

DAFTAR PUSTAKA

- Afandi, Pandi. 2018. *Manajemen Sumber Daya Manusia (Teori, Konsep Dan Indikator)*. Riau: Zanafa Publishing.
- Alawi, Asep Habib Idrus. 2019. "Kinerja Guru Dan Hubungannya Dengan Kualitas Hasil Belajar Siswa Madrasah Aliyah." *Alim / Journal of Islamic Education* 1(1). doi: 10.51275/alim.v1i1.124.
- Ali Memon, Mumtaz, T. Ramayah, Jun Hwa Cheah, Hiram Ting, Francis Chuah, and Tat Huei Cham. 2021. "PLS-SEM Statictical Programs : A Review." *Journal of Applied Structural Equation Modeling* 5(1).
- Ali, Syarif. 2019. "The Development of Depok Civil Servant Training and Education System." *International Journal of Multicultural and Multireligious Understanding* 6(2):54–69.
- Angelica O. Cortez, Sheena Mai A. Galman, Jennifer Amaranto, Mary Jane L. Tomas, and Marlon V. Rufino. 2021. "Teacher's Job Satisfaction and Its Relationship with Their Work Performance, Professionalism, and Commitment." *Open Access Library Journal* 8(5). doi: <https://doi.org/10.4236/oalib.1107397>.
- Armstrong, Michael. 2021. *Armstrong's Handbook of Strategic Human Resource Management: Improve Business Performance through Strategic People Management*. 7th ed. Kogan Page.
- Astuti, Putri Yuni, Sri Indarti, and Machasin. 2017. *Pengaruh Kepemimpinan, Iklim Kerja, Dan Beban Kerja Terhadap Kinerja Guru Pada SMP Negeri 3 Dumai*. Vol. 4.
- Balawa, I. Gede Wasi, I. Wayan Bagia, and I. Wayan Suwendra. 2016. "Analisis Kebutuhan Pelatihan Karyawan." *E-Journal Bisma Universitas Pendidikan Ganesha* 4.
- Ballarta, Josefina T., and Johnny T. Roberto. 2020. "Job Satisfaction and Teaching Performance of Basic Education Teachers in Catholic Schools." *Philippine Social Science Journal* 3(2).
- Baluyos, Genelyn R., Helen L. Rivera, and Esther L. Baluyos. 2019. "Teachers' Job

- Satisfaction and Work Performance.” *Open Journal of Social Sciences* 07(08). doi: 10.4236/jss.2019.78015.
- Benlamri, Rachid. 2017. *Leadership, Driving Forces of the Entrepreneurship as Innovation and Global Economy*. New York: Springer International Publishing Switzerland.
- Bhattacharyya, Som Sekhar, and Shreyash Thakre. 2021. “Coronavirus Pandemic and Economic Lockdown; Study of Strategic Initiatives and Tactical Responses of Firms.” *International Journal of Organizational Analysis* 29(5):1.
- Busro, Muhammad. 2018. *Teori-Teori Manajemen Sumber Daya Manusia*. 1st ed. Jakarta: Prenamedia Group.
- CNN Indonesia. 2020. “Kemendikbud: 12 Ribu Sekolah Tak Punya Akses Internet Baca Artikel CNN Indonesia ‘Kemendikbud: 12 Ribu Sekolah Tak Punya Akses Internet’ .”
- Darmawati, Zainuddin, Benyamin Situmorang, Nasrun, and Akmaluddin. 2020. “The Effect of Interpersonal Communication and Work Satisfaction on Teacher Performance at SD Negeri Bandar Baru, Pidie Jaya Aceh.” *Budapest International Research and Critics Institute-Journal (BIRCI-Journal* 3(3).
- Dessler, Gary. 2020. *Human Resource Management*. 16th ed. Pearson.
- Dessler, Gary, and Biju Varkkey. 2018. *Human Resource Management*. 15th ed. Pearson India.
- Dessley, Gary, and Biju Varkkey. 2018. *Human Resource Management*. 15th ed. Pearson India.
- Dewi, Indah Kusuma, and Ali Mashar. 2019. *Nilai-Nilai Profetik Dalam Kepemimpinan Modern Pada Manajemen Kinerja*. Gre Publishing.
- Durrani, Talha Khan Iftikhar. 2019. *Factors Affecting Teacher’s Performance: Evidence from Private Secondary Schools of Karachi*. Vol. 1.
- Elacqua, Gregory, and Luana Marotta. 2020. “Is Working One Job Better than Many? Assessing the Impact of Multiple School Jobs on Teacher Performance in Rio de Janeiro.” *Economics of Education Review Elsevier Journal* 78.
- Elshaer, Abdallah M. 2019. *Labor in the Tourism and Hospitality Industry Skills*,

