

DAFTAR REFERENSI

- Adioetomo, S. M., & Mont, D. (2019). Persons With Disabilities in Indonesia: Empirical Facts and Implications For Social Protection Policies. *Persons with Dissabilities in Indonesia; Empirical Facts and Implications for Social Protection Policies*.
- Ahmed, G. F. G. (2021). Psychological hardiness as a mediator variable between workplace bullying and job anxiety among early childhood teachers: implications for healthcare. *International Journal of Human Rights in Healthcare, ahead-of-print*.
- Aigbefo, Q. A., Blount, Y., & Marrone, M. (2022). The Influence Of Hardiness And Habit On Security Behaviour Intention. *Behaviour & Information Technology, 41(6)*, 1151–1170.
- Allo, E. A. T. (2022). Penyandang Disabilitas di Indonesia. *NUSANTARA: Jurnal Ilmu Pengetahuan Sosial, 9(3)*, 807–812.
- Apsari, N. C., & Mulyana, N. (2019). Penyandang Disabilitas Dalam Dunia Kerja. *Focus: Jurnal Pekerjaan Sosial, 1(3)*, 234–244.
- Arifin, A., Qomarius, I., Sullaida, S., Nurmala, N., & Novita, Y. (2018). Organizational Commitment As An Intervening Variable, The Influence Of The Job Satisfaction, Organizational Citizenship Behavior, Quality Of Work Life, Against The Employeeperformance: A Case Study: In The Regional Public Servicewomen’s And Children. *Ijer-Indonesian Journal of Educational Review, 5(2)*.
- Artiran, M. (2019). The Role of Basic Psychological Needs Irrational Beliefs in Predicting Positive and Negative Affect in Adolescents. *Anemon Muş Alparslan Üniversitesi Sosyal Bilimler Dergisi, 7*, 79–85.
- Bappenas. (2021). *Kajian Disabilitas-Tinjauan Peningkatan Akses Dan Taraf Hidup “Penyandang Disabilitas Indonesia : Aspek Sosioekonomi Dan Yuridis.”*
- Barreiro, C. A., & Treglown, L. (2020). What Makes An Engaged Employee? A Facet-Level Approach To Trait Emotional Intelligence As A Predictor Of Employee Engagement. *Personality and Individual Differences, 159*, 109892.
- BBC News Indonesia. (2019). Kisah penyandang disabilitas mencari kerja: “Hampir 50 kali melamar lowongan tapi hasilnya nihil.”

<https://www.bbc.com/indonesia/majalah-50512664>, 1.

- Bortolotti, L. (2020). *The Epistemic Innocence of Irrational Beliefs*. Oxford University Press.
- Brache, A. P. (2002). *How Organizations Work: Taking A Holistic Approach To Enterprise Health*. John Wiley & Sons.
- Căzănescu, D. G., Tecuta, L., Căndea, D. M., & Szentagotai-Tătar, A. (2019). Savoring As Mediator Between Irrational Beliefs, Depression, And Joy. *Journal of Rational-Emotive & Cognitive-Behavior Therapy*, 37, 84–95.
- Dajah, S. (2022). Holistic Marketing in Human Resources. *The Journal of Business and Retail Management Research*, 54.
- Devey, A., Turner, M. J., Artiran, M., & Hobson, J. (2022). Adolescent soccer athletes' irrational beliefs about basic psychological needs are related to their emotional intelligence and mental health. *Journal of Rational-Emotive & Cognitive-Behavior Therapy*, 1–12.
- DiGiuseppe, R., Leaf, R., Gorman, B., & Robin, M. W. (2019). The Development Of A Measure Of Irrational/Rational Beliefs. *Journal of Rational-Emotive & Cognitive-Behavior Therapy*, 36, 47–79.
- DJKN Kemenkeu. (2019). Perbaikan Terus-Menerus Dan Fokus Pada Kualitas Hasil Kerja Sebagai Jalan Menuju Kesempurnaan. *Djkn.Kemenkeu.Go.Id*, 2.
- Drigas, A. S., & Papoutsis, C. (2019). A New Layered Model On Emotional Intelligence. *Behavioral Sciences*, 8(5), 45.
- Eschleman, K. J., Mast, D., Coppler, Q., & Nelson, J. (2019). Organizational Factors Related To Attracting Job Seekers Higher In Hardiness. *International Journal of Selection and Assessment*, 27(2), 169–179.
- Ghozali, I. (2019). *Structural Equation Modeling Metode Alternatif Dengan Partial Least Square (PLS) Edisi 3*, Badan Penerbit Universitas Diponegoro. Semarang.
- Gillborn, D. (2015). Intersectionality, Critical Race Theory, And The Primacy Of Racism: Race, Class, Gender, And Disability In Education. *Qualitative Inquiry*, 21(3), 277–287.
- Goleman, D. (2021). *Leadership: The power of emotional intelligence*. More Than Sound LLC.
- Gómez-Puerta, M., & Chiner, E. (2022). Internet use and online behaviour of adults with intellectual disability: support workers' perceptions, training and

