

DAFTAR PUSTAKA

- Ajala, E. (2017). *Work-family-conflict and family-work-conflict as correlates of job performance among working mothers: implications for industrial social workers*. 7(1), 52–62.
- Allen, N. J., & Meyer, J. P. (1990). The measurement and antecedents of affective, continuance and normative commitment to the organization. *Journal of occupational psychology*, 63(1), 1-18.
- Al-Sada, M., Al-Esmael, B., & Faisal, M. N. (2017). Influence of organizational culture and leadership style on employee satisfaction, commitment and motivation in the educational sector in Qatar. *EuroMed Journal of Business*, 12(2), 163–188. <https://doi.org/10.1108/EMJB-02-2016-0003>
- Authors, F. (2015). *South Asian Journal of Global Business Research Article information* : 2–5. <https://doi.org/10.1108/20454451211207615>
- Ayu, I., Widani, P., Widyawati, S. R., Alexandra, C., Jesus, D., Ayu, I., ... Jesus, D. (2019). *The employee engagement and OCB as mediating on employee performance*. <https://doi.org/10.1108/IJPPM-03-2018-0124>
- Barasa, L., Gunawan, A., Sumali, B., Tinggi, S., Pelayaran, I., Tinggi, S., ... Ilmu, S. T. (2018). Determinants of Job Satisfaction and it's Implication on Employee Performance of Port Enterprises in DKI Jakarta. *International Review of Management and Marketing*, 8(5), 43–49.
- Bipp, T., Kleingeld, A., & Ebert, T. (2019). Core self-evaluations as a personal resource at work for motivation and health. *Personality and Individual Differences*, 151(June), 109556. <https://doi.org/10.1016/j.paid.2019.109556>
- Borsi, L. (1973). Zur synthese annähernd zeitoptimaler regelungen bei systemen mit beschränkter stellgeschwindigkeit). *At-Automatisierungstechnik*, 21(1–12), 281–289. <https://doi.org/10.1524/auto.1973.21.112.281>
- Casper, W. J., Harris, C., Taylor-Bianco, A., & Wayne, J. H. (2011). Work-family conflict, perceived supervisor support and organizational commitment among Brazilian professionals. *Journal of Vocational Behavior*, 79(3), 640–652. <https://doi.org/10.1016/j.jvb.2011.04.011>
- Chan, S. H. J., & Ao, C. T. D. (2019). The Mediating Effects of Job Satisfaction and Organizational Commitment on Turnover Intention, in the Relationships Between Pay Satisfaction and Work–Family Conflict of Casino Employees. *Journal of Quality Assurance in Hospitality and Tourism*, 20(2), 206–229. <https://doi.org/10.1080/1528008X.2018.1512937>

- Charkhabi, M., & Ceschi, A. (2007). *Work – family conflict based on strain : The most hazardous type of conflict in Iranian hospitals nurses Nursing background in Iran*. 1–10.
- Chen, Q., 2006. Research on Work/Family Conflict of Knowledge Worker. Unpublished Master Thesis. Chongqing University (in Chinese).
- Dessler, Gary. 2010. *Manajemen Sumber Daya Manusia Edisi 10 Jilid I*. Jakarta: PT. Indeks.
- Eddleston, K. A., Sieger, P., & Bernhard, F. (2019). From suffering firm to suffering family? How perceived firm performance relates to managers' work-to-family conflict. *Journal of Business Research*, 104(July), 307–321. <https://doi.org/10.1016/j.jbusres.2019.07.024>
- Eyigör, H., Can, İ. H., İncesulu, A., & Şenol, Y. (2020). Women in otolaryngology in Turkey: Insight of gender equality, career development and work-life balance. *American Journal of Otolaryngology - Head and Neck Medicine and Surgery*, 41(1). <https://doi.org/10.1016/j.amjoto.2019.102305>
- Farradinna, S., & Halim, F. W. (2016). The Consequences of Work-family Conflict, Burnout and Organizational Commitment among Women in Indonesia. *Procedia - Social and Behavioral Sciences*, 219, 241–247. <https://doi.org/10.1016/j.sbspro.2016.05.012>
- Ferdinand, A. (2006). *Metode Penelitian Manajemen*. Semarang: CV. Indoprint.
- Ferdinand, Augusty. 2014. *Metode Penelitian Manajemen*. Semarang: Badan Penerbit Universitas Diponegoro.
- Garg, N. (2017). Workplace spirituality and organizational performance in indian context: Mediating effect of organizational commitment, work motivation and employee engagement. *South Asian Journal of Human Resources Management*, 4(2), 191–211. <https://doi.org/10.1177/2322093717736134>
- George, L., & Sabapathy, T. (2011). Work Motivation of Teachers : Relationship with Organizational Commitment. *Canadian Social Science*, 7(1), 90–99.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate Dengan Program SPSS 25*. Semarang: Badan Penerbit Universitas Diponegoro
- Geraldes, D., Madeira, E., Carvalho, V. S., & Chambel, M. J. (2019). Work-personal life conflict and burnout in contact centers: The moderating role of affective commitment. *Personnel Review*, 48(2), 400–416. <https://doi.org/10.1108/PR-11-2017-0352>

