Society Of Occupational & Environmental Medicine, Vol. 31 No. 1, Available At:[https://Doi.Org/10.35371/Aoem.2019.31.E26](https://doi.org/10.35371/Aoem.2019.31.E26).

Kim, J.H., Yoon, J., Bahk, J. And Kim, S.S. 2020, "Job Insecurity Is Associated With Presenteeism, But Not With Absenteeism: A Study Of 19 720 Full-Time Waged Workers In South Korea", *Journal Of Occupational Health*, Wiley-Blackwell, Vol. 62 No. 1, P. 12143.

Kinman, G. 2019, "Sickness Presenteeism At Work: Prevalence, Costs And Management", *British Medical Bulletin*, Br Med Bull, Vol. 129 No. 1, Pp. 107–116.

Anindhya Nisrina Putri, 2023

Hubungan Beban Kerja Mental, Dukungan Rekan Kerja dan Faktor Individu dengan Presenteeism pada Karyawan PT XYZ Tahun 2022

UPN "Veteran" Jakarta, Fakultas Ilmu Kesehatan, Program Studi Kesehatan Masyarakat Program Sarjana
[www.upnvj.ac.id - www.library.upnvj.ac.id - www.repository.upnvj.ac.id]

- Kinman, G. And Wray, S. 2018, “Presenteeism In Academic Employees—Occupational And Individual Factors”, *Occupational Medicine*, Oxford Academic, Vol. 68 No. 1, Pp. 46–50.
- Koopman, C., Pelletier, K.R., Murray, J.F., Sharda, C.E., Berger, M.L., Turpin, R.S., Hackleman, P., *Et Al.* 2002, “Stanford Presenteeism Scale: Health Status And Employee Productivity”, *Journal Of Occupational And Environmental Medicine*, J Occup Environ Med, Vol. 44 No. 1, Pp. 14–20.
- Kurnia Wati, Kurnia, Heriyanto, H. And Dina Mellita, D. 2017, “Analisis Perbedaan Gender Terhadap Stres Kerja Pada Aparatur Sipil Negara (Asn) Di Lingkungan Kecamatan Banyuasin Iii Pangkalan Balai”.
- Lack, D.M. 2011, “Presenteeism Revisited: A Comprehensive Review”, *AAOHN Journal*, Vol. 59 No. 2.
- Lee, D.W., Lee, J., Kim, H.R. And Kang, M.Y. 2020, “Association Of Long Working Hours And Health-Related Productivity Loss, And Its Differential Impact By Income Level: A Cross-Sectional Study Of The Korean Workers”, *Journal Of Occupational Health*, John Wiley & Sons, Ltd, Vol. 62 No. 1, P. E12190.
- Li, W., Moriyama, M., Cui, Y. A., Kazawa, K., Nakaya, T. And Susanto, T. 2019, “Presenteeism Among Chinese Workers In Japan And Its Relationship With Mental Health And Health-Promoting Lifestyles”.
- Li, Y., Zhang, J., Wang, S. And Guo, S. 2019, “The Effect Of Presenteeism On Productivity Loss In Nurses: The Mediation Of Health And The Moderation Of General Self-Efficacy”, *Frontiers In Psychology*, Frontiers Media S.A., Vol. 10 No. July, P. 1745.
- Lohaus, D. And Habermann, W. 2019, “Presenteeism: A Review And Research Directions”, *Human Resource Management Review*, Jai, Vol. 29 No. 1, Pp. 43–58.
- Lohaus, D. And Röser, F. 2019, “Millennials: Sickness Presenteeism And Its Correlates: A Cross-Sectional Online Survey”, *Bmj Open*, British Medical Journal Publishing Group, Vol. 9 No. 7, P. E026885.
- Lu, L. And Cooper, C.L. 2022, “Sickness Presenteeism As A Link Between Long Working Hours And Employees’ Outcomes: Intrinsic And Extrinsic Motivators As Resources”, *International Journal Of Environmental Research And Public Health*, Int J Environ Res Public Health, Vol. 19 No. 4, Available At: <https://doi.org/10.3390/ijerph19042179>.
- Lu, L., Cooper, C.L. And Lin, H.Y. 2013, “A Cross-Cultural Examination Of Presenteeism And Supervisory Support”, *Career Development International*, Vol. 18 No. 5, Pp. 440–456.