- online risk mediation. *Disability & Society*, 37(7), 1107–1128.
- Gu, D., Gomez-Redondo, R., & Dupre, M. E. (2015). Studying Disability Trends in Aging Populations. *Journal of Cross-Cultural Gerontology*, 30, 21–49.
- Gunasekera, G., Liyanagamage, N., & Fernando, M. (2021). The role of emotional intelligence in student-supervisor relationships: Implications on the psychological safety of doctoral students. *The International Journal of Management Education*, 19(2), 100491.
- Hardy, L., Jones, G., & Gould, D. (2019). *Understanding Psychological Preparation For Sport: Theory And Practice Of Elite Performers*. John Wiley & Sons.
- Healey, D., & Titchkosky, T. (2022). A Primal Scene: Disability in Everyday Life. In *The Routledge International Handbook of Goffman Studies* (pp. 242–252). Routledge.
- Hodzic, S., Scharfen, J., Ripoll, P., Holling, H., & Zenasni, F. (2019). How Efficient Are Emotional Intelligence Trainings: A Meta-Analysis. *Emotion Review*, 10(2), 138–148.
- Huripah, E. (2015). Pekerjaan Sosial Dengan Disabilitas di Indonesia. *Pekerjaan Sosial*, 13(2).
- Ingram, A., Peake, W. O., Stewart, W., & Watson, W. (2019). Emotional intelligence and venture performance. *Journal of Small Business Management*, 57(3), 780–800.
- Istifarroh, I., & Nugroho, W. C. (2019). Perlindungan hak disabilitas mendapatkan pekerjaan di perusahaan swasta dan perusahaan milik negara. *Mimbar Keadilan*, 12(1), 21–34.
- Jamal, Y., Zahra, S. T., Yaseen, F., & Nasreen, M. (2019). Coping Strategies And Hardiness As Predictors Of Stress Among Rescue Workers. *Pakistan Journal of Psychological Research*, 32(1).
- Jones, R. A. (1968). A Factored Measure Of Ellis' Irrational Belief System With Personality And Maladjustment Correlates. *Dissertation Abstracts International*, 29(11), 4379–4380.
- Judkins, J., Moore, B., & Colette, T. (2020). Psychological Hardiness. *Book: The Routledge Research Encyclopedia of Psychology Applied to Everyday Life*. Publisher: Abingdon, Oxon: Routledge.
- Kanesan, P., & Fauzan, N. (2019). Models of Emotional Intelligence: A Review.

E-Bangi, 16, 1–9.

