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*Zulkarnain, S.Psi., M.Psi., Ph.D. dilahirkan di Banda Aceh pada tanggal 14 Desember 1973 dan merupakan seorang dosen Psikologi Industri & Organisasi di Universitas Sumatera Utara. Beliau menyelesaikan pendidikan terakhirnya, yakni S3 Psikologi, di UKM pada tahun 2011.*

## Publications

2021

Jurnal internasional bereputasi

### **Self-care of patients during hemodialysis: A qualitative study.**

ZULKARNAIN , CHOLINA TRISA SIREGAR , RENI ASMARA ARIGA , SITI ZAHARA NASUTION

2023

Jurnal internasional

### **Impact of Organizational Culture on Employee Organizational Commitment**

FERRY NOVLIADI , ZULKARNAIN

2020

Jurnal internasional bereputasi

### **Family concern: Facilitating self-management of patients undergoing hemodialysis**

SITI ZAHARA NASUTION , RENI ASMARA ARIGA , CHOLINA TRISA SIREGAR , ZULKARNAIN

2004

Jurnal nasional terakreditasi

### **Budaya perusahaan dan persepsi pengembangan karir pada karyawan yang bekerja di PT. Telekomunikasi Indonesia**

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2005

Jurnal nasional

### **Konsep Diri dan Tingkat Burnout Pada Karyawan Yang Bekerja di Instansi Pelayanan Masyarakat**

ZULKARNAIN

2025

Jurnal internasional bereputasi

### **Healing the healers: Unlocking psychological well-being through meaningful work and quality of work life**

ZULKARNAIN , MUHAMMAD ADAM , MARTY MAWARPURY , EKA DIAN APRILIA

2023

Jurnal internasional

### **The Effect Of Transformational Leadership And Work Engagement On Organizational Citizenship Behavior Of Perumda Tirtanadi Employees**

ZULKARNAIN , FERRY NOVLIADI

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Jurnal internasional

### **The Effect of Job Crafting on Work Engagement with Perceived Organizational Support as Moderator in Bank Sumut Head Office**

2015

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## **Kecemasan dalam Menghadapi Assessment Centre di Kalangan Pekerja Telekomunikasi**

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2017

Jurnal internasional

## **Influence of Perceived Organizational Support and Leader-Member Exchange towards Readiness for Change among Employees of PT. Bank X**

ZULKARNAIN

2024

Jurnal internasional

## **The Influence of the Work Environment on Employee Performance at PT. PD Paya Pinang**

ABDHY AULIA ADNANS , ZULKARNAIN , DINDA EVA THANIA

2015

Jurnal nasional

## **PENGARUH BUDAYA ORGANISASI DAN PERSEPSI DUKUNGAN ORGANISASI TERHADAP KOMITMEN KARYAWAN**

ZULKARNAIN

2022

Prosiding seminar internasional

## **OW TO IMPROVE INTERNAL AUDIT QUALITY IN NORTH SUMATERA GOVERNMENT: THE EFFECT OF TIME BUDGET PRESSURE**

M. IRSAN NASUTION , ISKANDAR MUDA , ZULKARNAIN , ERLINA

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ZULKARNAIN

2023

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ZULKARNAIN , SITI ZAHARA NASUTION , CHOLINA TRISA SIREGAR , LUFTHIANI

2025

Jurnal internasional bereputasi

## **What is the Most Critical Element of Intellectual Capital that Influences Business Performance?**

ZULKARNAIN , ERLINA , PRIMA APRILYANI RAMBE

2018

Jurnal nasional

## **PENGARUH KEPEMIMPINAN TRANSFORMASIONAL DAN KUALITAS KEHIDUPAN KERJA TERHADAP KOMITMEN ORGANISASI**

ZULKARNAIN

2019

Jurnal internasional bereputasi

## **Homesickness, Locus of Control and Social Support among First-Year Boarding-School Students.**

ZULKARNAIN

2024

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MUHAMMAD ADAM , ZULKARNAIN , EKA DIAN APRILIA , MARTY MAWARPURY

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ZULKARNAIN , ERLINA

2018

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## **Consumer purchase regret: How personality influences outcome regret and process regret**

ZULKARNAIN

2017

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## **KAITAN ANTARA KEBAHAGIAAN PEKERJA DAN EMPLOYEE ENGAGEMENT STUDI EMPIRIKAL**

ZULKARNAIN

2020

Jurnal internasional bereputasi

## **Nurse Needs, Hope, and Satisfaction during Hemodialysis Care in Medan Indonesia. Open Access Maced J Med Sci. 2020 Aug 15; 8 (E): 363-366**

ZULKARNAIN , RENI ASMARA ARIGA , SITI ZAHARA NASUTION , CHOLINA TRISA SIREGAR

2019

Jurnal internasional bereputasi

## **Outcome or Process Regret in Online Purchasing: Consequences of Brand Trust to Consumer Purchase Regret**

ZULKARNAIN

2013

Jurnal internasional

## **Analysis of psychological well-being and turnover intentions of hotel employees: An empirical study**

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## **Quality of work life in Indonesian public service organizations: The role of career development and personal factors**

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ZULKARNAIN , MUHAMMAD MUHAR , ABDHY AULIA ADNANS

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## **Psychological well-being of housewives living with HIV/AIDS: Stigma and forgiveness**

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ABDHY AULIA ADNANS , ZULKARNAIN

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# **The Impacts of Work-Family Conflict on Burnout among Female Lecturers**

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## **The effect of job crafting on work engagement with perceived organizational support as moderator in bank Sumut head office**

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## **Measurement Invariance of the Short Home Attachment Scale: A Cross-Cultural Study**

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## **Bullying at School and Impact of Empathy Training**

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## **The mediating effect of quality of work life on the relationship between career development and psychological well-being**

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## **The Role and Function of Family in Improving the Quality of Patients's Life: Managing Nutrition During Hemodialysis in Medan, Indonesia**

ZULKARNAIN , CHOLINA TRISA SIREGAR , SITI ZAHARA NASUTION

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## **Self Compassion in Adolescent Orphanages**

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2024

Jurnal internasional

## **What do we know about mental health of medical personnel? A systematic review**

EKA DIAN APRILIA , MUHAMMAD ADAM , MARTY MAWARPURY , ZULKARNAIN

2023

Jurnal internasional bereputasi

## **The relationship of family support and self-acceptance of haemodialysis patients in Medan**

ZULKARNAIN , CHOLINA TRISA SIREGAR , SITI ZAHARA NASUTION

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## Community Services

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2022

### **Seleksi calon mahasiswa Program pendidikan dokter spesialis (2022)**

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### **Video Kegiatan Peningkatan Kesehatan Periodontal sebagai Upaya untuk Meningkatkan Kualitas Hidup pada Lanjut Usia**

PITU WULANDARI , IRMA ERVINA , ZULKARNAIN , SHELLY MAYVIRA , CAREN CRYSTALINE RAMLI , HANNA FEBIOLA YEREMIA PASARIBU , SALWA FAHIRA PUTRI ISKANDAR , CLARISSA ATHAYA AGLIN

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