

DAFTAR PUSTAKA

- 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>
- Azwar, S. (2016). Reliabilitas dan validitas (Edisi 4). Yogyakarta: Pustaka Pelajar
- Azwar, S. (2021). Penyusunan skala psikologi (Edisi 3). Yogyakarta: Pustaka Pelajar.
- Baihaqi, E. M. (2023). Pengaruh Psychological Capital dan Social Support terhadap Work-Life Balance Karyawan Startup di Jabodetabek (Bachelor's thesis, Fakultas Psikologi UIN Syarif Hidayatullah Jakarta).
- Badan Pusat Statistik. (2024). *Statistik Industri Manufaktur Indonesia 2022*. Badan Pusat Statistik.
- Badan Pusat Statistik. (2025, 5 Mei). Pertumbuhan ekonomi Indonesia triwulan I-2025 (No. 43/05/Th. XXVIII). Badan Pusat Statistik.
- Bakker, A. B., & Albrecht, S. (2018). Work engagement: current trends. *Career development international*, 23(1), 4-11.
- Bakker, A. B., & Demerouti, E. (2007). The Job Demands–Resources model: state of the art. *Journal of Managerial Psychology*, 22(3), 309–328.
- Bishara, A. J., & Hittner, J. B. (2012). Testing the significance of a correlation with nonnormal data: Comparison of Pearson, Spearman, transformation, and resampling approaches. *Psychological Methods*, 17(3), 399–417. <https://doi.org/10.1037/a0028087>
- Börsch-Supan, A., & Weiss, M. (2016). Productivity and age: Evidence from work teams at the assembly line. *Journal of the Economics of Ageing*, 7, 30–42. <https://doi.org/10.1016/j.jeoa.2015.12.001>
- Badan Pusat Statistik. (2013). Ekonomi Indonesia Triwulan I/2013 Tumbuh 6,02 Persen.
- Del Castillo, D. V., & López-Zafra, E. (2021). Antecedents of psychological capital at work: A systematic review of moderator–mediator effects and a new integrative proposal. *European Management Review*, 19(1), 154–169. <https://doi.org/10.1111/emre.12460>
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The Job Demands-Resources model of burnout. *Journal of Applied Psychology*, 86(3), 499–512. <https://doi.org/10.1037/0021-9010.86.3.499>

- DeVellis, R. F. (2003). *Scale Development: Theory and Applications* (2nd ed.). Thousand Oaks, CA: Sage.
- Foeh, K. S., & Suryani, N. K. (2019). *Manajemen Sumber Daya Manusia, Tinjauan Praktis*. Bandung: Nilacakra.
- Freudenberger, H. J. (1974). Staff burn-out. *Journal of social issues*, 30(1), 159-165
- Hafizh, M. A., & Hariastuti, N. L. P. (2021, March). Pengaruh Quality of Work Life dan Burnout terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Moderasi (Studi Kasus: CV. XYZ). In *Prosiding SENASTITAN: Seminar Nasional Teknologi Industri Berkelanjutan* (Vol. 1, No. 1, pp. 89-98).
- Hung, L. C., & Chen, C. M. (2024). The impact of occupational fatigue on the turnover intention of workers in shoe manufacturing enterprises: Based on the mediating role of psychological capital. *Advances in Social Behavior Research*, 11(1), 77–84. <https://doi.org/10.54254/2753%E2%80%9111/2024113>
- Himawati, I. . (2020). Pengukuran kebahagiaan remaja: Konstruksi dan identifikasi skala subjective well-being pada remaja di Indonesia. *Happiness: Journal of Psychology and Islamic Science*, 4(2), 117–133. DOI: 10.30762/happiness.v4i2.367
- IKPI. (2024, Maret 15). *Industri manufaktur Indonesia tunjukkan pertumbuhan positif di tengah tantangan global*. Ikatan Konsultan Pajak Indonesia. <https://ikpi.or.id/industri-manufaktur-indonesia-tunjukkan-pertumbuhan-positif-di-tengah-tantangan-global/>
- Indonesia. (1984). *Undang-Undang No. 5 Tahun 1984 tentang Perindustrian*. Lembaran Negara Republik Indonesia Tahun 1984 Nomor 22.
- Istijanto, M. M. (2013). *Riset sumber daya manusia*. Gramedia Pustaka Utama.
- Janssen, N., et al. (2017). The influence of cognitive load and frustration on fatigue in assembly line workers. *Journal of Occupational Health Psychology*, 22(3), 273–283.
- Koutsimani, P., Montgomery, A., & Georganta, K. (2019). The relationship between burnout, depression, and anxiety: A systematic review and meta-analysis. *Frontiers in Psychology*, 10(MAR), 1–19. <https://doi.org/10.3389/fpsyg.2019.00284>
- Kushariyadi, K., Ilela, J. E., Ibrahim, M. M., Teng, F. P., Wisnu, B., & Lubis, F. M. (2025). Analisis psychological capital, mindfulness, dan emotional intelligence terhadap kinerja karyawan industri jasa. *Jurnal Lentera Bisnis*, 14(1), 828–836.