- Kata Data. (2021). Proporsi Pekerja dengan Disabilitas Sektor Usaha (2021). <https://Databoks.Katadata.Co.Id/Datapublish/2022/04/11/Proporsi-Pekerja-Dengan-Disabilitas-Turun-Ke-537-Pada-2021>, 1–2.
- Kemenaker. (2021). *Peraturan Menteri Ketenagakerjaan Nomor 5 Tahun 2021*.
- Khaledian, M., Hasanvand, B., & Pour, S. H. (2013). The Relationship Of Psychological Hardiness With Irrational Beliefs, Emotional Intelligence And Work Holism. *International Letters of Social and Humanistic Sciences*, 5, 1–9. <https://doi.org/10.18052/www.scipress.com/ilshs.5.1>
- Khoshandam Kootenaei, M., Heidari, S., & Mirzaiyan, B. (2020). Mediating Role of Emotional Intelligence and Job Satisfaction in the Relationship between Psychological Hardiness with organizational health in Mazandaran post office. *Career and Organizational Counseling*, 12(43), 91–112.
- Kompas. (2022). Sanksi Perusahaan yang Tidak Daftarkan Karyawannya ke BPJS Ketenagakerjaan untuk Dapat BSU. <https://Kmp.Im/Plus6> Download Aplikasi: <https://Kmp.Im/App6>, 1–2.
- Kompas. (2023). Ramai soal Banyak Pengangguran karena Kualifikasi Loker Terlalu Tinggi, Kemenaker: Ada Fenomena “Mismatch.” <https://Kmp.Im/Plus6> Download Aplikasi: <https://Kmp.Im/App6>, 1.
- Kowalski, C. M., & Schermer, J. A. (2019). Hardiness, Perseverative Cognition, Anxiety, And Health-Related Outcomes: A Case For And Against Psychological Hardiness. *Psychological Reports*, 122(6), 2096–2118.
- Kumparan. (2022). Kisah Pekerja Difabel di Aceh Kala Pandemi: Dipaksa Jadi Tameng Hadapi Virus. <https://Kumparan.Com/Acehkini/Kisah-Pekerja-Difabel-Di-Aceh-Kala-Pandemi-Dipaksa-Jadi-Tameng-Hadapi-Virus-1xPjVoS58Xt>, 1.
- Likdanawati, & Hamdiah. (2021). Pengaruh Pengembangan Karyawan. Lingkungan Kerja dan Komunikasi terhadap Semangat Kerja Karyawan pada Kantor Pos Lhokseumawe. *Jurnal Visioner & Strategis*, 10(1), 15–22.
- Mahfar, M., Senin, A. A., Yong, C., & Ghani, F. A. (2019). The Influence Of Personality Traits On Irrational Beliefs In Malaysian Teachers. *International Journal of Academic Research in Business and Social Sciences*, 8(8), 775–789.
- Mattingly, V., & Kraiger, K. (2019). Can Emotional Intelligence Be Trained? A Meta-Analytical Investigation. *Human Resource Management Review*, 29(2),

140–155.

- Mills, I. J. (2019). A Person-Centred Approach To Holistic Assessment. *Primary Dental Journal*, 6(3), 18–23.
- Mukarrama, M. (2022). Pengaruh Gaya Kepemimpinan, Kecerdasan Emosional Dan Motivasi Kerja Terhadap Kinerja ASN Pada Dinas Pariwisata Dan Kebudayaan Kabupaten Pangkajene Dan Kepulauan. *Jurnal Bisnis Dan Kewirausahaan*, 11(3), 290–300.
- Nurmala, N., Sullaida, S., Marbawi, M., Yusniar, Y., & Azhar, A. (2019). *The Influece of Service Quality and Intelegence Emotional to Satisfaction of Pilgrims in Lhokseumawe and Characteristic Individual as Moderate Variable*. 1–6. <https://doi.org/10.4108/eai.12-11-2018.2288799>
- Näswall, K., Malinen, S., Kuntz, J., & Hodliffe, M. (2019). Employee Resilience: Development and Validation of a Measure. *Journal of Managerial Psychology*, 34(5), 353–367.
- Østerud, K. L. (2022). Disability Discrimination: Employer Considerations of Disabled Jobseekers in Light of the Ideal Worker. *Work, Employment and Society*, 09500170211041303.
- Piepzna-Samarasinha, L. L. (2019). *Care Work: Dreaming Disability Justice*. arsenal pulp press Vancouver.
- Pool, L. D., & Qualter, P. (2019). *An Introduction to Emotional Intelligence*. John Wiley & Sons.
- Purnomosidi, A. (2019). Konsep Perlindungan Hak Konstitusional Penyandang Disabilitas di Indonesia. *Refleksi Hukum: Jurnal Ilmu Hukum*, 1(2), 161–174.
- Rezaei Dogaheh, E., Khaledian, M., & MohammadiArya, A. R. (2013). The relationship of psychological hardiness with emotional intelligence and workaholism. *Practice in Clinical Psychology*, 1(4), 211–217.
- Rotenberg, S., Gatta, D. R., Wahedi, A., Loo, R., McFadden, E., & Ryan, S. (2022). Disability training for health workers: A global evidence synthesis. *Disability and Health Journal*, 101260.
- Saputra, N., Sasmoko, & Abdinagoro, S. B. (2019). The Holistic Work Engagement: A Study In Indonesia Oil Palm Industry. *International Journal of Engineering and Technology(UAE)*, 7(4), 1–7. <https://doi.org/10.14419/ijet.v7i4.9.20607>

