

DAFTAR REFERENSI

- Ali, F., & Wardoyo, D. (2021). Pengaruh Self Efficacy terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening (Studi PT. Ultrajaya Milk Industry, Tbk Surabaya Bagian Marketing). *Jurnal Ilmu Manajemen*.
<https://doi.org/10.26740/jim.v9n1.p367-379>
- Alsalamah, Y. S., Alsalamah, T. S., Albagawi, B. S., Alsalamah, T., El Tassi, A., & Fawaz, M. (2023). The relationship between work readiness and perceived clinical competence among graduates transitioning into professional practice. *International Journal of Africa Nursing Sciences*, 19, 100555.
- Aprinawati, A., Agustini, F., & Harmen, H. (2021). Pengaruh Kompensasi Terhadap Kepuasan Kerja dan Implikasinya Terhadap Kinerja Individu Pegawai Pada Beberapa Rumah Sakit Swasta di Kota Medan. *LIABILITIES (JURNAL PENDIDIKAN AKUNTANSI)*.
<https://doi.org/10.30596/liabilities.v4i1.6844>
- Arnold B. Bakker, Evangelia Demerouti, Ana Sanz-Vergel. 2023. Job Demands–Resources Theory: Ten Years Later. *Annual Review Organizational Psychology and Organizational Behavior*. 10:25-53. <https://doi.org/10.1146/annurev-orgpsych-120920-053933>
- Badran, F. M. M., & Akeel, A. F. (2020). Job crafting and adaptive performance among staff nurses. *International Journal of Novel Research in Healthcare and Nursing*, 7(1), 485-496.
- Baharum, H., Ismail, A., Awang, Z., McKenna, L., Ibrahim, R., Mohamed, Z., Hassan, N. H., & Yahaya, A. H. M. (2024). The influencing factors of newly employed nurses' adaptation in Malaysia: a structural equation modelling assessment. *BMC Nursing*, 23(1), 879.
- Baharum, H., Ismail, A., McKenna, L., Mohamed, Z., Ibrahim, R., & Hassan, N. H. (2023). Success factors in adaptation of newly graduated nurses: a scoping review. *BMC Nursing*, 22(1), 125.
- Bakker AB, Demerouti E (2007), "The Job Demands-Resources model: state of the art". *Journal of Managerial Psychology*, Vol. 22 No. 3 pp. 309–328, doi: <https://doi.org/10.1108/02683940710733115>

- Bakker, A. B., & de Vries, J. D. (2021). Job Demands–Resources theory and self-regulation: new explanations and remedies for job burnout. *Anxiety, Stress, & Coping*, 34(1), 1–21. <https://doi.org/10.1080/10615806.2020.1797695>
- Bandura, A. (1997). *Self-efficacy: The exercise of control*. W.H. Freeman and Company.
- Bandura, A. (1997). *Self-efficacy: The exercise of control*. W.H. Freeman and Company.
- Bandura, A. (2012). On the functional properties of perceived self-efficacy revisited. *Journal of Management*, 38(9), 9–44. <https://doi.org/10.1177/0149206311410606>
- Bandura, A. (2006). Guide for constructing self-efficacy scales. In F. Pajares & T. Urdan (Eds.), *Self-efficacy beliefs of adolescents* (Vol. 5, pp. 307–337). Information Age Publishing.
- Bauer, T. N., Bodner, T., Erdogan, B., Truxillo, D. M., & Tucker, J. S. (2007). Newcomer adjustment during organizational socialization: A meta-analytic review of antecedents, outcomes, and methods. *Journal of Applied Psychology*, 92(3), 707–721. <https://doi.org/10.1037/0021-9010.92.3.707>
- Griffin, M. A., Neal, A., & Parker, S. K. (2007). A new model of work role performance: Positive behavior in uncertain and interdependent contexts. *Academy of Management Journal*, 50(2), 327–347. <https://doi.org/10.5465/amj.2007.24634438>
- Chaoping, W., Junxi, C., Weiwei, Y., & Xiaoli, Y. (2025). The Mediating Effect of Organisational Support Between Change Fatigue and Adaptive Performance Among ICU Nurses: A Cross-Sectional Study. *Journal of Advanced Nursing*. Epub ahead of print.
- Charbonnier-Voirin, A., & Roussel, P. (2012). Adaptive performance: A new scale to measure individual performance in organizations. *Canadian Journal of Administrative Sciences*, 29(3), 280–293. <https://doi.org/10.1002/cjas.232>
- Charette, M., McKenna, L., McGillion, A., & Burke, S. (2023). Effectiveness of transition programs on new graduate nurses' clinical competence, job satisfaction and perceptions of support: A mixed-methods study. *Journal of Clinical Nursing*, 32(7-8), 1354-1369.
- Chen, G., Gully, S. M., & Eden, D. (2001). Validation of a new general self-efficacy scale. *Organizational Research Methods*, 4(1), 62–83. <https://doi.org/10.1177/109442810141004>
- Cheng, L., Cui, Y., Chen, Q., Ye, Y., Liu, Y., Zhang, F., Zeng, W., & Hu, X. (2020). Paediatric nurses' general self-efficacy, perceived organizational support and perceived professional benefits from Class A tertiary hospitals in Jilin province of China: the mediating effect of nursing practice environment. *BMC Health Services Research*, 20. <https://doi.org/10.1186/s12913-019-4878-3>

