

DAFTAR PUSTAKA

- Aboagye, E., Björklund, C., Gustafsson, K., Hagberg, J., Aronsson, G., Marklund, S., Leineweber, C. & Bergström, G., 2019, 'Exhaustion and Impaired Work Performance in the Workplace: Associations with Presenteeism and Absenteeism', *Journal of Occupational and Environmental Medicine*, 61(11), E438–E444.
- Akanni, A.A., Oduaran, C.A. & Ekundayo, O.O., 2023, 'Perceived job insecurity and sickness presenteeism among public service employees: Moderated mediation model of organisational culture and gender', *Analise Psicologica*, 41(1), 1–13.
- Aprilia, N., 2021, 'Presenteeism Pada Guru Sekolah Dasar', *Jurnal Ecopsy*, 8(1), 52.
- Aronsson, G., Gustafsson, K. & Dallner, M., 2000, *Sick but yet at work. An empirical study of sickness presenteeism*, vol. 54.
- Aronsson, G., Hagberg, J., Björklund, C., Aboagye, E., Marklund, S., Leineweber, C. & 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*, 94(3), 409–418.
- Bakker, A.B. & Demerouti, E., 2007, *The Job Demands-Resources model: State of the art*, *Journal of Managerial Psychology*, 22(3), 309–328.
- Bakker, A.B. & Demerouti, E., 2008, 'Towards a model of work engagement', *Career Development International*, 13(3), 209–223.
- Bergström, G., Bodin, L., Hagberg, J., Aronsson, G. & Josephson, M., 2009, 'Sickness presenteeism today, sickness absenteeism tomorrow? A prospective study on sickness presenteeism and future sickness absenteeism', *Journal of Occupational and Environmental Medicine*, 51(6), 629–638.
- Chun, B.-Y. & Hwang, Y.-J., 2018, 'Gender, Presenteeism, and Turnover Intention and the Mediation Effect of Presenteeism in the Workplace', *International Journal of Pure and Applied Mathematics*, 120(6), 4821–4836.
- Cocker, F., Martin, A., Scott, J., Venn, A., Otahal, P. & Sanderson, K., 2011, 'Factors associated with presenteeism among employed Australian adults reporting lifetime major depression with 12-month symptoms', *Journal of Affective Disorders*, 135(1–3), 231–240.

- Eurofound, 2013, *Health and well-being at work: A report based on the fifth European Working Conditions Survey*.
- Goetzel, R.Z., Long, S.R., Ozminkowski, R.J., Hawkins, K., Wang, S. & 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*, 46(4), 398–412.
- Gosselin, E., Lemyre, L. & Corneil, W., 2013, 'Presenteeism and absenteeism: Differentiated understanding of related phenomena', *Journal of Occupational Health Psychology*, 18(1), 75–86.
- Hellgren, J., Sverke, M. & Isaksson, K., 1999, 'A Two-dimensional Approach to Job Insecurity: Consequences for Employee Attitudes and Well-being', *European Journal of Work and Organizational Psychology*, 8(2), 179–195.
- Hwang, J.H. & Jung, H.S., 2021, 'The Effects of Work Characteristics Related to Work–Life Imbalance on Presenteeism among Female Workers in the Health and Social Work Sectors: Mediation Analysis of Psychological and Physical Health Problems', *International Journal of Environmental Research and Public Health*, 18(12).
- Johns, G., 2009, 'Presenteeism in the workplace: A review and research agenda', *Journal of Organizational Behavior*, 31(4), 519–542.
- Jung, S.W., Lee, J.H. & 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*, 11(1), 103–108.
- Karanika-Murray, M., Cooper, C.L. & Cooper, C., 2018, *PRESENTEEISM: AN INTRODUCTION TO A PREVAILING GLOBAL PHENOMENON*.
- Karomah, 2020, 'THE EFFECT OF JOB SATISFACTION AND JOB INSECURITY ON TURNOVER INTENTION IN SEKOLAH X CONTRACT STAFFS', *Jurnal Ilmu Manajemen*, 17.
- Kim, J., Kim, Y.K., Leem, S.H. & Won, J.U., 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*, 31(1).
- Kim, J.H., Yoon, J., Bahk, J. & 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*, 62(1).
- Kinman, G., 2019, 'Sickness presenteeism at work: Prevalence, costs and management', *British Medical Bulletin*, 129(1), 107–116.

