DAFTAR PUSTAKA

- Abdalla, Ahmed, Ahmed Elsetouhi, Abdelhakim Negm, and Hussein Abdou. 2018. "Perceived Person-Organization Fit and Turnover Intention in Medical Centers: The Mediating Roles of Person-Group Fit and Person-Job Fit Perceptions." *Personnel Review* 47(4): 863–81.
- Afsar, Bilal. 2016. "The Impact of Person-Organization Fit on Innovative Work Behavior: The Mediating Effect of Knowledge Sharing Behavior." International Journal of Health Care Quality Assurance 29(2): 104–22.
- Akkaya, A., & Serin, H. (2020). The Investigation of the Relationship between Academics' Person-Organization Fit and Burnout Levels. International Journal of Progressive Education, 16(4), 27-44.
- Akgunduz, Y., & Eryilmaz, G. (2018). Does turnover intention mediate the effects of job insecurity and co-worker support on social loafing?. International Journal of Hospitality Management, 68, 41-49
- Alyahya, M. A., Elshaer, I. A., & Sobaih, A. E. E. (2021). The Impact of Job Insecurity and Distributive Injustice Post COVID-19 on Social Loafing Behavior among Hotel Workers: Mediating Role of Turnover Intention. International Journal of Environmental Research and Public Health, 19(1), 411.
- Amraei, M., Mohammadi, N., & Siavashi, M. (2021). Explaining the Mediating Role of Social Loafing in the Effect of Abusive Supervision on the Club Turnover Intention in Professional Athletes. Sport Management Studies, 12(64).
- Anton Grobler & Mari Jansen van Rensburg (2019) Organisational climate, personorganisation fit and turn over intention: a generational perspective within a South African Higher Education Institution, Studies in Higher Education, 44:11, 2053-2065, DOI: 10.1080/03075079.2018.1492533
- Astakhova, M. N. (2016). Explaining the effects of perceived person-supervisor fit and person-organization fit on organizational commitment in the US and Japan. Journal of Business Research, 69(2), 956-963.
- Biabri, S. M., Yousefi, B., & Saboonchi, R. The relationship between Job Burnout and Social Loafing among the Employees of Sport Organization in the Western Cities of Iran.
- Bianchi, Renzo et al. 2019. "Burnout: Moving Beyond the Status Quo How Does Access to This Work Benefit You? Let Us Know! Burnout: Moving Beyond the Status Quo."
- Califf, C. B., & Brooks, S. (2020). An empirical study of techno-stressors, literacy facilitation, burnout, and turnover intention as experienced by K-12 teachers. Computers & Education, 157, 103971.
- Chen, José Chiu C., and Chen Yang Cheng. 2018. "Solving Social Loafing Phenomenon through Lean-Kanban: A Case Study in Non-Profit Organization." *Journal of Organizational Change Management* 31(5): 984–1000.

- Chen, Pei, Paul Sparrow, and Cary Cooper. 2016. "The Relationship between Person-Organization Fit and Job Satisfaction." *Journal of Managerial Psychology* 31(5): 946–59.
- Chen, C., Yu, C., & Zhang, Y. (2020). The Transformational Leadership of Water-Intensive Enterprises to Social Loafing: The Mediating Role of Person-Organization Fit. *Journal of Coastal Research*, 104(SI), 940-944.
- Choi, Hyung Min, Woo Gon Kim, and Sean McGinley. 2017. "The Extension of the Theory of Person-Organization Fit toward Hospitality Migrant Worker." *International Journal of Hospitality Management* 62: 53–66. http://dx.doi.org/10.1016/j.ijhm.2016.12.003.
- DeChant, Paul F. et al. 2019. "Effect of Organization-Directed Workplace Interventions on Physician Burnout: A Systematic Review." *Mayo Clinic Proceedings: Innovations, Quality & Outcomes* 3(4): 384–408. https://doi.org/10.1016/j.mayocpiqo.2019.07.006.
- Deleau, J. (2017). Social loafing construct validity in higher education: how well do three measures of social loafing stand up to scrutiny?.
- de Oliveira Jr, A. B., & José, M. (2017). de Oliveira and Roberto Carlos Bernardes. The Emergence of Entrepreneurial Behaviour: Intention, Education and Orientation, 260.
- EFFICIENCY, Omreore Obaro. "The Role of Perceived Coworker Loafing and Gender on Job Satisfaction and Burnout." FULafia Journal of Social Sciences 3.4 (2020): 134-151.
- El-Sakka, N. (2016). The relationship between person-organization fit, burnout, and turnover intention among CIC academic staff. The Business & Management Review, 7(2), 53.
- Ford, M., & Ward, K. (2021). COVID-19 in Southeast Asia: Implications for workers and unions. Journal of Industrial Relations, 63(3), 432-450.
- Ghozali, I. (2014). Structural Equation Modeling, Metode Alternatif dengan Partial Least Square (PLS) (4th ed.). Badan Penerbit Universitas Diponegoro.
- Ghozali, I (2008). Structural Equation Modelling, Edisi 2. Semarang: Universitas Diponegoro.
- Hair Jr, Joseph F. "Multivariate Data Analysis Joseph F. Hair Jr. William C. Black Barry J. Babin Rolph E. Anderson Seventh Edition."
- Han, H., Quan, W., Al-Ansi, A., Chung, H., Ngah, A. H., Ariza-Montes, A., & Vega-Muñoz, A. (2020). A theoretical framework development for hotel employee turnover: Linking trust in supports, emotional exhaustion, depersonalization, and reduced personal accomplishment at workplace. Sustainability, 12(19), 8065.
- Jin MH, McDonald B, Park J. Person-Organization Fit and Turnover Intention: Exploring the Mediating Role of Employee Followership and Job Satisfaction Through Conservation of Resources Theory. Review of Public

