

Dear Dr.V.Girija

I believe that you would serve as an excellent reviewer of the manuscript, "Grit Effect on Burnout and Subjective Well-Being Control among Nurses," which has been submitted to Quality - Access to Success. The submission's abstract is inserted below, and I hope that you will consider undertaking this important task for us.

Please log into the journal web site by 2023-04-16 to indicate whether you will undertake the review or not, as well as to access the submission and to record your review and recommendation. The web site is <https://submission.calitatea.ro/index.php/QAS>

The review itself is due 2023-04-16.

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Submission

URL: <https://submission.calitatea.ro/index.php/QAS/reviewer/submission?submissionId=1931>

Thank you for considering this request.

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"Grit Effect on Burnout and Subjective Well-Being Control among Nurses"

This study aims to determine the role of grit in controlling burnout and improving the subjective well-being of nurses at secondary hospitals in Depok City. The participants are 186 respondents participating in this study. Furthermore, data were obtained by distributing questionnaires to nurses and were analyzed using Partial Least Square – Structural Equation Modeling (PLS-SEM) in SmartPLS 3.3.3 program. The results show that grit has a negative and considerable impact on burnout, in which it increases by 0.204 when the grit decreases by 1 unit. Grit significantly and negatively impacts subjective well-being, which increases by 0.204 when the grit decreases by one unit. Meanwhile, subjective well-being significantly and negatively influences burnout, which will increase by 0.082 when the subjective well-being decreases by one unit. This study discovered that subjective well-being is a mediator in the relationship between grit and burnout, affecting grit negatively and significantly. Based on the VAF analysis, it is observed that subjective well-being is partially mediated at 25%. Therefore, it is recommended that the hospital make a workload analysis and employee evaluation to determine the subjective well-being of nurses and the grit of its employees.

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