- Chigbu, U., Atiku, S., & Du Plessis, C. (2023). The Science of Literature Reviews: Searching, Identifying, Selecting, and Synthesising. *Publ.*, 11, 2. <https://doi.org/10.3390/publications11010002>
- Choi, W., Kang, S., & Choi, S. (2021). Innovative Behavior in the Workplace: An Empirical Study of Moderated Mediation Model of Self-Efficacy, Perceived Organizational Support, and Leader–Member Exchange. *Behavioral Sciences*, 11. <https://doi.org/10.3390/bs11120182>
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2000). A model of burnout and life satisfaction amongst nurses. *Journal of advanced nursing*, 32(2), 454-464.
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. *Journal of Applied psychology*, 86(3), 499.
- Dyrbye, Lotte & Shanafelt, Tait & Sinsky, Christine & Cipriano, Pamela & Bhatt, Jay & Ommaya, Alexander & West, Colin & Meyers, David. (2017). Burnout Among Health Care Professionals: A Call to Explore and Address This Underrecognized Threat to Safe, High-Quality Care. *NAM Perspectives*. 7. 10.164 78/201707b.
- Eisenberger, R., & Stinglhamber, F. (2011). *Perceived organizational support: Fostering enthusiastic and productive employees*. American Psychological Association. <https://doi.org/10.1037/12318-000>
- Eisenberger, R., Cummings, J., Armeli, S., & Lynch, P. (1997). Perceived organizational support, discretionary treatment, and job satisfaction. *Journal of Applied Psychology*, 82(5), 812–820. <https://doi.org/10.1037/0021-9010.82.5.812>
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500-507.
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500–507.
- 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>
- Griffin, M. A., Neal, A., & Parker, S. K. (2007). A new model of work role performance: Positive behavior in uncertain and interdependent contexts. *Academy of Management Journal*, 50(2), 327-347.
- Han, T.-Y., & Williams, K. J. (2008). Multilevel investigation of adaptive performance: Individual- and team-level relationships. *Group & Organization Management*, 33(6), 657–684. <https://doi.org/10.1177/1059601108326799>
- Park, S., & Park, S. (2019). Employee adaptive performance and its antecedents:

