

## DAFTAR PUSTAKA

- Abdirahman, H. I. H., Najeemdeen, I. S., Abidemi, B. T., & Ahmad, R. (2018). The Relationship between Job Satisfaction, Work-Life Balance and Organizational Commitment on Employee Performance. *Advances in Business Research International Journal*, 42–52.
- Adhika, I. N. R., Rihayana, I. G., & Salain, P. P. P. (2020). Effect Of Work Safety And Work Health (Ohs) On Employee Performance With Job Satisfaction As Intervening Variable – A Case Study Of Fire And Rescue Service Technical Unit Employees In South Badung, Indonesia. *European Journal of Human Resource Management Studies*, 4(3), 18–27. <https://doi.org/10.46827/ejhrms.v4i3.859>
- Aisyah, N., Wolor, C. W., & Osly Usman. (2021). The Effect of Job Satisfaction and Work-Life Balance on Employee Performance with Organizational Commitment as Mediating Variable. *Oblik i Finansii*, 3(3(93)), 97–106. [https://doi.org/10.33146/2307-9878-2021-3\(93\)-97-106](https://doi.org/10.33146/2307-9878-2021-3(93)-97-106)
- Al-Alawi, A. I., Al-Saffar, E., Alomohammedsaleh, Z., Alotaibi, H., & Al-Alawi, E. I. (2021). A study of the effects of work-family conflict, family-work conflict, and work-life balance on Saudi female teachers' performance in the public education sector with job satisfaction as a moderator. *Journal of International Women's Studies*, 22(1), 486–503.
- Andriany, D. (2019). Pengaruh Kompensasi Dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Pada PT . Repex Perdana Internasional ( Licensee Of Federal Express ) Medan. *Ekonomi Dan Bisnis*, 1(1), 392–398.
- Arianti, A. M., Soekemi, W., & Dewi, R. S. (2022). The Effect of Work Life Balance and Compensation on Employee Performance through Employee Engagement as Intervening Variable (Study on Married Women Employees that Have Children in the Production Section of PT Sukuntex Spinning).

*Journal of Human Resource and Sustainability Studies*, 10(04), 705–718.  
<https://doi.org/10.4236/jhrss.2022.104041>

Arikunto, S. (2010). *Prosedur Penelitian Suatu Pendekatan Praktik*. Rineka Cipta.

Bataineh, K. adnan. (2019). Impact of Work-Life Balance, Happiness at Work, on Employee Performance. *International Business Research*, 12(2), 99.  
<https://doi.org/10.5539/ibr.v12n2p99>

Bossmann, A., & Agyei, S. K. (2022). Technology and instructor dimensions, e-learning satisfaction, and academic performance of distance students in Ghana. *Heliyon*, 8(4), e09200. <https://doi.org/10.1016/j.heliyon.2022.e09200>

Cook, K. S., & Rice, E. (2006). Handbook of Social Psychology. *Handbook of Social Psychology*, January. <https://doi.org/10.1007/0-387-36921-x>

Dousin, O., Collins, N., & Kler, B. K. (2019). Work-Life Balance, Employee Job Performance and Satisfaction Among Doctors and Nurses in Malaysia. *International Journal of Human Resource Studies*, 9(4), 306.  
<https://doi.org/10.5296/ijhrs.v9i4.15697>

Eliyana, A., Sawitri, D., & Bramantyo, H. (2018). Is Job Performance Affected By Job Motivation and Job Satisfaction? *KnE Social Sciences*, 3(10), 911–920.  
<https://doi.org/10.18502/kss.v3i10.3435>

Endeka, R. F., Wehelmina, R., & Tumbel, T. (2020). Worklife Balance dan Kompensasi terhadap Kepuasan Kerja Karyawan PT Hasjrat Abadi Cabang Kotamobagu. *Productivity*, 1(5), 436–440.

Feeney, M. K., & Stritch, J. M. (2019). Family-Friendly Policies, Gender, and Work–Life Balance in the Public Sector. *Review of Public Personnel Administration*, 39(3), 422–448. <https://doi.org/10.1177/0734371X17733789>

Ferdinand, A. (2014). *Metode Penelitian Manajemen*. BP Universitas Diponegoro.