- Personnel Administration. 2018;38(2):167-192. doi:10.1177/0734371X16658334
- Joo, J. J. (2016). The Effects of Police Organizational Culture & Organizational Commitment on Social Loafing. The Journal of the Korea Contents Association, 16(1), 438-444.
- Jung, H. S., & Yoon, H. H. (2013). The effects of organizational service orientation on person—organization fit and turnover intent. *The Service Industries Journal*, 33(1), 7-29.
- Kalliath, T. J., O'Driscoll, M. P., Gillespie, D. F., & Bluedorn, A. C. (2000). A test of the Maslach Burnout Inventory in three samples of healthcare professionals. Work & Stress, 14(1), 35-50.
- KAPUSUZ, A. G. (2019). A Social Disease With Organizational Effects: Social Loafing. ISCBE 2019, 302.
- Katić, Ivana et al. 2019. "The Impact of Stress on Life, Working, and Management Styles: How to Make an Organization Healthier?" Sustainability (Switzerland) 11(15).
- Khan, H., Rehmat, M., Butt, T. H., Farooqi, S., & Asim, J. (2020). Impact of transformational leadership on work performance, burnout and social loafing: a mediation model. *Future Business Journal*, 6(1), 1-13.
- Kilroy, S., Flood, P. C., Bosak, J., & Chênevert, D. (2017). Perceptions of high-involvement work practices, person-organization fit, and burnout: A time-lagged study of health care employees. Human Resource Management, 56(5), 821-835.
- Kristensen TS, Borritz M, Villadsen E, Christensen KB (2005) The copenhagen burnout inventory: a new tool for the assessment of burnout. Work & Stress 19(3):192–207
- Kwon, J.-O., & Kang, J.-M. (2019). The Effect of Person-Evironment Fit (Person-Job Fit, Person-Organization Fit, Person-Supervisor Fit) and Job Embeddedness on Turnover Intention in Clinical Nurses'. Journal of the Korea Convergence Society , 10 (3), 307–317. https://doi.org/10.15207/JKCS.2019.10.3.307
- Latane, B. (1981). The psychology of social impact. American Psychologist, 36(4), 343.
- Luo, Zhenpeng, Einar Marnburg, Torvald Øgaard, and Fevzi Okumus. 2021. "Exploring Antecedents of Social Loafing in Students' Group Work: A Mixed-Methods Approach." *Journal of Hospitality, Leisure, Sport and Tourism Education* 28(December 2019).
- Mutya, T., & Josephine, A. (2018). Financial management a wheel to financial performance of local governments in Uganda: A Case Study of Tororo Municipal Council. J Bus Fin Aff, 7(330), 2167-0234.
- Rabatin, Joseph et al. 2016. "Predictors and Outcomes of Burnout in Primary Care Physicians." *Journal of Primary Care & Community Health* 7(1): 41–43.
- Rajaguru, Rajesh, Roshni Narendran, and Gayathri Rajesh. 2020. "Social Loafing in Group-Based Learning: Student-Created and Instructor-Created Group Perspectives." *Education and Training* 62(4): 483–501.
- Rajper, Z. A., & Ghumro, I. A. (2020). Study of Relationship of Person Organization Fit, Burnout and Employee Job Performance among the