- Ethics, Issues, and Rights.* Apple Academic Press.
- Farid, Andi, Siti Haerani, Nurdjanah Hamid, and Andi Reni. 2019. "The Effect of Organizational Culture, Organizational Commitment and Work Satisfaction Toward Teacher Performance of High School at Makassar." *Hasanuddin Journal of Applied Business and Entrepreneurship* 2(2).
- Fatimah, F. 2017. *Panduan Praktis Evaluasi Kinerja Karyawan.* Yogyakarta: QUADRANT.
- Ghozali, Imam. 2021. *Partial Least Squares: Konsep, Teknik Dan Aplikasi Menggunakan Program SmartPLS 3.2.9 Untuk Penelitian Empiris.* 3rd ed. Badan Penerbit Universitas Diponegoro.
- Gupta, Jaya, Baishali Mitra, and Kapil Garg. 2021. "Technological Disruptions Reshaping Management Education: A Qualitative Study of Stakeholder Perspectives." *International Journal of Management in Education* 15(2).
- Hamali, Arif Yusuf. 2016. *Pemahaman Sumber Daya Manusia.* Yogyakarta: CAPS.
- Hamdan. 2018. "Industri 4.0: Pengaruh Revolusi Industri Pada Kewirausahaan Demi Kemandirian Ekonomi." *Jurnal Nusantara Aplikasi Manajemen Bisnis* 3(2):1.
- Hartoyo, Rachmat, and Hady Efendy. 2017. "Development of Training Needs Analysis in Organization." *Journal of Management Research* 9(4):140. doi: 10.5296/jmr.v9i4.11866.
- Hasibuan, Malayu S. P. 2017. *Manajemen Sumber Daya Manusia.* Revisi. Jakarta: Bumi Aksara.
- Helniha, Herodia Totween. 2020. "Pengaruh Pelatihan Guru, Motivasi Kerja Dan Kepuasan Kerja Terhadap Kinerja Guru SMA Negeri 2 Ambon." *Jurnal Penelitian Dan Pendidikan IPS* 13(2):25–34. doi: 10.21067/jppi.v13i2.4750.
- Herlina, Vivi. 2019. *Panduan Praktis Mengolah Data Kuesioner Menggunakan SPSS.* Elex Media Komputindo.
- Hervie, Dolores Mensah, and Ernest Christian Winful. 2018. "Enhancing Teachers' Performance through Training and Development in Ghana Education Service (A Case Study of Ebenezer Senior High School)." *Journal of Human Resource Management* 6(1).

