

## DAFTAR PUSTAKA

- Abdul, N., Saffar, G. A.-, & Mishael, A. (2020). *The effect of total quality management practices on employee performance : The moderating role of knowledge sharing*. 10, 77–90. <https://doi.org/10.5267/j.msl.2019.8.014>
- Ahmad, A. (2008). Direct and Indirect Effects of Work-Family Conflict on Job Performance. *International Management Studies*, 3(2), 176–180.
- Aisyah, S., Panatik, B., Khadijah, S., Badri, Z., Rajab, A., & Abdul, H. (2011). The Impact of Work Family Conflict on Psychological Well- Being among School Teachers in Malaysia. *Procedia - Social and Behavioral Sciences*, 29, 1500–1507. <https://doi.org/10.1016/j.sbspro.2011.11.390>
- Ajsw ; Ajala,
- 
- \_\_\_\_\_ (2017). *Work-Family-Conflict and Family-Work-Conflict As Correlates of Job Performance Among Working Mothers: Implications for Industrial Social Workers*. 7(1), 53.
- Al-alawi, A. I. (2021). *Journal of International Women ' s Studies 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*. 22(1).
- Amin, S. (2023). *HOW WORK-FAMILY CONFLICT AND FAMILY WORK CONFLICT AFFECTS WORK-LIFE BALANCE LEADING TO JOB TURNOVER INTENTIONS : A STUDY*. January.
- Anafarta, N. (2011). The Relationship between Work-Family Conflict and Job Satisfaction: A Structural Equation Modeling (SEM) Approach. *International Journal of Business and Management*, 6(4), 168–177. <https://doi.org/10.5539/ijbm.v6n4p168>
- Annink, A., den Dulk, L., & Steijn, B. (2016). Work–Family Conflict Among Employees and the Self-Employed Across Europe. *Social Indicators Research*, 126(2), 571–593. <https://doi.org/10.1007/s11205-015-0899-4>
- Anwar, M., & Shahzad, K. (2011). Impact of work-life conflict on perceived employee performance: Evidence from Pakistan. *European Journal of Economics, Finance and Administrative Sciences*, 31(31), 82–86.
- Arif, B., & Farooqi, Y. A. (2014). *ImpactofWorkLifeBalanceonJobSatisfaction*. 24–29.
- Armstrong, G. S., Atkin-Plunk, C. A., & Wells, J. (2015). The Relationship Between Work–Family Conflict, Correctional Officer Job Stress, and Job

- Satisfaction. *Criminal Justice and Behavior*, 42(10), 1066–1082. <https://doi.org/10.1177/0093854815582221>
- Batur, O. (2014). *Research on Education The relation between work-family conflict , job stress , organizational commitment and job performance : A study on turkish primary teachers. July 2018.* <https://doi.org/10.15527/ejre.201426250>
- Byron, K. (2005). *A meta-analytic review of work – family conflict and its antecedents*. *Journal of Vocational Behavior*, 67, 169–198. <https://doi.org/10.1016/j.jvb.2004.08.009>
- Cohen, A., & Liani, E. (2009). Work-family conflict among female employees in Israeli hospitals. *Personnel Review*, 38(2), 124–141. <https://doi.org/10.1108/00483480910931307>
- Demir, A., & Budur, T. (2022). Work–life balance and performance relations during COVID 19 outbreak: a case study among university academic staff. *Journal of Applied Research in Higher Education*. <https://doi.org/10.1108/JARHE-07-2021-0287>
- Dodanwala, T. C., & Shrestha, P. (2021). Work–family conflict and job satisfaction among construction professionals: the mediating role of emotional exhaustion. *On the Horizon*, 29(2), 62–75. <https://doi.org/10.1108/OTH-11-2020-0042>
- Fisher, G. G., Bulger, C. A., & Smith, C. S. (2009). *Beyond Work and Family : A Measure of Work / Nonwork Interference and Enhancement Beyond Work and Family : A Measure of Work / Nonwork Interference and Enhancement. October.* <https://doi.org/10.1037/a0016737>
- Frone, M. R., Barnes, G. M., & Farrell, M. P. (1994). Relationship of Work-Family Conflict to Substance Use among Employed Mothers: The Role of Negative Affect. *Journal of Marriage and the Family*, 56(4), 1019. <https://doi.org/10.2307/353610>
- Greenhaus, J. H., & Beutell, N. J. (1985). Sources of Conflict Between Work and Family Roles . *Academy of Management Review*, 10(1), 76–88. <https://doi.org/10.5465/amr.1985.4277352>
- Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between work-family balance and quality of life. *Journal of Vocational Behavior*, 63(3), 510–531. [https://doi.org/10.1016/S0001-8791\(02\)00042-8](https://doi.org/10.1016/S0001-8791(02)00042-8)
- Gu, Y., & Wang, R. (2021). Job demands and work–family conflict in preschool teachers: The buffering effects of job resources and off-job recovery experiences. *Current Psychology*, 40(8), 3974–3985. <https://doi.org/10.1007/s12144-019-00349-z>
- Gupta, P., & Srivastava, S. (2020). Work–life conflict and burnout among working