- Fernández, M., Martínez-Navalón, J. G., Gelashvili, V., & Román, C. P. (2023). The impact of teleworking technostress on satisfaction, anxiety and performance. *Heliyon*, 9(6). <https://doi.org/10.1016/j.heliyon.2023.e17201>
- Foanto, E. F., Tunarso, E. B., & Kartika, E. W. (2020). Peran Work Life Balance Terhadap Kinerja Karyawan Melalui Komitmen Afektif Sebagai Variabel Mediasi Pada Karyawan Hotel Berbintang Tiga Di Makassar, Sulawesi Selatan. *Jurnal Manajemen Perhotelan*, 6(1), 37–45. <https://doi.org/10.9744/jmp.6.1.37-45>
- French, K. A., Allen, T. D., Miller, M. H., Kim, E. S., & Centeno, G. (2020). Faculty time allocation in relation to work-family balance, job satisfaction, commitment, and turnover intentions. *Journal of Vocational Behavior*, 120. <https://doi.org/10.1016/j.jvb.2020.103443>
- Ghozali, I. (2015). Partial Least Squares Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.0 Untuk Penelitian Empiris. In Semarang: Badan Penerbit Universitas Diponegoro. Badan Penerbit Universitas Diponegoro.
- Hanna, J. I. (2023). *Studi buktikan pekerja di Indonesia lebih mementingkan work life balance*. Media Indonesia. <https://mediaindonesia.com/humaniora/562824/studi-buktikan-pekerja-di-indonesia-lebih-mementingkan-work-life-balance>
- Harahap, S. F., & Tirtayasa, S. (2020). Pengaruh Motivasi, Disiplin dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada PT. Angkasa Pura II (Persero) Kantor Cabang Kualanamu. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 3(1), 120–135.
- Hasibuan, H. M. (2019). *manajemen sumber daya manusia*.
- Hilman, H., Ronny Edward, Y., & Faris, S. (2022). The Effect Of Work Life Balance And Work Stress On Performance With Job Satisfaction As

Intervening Variables At The Office Of The Ministry Of Religion, Selatan Tapanuli Regency. *International Journal of Science, Technology & Management*, 3(5), 1321–1328. <https://doi.org/10.46729/ijstm.v3i5.606>

Hudson. (2005). The Case for Work/Life Balance: Closing the Gap Between Policy and Practice. In *Hudson Highland Group, Inc.* <https://doi.org/10.1017/9781009281782.001>

Indrayani, I., Nurhatisyah, N., Damsar, D., & Wibisono, C. (2023). How does millennial employee job satisfaction affect performance? *Higher Education, Skills and Work-Based Learning*. <https://doi.org/10.1108/HESWBL-01-2023-0004>

Irfan, M., Khalid, R. A., Kaka Khel, S. S. U. H., Maqsoom, A., & Sherani, I. K. (2021). Impact of work–life balance with the role of organizational support and job burnout on project performance. *Engineering, Construction and Architectural Management*, 30(1), 154–171. <https://doi.org/10.1108/ECAM-04-2021-0316>

Johari, J., Tan, F. Y., Tjik, Z. I., & Zulkarnain. (2017). Autonomy, workload, work life balance and job performance teachers. *International Journal of Educational Management*, 34(1), 1–5.

Kangogo, J., & Wanambiro, V. (2019). Influence of Flexible Working Schedules on Organizational Commitment of Employees in Hospitals in Nakuru Town , Kenya. *International Journal of Recent Research in Social Sciences and Humanities (IJRRSSH)*, 6(2), 62–76.

Karlita, I. V., Surati, S., & Suryatni, M. (2020). The Effect of Job Characteristics and Work Life Balance on Performance through Job Satisfaction as Intervening Variables (Studies on Female Partners on Gojek Services in Mataram City). *International Journal of Multicultural and Multireligious Understanding*, 7(11), 145. <https://doi.org/10.18415/ijmmu.v7i11.2161>

- Khtatbeh, M. M., Mahomed, A. S. B., Rahman, S. bin A., & Mohamed, R. (2020). The mediating role of procedural justice on the relationship between job analysis and employee performance in Jordan Industrial Estates. *Heliyon*, 6(10), e04973. <https://doi.org/10.1016/j.heliyon.2020.e04973>
- Krishnan, R., & Loon, K. W. (2018). The Effects of Job Satisfaction and Work-Life Balance on Employee Task Performance. *International Journal of Academic Research in Business and Social Sciences*, 8(3), 652–662. <https://doi.org/10.6007/ijarbss/v8-i3/3956>
- Latifah, I. N., Suhendra, A. A., & Mufidah, I. (2023). Factors affecting job satisfaction and employee performance: a case study in an Indonesian sharia property companies. *International Journal of Productivity and Performance Management*. <https://doi.org/10.1108/IJPPM-03-2021-0132>
- Lee, X., Yang, B., & Li, W. (2017). Los factores que influyen en la satisfacción en el trabajo y su relación con la intención de baja laboral: Tomando a los empleados que inician su carrera como ejemplo. *Anales de Psicología*, 33(3), 697–707. <https://doi.org/10.6018/analesps.33.3.238551>
- Limanta, A. L., Prihanto, Y. J. N., & Situmorang, R. (2023). Analysis of the Influence of Work-Life Balance, Work Stress, and Job Satisfaction When Working from Home on the Implementation of Permanent Telework Culture in Legal Business. *Journal of Business and Management Review*, 4(1), 001–016. <https://doi.org/10.47153/jbmr41.5922023>
- Luthans, F. (2011). Organizational Behavior An Evidence-Based Approach. In *Hospital Administration*. [https://doi.org/10.5005/jp/books/10358\\_23](https://doi.org/10.5005/jp/books/10358_23)
- Malau, A. G. (2023). The Effect of Work-Life Balance on Higher Education Employee Performance: Moderation of Organizational Support and Job Satisfaction Level. *Journal of Innovation in Educational and Cultural Research*, 4(2), 254–263. <https://doi.org/10.46843/jiecr.v4i2.681>