- Lui, J.N.M., Andres, E.B. And Johnston, J.M. 2018, “Presenteeism Exposures And Outcomes Amongst Hospital Doctors And Nurses: A Systematic Review”, *Bmc Health Services Research*, Biomed Central, Vol. 18 No. 1, Available At:<https://doi.org/10.1186/S12913-018-3789-Z>.
- Luksyte, A., Unsworth, K.L., Avery, D.R., Cordery, J.L. And Seah, J. 2022, “Gender Differences In The Relationship Between Presenteeism And Extra-Role Behaviors”, *Journal Of Organizational Behavior*, John Wiley & Sons, Ltd, Available At:<https://doi.org/10.1002/Job.2651>.
- Machado De Campos Corrêa Silva, B., Bedin Zanatta, A. And Roberto De Lucca, S. 2017, “Prevalence Of Presenteeism Among Workers Of An Industrial Company Prevalência Do Presenteísmo Em Trabalhadores De Uma Indústria Presenteeism At A Company”, *Rev Bras Med Trab*, Vol. 15 No. 3, Pp. 236–279.
- Magalhães, S., Barbosa, J. And Borges, E. 2022, “The Relationship Between Presenteeism, Quality Of Life And Social Support In Higher Education Professionals: A Cross-Sectional Path Analysis”, *Plos One*, Public Library Of Science, Vol. 17 No. 4, P. E0267514.
- Mandiracioglu, A., Bolukbas, O., Demirel, M. And Gumeli, F. 2015, “Factors Related To Presenteeism Among Employees Of The Private Sector”, *International Journal Of Occupational Safety And Ergonomics : Jose*, Int J Occup Saf Ergon, Vol. 21 No. 1, Pp. 80–85.
- Navarro, A., Salas-Nicás, S., Moncada, S., Llorens, C. And Molinero-Ruiz, E. 2018, “Prevalence, Associated Factors And Reasons For Sickness Presenteeism: A Cross-Sectional Nationally Representative Study Of Salaried Workers In Spain, 2016”, *Bmj Open*, Vol. 8, P. 21212.
- Nurrianti, R., Ujetika, N.S. And Imran, R.A. 2019, “Perbandingan Analisis Pengukuran Beban Kerja Psikologis Pada Perawat Menggunakan Metode Nasa-Tlx Dan Rsme”, *Seminar Nasional Teknik Industri Universitas Gadjah Mada*.
- Palo, S. And Pati, S. 2013, “The Determinants Of Sickness Presenteeism ”, *Jstor*, Vol. 49 No. 2, Available At: <https://www.jstor.org/stable/24546953> (Accessed 4 January 2023).
- Panca Kurniawati, K., Ika Rinawati, D., Soedarto, J.H. And Semarang, S. N.D.). “Analisis Beban Kerja Mental Menggunakan Nasa-Tlx Dan Evaluasi Jumlah Pekerja Pada Lantai Produksi Pt. Essentra Surabaya”.
- Prastika, S., Gustopo, D. And Vitasari, P. 2020, “Analisis Beban Kerja Dengan Metode Nasa-Tlx Di Pt. Pos Indonesia Cabang Malang Raya”, *Jurnal Teknologi Dan Manajemen Industri*, Lppm Itn Malang, Vol. 6 No. 2, Pp. 24–29.

- Quazi, H. 2013, *Presenteeism: The Invisible Cost To Organizations*, Edited By Quazi, H., Palgrave Macmillan, London.
- Rahman, T. 2017, “Pengantar Dan Pengenalan Pemeliharaan Dan Rekayasa Keandalan”, Available At: [Http://taufiqurrachman.Weblog.Esaunggul.Ac.Id/](http://taufiqurrachman.weblog.esaunggul.ac.id/) (Accessed 25 August 2021).
- Ratna, P.M. 2009, *Analisis Beban Kerja Mental Pada Operator Cetak Dengan Metode Swat (Subjective Workload Assessment Technique) (Studi Kasus Pada Express Print, Yogyakarta) - E-Journal Universitas Atma Jaya Yogyakarta*, Universitas Atma Jaya Yogyakarta, Yogyakarta, Available At: [Https://E-Journal.Uajy.Ac.Id/7216/](https://e-journal.uajy.ac.id/7216/) (Accessed 4 August 2022).
- Rhodes, S.M. And Collins, S.K. 2015, “The Organizational Impact Of Presenteeism”.
- Sabri, L. And Hastono, S.P. 2006, *Statistika Kesehatan*, Rajagrafindo, Depok.
- De Santana Vilasboas Dantas, G. And Cardoso, J.P. 2020, “Factors Associated With Presenteeism Due To Work-Related Musculoskeletal Disorders”, *Revista Brasileira De Medicina Do Trabalho*, Associação Nacional De Medicina Do Trabalho, Vol. 18 No. 2, P. 133.
- Silva, B.M.D.C.C., Zanatta, A.B. And De Lucca, S.R. 2017, “Prevalence Of Presenteeism Among Workers Of An Industrial Company”, *Revista Brasileira De Medicina Do Trabalho*, Revista Brasileira De Medicina Do Trabalho, Vol. 15 No. 3, Pp. 236–243.
- Sinaga, E. 2017, *Manajemen Kesehatan Menstruasi.*, Jakarta.
- Skagen, K. And Collins, A.M. 2016, “The Consequences Of Sickness Presenteeism On Health And Wellbeing Over Time: A Systematic Review”, *Social Science & Medicine*, Pergamon, Vol. 161, Pp. 169–177.
- Sugianto, D.T.M.K. 2018, *Hubungan Durasi Lama Duduk Dan Forward Head Posture Dengan Kejadian Nyeri Leher Non Spesifik Pada Mahasiswa Fk Upn “Veteran” Jakarta Tahun 2018*, 8 June, Available At: [Http://Repository.Upnvj.Ac.Id/](http://repository.upnvj.ac.id/) (Accessed 24 June 2021).
- Sugiyono, S. 2007, *Metode Penelitian Kualitatif Kuantitatif Dan R & D*, Bandung Alfabeta.
- Suma'mur. 2009, *Higiene Perusahaan Dan Kesehatan Kerja (Hiperkes)*, Cv.Sagung Seto, Jakarta.
- Tsuji, T., Matsudaira, K., Sato, H., Vietri, J. And Jaffe, D.H. 2018, “Association Between Presenteeism And Health-Related Quality Of Life Among Japanese