- women: a mediated moderated model of support and resilience. *International Journal of Organizational Analysis*, 29(3), 629–655. <https://doi.org/10.1108/IJOA-12-2019-1993>
- Haslam, D., Filus, A., Morawska, A., Sanders, M. R., & Fletcher, R. (2014). *The Work – Family Conflict Scale ( WAFCS ) : Development and Initial Validation of a Self-report Measure of Work – Family Conflict for Use with Parents*. <https://doi.org/10.1007/s10578-014-0476-0>
- Hobfoll, S. E., Halbesleben, J., Neveu, J.-P., & Westman, M. (2018). Annual Review of Organizational Psychology and Organizational Behavior Conservation of Resources in the Organizational Context: The Reality of Resources and Their Consequences. *Annu. Rev. Organ. Psychol. Organ. Behav*, 5, 103–131. <https://doi.org/10.1146/annurev-orgpsych->
- Hughes, D., Galinsky, E., & Morris, A. (1992). The Effects of Job Characteristics on Marital Quality: Specifying Linking Mechanisms. *Journal of Marriage and the Family*, 54(1), 31. <https://doi.org/10.2307/353273>
- Hunsaker, W. D. (2021). Spiritual leadership and work–family conflict: mediating effects of employee well-being. *Personnel Review*, 50(1), 143–158. <https://doi.org/10.1108/PR-04-2019-0143>
- Hur, W. M., Han, S. J., Yoo, J. J., & Moon, T. W. (2015). The moderating role of perceived organizational support on the relationship between emotional labor and job-related outcomes. *Management Decision*, 53(3), 605–624. <https://doi.org/10.1108/MD-07-2013-0379>
- Iddagoda, A., Hysa, E., Bulińska-Stangrecka, H., & Manta, O. (2021). Green work-life balance and greenwashing the construct of work-life balance: myth and reality. *Energies*, 14(15). <https://doi.org/10.3390/en14154556>
- 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*. <https://doi.org/10.1108/ECAM-04-2021-0316>
- Isa, M., Indrayati, N., Muhammadiyah, U., Muhammadiyah, U., & Isa, M. (2019). *The role of work – life balance as mediation of the effect of work – family conflict on employee performance*. 1–10.
- Islam, T., Khan, M. M., Ahmed, I., Usman, A., & Ali, M. (2020). Work-family conflict and job dissatisfaction among police officers: mediation of threat to family role and moderation of role segmentation enhancement. *Policing*, 43(2), 403–415. <https://doi.org/10.1108/PIJPSM-06-2019-0087>
- Jahan Priyanka, T., Akter Mily, M., Asadujjaman, M., Arani, M., & Billal, M. M.