- Mwesigwa, R., Tusiime, I., & Ssekiziyivu, B. (2020). Leadership styles, job satisfaction and organizational commitment among academic staff in public universities. *Journal of Management Development*, 39(2), 253–268. <https://doi.org/10.1108/JMD-02-2018-0055>
- Na-Nan, K., Chaiprasit, K., & Pukkeeree, P. (2018). Factor analysis-validated comprehensive employee job performance scale. *International Journal of Quality and Reliability Management*, 35(10), 2436–2449. <https://doi.org/10.1108/IJQRM-06-2017-0117>
- Nasution, R. D. (2017). Effect of the Development of Communication Information Technology on Local Cultural Existence. *Jurnal Penelitian Komunikasi Dan Opini Publik*, 21(1), 30–42.
- Nugraha, D. (2019). Pengaruh Leader Member Exchange (Lmx) Dan Work Life Balance Terhadap Turnover Intention Karyawan Divisi Produksi Di Pt Mustika Dharmajaya. *Agora*, 7(2), 287283.
- Nuraini, E., A Hermawan, AV Hubeis, & NK Panjaitan. (2015). The impact of management development program to employees, job performances of a telecommunication company in Indonesia. *European Journal of Business and Management*, 7(11), 161–168.
- Nurhasanah M, W. O., Kalimin, L. O., & Syaifuddin, D. T. (2019). The effect of work-life balance on job satisfaction and female employee performance in commercial bank in Kendari City. *IOSR Journal of Business and Management*, 21(5 Ser. II), 1–7. <https://doi.org/10.9790/487X-2105020107>
- Otache, I., & Inekwe, E. O. I. (2021). The relationship between job satisfaction, turnover intentions and performance of Nigerian polytechnic lecturers with doctorate degrees. *Journal of Applied Research in Higher Education*. <https://doi.org/10.1108/JARHE-10-2020-0360>
- Permadi, I. K. O., Landra, N., Kusuma, I. G. A. E. T., & Sudja, I. N. (2018). The

Impact Of Compensation And Work Environment Towards Job Satisfaction To Affect The Employee Performances. *International Journal of Management and Commerce Innovations*, 6(2), 1248–1258.

Pio, R. J. (2022). The mediation effect of quality of worklife and job satisfaction in the relationship between spiritual leadership to employee performance. *International Journal of Law and Management*, 64(1), 1–17. <https://doi.org/10.1108/IJLMA-07-2018-0138>

Priatna, D. K., Ridwan, S., Mukti, U. W., & Indonesia, B. (2022). Improving Employee Performance and Employee Satisfaction Through Work Life Balance and Burnout. *Central European Management Journal*, 30, 345–351. <https://doi.org/10.57030/23364890.cemj.30.4.28>

Pujiono, B., Setiawan, M., Sumiati, & Wijayanti, R. (2020). The effect of transglobal leadership and organizational culture on job performance - Inter-employee trust as Moderating Variable. *International Journal of Public Leadership*, 16(3), 319–335. <https://doi.org/10.1108/ijpl-11-2019-0071>

Purnamasari, R., & Palupiningdyah. (2017). Pengaruh Person-Organization Fit Dan Motivasi Kerja Pada Komitmen Organisasional Dengan Kepuasan Kerja Sebagai Variabel Mediasi. *Management Analysis Journal*, 6(1), 103–111.

Rojikinnor, R., Gani, A. J. A., Saleh, C., & Amin, F. (2022). The Role of Compensation As a Determinant of Performance and Employee Work Satisfaction: A Study at The PT Bank Rakyat Indonesia (Persero) Tbk. *Journal of Economic and Administrative Sciences*. <https://doi.org/10.1108/jeas-06-2020-0103>

Santosa, P. I. (2018). *Metode Penelitian Kuantitatif – Pengembangan Hipotesis dan Pengujiannya Menggunakan SmartPLS*. Andi.