- Review and synthesis. *Human Resource Development Review*, 18(3), 294–324.
<https://doi.org/10.1177/1534484319849792>
- Harsanto, B., & Susanti, N. (2021). PENGARUH JAMINAN SOSIAL, SELF EFFICACY DAN SERVANT LEADERSHIP TERHADAP KOMITMEN ORGANISASI DAN KINERJA KARYAWAN RUMAH SAKIT ISLAM NASHRUL UMMAH LAMONGAN. *Media Mahardhika*. <https://doi.org/10.29062/mahardika.v19i3.270>
- Hatmanti, N. M., Mawarda, N. C., & Tristiana, R. D. (2023). Faktor-faktor yang berhubungan dengan tingkat stres kerja perawat di ruang IGD RSPAL Dr. Ramelan Surabaya. *Jurnal Keperawatan Muhammadiyah*, 8(2), 179-186.
- Herawati, A., Shihab, M., & Wardah, W. (2020). PENGARUH BUDAYA ORGANISASI, SELF EFFICACY DAN KOMPETENSI TERHADAP ORGANIZATIONAL CITIZENSHIP BEHAVIOR (OCB) DAN KINERJA KARYAWAN BAGIAN PRODUKSI DI PT. INDOPRIMA GEMILANG SURABAYA. *Media Mahardhika*.
<https://doi.org/10.29062/mahardika.v19i1.199>
- Hissink, E., Pelgrim, E., Nieuwenhuis, L., Bus, L., Kuijer-Siebelink, W., & van der Schaaf, M. (2025). Measuring adaptive expertise and adaptive performance in (becoming) healthcare professionals: a scoping review of measurement instruments. *Advances in Health Sciences Education*, 30(5), 1665-1691.
- Holderman, S. G., & Wijono, S. (2024). Self-efficacy and Career Adaptability in Early Career Employees. *Philanthropy: Journal of Psychology*, 8(1), 105-119.
- Huang, H., Su, Y., Liao, L., Li, R., & Wang, L. (2024). Perceived organizational support, self-efficacy and cognitive reappraisal on resilience in emergency nurses who sustained workplace violence: A mediation analysis. *Journal of Advanced Nursing*, 80(6), 2379-2391.
- Imran, M., Elahi, N., Abid, G., Ashfaq, F., & Ilyas, S. (2020). Impact of Perceived Organizational Support on Work Engagement: Mediating Mechanism of Thriving and Flourishing. *Journal of Open Innovation: Technology, Market, and Complexity*.
<https://doi.org/10.3390/joitmc6030082>
- Joie-La Marle, C., Parmentier, F., Weiss, P. L., Storme, M., Lubart, T., & Borteyrou, X. (2023). Effects of a New Soft Skills Metacognition Training Program on Self-Efficacy and Adaptive Performance. *Behavioral Sciences*, 13(3), 202.
- Khaerana, K. (2020). Pengaruh Self Efficacy terhadap Kinerja Pegawai pada Sekretariat Komisi Pemilihan Umum Daerah (Kpud) Kabupaten Luwu Timur. *Jurnal Ecoment Global*. <https://doi.org/10.35908/jeg.v5i1.835>

- Khokhar, N., Cox, A., Ayvaci, A., Thillainathan, T., & Stellato, S. (2025). Research Patterns in the Treatment of Adults With Problem Behavior and Intellectual and Developmental Disabilities: A Quantitative Systematic Review. *Behavior Modification*, 50, 3 - 31. <https://doi.org/10.1177/01454455251332545>
- Koopmans, L., Bernaards, C. M., Hildebrandt, V. H., Schaufeli, W. B., de Vet Henrica, C. W., & van der Beek, A. J. (2011). Conceptual frameworks of individual work performance: A systematic review. *Journal of Occupational and Environmental Medicine*, 53(8), 856–866. <https://doi.org/10.1097/JOM.0b013e318226a763>
- Krijgsheld, M., Tummers, L. G., & Scheepers, F. E. (2022). Job performance in healthcare: a systematic review. *BMC Health Services Research*, 22(1), 149.
- Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. (2017). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, 43(6), 0149206315575554. <https://doi.org/10.1177/0149206315575554>
- 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>
- Kurtessis, J.N., Eisenberger, R., Ford, M.T., Buffardi, L.C., Stewart, K.A., & Adis, C. (2017). *Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. Journal of Management*, 43, 1854 - 1884.
- Li, L., Kanchanapoom, K., Deeprasert, J., Duan, N., & Qi, Z. (2025). Unveiling the factors shaping teacher job performance: exploring the interplay of personality traits, perceived organizational support, self-efficacy, and job satisfaction. *BMC Psychology*, 13. <https://doi.org/10.1186/s40359-024-02324-1>
- Li, M., Jameel, A., , Z., Sun, H., & Mubeen, S. (2022). Prism of Employee Performance Through the Means of Internal Support: A Study of Perceived Organizational Support. *Psychology Research and Behavior Management*, 15, 965 - 976. <https://doi.org/10.2147/prbm.s346697>
- Liu, W., Zhou, Z. E., & Che, X. X. (2020). Effect of perceived organizational support on employee well-being during the COVID-19 pandemic: The mediating role of psychological safety. *Frontiers in Psychology*, 11, 606407. <https://doi.org/10.3389/fpsyg.2020.606407>
- Liu, Y. M., Ho, L. H., Jane, S. W., & Fan, J. Y. (2025). Effectiveness of a transition program in enhancing newly graduated nurses' resilience, work stress, job satisfaction, and clinical