- Kementerian Perindustrian Republik Indonesia. (2025, 4 Mei). RI beri kontribusi besar industri dunia catat nilai Rp4,2 kuadriliun. ANTARA News.
- Laschinger, H. K. S., & Fida, R. (2014). New nurses burnout and workplace wellbeing: The influence of authentic leadership and psychological capital. *Burnout Research*, 1(1), 19–28. <https://doi.org/10.1016/j.burn.2014.03.002>
- Leiter, M. P., & Maslach, C. (1988). The impact of interpersonal environment on burnout and organizational commitment. *Journal of organizational behavior*, 9(4), 297-308.
- López-Núñez, M. I., Rubio-Valdehita, S., Diaz-Ramiro, E. M., & Aparicio-García, M. E. (2020). Psychological capital, workload, and burnout: what's new? the impact of personal accomplishment to promote sustainable working conditions. *Sustainability*, 12(19), 8124.
- Luthans, F., Luthans, K. W., & Luthans, B. C. (2004). Positive psychological capital: Beyond human and social capital.
- Luthans, F., Avolio, B. J., Avey, J. B., & Norman, S. M. (2007). Positive psychological capital: Measurement and relationship with performance and satisfaction. *Personnel Psychology*, 60(3), 541–572. <https://doi.org/https://doi.org/10.1111/j.1744-6570.2007.00083.x>
- Luthans, F., Avey, J. B., Avolio, B. J., & Peterson, S. J. (2010). The development and resulting performance impact of positive psychological capital. *Human Resource Development Quarterly*, 21(1), 41–67. <https://doi.org/10.1002/hrdq.20034>
- Lagu, E. Y., Wahyuni, I. D., & Joegjiantoro, R. (2024). Pengaruh faktor internal dan faktor eksternal terhadap kelelahan kerja karyawan konveksi PT. Magnum Attack Kota Malang. *Jurnal Kesehatan Tambusai*, 5(4), 12157–12166.
- Maslach, C., & Jackson, S. E. (1981). The measurement of experienced burnout. *Journal of organizational behavior*, 2(2), 99-113.
- Maslach, C., & Leiter, M. P. (2007). *Definition and assessment: A mediation model of burnout and engagement, implications for interventions*. In S. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology* (Vol. 1, pp. 358–362)
- Maslach, C., & Leiter, M. P. (2016). Burnout: A Multidimensional Perspective. In Cooper, C. L. (Ed.), *The Handbook of Stress and Health: A Guide to Research and Practice*.
- Mazzetti, G., Guglielmi, D., Chiesa, R., & Mariani, M. G. (2016). Happy employees in a resourceful workplace: just a direct relationship? *Career*

Development International, 21(7), 682–696. <https://doi.org/10.1108/CDI-03-2016-0035>

- Monteiro, E., & Joseph, J. (2023). A review on the impact of workplace culture on employee mental health and well-being. *International Journal of Case Studies in Business, IT and Education (IJCSBE)*, 7(2), 291–317. <https://doi.org/10.47992/IJCSBE.2581.6942.0274>
- Moustafa, M. A., Elrayah, M., Aljoghaiman, A., Hasanein, A. M., & Ali, M. A. S. (2024). How does sustainable organizational support affect job burnout in the hospitality sector? The mediating role of psychological capital. *Sustainability*, 16(2), 840. <https://doi.org/10.3390/su16020840>
- Morganson, V. J., Litano, M. L., & O'Neill, S. K. (2014). Promoting work–family balance through positive psychology: A practical review of the literature. *The Psychologist-Manager Journal*, 17(4), 221.
- Nolzen, N. (2018). The concept of psychological capital: a comprehensive review. *Management Review Quarterly*, 68, 237-277. <https://doi.org/10.1007/S11301-018-0138-6>.
- Nieuwenhuijsen, K., Bruinvels, D., & Frings-Dresen, M. (2010). Psychosocial work environment and stress-related disorders, a systematic review. *Occupational Medicine*, 60(4), 277–286. <https://doi.org/10.1093/occmed/kqq081>
- Ozturk, Y. E. (2020). Burnout syndrome of airline crews during crisis and Covid 19 in the world and Turkey. *International Journal of Business Ecosystem & Strategy* (2687-2293), 2(4), 36–42. <https://doi.org/10.36096/ijbes.v2i4.232>
- Pemerintah Republik Indonesia. (1984). Undang-Undang Republik Indonesia Nomor 5 Tahun 1984 tentang Perindustrian. <https://pelayanan.jakarta.go.id/download/regulasi/undang-undang-nomor-5-tahun-1984-tentang-perindustrian.pdf>
- Peterson, U., Bergström, G., Demerouti, E., Gustavsson, P., Åsberg, M., & Nygren, Å. (2011). Burnout levels and self-rated health prospectively predict future long-term sickness absence: a study among female health professionals. *Journal of occupational and environmental medicine*, 53(7), 788-793.
- Pines, A. M. (1993). Burnout: An existential perspective. In W. B. Schaufeli, C. Maslach, & T. Marek (Eds.), *Professional burnout: Recent developments in theory and research* (pp. 33–51). Taylor & Francis.