- Koopman, C., Pelletier, K.R., Murray, J.F., Sharda, C.E., Berger, M.L., Turpin, R.S., Hackleman, P., Gibson, P., Holmes, D.M. & Bendel, T., 2002, 'Stanford Presenteeism Scale: Health status and employee productivity', *Journal of Occupational and Environmental Medicine*, 44(1), 14–20.
- Lack, D.M., 2011, 'Presenteeism Revisited: A Comprehensive Review', *American Association of Occupational Health Nurses (AAOHN) Journal*, 59(2).
- Li, S., 2023, 'The Effect of Job Insecurity on Presenteeism: The Moderating Role of Psychological Capital', *Lecture Notes in Education Psychology and Public Media*, 3(1), 896–902.
- Li, Y., Zhang, J., Wang, S. & 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*, 10(JULY).
- Linda, 2023, *Presenteeism pada Tenaga Kesehatan di Samarinda dan Faktor-Faktor yang Berhubungan* – PhD thesis.
- Lohaus, D. & Habermann, W., 2019, 'Presenteeism: A review and research directions', *Human Resource Management Review*, 29(1), 43–58.
- Lohaus, D., Habermann, W. & Nachreiner, M., 2022, 'Sickness presenteeism explained by balancing perceived positive and negative effects', *Frontiers in Psychology*, 13.
- Lu, L. & 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*, 19(4).
- Magalhães, S., Barbosa, J. & Borges, E., 2022, 'The relationship between presenteeism, quality of life and social support in higher education professionals: A cross-sectional path analysis', *PLoS ONE*, 17(4 April).
- Marklund, S., Gustafsson, K., Bergström, G. & Leineweber, C., 2021, 'Reasons for presenteeism in different occupational branches in Sweden: a population based cross-sectional study', *International Archives of Occupational and Environmental Health*, 94(6), 1385–1395.
- Min, A. & Hong, H.C., 2023, 'The Effects of Job Demand-control-support Profiles on Presenteeism: Evidence from the Sixth Korean Working Condition Survey', *Safety and Health at Work*, 14(1), 85–92.
- Mokhtar, D.M., Zainal, M.S. & Adnan, M.H.A., 2019, 'Potential Factors of Presenteeism: Job Demands, Work Engagement & Job Insecurity', *International Journal of Academic Research in Progressive Education and Development*, 8(4).

- Prihatsanti, U., 2021, 'PSYCHOMETRIC PROPERTIES OF INDONESIAN VERSION CO-WORKER SUPPORT SCALE', *Jurnal Psikologi*, 20(2), 103–108.
- Purnama, R. & Sholeha, R.L., 2024, 'HUBUNGAN ANTARA DUKUNGAN REKAN KERJA DAN STRES KERJA DENGAN PRESENTEEISM THE RELATIONSHIP BETWEEN COWORKER SUPPORT AND WORK STRESS WITH PRESENTEEISM', *Jurnal Psikologi Universitas Muhammadiyah Lampung*, 6(1), 2686–0430.
- Rasmussen, B., Sweeny, K. & Sheehan, P., 2016, *Economic Costs of Absenteeism, Presenteeism and Early Retirement Due to Ill Health: A Focus on Indonesia Report to the US Chamber of Commerce*.
- Rothmann, S., Mostert, K. & Strydom, M., 2006, 'A Psychometric Evaluation of The Job Demands-Resources Scale in South Africa', *Journal of Industrial Psychology*, 32(4), 76–86.
- Sarwat, N., Ali, R. & Khan, T.I., 2021, 'Cognitive Job Demands, Presenteeism and Procrastination: The Moderating Role of Psychological Capital', *Sir Syed Journal of Education & Social Research (SJESR)*, 4(1), 193–203.
- 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.
- Sendén, M.G., Schenck-Gustafsson, K. & Fridner, A., 2016, 'Gender differences in Reasons for Sickness Presenteeism - a study among GPs in a Swedish health care organization', *Annals of Occupational and Environmental Medicine*, 28(1).
- Shan, G., Wang, S., Wang, W., Guo, S. & Li, Y., 2021, 'Presenteeism in Nurses: Prevalence, Consequences, and Causes From the Perspectives of Nurses and Chief Nurses', *Frontiers in Psychiatry*, 11.
- Sharkawi, S., 2021, 'The Effects of Job Insecurity, Job Demand And Health Issues Towards Presenteeism In A Malaysian Government Linked Company', *International Journal of Human Resource Studies*, 11(3).
- Sholeha, R.L., 2023, *HUBUNGAN ANTARA DUKUNGAN REKAN KERJA DAN STRES KERJA DENGAN PRESENTEEISM PADA PEGAWAI KANTOR KECAMATAN SUKARAME, BANDAR LAMPUNG* – PhD thesis, Universitas Islam Negeri Raden Intan Lampung, Bandar Lampung.
- Shoss, M.K., 2017, 'Job Insecurity: An Integrative Review and Agenda for Future Research', *Journal of Management*, 43(6), 1911–1939.

- Tangchareonsamut, J., Wongrathanandha, C., Khamsee, S. & Aekplakorn, W., 2022, 'Association of work performance with absenteeism and presenteeism among support workers in a medical school hospital, Thailand', *Journal of Health Research*, 36(4), 746–755.
- UU RI Nomor 11 Tahun 2020, no date, *UNDANG-UNDANG REPUBLIK INDONESIA NOMOR 11 TAHUN 2020*.
- Witte, H. De, 2005, 'Job insecurity: Review of the international literature on definitions, prevalence, antecedents and consequences', *SA Journal of Industrial Psychology*, 31(4).
- Yang, T., Shen, Y.M., Zhu, M., Liu, Y., Deng, J., Chen, Q. & See, L.C., 2015, 'Effects of co-worker and supervisor support on job stress and presenteeism in an aging workforce: A structural equation modelling approach', *International Journal of Environmental Research and Public Health*, 13(1).
- Zaini, R.P. & Syarifah, D., 2019, 'Jurnal Psikologi Industri dan Organisasi HUBUNGAN JOB DEMANDS DENGAN PRESENTEEISM PADA GURU', *Jurnal Psikologi Industri dan Organisasi*.
- Zhang, J., Wang, S., Wang, W., Shan, G., Guo, S. & Li, Y., 2020, 'Nurses' Job Insecurity and Emotional Exhaustion: The Mediating Effect of Presenteeism and the Moderating Effect of Supervisor Support', *Frontiers in Psychology*, 11.