- performance in post-graduate year training programs: A quasi-experimental study. *Nurse Education Today*, 155, 106875.
- Maden-Eyiusta, C., Yalabik, Z. Y., & Nakiboglu, M. A. (2021). The impact of support on employees' adaptive behavior: a moderated mediation model. *Journal of Managerial Psychology*. <https://doi.org/10.1108/jmp-05-2020-0249>
- Maemunah, N., Sutriningsih, A., & Rahayu, T. (2021). HUBUNGAN MAKP PRIMER MODIFIKASI DENGAN KEPUASAN KERJA PEGAWAI RUMAH SAKIT PANTI NIRMALA MALANG. *Care : Jurnal Ilmiah Ilmu Kesehatan*. <https://doi.org/10.33366/jc.v9i2.2556>
- Marques-Quinteiro, Pedro & Vargas, Ricardo & Eifler, Nicole & Curral, Luís. (2018). Employee adaptive performance and job satisfaction during organizational crisis: the role of self-leadership. *European Journal of Work and Organizational Psychology*. 28. 1-16. DOI:10.1080/1359432X.2018.1551882
- Pulakos, E. D., Arad, S., Donovan, M. A., & Plamondon, K. E. (2000). Adaptability in the workplace: Development of a taxonomy of adaptive performance. *Journal of Applied Psychology*, 85(4), 612–624. <https://doi.org/10.1037/0021-9010.85.4.612>
- Meng, Q., Sun, F., & Li, Y. (2021). How does perceived organizational support reduce the effect of work overload on job burnout in nurses? The mediating role of psychological detachment. *Journal of Advanced Nursing*, 77(9), 3753–3763. <https://doi.org/10.1111/jan.14875>
- Muntari, M., Djawoto, D., Suwitho, S., & Oetomo, H. (2020). Pengaruh Kualitas SIMRS dan Lingkungan Kerja Non Fisik terhadap Kinerja Pegawai dan Person-Organization Fit (Studi Kasus pada Rumah Sakit Islam Jemursari Surabaya). **, 8, 658-674. <https://doi.org/10.26740/jim.v8n3.p658-674>
- Nagano, Y., & Hosoda, Y. (2025). The impact of modeling behavior by novice nurses on workplace adaptation: a cross-sectional study. *BMC Nursing*, 24(1), 1-10.
- Na-Nan, K., Kanthong, S., & Joungrakul, J. (2021). An Empirical Study on the Model of Self-Efficacy and Organizational Citizenship Behavior Transmitted through Employee Engagement, Organizational Commitment and Job Satisfaction in the Thai Automobile Parts Manufacturing Industry. *Journal of Open Innovation: Technology, Market, and Complexity*. <https://doi.org/10.3390/joitmc7030170>
- Nguyen, G., Matošková, J., Pham, N., & Nguyen, M. (2025). Employee informal coaching and job performance in higher education: The role of perceived organizational support and transformational leadership. *PLOS One*, 20. <https://doi.org/10.1371/journal.pone.0320577>

- Ni, Y., Li, L., Bao, Y., You, G., & Li, J. (2024). Relationship between perceived organisational support, self-efficacy, proactive personality and career self-management among nurses: a moderated mediation analysis. *BMJ Open*, 14(6), e081334.
- Novianty, E., Basuki, B., & Kurniaty, K. (2020). KOMPETENSI, KOMPENSASI DAN MOTIVASI PENGARUHNYA TERHADAP KINERJA ADAPTIF PARA PEGAWAI BARU (Studi Pada Pegawai PNS Ruang Inap Rumah Sakit Umum Daerah dr. H. Moch Ansari Saleh Banjarmasin). *Al-KALAM : JURNAL KOMUNIKASI, BISNIS DAN MANAJEMEN*. <https://doi.org/10.31602/al-kalam.v7i2.3254>
- Pulakos, E. D., Arad, S., Donovan, M. A., & Plamondon, K. E. (2000). Adaptability in the workplace: Development of a taxonomy of adaptive performance. *Journal of Applied Psychology*, 85(4), 612-624.
- 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>
- Rigotti, T., Schyns, B., & Mohr, G. (2008). A short version of the occupational self-efficacy scale: Structural and construct validity across five countries. *Journal of Career Assessment*, 16(2), 238–255. <https://doi.org/10.1177/1069072707305763>
- Rigotti, T., Schyns, B., & Mohr, G. (2008). A short version of the occupational self-efficacy scale: Structural and construct validity across five countries. *Journal of Career Assessment*, 16(2), 238–255. <https://doi.org/10.1177/1069072707305763>
- Saks, A. M., & Gruman, J. A. (2018). Socialization resources theory and newcomers' work engagement: A new pathway to newcomer socialization. *Career Development International*, 23(1), 12–32. <https://doi.org/10.1108/CDI-12-2016-0214>
- Schwarzer, R., & Jerusalem, M. (1995). Generalized Self-Efficacy Scale. In J. Weinman, S. Wright, & M. Johnston (Eds.), *Measures in health psychology: A user's portfolio. Causal and control beliefs* (pp. 35-37). NFER-NELSON.
- Setyarini, E. (2020). Kesiapan Lingkungan Kerja Pegawai Dalam Pelaksanaan Resusitasi Jantung Paru Di Instalasi Rawat Inap Rumah Sakit X. **, 2, 101-109. <https://doi.org/10.38215/jutek.v2i2.35>
- Shanock, L. R., & Eisenberger, R. (2006). When supervisors feel supported: Relationships with subordinates' perceived supervisor support, perceived organizational support, and performance. *Journal of Applied Psychology*, 91(3), 689–695. <https://doi.org/10.1037/0021-9010.91.3.689>
- Stajkovic, A. D., & Luthans, F. (1998). Self-efficacy and work-related performance: A meta-analysis. *Psychological Bulletin*, 124(2), 240–261. <https://doi.org/10.1037/0033-2909.124.2.240>