- (2022). Impacts of work-family role conflict on job and life satisfaction: a comparative study among doctors, engineers and university teachers. *PSU Research Review*. <https://doi.org/10.1108/prr-10-2021-0058>
- Jamadin, N., Mohamad, S., Syarkawi, Z., & Noordin, F. (2015). *Work - Family Conflict and Stress: Evidence from*. 3(2), 2013–2016. <https://doi.org/10.7763/JOEBM.2015.V3.200>
- Johari, J., Yean Tan, F., & Tjik Zulkarnain, Z. I. (2018). Autonomy, workload, work-life balance and job performance among teachers. *International Journal of Educational Management*, 32(1), 107–120. <https://doi.org/10.1108/IJEM-10-2016-0226>
- Karatepe, O. M. (2013). *The effects of work overload and work-family conflict on job embeddedness and job performance*. <https://doi.org/10.1108/09596111311322952>
- Kelly, E. L., Kossek, E. E., Hammer, L. B., Durham, M., Bray, J., Chermack, K., Murphy, L. A., & Kaskubar, D. (2008). 7 Getting There from Here: Research on the Effects of Work–Family Initiatives on Work–Family Conflict and Business Outcomes. *Academy of Management Annals*, 2(1), 305–349. <https://doi.org/10.5465/19416520802211610>
- Kinman, G., & Wray, S. (2013). Higher stress, stress amongst university staff. *University and College Union, July*, 1–52.
- Lan, Y., Zhang, X., Deng, H., Yang, Z., & Xia, Y. (2022). How work-family conflict predict HSR drivers safety performance? Empirical evidence from China. *Chinese Management Studies*, 16(3), 688–707. <https://doi.org/10.1108/CMS-12-2020-0527>
- Luigi, C., Dipartimento, V., Spagnoli, P., Lo, A., & Buono, C. (2020). “*Sisi gelap*” organisasi pertumbuhan karir. <https://doi.org/10.1108/IJM-05-2018-0145>
- Mariam, M., & Hammad, Z. (2012). The predictors and performance-related outcomes of bi-directional work-family conflict: An empirical study. *African Journal of Business Management*, 6(46), 11504–11510. <https://doi.org/10.5897/ajbm11.1784>
- Maxwell, G. A. (2005). Checks and balances: The role of managers in work-life balance policies and practices. *Journal of Retailing and Consumer Services*, 12(3), 179–189. <https://doi.org/10.1016/j.jretconser.2004.06.002>
- Metta Astari, N. M., & Sudibya, I. G. A. (2018). Pengaruh Work Family Conflict Terhadap Stres Kerja Dan Kepuasan Kerja. *E-Jurnal Ekonomi Dan Bisnis Universitas Udayana*, 7, 1895. <https://doi.org/10.24843/eeb.2018.v07.i07.p05>
- Noviati, N. P. (2016). *Correlation between Work-Family Conflict and Job Stress*

*among Government Public Service Employees : The Moderating Role of Psychological Capital.* 3(1), 1–6. <https://doi.org/10.5176/2345-7872>

- O’Laughlin, E. M., & Bischoff, L. G. (2005). Balancing parenthood and academia: Work/family stress as influenced by gender and tenure status. *Journal of Family Issues*, 26(1), 79–106. <https://doi.org/10.1177/0192513X04265942>
- Oktafien, S., Santoso, A. B., & Azali, M. (2021). The Effect Of Work Life Balance On Improving Employee Performance. *Turkish Journal of Computer and Mathematics Education*, 12(11), 1321–1326.
- Paais, M., & Pattiruhu, J. R. (2020). *Effect of Motivation , Leadership , and Organizational Culture on Satisfaction and Employee Performance.* 7(8), 577–588. <https://doi.org/10.13106/jafeb.2020.vol7.no8.577>
- Panda, A., Jain, N. K., & Nambudiri, R. (2022). Work–family conflict, affective commitment, leadership and job satisfaction: a moderated mediation analysis. *International Journal of Productivity and Performance Management*, 71(4), 1469–1489. <https://doi.org/10.1108/IJPPM-01-2020-0040>
- Pattusamy, M., & Jacob, J. (2017). The Mediating Role of Family-to-Work Conflict and Work-Family Balance in the Relationship between Family Support and Family Satisfaction: A Three Path Mediation Approach. *Current Psychology*, 36(4), 812–822. <https://doi.org/10.1007/s12144-016-9470-y>
- Paudel, S., & Sthapit, A. (2021). Work-Family Balance and Employee Performance in Nepalese Commercial Banks. *Indian Journal of Commerce & Management Studies*, XII(1), 33. <https://doi.org/10.18843/ijcms/v12i1/04>
- Pradifta, N. B. H., & Subudi, M. (2019). Effect of Work-Family Conflict, Job Stress and Organizational Commitment of Employee Performance on Government Employees in the Dprd Secretariat of Bali Province, Indonesia. *Russian Journal of Agricultural and Socio-Economic Sciences*, 89(5), 187–197. <https://doi.org/10.18551/rjoas.2019-05.23>
- Rahman, M. M., Ali, N. A., Jantan, A. H., Mansor, Z. D., & Rahaman, M. S. (2020). Work to family, family to work conflicts and work family balance as predictors of job satisfaction of Malaysian academic community. *Journal of Enterprising Communities*, 14(4), 621–642. <https://doi.org/10.1108/JEC-05-2020-0098>
- Raza, B., Ali, M., Naseem, K., Moeed, A., Ahmed, J., & Hamid, M. (2018). Impact of trait mindfulness on job satisfaction and turnover intentions: Mediating role of work–family balance and moderating role of work–family conflict. *Cogent Business and Management*, 5(1), 1–20. <https://doi.org/10.1080/23311975.2018.1542943>
- Riana, I. G., Luh, N., Wiagustini, P., Dwijayanti, K. I., & Rihayana, I. G. (2018).