- Gheitani, A., Imani, S., Seyyedamiri, N., & Foroudi, P. (2019). Mediating effect of intrinsic motivation on the relationship between Islamic work ethic, job satisfaction, and organizational commitment in banking sector. *International Journal of Islamic and Middle Eastern Finance and Management*, 12(1), 76–95. <https://doi.org/10.1108/IMEFM-01-2018-0029>
- Gözükara, İ., & Çolakoğlu, N. (2016). The Mediating Effect of Work Family Conflict on the Relationship between Job Autonomy and Job Satisfaction. *Procedia - Social and Behavioral Sciences*, 229, 253–266. <https://doi.org/10.1016/j.sbspro.2016.07.136>
- Greenhaus, J.H., & Beutell, N.J. (1985). *Sources of Conflict Between Work and Family Roles*. The Academy of Management Review, 76-88.
- Hanaysha, J. (2016). Testing the Effects of Employee Engagement, Work Environment, and Organizational Learning on Organizational Commitment. *Procedia - Social and Behavioral Sciences*, 229, 289–297. <https://doi.org/10.1016/j.sbspro.2016.07.139>
- Hasibuan, Malayu S.P. 2003. *Organisasi dan Motivasi*. Jakarta: Bumi Aksara.
- I, R. G. (2019). Managing Work Family Conflict and Work Stress through Job Satisfaction and Its Impact on Employee Performance. *Jurnal Teknik Industri*, 20(2), 127. <https://doi.org/10.9744/jti.20.2.127-134>
- Igbaria, M., & Greenhaus, J. H. (1992). Determinants of MIS employees' turnover intentions: a structural equation model. *Communications of the ACM*, 35(2), 34-49
- Indriantoro, Nur dan Supomo, Bambang. 2014. *Metodologi Penelitian Bisnis Untuk Akuntansi dan Manajemen Edisi Pertama*. Yogyakarta: BPFE
- Imamoglu, S. Z., Ince, H., Turkcan, H., & Atakay, B. (2019). The Effect of Organizational Justice and Organizational Commitment on Knowledge Sharing and Firm Performance. *Procedia Computer Science*, 158, 899–906. <https://doi.org/10.1016/j.procs.2019.09.129>
- Jung, H. S., & Yoon, H. H. (2016). What does work meaning to hospitality employees? The effects of meaningful work on employees' organizational commitment: The mediating role of job engagement. *International Journal of Hospitality Management*, 53, 59–68. <https://doi.org/10.1016/j.ijhm.2015.12.004>
- Karatepe, O. M., & Tekinkus, M. (2006). The effects of work-family conflict, emotional exhaustion, and intrinsic motivation on job outcomes of front-line employees. *International Journal of Bank Marketing*, 24(3), 173–193. <https://doi.org/10.1108/02652320610659021>