- Pradini, D. A., & Nurwidawati, D. (2023). Hubungan antara Psychological Capital dengan Work Engagement pada Karyawan PT. X. *Character Jurnal Penelitian Psikologi*, 10(03), 176-189.
- Saputri, W. W. P. (2017). Gambaran kejadian burnout berdasarkan faktor determinannya pada pekerja gudang dan lapangan PT. Multi Terminal Indonesia Tahun 2017 (Bachelor's thesis, UIN Syarif Hidayatullah Jakarta: Fakultas Kedokteran dan Ilmu Kesehatan, 2017).
- Santrock, J. W. (2012). *Life-span development* (13th ed.). McGraw-Hill.
- Sasanti, M. A., & Irbayuni, S. (2022, July). Pengaruh beban kerja dan K3 terhadap kinerja karyawan pada bagian produksi. In *Forum Ekonomi* (Vol. 24, No. 3, pp. 556-561).
- Skirbekk, V. (2008). Age and productivity potential: A new approach based on ability levels and industry-wide task demand. In A. Prskawetz, D. E. Bloom, & W. Lutz (Eds.), *Population Aging, Human Capital Accumulation, and Productivity Growth* (pp. 191–207). Population Council.
- Soelton, M., Nurfakhriansyah, A. R., Apriadi, I., Arief, H., Noermijati, N., & Vizano, N. A. (2022). Mengapa perilaku burnout dikuatirkan oleh para manager di industri manufaktur?. *INOBIIS: Jurnal Inovasi Bisnis Dan Manajemen Indonesia*, 5(4), 461-474. <https://doi.org/10.31842/jurnalinobis.v5i4.244>
- Soelton, M., Nurfakhriansyah, A. R., Apriadi, I., Arief, H., Noermijati, N., & Vizano, N. A. (2022). Mengapa Perilaku Burnout Dikuatirkan oleh Para Manager di Industri Manufaktur?. *INOBIIS: Jurnal Inovasi Bisnis dan Manajemen Indonesia*, 5(4), 461-474.
- Stevani, H., Hidayah, N., & Ramli, M. (2024). Faktor Penyebab Burnout Ditinjau Dari Organic-Medic Paradgm. *Research and Development Journal of Education*, 10(1), 368-372.
- Sulistiarini, E. B. (2024). The Relationship between Lecturer Performance Factors and Increased Insight, Strategy, and Impact on Higher Education Students. *Jurnal Pedagogi dan Pembelajaran*, 7 (2), 252 - 261
- Susan, E. (2019). Manajemen Sumber Daya Manusia. *Adaara: Jurnal Manajemen Pendidikan Islam*, 9 (2), 952–962.
- Syamsu, N. N., Soelton, M., Nanda, A., Putra, R. L., & Pebriani, P. (2019). Bagaimanakah Konflik Peran dan Beban Kerja Mempengaruhi Kinerja Karyawan dengan Burnout sebagai Variabel Intervening. *Jurnal Ilmiah Manajemen Bisnis*, 5(1), 1-13.

- Sugiyono. (2013). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Bandung: Alfabeta.
- 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: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior*, 25(3), 293-315.
- United Nations Statistics Division. (2008). *International Standard Industrial Classification of All Economic Activities (ISIC), Rev.4*. New York: United Nations.
- Wanda, A. (2024). *Hubungan Stres, Depresi, dan Kecemasan Dengan Academic Burnout Pada Mahasiswa Keperawatan Universitas Andalas* (Doctoral dissertation, Universitas Andalas).
- Wang, X., Zheng, Q., & Cao, X. (2014). Modal Psikologis. *Manajemen Personalialia Publik*, 43, 371 - 383. <https://doi.org/10.1177/0091026014535182>
- Wang, Z., Liu, H., Yu, H., Wu, Y., Chang, S., & Wang, L. (2017). Associations between occupational stress, burnout and well-being among manufacturing workers: Mediating roles of psychological capital and self-esteem. *BMC Psychiatry*, 17(1), Article 222. <https://doi.org/10.1186/s12888-017-1533-6>
- Widhianingtanti, L. T., & Luijtelaar, G. V. (2022). The Maslach-Trisni burnout inventory: adaptation for IndonesiaJP3I (Jurnal Pengukuran Psikologi dan Pendidikan Indonesia). *Jurnal pengukuran psikologi dan Pendidikan Indonesia*, 11(1), 1-21.
- Yuliani, E. N. S., Tirtayasa, K., Adiatmika, I. P. G., Iridiastadi, H., & Adiputra, N. (2021). Studi literatur: Pengukuran beban kerja. *Penelitian dan Aplikasi Sistem dan Teknik Industri*, 15(2), 194-205.
- Zambrano-Chumo, L., & Guevara, R. (2024). Psychological capital and turnover intention: The mediating role of burnout among healthcare professionals. *International Journal of Environmental Research and Public Health*, 21(2), 1-17. <https://doi.org/10.3390/ijerph21020185>
- Zhang, Y., & Zheng, Y. (2022). The impact of poor working conditions on employee well-being and job performance: Evidence from the manufacturing sector.**