

## REFERENCES

- Abdullah, H., Kabia, S., & Pandey, P. (2022). Impact Of Work Life Balance On Job Satisfaction: A Study Of Chhattisgarh. *Journal of Positive School Psychology*, 6(8), 126-135. Adamy, M. (2016). Manajemen Sumber daya Manusia: Teori, Praktik, dan Penelitian. *Unimal Press*. URI: <http://repository.unimal.ac.id/id/eprint/3225>
- Agha, K., Azmi, F. T. & Khan, S. A. (2017). Work-Life Balance: Scale Development and Validation. In: Heras, M. L., Chinchilla, N. & Grau, M. (eds). *The Work-Family Balance in Light of Globalization and Technology* (pp. 109-130). *Cambridge Scholars Publishing*, Newcastle upon Tyne, UK. Retrieved from <https://www.researchgate.net/publication/320960866>
- Amissah, Eunice Fay., Gamor, E., Deri, M., & Amissah, Agnes. (2016). Factors influencing employee job satisfaction in Ghana's hotel industry. *Journal of Human Resources in Hospitality and Tourism*, 15(2), 166-183. DOI: 10.1080/15332845.2016.1084858
- Anggraeni, A., & Budiani, M. (2021). Hubungan Antara Work-Life Balance dengan Komitmen Organisasi Pada Pegawai Bank Rakyat Indonesia (BRI) Cabang Trenggalek. *Jurnal Penelitian Psikologi*, 8(8). Retrieved from <https://ejournal.unesa.ac.id/index.php/character/article/view/41685>
- Anonim. (2022). The Great X. *Michael Page*. Retrieved from <https://www.michaelpage.co.id/talent-trends/the-great-x>
- Anoraga, P. (2005). Psikologi Kerja (3rd ed.). *PT Rineka Cipta*, Jakarta. ISBN: 979-518-431-8
- Benneth, J., Weaver, J., Senft, M., & Neeper, M. (2017). Creating Workplace Well-Being: Time for Practical Wisdom. In: Cooper, C., & Quick, J. *The Handbook of Stress and Health: A Guide to Research and Practice* (1st ed.). *John Wiley & Sons Ltd*. DOI: 10.1002/9781118993811.ch35
- Boakye, A., Asravor, R., & Essuman, J. (2023). Work-Life Balance as Predictors of Job Satisfaction in The Tertiary Educational Sector. *Cogent Business & Management*, 10(1), 2162686. DOI: 10.1080/23311975.2022.2162686
- Bušatlić, S., & Mujabašić, A. (2018). Herzbergs Two-Factor Theory of Job Satisfaction Comparative Study between Private and Public High School Teachers in Canton Sarajevo. *International Journal of Business Management & Research*, 8(6), 27-48. DOI: 10.24247/ijbmrdec20184
- Cherif, F. (2020). The Role of Human Resource Management Practices and Employee Job Satisfaction in Predicting Organizational Commitment in Saudi Arabian Banking Sector. *International Journal of Sociology and Social Policy*, 40(7-8), 529-541. DOI: 10.1108/IJSSP-10-2019-0216
- Christian, Y., & Purba, D. (2021). Peran masa kerja pada hubungan antara kepuasan kerja dan intensi meninggalkan organisasi pada guru sekolah swasta. *Mediapsi*, 7(2), 150-165. DOI: <https://doi.org/10.21776/ub.mps.2021.007.02.7>