- Kengatharan, N. (2017). The effect of work family conflict on employee performance: does income matter of influence? *Journal of Business Studies*, 4(2), 31. <https://doi.org/10.4038/jbs.v4i2.18>
- Kotzé, M., & Nel, P. (2020). *The Extractive Industries and Society The influence of job resources on platinum mineworkers' work engagement and organisational commitment: An explorative study*. (September 2019). <https://doi.org/10.1016/j.exis.2020.01.009>
- Kroll, A., & Porumbescu, G. A. (2019). When Extrinsic Rewards Become “Sour Grapes”: An Experimental Study of Adjustments in Intrinsic and Prosocial Motivation. *Review of Public Personnel Administration*, 39(4), 467–486. <https://doi.org/10.1177/0734371X15608419>
- Kuranchie.2015. *Employee Motivation and Work Performance: A Comparative Study of Mining Companies in Ghana*. University of Ghana.
- Kuvaas, B., Buch, R., Weibel, A., Dysvik, A., & Nerstad, C. G. L. (2017). Do intrinsic and extrinsic motivation relate differently to employee outcomes? *Journal of Economic Psychology*, 61, 244–258. <https://doi.org/10.1016/j.joep.2017.05.004>
- Kwon, I. W. G., & Banks, D. W. (2004). Factors related to the organizational and professional commitment of internal auditors. *Managerial Auditing Journal*, 19(5), 606-622.
- Latifah, S. (2017). *Wanita karir dalam perspektif Islam*. 4(1), 1–103.
- Laura, O., & Setiawan, M. (2020). *Culture and employee performance: The mediating role of personality and commitment*. 10, 1567–1574. <https://doi.org/10.5267/j.msl.2019.12.010>
- Li, C., Lu, J., & Zhang, Y. (2013). Cross-domain effects of work-family conflict on organizational commitment and performance. *Social Behavior and Personality*, 41(10), 1641–1654. <https://doi.org/10.2224/sbp.2013.41.10.1641>
- Li, Y., Wei, F., Ren, S., & Di, Y. (2015). Locus of control, psychological empowerment and intrinsic motivation relation to performance. *Journal of Managerial Psychology*, 30(4), 422–438. <https://doi.org/10.1108/JMP-10-2012-0318>
- Liu, J. Y., & Low, S. P. (2011). Work-family conflicts experienced by project managers in the Chinese construction industry. *International Journal of Project Management*, 29(2), 117–128. <https://doi.org/10.1016/j.ijproman.2010.01.012>

- Lorincová, S., Štarchoň, P., Weberová, D., Hitka, M., & Lipoldová, M. (2019). Employee motivation as a tool to achieve sustainability of business processes. *Sustainability (Switzerland)*, 11(13), 1–15. <https://doi.org/10.3390/su11133509>
- Made Putrawan, I. (2019). Employees' performance based on leadership styles and big-five personality mediated by integrity. *International Journal of Innovative Technology and Exploring Engineering*, 9(1), 3052–3055. <https://doi.org/10.35940/ijitee.A9133.119119>
- Malik, M. A. R., Choi, J. N., & Butt, A. N. (2019). Distinct effects of intrinsic motivation and extrinsic rewards on radical and incremental creativity: The moderating role of goal orientations. *Journal of Organizational Behavior*, (June 2017), 1–14. <https://doi.org/10.1002/job.2403>
- Marques, T., Galende, J., Cruz, P., & Ferreira, M. P. (2014). Surviving downsizing and innovative behaviors: A matter of organizational commitment. *International Journal of Manpower*, 35(7), 930–955. <https://doi.org/10.1108/IJM-03-2012-0049>
- Matar, M., Aldhaheeri, & Nussari, M. (2019). The role of internal and external motivation on employee performance. *International Journal of Recent Technology and Engineering*, 8(2 Special Issue 10), 612–616. <https://doi.org/10.35940/ijrte.B1111.0982S1019>
- Matar, M., & Nussari, M. (2019). *Impact of Transformational Leadership (Idealized Influence , Inspirational Motivation , Intellectual Stimulation , Individualized Consideration) on Employee Performance*. (2), 286–292. <https://doi.org/10.35940/ijrte.B1048.0982S1019>
- Mathis, R.L dan Jackson. 2011. *Manajemen Sumber Daya Manusia*. Jakarta: Salempa Empat.
- McDowell, W. C., Matthews, L. M., Matthews, R. L., Aaron, J. R., Edmondson, D. R., & Ward, C. B. (2019). The price of success: balancing the effects of entrepreneurial commitment, work-family conflict and emotional exhaustion on job satisfaction. *International Entrepreneurship and Management Journal*, 15(4), 1179–1192. <https://doi.org/10.1007/s11365-019-00581-w>
- Meyer, J.P. dan J.N. Allen. 1997. *Commitmen in The Workplace. Theory, research and application*. California: Sage Publications Inc.
- Naicker, N. (2008). *Organizational Culture And Employee Commitment : A Case Study*. Durban University Of Technology.