- Adults With Chronic Lower Back Pain: A Retrospective Observational Study”, *Bmj Open*, British Medical Journal Publishing Group, Vol. 8 No. 6, P. E021160.
- Utami, F.A.S. 2017, *Usulan Perbaikan Lingkungan Kerja Terhadap Beban Kerja Pada Pekerja Di Yungki Edutoys Yogyakarta*, Universitas Atma Jaya Yogyakarta, Yograkarta, Available At: <https://E-Journal.Uajy.Ac.Id/11318/> (Accessed 4 August 2022).
- Vänni, K.J., Neupane, S., Siukola, A.E., Karinen, H.M., Pursio, H.K., Uitti, J. And Nygård, C.H. 2018, “The Presenteeism Scale As A Measure Of Productivity Loss”, *Occupational Medicine*, Oxford Academic, Vol. 68 No. 8, Pp. 512–518.
- Velia Agneta Priyanka, . 2021, “Faktor-Faktor Yang Berhubungan Dengan Stres Kerja Pada Karyawan Jo. Bumikalog Stasiun Bongkar Muat Sungai Lagoa Jakarta Pada Masa Pandemi Covid-19”, Available At: <https://Repository.Upnvj.Ac.Id> (Accessed 17 November 2022).
- Wan, H.C., Downey, L.A. And Stough, C. 2014, “Understanding Non-Work Presenteeism: Relationships Between Emotional Intelligence, Boredom, Procrastination And Job Stress”, *Personality And Individual Differences*, Elsevier Ltd, Vol. 65, Pp. 86–90.
- Werapitiya, C., Opatha, H.H.D.N.P. And Fernando, R.L. 2015, “Presenteeism: Its Importance, Conceptual Clarifications, And A Working Definition”, *Ssrn Electronic Journal*, Elsevier Bv, Available At: <https://doi.org/10.2139/ssrn.2699782>.
- Widera, E., Chang, A. And Chen, H.L. 2010, “Presenteeism: A Public Health Hazard”, *Journal Of General Internal Medicine*, Springer, Vol. 25 No. 11, P. 1244.
- Xi, X., Lu, Q., Lu, M., Xu, A., Hu, H. And Ung, C.O.L. 2020, “Evaluation Of The Association Between Presenteeism And Perceived Availability Of Social Support Among Hospital Doctors In Zhejiang, China”, *Bmc Health Services Research*, Biomed Central, Vol. 20 No. 1, Pp. 1–11.
- Yang, T., Zhu, M. And Xie, X. 2016, “The Determinants Of Presenteeism: A Comprehensive Investigation Of Stress-Related Factors At Work, Health, And Individual Factors Among The Aging Workforce”, *Journal Of Occupational Health*, Japan Society For Occupational Health, Vol. 58 No. 1, Pp. 25–35.
- Yuliansyah, A.Y. 2022, *Job Satisfaction As A Mediator Of The Relationship Between Employer Brand With Turnover Intention On Startup Employees*, Universitas Islam Indonesia, Yogyakarta, 24 February, Available At: <https://Dspace.Uii.Ac.Id/Bitstream/Handle/123456789/38425/16320183.Pdf>

?Sequence=1&Isallowed=Y (Accessed 18 October 2022).

Zulfiqar, M. And Rizqiansyah, A. 2017, “Hubungan Antara Beban Kerja Fisik Dan Beban Kerja Mental Berbasis Ergonomi Terhadap Tingkat Kejenuhan Kerja Pada Karyawan Pt Jasa Marga (Persero) Tbk Cabang Surabaya Gempol”, *Jurnal Sains Psikologi, Jilid*, Vol. 6, Pp. 37–42.

Anindhya Nisrina Putri, 2023

Hubungan Beban Kerja Mental, Dukungan Rekan Kerja dan Faktor Individu dengan Presenteeism pada Karyawan PT XYZ Tahun 2022

UPN “Veteran” Jakarta, Fakultas Ilmu Kesehatan, Program Studi Kesehatan Masyarakat Program Sarjana
[www.upnvj.ac.id - www.library.upnvj.ac.id - www.repository.upnvj.ac.id]