- Sumayo, G., & Tulud, D. (2021). Genre-Based Inquiry of Literature Review in Social Sciences Master's Theses. *International Journal of Language and Literary Studies*. <https://doi.org/10.36892/ijlls.v3i2.584>
- Sumri, N., & Mokhtar, D. M. (2023). Survey dataset on workplace incivility, emotional exhaustion and adaptive performance among employees working in the front line: A case study. *Data in Brief*, 50, 109497.
- Suo, R., Zeng, X., Hao, L., Huang, H., Fan, X., Ning, Z., Zhang, Y., Pang, L., Zhang, L., Lin, X., & Zhou, S. (2025). Relationships Between Job Engagement and Self-Efficacy, Perceived Organisational Support and Perceived Job Security for Newly Recruited Nurses: A Cross-Sectional Study.. *Journal of advanced nursing*. <https://doi.org/10.1111/jan.70361>
- Suo, R., Zeng, X., Hao, L., Ye, X., Huang, H., Fan, X., ... & Zhou, S. (2025). Relationships Between Job Engagement and Self-Efficacy, Perceived Organisational Support and Perceived Job Security for Newly Recruited Nurses: A Cross-Sectional Study. *Journal of Advanced Nursing*. <https://doi.org/10.1111/jan.70361>
- Tajuddin, M., Tumirin, T., & Desembrianita, E. (2020). Budaya Organisasi, Self-Efficacy Terhadap Kinerja Karyawan Dengan Kepuasan Kerja Sebagai Variabel Intervening Pada Rumah Sakit Semen Gresik. **, 7, 170-187. <https://doi.org/10.30587/manajerial.v7i2.1497>
- Tierney, P., & Farmer, S. M. (2002). Creative self-efficacy: Its potential antecedents and relationship to creative performance. *Academy of Management Journal*, 45(6), 1137–1148. <https://doi.org/10.2307/3069429>
- Tjokrosaputro, I. (2020). Pengaruh Brand Satisfaction, Brand Trust, dan Brand Experience Terhadap Brand Loyalty Kompas Digital. **, 4, 60. <https://doi.org/10.24912/jmbk.v4i1.6801>
- Wayne, S. J., Shore, L. M., & Liden, R. C. (1997). Perceived organizational support and leader-member exchange: A social exchange perspective. *Academy of Management Journal*, 40(1), 82–111. <https://doi.org/10.2307/257021>
- Xu, T., Mitchell, R., & Wang, W. (2023). Organizational factors associated with primary care nurses' self-efficacy in pandemic response: a multilevel study in China. *Family Practice*, 40(4), 546-551.
- Yunaspi, D., Edward, Z., & Huriani, E. (2020). Kajian Hubungan Komponen Beban Kerja Dengan Kinerja Pegawai Pelaksana Di Ruang Rawat Inap Rumah Sakit Harapan Bunda Batam. *Jurnal Kepegawaian Muhammadiyah*. <https://doi.org/10.30651/jkm.v5i1.3983>

Zhang, W., & Wang, X. J. (2021). An Understanding of Implicit Followership Toward New Employees' Self-Efficacy: The Mediating Role of Perceived Supervisor Support. *Frontiers in Psychology*, 12, 759920.