Sanusi, A. (2011). *Metode Penelitian Bisnis* (S. Empat (ed.)).

- Sayekti, L. N. (2019). Pengaruh Work Life Balance dan Work Engagement terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Intervening pada PT. Antam Tbk Kantor Pusat. *Fakultas Ekonomi UII*, 11(1), 1–14.
- Sekaran, U., & Bougie, R. (2013). *Research Methods for Business*. In *Book*. John Wiley & Sons, Inc.
- Shadab, M., & Arif, K. (2015). Impact of Work-Life Balance on Job Satisfaction A Case of Health Care Services in Pakistan. *Developing Country Studies*, 5(9), 132–138. [www.iiste.org](http://www.iiste.org)
- Sihombing, S., Astuti, E. S., Al Musadieg, M., Hamied, D., & Rahardjo, K. (2018). The effect of servant leadership on rewards, organizational culture and its implication for employee's performance. *International Journal of Law and Management*, 60(2), 505–516. <https://doi.org/10.1108/IJLMA-12-2016-0174>
- Sirgy, M. J., & Lee, D. J. (2018). Work-Life Balance: an Integrative Review. *Applied Research in Quality of Life*, 13(1), 229–254. <https://doi.org/10.1007/s11482-017-9509-8>
- Soomro, A. A., Breitenecker, R. J., & Shah, S. A. M. (2018). Relation of work-life balance, work-family conflict, and family-work conflict with the employee performance-moderating role of job satisfaction. *South Asian Journal of Business Studies*, 8(2), 870–880. -work conflict with the employee performance-moderating role of job satisfaction%22, *South Asian Journal of Business Studies*,
- Soomro, B. A., & Shah, N. (2019). Determining the impact of entrepreneurial orientation and organizational culture on job satisfaction, organizational commitment, and employee's performance. *South Asian Journal of Business Studies*, 8(3), 266–282. <https://doi.org/10.1108/SAJBS-12-2018-0142>
- Sugiarto, I. (2018). Organizational climate, organizational commitment, job

- satisfaction, and employee performance. *Diponegoro International Journal of Business*, 1(2), 112. <https://doi.org/10.14710/dijb.1.2.2018.112-120>
- Sukesti, F., Ghozali, I., Fuad, F., Almasyhari, A. K., & Nurcahyono, N. (2021). Factors Affecting the Stock Price: The Role of Firm Performance. *Journal of Asian Finance, Economics and Business*, 8(2), 165–173. <https://doi.org/10.13106/jafeb.2021.vol8.no2.0165>
- Suryani, & Hendrayadi. (2015). *Metode Riset Kuantitatif: Teori dan Aplikasi pada Penelitian Bidang Manajemen dan Ekonomi Islam*. Prenadamedia.
- Susanto, P., Hoque, M. E., Jannat, T., Emely, B., Zona, M. A., & Islam, M. A. (2022). Work-Life Balance, Job Satisfaction, and Job Performance of SMEs Employees: The Moderating Role of Family-Supportive Supervisor Behaviors. *Frontiers in Psychology*, 13(June), 1–12. <https://doi.org/10.3389/fpsyg.2022.906876>
- Tamunomiebi, M. D., & Oyibo, C. (2020). Work-Life Balance and Employee Performance: A Literature Review. *European Journal of Business and Management Research*, 5(2), 1–10. <https://doi.org/10.24018/ejbmr.2020.5.2.196>
- Thibaut, J. W., & Kelley, H. H. (2017). The social psychology of groups. In *The Social Psychology of Groups*. Taylor and Francis. <https://doi.org/10.4324/9781315135007>
- Udin, M. D. (2016). Analisis Perilaku Sosial (Study Deskriptif Melalui Pendekatan Teori Pertukaran Sosial). *Jurnal Pemikiran Keislaman*, 26(2), 342–361. <https://doi.org/10.33367/tribakti.v26i2.221>
- Valaei, N., & Jiroudi, S. (2016). Job satisfaction and job performance in the media industry: A synergistic application of partial least squares path modelling. *Asia Pacific Journal of Marketing and Logistics*, 28(5), 984–1014. <https://doi.org/10.1108/APJML-10-2015-0160>

Victoria O., A., Olive U., E., Babatunde H., A., & Nanle, M. (2019). Work-Life Balance and Employee Performance: A Study of Selected Deposit Money Banks in Lagos State, Nigeria. *The Journal of Social Sciences Research*, 5(512), 1787–1795. <https://doi.org/10.32861/jssr.512.1787.1795>

Živčicová, E., Bulková, K., & Masárová, T. (2017). Comparison of the selected indicators of work life balance in european union countries. *Economics and Sociology*, 10(1), 222–231. <https://doi.org/10.14254/2071-789X.2017/10-1/16>