- Sarwono, J. (2019). *Prosedur Analisis Populer Aplikasi Riset Skripsi dan Tesis dengan Eviews, Cetakan Kesatu. Penerbit Gava Media, Yogyakarta.*
- Sasmita, P. E. (2015). "Irrational Beliefs" Dalam Konteks Kehidupan Seminari. *Jurnal Teologi*, 4(01), 25–40.
- Schuller, D., & Schuller, B. W. (2019). The Age of Artificial Emotional Intelligence. *Computer*, 51(9), 38–46.
- Soni, K., & Rastogi, R. (2019). Psychological Capital Augments Employee Engagement. *Psychological Studies*, 64(4), 465–473.
- Sandi, H., Afni Yunita, N., Heikal, M., Nur Ilham, R., & Sinta, I. (2021). Relationship Between Budget Participation, Job Characteristics, Emotional Intelligence and Work Motivation As Mediator Variables to Strengthening User Power Performance: An Emperical Evidence From Indonesia Government. *Morfai Journal*, 1(1), 36–48. <https://doi.org/10.54443/morfai.v1i1.14>
- Sood, H., & Ong, C. E. (2022). Revisiting Job Rotation and Stress. In *Handbook of Research on the Complexities and Strategies of Occupational Stress* (pp. 300–322). IGI Global.
- Stein, S. J., & Bartone, P. T. (2020). *Hardiness: Making Stress Work for You to Achieve Your Life Goals*. John Wiley & Sons.
- Stiker, H.-J. (2019). *A History of Disability*. University of Michigan Press.
- Sufarita, S., Sahrani, R., & Hastuti, R. (2019). Peranan Emotional Intelligence Dan Self Efficacy Terhadap Hardiness Pada Peserta Orientasi Persiapan Kerja. *Jurnal Muara Ilmu Sosial, Humaniora, Dan Seni*, 3(2), 465–474.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif Kualitatif & RND*. Alfabeta.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Alfabeta.
- Tan, W., & Ramadhani, D. P. (2020). Pemenuhan Hak Bekerja bagi Penyandang Disabilitas Fisik di Kota Batam. *Jurnal Ham*, 11(1), 27–37.
- Tempo. (2022). 17 Juta Difabel Usia Produktif, yang Bekerja Baru 7,6 Juta Orang. <https://Difabel.Tempo.Co/Read/1561356/17-Juta-Difabel-Usia-Produktif-Yang-Bekerja-Baru-76-Juta-Orang>, 1.
- Triani. (2019). *Perilaku Konsumen Teori dan Penerapannya dalam Pemasaran*. Ghalia Indonesia.
- Wardani, L. M. I., & Anwar, M. S. (2019). The Role Of Quality Of Work Life As

Mediator: Psychological Capital And Work Engagement. *Humanities & Social Sciences Reviews*, 7(6), 447–463.

Weiss, R. S. (2019). Issues in Holistic Research. In *Institutions and the Person* (pp. 342–350). Routledge.

Widinarsih, D. (2019). Penyandang Disabilitas di Indonesia: Perkembangan Istilah dan Definisi. *Jurnal Ilmu Kesejahteraan Sosial*, 20(2), 127–142.

Withers, A. J. (2020). *Disability Politics and Theory*. Fernwood Publishing.

World Health Organization. (2020). *International Classification of Functioning, Disability and Healthy 2020*.