- Employees of Service Sector. International Journal of Disaster Recovery and Business Continuity, 11(1), 1399-1415.
- Risma Nuansa, Asmony Thatok, & Nurmayanti Siti (2018). The role of organizational commitment mediation on the effect of person-organization fit and job satisfaction to turnover intention. Russian Journal of Agricultural and Socio-Economic Sciences, 74 (2), 33-40. doi: 10.18551/rjoas.2018-02.05
- Rohland, B. M., Kruse, G. R., & Rohrer, J. E. (2004). Validation of a single-item measure of burnout against the Maslach Burnout Inventory among physicians. Stress and Health: Journal of the International Society for the Investigation of Stress, 20(2), 75-79.
- Rurkkhum, Suthinee. 2018. "The Impact of Person-Organization Fit and Leader-Member Exchange on Withdrawal Behaviors in Thailand." *Asia-Pacific Journal of Business Administration* 10(2–3): 114–29.
- Scherer, Lisa L., Joseph A. Allen, and Elizabeth R. Harp. 2016. "Grin and Bear It: An Examination of Volunteers' Fit with Their Organization, Burnout and Spirituality." *Burnout Research* 3(1): 1–10. http://dx.doi.org/10.1016/j.burn.2015.10.003.
- Şeşen, H., Soran, S., & Caymaz, E. (2014). Dark side of organizational citizenship behavior (OCB): Testing a model between OCB, social loafing and organizational commitment. International Journal of Business and Social Science, 5(5), 125-135.
- Silverthorne, C. (2004). The impact of organizational culture and personorganization fit on organizational commitment and job satisfaction in Taiwan. *Leadership & Organization Development Journal*.
- Sorgaard, K. W., Ryan, P., Hill, R. dan Dawson, I. 2007. "The OSCAR group (2007). Sources of stress and burnout in acute psychiatric care: inpatient vs. community staff". *Social Psychiatry and Psychiatric Epidemiology*, Vol. 42 No. 10, pp. 794-802.
- Swider, B. W., & Zimmerman, R. D. (2010). Born to burnout: A meta-analytic path model of personality, job burnout, and work outcomes. Journal of Vocational behavior, 76(3), 487-506.
- Tezcan, U. H., Murat, A., & Özlem, Ç. M. (2021). The effect of job burnout on social loafing through the mediating role of employee sabotage. *Управленец*, 12(6), 87-100.
- Überschaer, Anja, Matthias Baum, Bjoern Thore Bietz, and Rüdiger Kabst. 2016. "The Contingencies of Person-Organization Fit Perceptions." *Journal of Managerial Psychology* 31(6): 1021–39.
- Uysal¹, H. T. (2019). The Effect of Social Loafing Perception to Workers' Feelings of Burnout in Organisations.
- Varshney, Deepanjana. 2019. "Relationship between Social Loafing and the Self-Concept: Mediating Role of Perceived Organisational Politics." *Journal of Indian Business Research* 11(1): 60–74.
- Wang, H., Jin, Y., Wang, D., Zhao, S., Sang, X., & Yuan, B. (2020). Job satisfaction, burnout, and turnover intention among primary care providers in rural China:

- results from structural equation modeling. BMC family practice, 21(1), 1-10
- Weinert, C., Maier, C., Laumer, S., & Weitzel, T. (2015, June). Extending Moore's exhaustion model: Including further dimensions of burnout and investigating their influence on turnover intention among IT professionals.
- World Health Organization. (2019, Mei 28). Burnout an "occupational phenomenon": International classification for diseases. https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases
- Yildiz, B., & Elibol, E. (2021). Turnover intention linking compulsory citizenship behaviours to social loafing in nurses: A mediation analysis. Journal of Nursing Management, 29(4), 653-663.

 In *Proceedings of the 2015 ACM SIGMIS Conference on Computers and People Research* (pp. 123-131).
- Zare, S., & Bakhshandeh, E. (2021). The mediating role of Social Loafing and job insecurity in the effect of organizational forgetfulness on organizational commitment in government organizations. The mediating role of Social Loafing and job insecurity in the effect of organizational forgetfulness on organizational commitment in government organizations, 74(1), 16-16.
- Zhu, Min, Satvir Singh, and Huaqing Wang. 2019. "Perceptions of Social Loafing during the Process of Group Development." *International Journal of Organization Theory and Behavior* 22(4): 350–68.