- Nguyen, T.-L., & Giang, P. X. (2019). Improving Employee Performance in Industrial Parks: An Empirical Case of Garment Enterprises in Binh Duong Province, Vietnam. *European Journal of Investigation in Health, Psychology and Education*, 10(1), 44–58. <https://doi.org/10.3390/ejihpe10010005>
- Öge, E., Çetin, M., & Top, S. (2018). The effects of paternalistic leadership on workplace loneliness, work family conflict and work engagement among air traffic controllers in Turkey. *Journal of Air Transport Management*, 66(February 2017), 25–35. <https://doi.org/10.1016/j.jairtraman.2017.10.003>
- Omolo, N. A., & Mose, T. (2019). DETERMINANTS OF EMPLOYEE PERFORMANCE IN HUMANITARIAN INTERNATIONAL NON-GOVERNMENTAL ORGANIZATIONS BASED IN KENYA. 3(7), 57–82.
- Oyewobi, L. O., Oke, A. E., Adeneye, T. D., & Jimoh, R. A. (2019). Influence of organizational commitment on work–life balance and organizational performance of female construction professionals. *Engineering, Construction and Architectural Management*, 26(10), 2243–2263. <https://doi.org/10.1108/ECAM-07-2018-0277>
- Pan, S. Y., & Yeh, Y. J. (2019). The crossover effect of work–family conflict among hotel employees. *International Journal of Contemporary Hospitality Management*, 31(2), 812–829. <https://doi.org/10.1108/IJCHM-11-2017-0742>
- Part, R. C. (2010a). 기사 (Article) 와 안내문 (Information) [. (Unit 07), 1–5.
- Potipiroon, W., & Ford, M. T. (2017). Does Public Service Motivation Always Lead to Organizational Commitment? Examining the Moderating Roles of Intrinsic Motivation and Ethical Leadership. *Public Personnel Management*, 46(3), 211–238. <https://doi.org/10.1177/0091026017717241>
- Princy, K., & Rebeka, E. (2019). Employee commitment on organizational performance. *International Journal of Recent Technology and Engineering*, 8(3), 891–895. <https://doi.org/10.35940/ijrte.C4078.098319>
- Prysmakova, P., Tantardini, M., & Potkański, T. (2019). The Role of Financial Performance in Motivating Polish Municipal Employees. *Review of Public Personnel Administration*, 39(1), 75–105. <https://doi.org/10.1177/0734371X16685600>
- Putri, Rizky Herwinda. (2013). Analisis Pengaruh Stress Kerja dan Konflik Pekerjaan- Keluarga (Work Family Conflict) terhadap Kinerja Karyawan Melalui Kepuasan Kerja sebagai Variabel Intervening (Studi pada PT ARA Shoes Indonesia). Skripsi Universitas Diponegoro.
- Qureshi, H., Lambert, E. G., & Frank, J. (2019). When Domains Spill Over: The

- Relationships of Work–Family Conflict With Indian Police Affective and Continuance Commitment. *International Journal of Offender Therapy and Comparative Criminology*, 63(14), 2501–2525. <https://doi.org/10.1177/0306624X19846347>
- Rasheed, M., Iqbal, S., & Mustafa, F. (2018). Work-family conflict and female employees' turnover intentions. *Gender in Management*, 33(8), 636–653. <https://doi.org/10.1108/GM-09-2017-0112>
- Reddy, Nk., Vranda, M., Ahmed, A., Nirmala, B., & Siddaramu, B. (2010). Work-life balance among married women employees. *Indian Journal of Psychological Medicine*, 32(2), 112. <https://doi.org/10.4103/0253-7176.78508>
- Rhee, M. K., Park, S. K., & Lee, C. K. (2019). Pathways from workplace flexibility to turnover intention: Role of work–family conflict, family–work conflict, and job satisfaction. *International Journal of Social Welfare*, 1–11. <https://doi.org/10.1111/ijsw.12382>
- Rita, M., Randa Payangan, O., Rante, Y., Tuhumena, R., & Erari, A. (2018). Moderating effect of organizational citizenship behavior on the effect of organizational commitment, transformational leadership and work motivation on employee performance. *International Journal of Law and Management*, 60(4), 953–964. <https://doi.org/10.1108/IJLMA-03-2017-0026>
- Robbins, S.P dan Mary Coulter. 2010. *Manajemen*, edisi 10. Jakarta: Erlangga.
- Robbins, Stephen & Judge, Timothy A. 2015. *Perilaku Organisasi*, edisi 16. Jakarta: Salemba Empat.
- Said, N. S. M., Zaidee, A. S. A. E., Zahari, A. S. M., Ali, S. R. O., & Salleh, S. M. (2015). Relationship between employee motivation and job performance: A study at universiti teknologi MARA (Terengganu). *Mediterranean Journal of Social Sciences*, 6(4S2), 632–638. <https://doi.org/10.5901/mjss.2015.v6n4s2p632>
- Salleh, S. M., Suffian, A., Zahari, M., Shafini, N., Said, M., Rapidah, S., ... Mara, U. T. (2016). The Influence of Work Motivation on Organizational Commitment in the Workplace. *Journal of Applied Environmental and Biological Sciences*, 6, 139–143.
- Selvarajan, T. T. (Rajan., Singh, B., Cloninger, P. A., & Misra, K. (2019). Work–Family Conflict and Counterproductive Work Behaviors: Moderating Role of Regulatory Focus and Mediating Role of Affect. *Organization Management Journal*, 16(1), 42–54. <https://doi.org/10.1080/15416518.2019.1574547>