- Edison, E., Anwar, Y., & Komariyah, I. (2018). Manajemen Sumber Daya Manusia: Strategi dan Perubahan dalam Rangka Meningkatkan Kinerja Pegawai dan Organisasi. *Alfabet*, hal. 210. ISBN: 978-602-289-216-8
- Fardianto, N., & Muzakki. (2020). Support at work and home as a predictor of work-life balance, *Jurnal Manajemen dan Bisnis Indonesia*, 6, 2,144-153. retrieved from <http://jurnal.unmuhjember.ac.id/index.php/JMBI/article/view/3311>
- Greenhaus, J., Collins, K., & Shaw, D. (2003). The relation between work-family balance and quality of life. *Journal of Vocational Behavior*, 510-531. Doi:10.1016/S0001-8791(02)00042-8
- Hayman, J. (2005). Psychometric Assessment of an Instrument Designed to Measure Work Life Balance. *Research and Practice in Human Resource Management*, 13(1), 85-91. Retrieved from [https://www.researchgate.net/publication/42428831\\_Psychometric\\_Assessment\\_of\\_an\\_Instrument\\_Designed\\_to\\_Measure\\_Work\\_Life\\_Balance](https://www.researchgate.net/publication/42428831_Psychometric_Assessment_of_an_Instrument_Designed_to_Measure_Work_Life_Balance)
- Hayman, J. (2009) Flexible work arrangements: exploring the linkages between perceived usability of flexible work schedules and work/life balance, *Community, Work & Family. Routledge Taylor & Francis Group*, 12(3), 327-338. DOI: 10.1080/13668800902966331
- Heimerl, P., Haid, M., Benedikt, L., & Scholl-Grisseemann, U. (2020). Factors Influencing Job Satisfaction in Hospitality Industry. *SAGE Open*, 10(4). DOI: 10.1177/2158244020982998
- Hristov, I., & Chirico, A. (2019). The role of sustainability key performance indicators (KPIs) in implementing sustainable strategies. *Sustainability (Switzerland)*, 20. DOI: 10.3390/su11205742
- Hurriyati, D. (2018). Keputusan Kerja Ditinjau Dari Perilaku Work Family Conflict. *Psikodimensia*, 16(2), 180. DOI: 10.24167/psiko.v16i2.1268
- Irawanto, D., Novianti, K., & Roz, K. (2021). Work From Home: Measuring Satisfaction Between Work–Life Balance and Work Stress During The Covid-19 Pandemic in Indonesia. *Economies*, 9(3). DOI: 10.3390/economies9030096
- Jackson, L., & Fransman, E. (2018). Flexi Work, Financial Well-Being, Work–Life Balance and Their Effects on Subjective Experiences of Productivity and Job Satisfaction of Females in An Institution of Higher Learning. *South African Journal of Economic and Management Sciences*, 21(1). DOI: 10.4102/sajems.v21i1.1487
- Joythi, P., Sonia, C., Rajasekar, B., Krishnamoorthy, D., & Ramanathan, S. (2020). Does Work-Life Balance Impacts Job Satisfaction : Evidence from Faculty Members. *PalArch's Journal of Archaeology of Egypt/Egyptology*, 17(9), 4098-4108. Retrieved from <https://archives.palarch.nl/index.php/jae/article/view/4561>
- Juhedi, J. (2021). Intrinsic Religious Motivation dan Job Satisfaction dalam Konseptual. *Jurnal Manajemen Dewantara*, 5(1), 1-14. Retrieved from

<https://jurnal.ustjogja.ac.id/index.php/manajemendewantara/article/view/8831/3923>

- Junaedi, A., & Aisyah, C. (2022). Job Satisfaction Survey: Indonesian version. Retrieved from <https://paulspector.com/assessments/pauls-no-cost-assessments/job-satisfaction-survey-jss/job-satisfaction-survey-translations/>
- Kalliath, T., & Brough, P. (2008). Work-Life Balance: A review of the meaning of the balance construct. *Journal of Management & Organization*, 14. DOI: 10.5172/jmo.837.14.3.323
- Kasbuntoro., Irma, D., Mahfud, I., Fahlevi, M., & Parashakti, R. (2020). Work-Life Balance and Job Satisfaction: A Case Study of Employees on Banking Companies in Jakarta. *International Journal of Control and Automation*, 13, 439-451. Retrieved from <https://www.researchgate.net/publication/341495181>
- Kurdi, B., Alshurideh, M., & Alnaser, A. (2020). The Impact of Employee Satisfaction on Customer Satisfaction: Theoretical and Empirical Underpinning. *Management Science Letters*, 10(15), 3561-3570. DOI: 10.5267/j.msl.2020.6.038
- Kunwar, V., & Paudel, R. (2022). Impact of Work-Life Balance on Job Satisfaction of Employees: A case study of employees working in International al Travel Agency in Estonia. *Research Gate*. DOI: 10.13140/RG.2.2.18067.96801/1
- Kurniawan, R., & Yuniarto, B. (2016). Analisis Regresi: Dasar dan Penerapannya R (1st ed.). *Kencana*, hal.43. ISBN: 978-602-422-034-1. Retrieved from [https://books.google.co.id/books?hl=en&lr=&id=KcY-DwAAQBAJ&oi=fnd&pg=PA43&dq=buku+analisis+regresi&ots=crjxvx\\_pS\\_&sig=NWvBKHM3mKYgQOGfmMQKN2D1gz8&redir\\_esc=y#v=onepage&q=buku%20analisis%20regresi&f=false](https://books.google.co.id/books?hl=en&lr=&id=KcY-DwAAQBAJ&oi=fnd&pg=PA43&dq=buku+analisis+regresi&ots=crjxvx_pS_&sig=NWvBKHM3mKYgQOGfmMQKN2D1gz8&redir_esc=y#v=onepage&q=buku%20analisis%20regresi&f=false)
- Luthans, F. (2011). *Organizational Behavior: An Evidence-Based Approach* (12th Ed.). by *McGraw-Hill/Irwin*. ISBN: 978-0-07-353035-2
- Marina, A., & Rizal, R. (2020). Pengaruh Work Of Life Terhadap Job Satisfaction Di Lingkungan Pegawai Pemerintah Provinsi Sumatera Selatan. *Jurnal Adminika*, 6(1), 60-74. <http://www.jurnal.poltekanika.ac.id/index.php/adm/article/viewFile/151/139>
- Martono, N. (2019) *Metode Penelitian Kuantitatif: Analisis Isi dan Analisis Data Sekunder*(2nd revised ed.). *Depok: Rajawali Pers*. ISBN: 978-979-769-749-5
- Monalis, E., Rumawas, W., & Tumbel, T. (2020). Pengembangan Sumber Daya Manusia dan Kepuasan Kerja Terhadap Kinerja Karyawan. *Productivity*, 1(3). ISSN. 2723-0112. Retrieved from <https://ejournal.unsrat.ac.id/v3/index.php/productivity/article/view/29738/28799>