*Managing Work-Family Conflict and Work Stress through Job Satisfaction and Its Impact on Employee Performance.* 20(2), 127–134. <https://doi.org/10.9744/jti.20.2.127-134>

Rini, R., Yustina, A. I., & Santosa, S. (2020). How Work Family Conflict, Work-Life Balance, and Job Performance Connect: Evidence from Auditors in Public Accounting Firms. *Jurnal ASET (Akuntansi Riset)*, 12(1), 144–154. <https://doi.org/10.17509/jaset.v12i1.23558>

Shahzadi, I., Ali, U., & Naeem, H. (2021). Article ID: IJM\_12\_04\_029 Evidence from Pakistani News Media Industry. *International Journal of Management (IJM)*, 12(4), 322–334. <https://doi.org/10.34218/IJM.12.4.2021.029>

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*, 7(1), 129–146. <https://doi.org/10.1108/SAJBS-02-2017-0018>

Torp, S., Lysfjord, L., & Midje, H. H. (2018). Workaholism and work–family conflict among university academics. *Higher Education*, 76(6), 1071–1090. <https://doi.org/10.1007/s10734-018-0247-0>

Tziner, A., Rabenu, E., Radomski, R., & Belkin, A. (2015). Work stress and turnover intentions among hospital physicians: The mediating role of burnout and work satisfaction. *Revista de Psicologia Del Trabajo y de Las Organizaciones*, 31(3), 207–213. <https://doi.org/10.1016/j.rpto.2015.05.001>

Viegas, V., & Henriques, J. (2021). Job Stress and Work-Family Conflict as Correlates of Job Satisfaction Among Police Officials. *Journal of Police and Criminal Psychology*, 36(2), 227–235. <https://doi.org/10.1007/s11896-020-09388-w>

Warner, M. A., & Hausdorf, P. A. (2009). The positive interaction of work and family roles: Using need theory to further understand the work–family interface. *Journal of Managerial Psychology*, 24(4), 372–385. <https://doi.org/10.1108/02683940910952732>

Wood, J., Oh, J., Park, J., & Kim, W. (2020). The Relationship Between Work Engagement and Work–Life Balance in Organizations: A Review of the Empirical Research. *Human Resource Development Review*, 19(3), 240–262. <https://doi.org/10.1177/1534484320917560>

Yadav, V., & Sharma, H. (2021). Family-friendly policies, supervisor support and job satisfaction: mediating effect of work-family conflict. *Vilakshan - XIMB Journal of Management*. <https://doi.org/10.1108/xjm-02-2021-0050>

Yuli Widyarini, Y., & Muafi, M. (2021). The influence of work-family conflict and Islamic work ethics on employee performance. *International Journal of Research in Business and Social Science* (2147- 4478), 10(3), 177–188. <https://doi.org/10.20525/ijrbs.v10i3.1123>

Zhang, M., Zhao, K., & Korabik, K. (2019). Does work-to-family guilt mediate the relationship between work-to-family conflict and job satisfaction? Testing the moderating roles of segmentation preference and family collectivism orientation. *Journal of Vocational Behavior*, 115(July 2018), 103321. <https://doi.org/10.1016/j.jvb.2019.103321>