- Setiawan, T., Absah, Y., & Silalahi, A. S. (2020). *International Journal of Multicultural and Multireligious Understanding The Influences of Organizational Culture , Job Satisfaction and Motivation on Employee Performances at PT Sumatra Sistem Integrasi Medan*. 25–36.
- Shin, J., & Grant, A. M. (2019). Bored by interest: How intrinsic motivation in one task can reduce performance on other tasks. *Academy of Management Journal*, 62(2), 415–436. <https://doi.org/10.5465/amj.2017.0735>
- 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>
- Spanuth, T., & Wald, A. (2017). Understanding the antecedents of organizational commitment in the context of temporary organizations: An empirical study. *Scandinavian Journal of Management*, 33(3), 129–138. <https://doi.org/10.1016/j.scaman.2017.06.002>
- Sudarmi. 2015. Pengaruh Efektivitas Manajerial, *Self-Efficacy*, *Stress Kerja Dan Motivasi Kerja Terhadap Kinerja Dosen Kebidanan Di Provinsi Lampung*. Jurnal Manajemen Universitas Negeri Jakarta. Vol. 19 No. 1, pp. 28-46
- Sugiyono, 2014. *Metode Penelitian Kuantitatif Kualitatif dan R & D*. Bandung: Alfabeta.
- Taba. 2018. Mediating Effect of Work Performance and Organizational Commitment in Relationship between Reward System and Employees' Work Satisfaction in South Sulawesi, Indonesia. *Journal of Management Development*. <https://doi.org/10.1108/JMD-11-2016-0256>.
- Theoharis, D., Katavelos, A., Tsekouropoulou, V., & Tegkelidou, E. (2016). The impact of leadership type, employee motivation and job satisfaction on the performance of Greek Lifelong Learning Training. *International Journal of Electronic Customer Relationship Management*, 10(1), 39–53. <https://doi.org/10.1504/IJECRM.2016.079382>
- Vol, I., Issn, N. O., & Yusuf, R. M. (2020). *Research in Business & Social Science Work-family conflict and career development on performance of married women employees : Case of bank employees , Indonesia*. 9(1), 151–162.
- Wang, I. A., Tsai, H. Y., Lee, M. H., & Ko, R. C. (2019). The effect of work–family conflict on emotional exhaustion and job performance among service workers: the cross-level moderating effects of organizational reward and caring. *International Journal of Human Resource Management*, 0(0), 1–22.

<https://doi.org/10.1080/09585192.2019.1651373>

- Wang, M. L., & Tsai, L. J. (2014). Work-family conflict and job performance in nurses: The moderating effects of social support. *Journal of Nursing Research*, 22(3), 200–207. <https://doi.org/10.1097/jnr.0000000000000040>
- Wijayati, D. T., Kautsar, A., & Karwanto, K. (2020). Emotional intelligence, work family conflict, and job satisfaction on junior high school teacher's performance. *International Journal of Higher Education*, 9(1), 179–188. <https://doi.org/10.5430/ijhe.v9n1p179>
- Yousaf, A., Yang, H., & Sanders, K. (2015). Effects of intrinsic and extrinsic motivation on task and contextual performance of Pakistani professionals. *Journal of Managerial Psychology*, 30(2), 133–150. <https://doi.org/10.1108/JMP-09-2012-0277>
- Zain, A. N. D., & Setiawati, T. (2019). Influence of Work Family Conflict and Job Satisfaction on Medical Employee Performance through Organizational Commitment. *Review of Integrative Business and Economics Research*, 8(1), 1–19. Retrieved from <https://search.proquest.com/docview/2088048618?accountid=17242>
- Zaman, S., Anis-Ul-Haque, M., & Nawaz, S. (2014). Work-family interface and its relationship with job performance: The moderating role of conscientiousness and agreeableness. *South African Journal of Psychology*, 44(4), 528–538. <https://doi.org/10.1177/0081246314541439>

SEMARANG
FEB UNDIP