- Mas-Machuca, M., Berbegal-Mirabent, J., & Alegre, I. (2016). Work-Life Balance and Its Relationship with Organizational Pride and Job Satisfaction. *Journal of Managerial Psychology*, 31(2), 586-602. DOI: 10.1108/JMP-09-2014-0272
- Norling, R., & Chopik, J. (2020). The Association Between Coworker Support and Work-Family Interference: A Test of Work Environment and Burnout as Mediators. *Frontiers in Psychology*, 11, 819. Doi: 10.3389/fpsyg.2020.00819
- Nurendra, A., & Saraswati, M. (2017). Model Peranan Work Life Balance, Stres Kerja Dan Kepuasan Kerja Pada Karyawan. *Humanitas: Jurnal Psikologi Indonesia*, 13(2), 84. DOI: 10.26555/humanitas.v13i2.6063
- Obiekwe, O., & Omah, O(2021). Impact of Employee Job Satisfaction on Organizational Performance. *PalArch Journal of Archaeology of Egypt*, 554-563
- Paramita, R., Rizal, N., & Sulistyan, R. (2021). Metode Penelitian Kuantitatif: Buku Ajar Perkuliahan Metodologi Penelitian Bagi Mahasiswa Akuntansi & Manajemen (3rd ed.). *Widya Gama Press*. ISBN: 978-623-95051-5-8
- Pawesti, R., & Wikansari, R. (2017). Pengaruh Kepuasan Kerja Terhadap Intensi Turnover Karyawan Di Indonesia. *Jurnal Ecopsy*, 3(2). DOI: 10.20527/ecopsy.v3i2.2649
- Pitasari, N., & Perdhana, M. (2018). Kepuasan Kerja Karyawan: Studi Literatur. *Diponegoro Journal Of Management*, 7(4), 1-11. Retrieved from <https://ejournal3.undip.ac.id/index.php/djom/article/viewFile/22488/20614>
- Priadana, M., & Sunarsi, D. (2021). Metode Penelitian Kuantitatif. *Pascal books*. hal. 207. ISBN: 978-623-98598-8-6
- Reinaldi, E., Haryanti, K., & Fauzi, A. (2019). Kepuasan Kerja Ditinjau dari Usia, Status Perkawinan, Tenure, dan Prior Experience. <http://repository.unika.ac.id/20941/3/Kepuasan%20Kerja%20Ditinjau%20dari%20Usia%20C%20Status%20Perkawinan..%20jurnal%20terpublis.pdf>
- Robbins, S., & Judge, T. (2013). Organizational Behavior (15th Ed.). *Pearson*. ISBN 13: 978-0-13-283487-2
- Sato, K., Kuroda, S., & Owan, H. (2020). Mental Health Effects of Long Work Hours, Night and Weekend Work, and Short Rest Periods. *Social Science and Medicine*, 246. 112774. DOI: 10.1016/j.socscimed.2019.112774
- Shagvaliyeva, S., & Yazdanifard, R. (2014). Impact of Flexible Working Hours on Work-Life Balance. *American Journal of Industrial and Business Management*, 4, 20-23. DOI: <http://dx.doi.org/10.4236/ajibm.2014.41004>
- Shin, D., & Enoh, J. (2020). Availability and Use of Work-Life Balance Programs: Relationship with Organizational Profitability. *Sustainability (Switzerland)*, 12(7), 1-12. DOI: 10.3390/su12072965
- Silaban, H., & Margaretha, M. (2021). The Impact Work-Life Balance Toward Job Satisfaction and Employee Retention: Study of Millennial Employees in

- Bandung City, Indonesia. *International Journal of Innovation and Economic Development*, 7(3), 18-26. DOI: 10.18775/ijied.1849-7551-7020.2015.73.2002
- Sinaga, D. (2014). *Statistik Dasar*. Uki Press. ISBN: 978-623-6963-47-0
- Sindi, A., & Javed, U. (2021). Impact of Employee Job Satisfaction on Organizational Performance. *PalArch Journal of Archaeology of Egypt*, 554-563. Retrieved from <https://archives.palarch.nl/index.php/jae/article/view/8389?articlesBySameAuthorPage=3>
- Sironi, E. (2019). Job satisfaction as a Determinant of Employees' Optimal Well-Being in an Instrumental Variable Approach. *Quality & Quantity*, 53(1), 1-22. DOI: 10.1007/s11135-019-00835-3 . Retrieved from <https://www.researchgate.net/publication/330231932>
- Silaban, H., & Margaretha, M. (2021). The Impact Work-Life Balance toward Job Satisfaction and Employee Retention: Study of Millennial Employees in Bandung City, Indonesia. *International Journal of Innovation and Economic Development*, 7(3), 18-26. DOI: 10.18775/ijied.1849-7551-7020.2015.73.2002
- Spector, P. (2012). *Industrial and Organizational Psychology: Research and Practice* (6th ed.). John Wiley & Sons, Inc. ISBN: 978-1-118-09227-9
- Spector, P. (2022). *Job Satisfaction: From Assessment to Intervention*. Routledge. ISBN 9781003250616. DOI: 10.4324/9781003250616
- Sudaryo, Y., Aribowo, A., & Sofiati, N. (2018). *Manajemen Sumber Daya Manusia, Kompensasi Tidak Langsung dan Lingkungan Kerja Fisik*. Andi Offset, hal. 76. ISBN:
- Suyatno, A., Abdullah, A., Sundah, I., Satriawan, D., Fitriana, D., Wijoyo, H., Wardani, I, et.al. (2020). *Manajemen Sumber Daya Manusia : Prinsip Dasar dan Aplikasi*. Diandra Kreatif/Mirra Buana Media. ISBN: 978-623-6571-51-4
- Syafrina, N. (2018). Faktor-Faktor Yang Mempengaruhi Kepuasan Kerja Karyawan Pada Pt. Aspacindo Kedaton Motor Kandis Kabupaten Siak. *Jurnal Benefita*, 3(3), 455. DOI: 10.22216/jbe.v3i3.3004
- Talukder, A., & Galang, M. (2021). Supervisor Support for Employee Performance in Australia: Mediating Role of Work-Life Balance, Job, and Life Attitude. *Journal of Employment Counseling*, 58. DOI: 10.1002/joec.12154
- Talukder, A., Vickers, M., & Khan, A. (2016). Supervisor Support and Work-Life Balance: Impacts on Job Performance In The Australian Financial Sector. *Personnel Review*. DOI: <https://doi.org/10.1108/PR-12-2016-0314>
- Triaryati, N. (2002). Pengaruh Adaptasi Kebijakan Work Family Issue Terhadap Absence dan Turnover. *Jurnal Widya Manajemen & Akuntansi*, 2(3), 241-254. Retrieved from <http://journal.wima.ac.id/index.php/JWMA/article/view/1077>

- Wahjusaputri, S. (2018). Job Satisfaction As A Predictor of Organizational Citizenship Behavior. *Indonesian Journal of Educational Review*, 5(1), 167-173. p-ISSN 2338-2018. e-ISSN 2335-8407. Retrieved from <http://journal.unj.ac.id/unj/index.php/ijer>
- Walters, R. (2022). South East Asia Reality Check: The 'Not-So-Great' Resignation. *A Robert Walters Group Company*. Retrieved from <https://www.robertwalters.com.sg/great-resignation-reality-check.html>
- Wenno, M. (2018). Hubungan Antara Work Life Balance dan Kepuasan Kerja Pada Karyawan Di PT PLN PERSERO Area Ambon. *Jurnal Maneksi*, 7(1), 94-99. Retrieved from <https://ejournal-polnam.ac.id/index.php/JurnalManeksi/article/view/86/41>