- Hosain, Md. Sajjad. 2016. "Teaching Workload and Performance: An Empirical Analysis on Some Selected Private Universities of Bangladesh." *International Journal of English and Education* 5(3).
- Indra, I. Made P., and Ika Cahyaningrum. 2019. *Cara Mudah Memahami Metodologi Penelitian*. Deepublish.
- Indrasari, Meithiana. 2017. *Kepuasan Kerja Dan Kinerja Karyawan Tinjauan Dari Dimensi Iklim Organisasi, Kreativitas Individu, Dan Karakteristik Pekerjaan*. Sidoarjo: Indomedia Pustaka.
- Irawati, Nanik. 2021. "Peningkatan Kinerja Profesionalisme Guru Pada Masa Pandemi COVID-19 Melalui Pelatihan Pengembangan Microsoft Teams Di SMP Negeri 42 Surabaya." *Community Development Journal* 2(2):459–69.
- Jalil, Abdul. 2020. "Pengaruh Beban Kerja, Stres Kerja Dan Lingkungan Kerja Terhadap Kinerja Guru Madrasah Aliyah Negeri 2 Kota Palu." *Jurnal Ilmu Perbankan Dan Keuangan Syariah* 1(2):117–34. doi: 10.24239/jipsya.v1i2.14.117-134.
- Janssen, Eva M., Tim Mainhard, Renate S. M. Buisman, Peter P. J. L. Verkoeijen, Anita E. G. Heijltjes, Lara M. van Peppen, and Tamara van Gog. 2019. "Training Higher Education Teachers' Critical Thinking and Attitudes towards Teaching It." *Contemporary Educational Psychology* 58. doi: 10.1016/j.cedpsych.2019.03.007.
- Jaya, I. Made Laut Mertha. 2020. *Metodologi Penelitian Kuantitatif Dan Kualitatif (Teori, Penerapan, Dan Riset Nyata)*. Anak Hebat Indonesia.
- Johari, Johanim, Fee Yean Tan, and Zati Iwani Tjik Zulkarnain. 2018. "Autonomy, Workload, Work-Life Balance and Job Performance among Teachers." *International Journal of Educational Management* 32(1). doi: 10.1108/IJEM-10-2016-0226.
- Jomuad, Perlito D., Leah Mabelle Antiquina, Eusmel U. Cericos, Joicelyn A. Bacus, Juby H. Vallejo, Beverly B. Dionio, Jame S. Bazar, Joel V. Cocolan, and Analyn S. Clarin. 2021. "Teachers' Workload in Relation to Burnout and Work Performance." *International Journal of Educational Policy Research and*

- Review* 8(2):48–53.
- Juliandi, Azuar. 2018. *Structural Equation Model Based Partial Least Square (SEM-PLS)*. Batam: Universitas Batam.
- Kadtong, Maeda Langguyuan. 2017. “Work Performance and Job Satisfaction Among Teachers.” doi: 10.21016/4.17.113122.133O.
- Kamijan, Yuyun. 2021. “Faktor Internal & Faktor Eksternal Terhadap Kinerja Guru Di Masa Pandemi COVID-19.” *Jurnal Ekonomi Manajemen Sistem Informasi* 2(5). doi: 10.31933/jemsi.v2i5.589.
- Kasim, Salamatu Abdulkadir, NuhuTukur Ibrahim, and and Abubakar Tafida Jibril. 2020. “Assessment of the Impact of Systematic Training and Development on the Performance of Staff in Niger State Polytechnic, Zungeru.” *International Journal of Intellectual Discourse (IJID)* 3(2).
- Kemendikbud. 2020. “Peluncuran Program Guru Belajar Seri Masa Pandemi Covid-19.” September 29.
- Koesomowidjojo, Suci. 2017. *Panduan Praktis Menyusun Analisis Beban Kerja*. Jakarta: Raih Asa Sukses.
- Kwizera, Emmanuel, Richard Mwirumubi, and Joseph Bada Kizito. 2021. “Job Satisfaction and Its Effect on Academic Staff Performance in Chartered Private Universities in Burundi.” *Direct Research Journal of Social Science and Educational Studies* 8.
- Lea, Victoria M., Sarah A. Corlett, and Ruth M. Rodgers. 2012. “Workload May Be Defined as the Amount of Work Completed by a Worker within a Specified Time Frame.” *International Journal of Pharmacy Practice* 20:259–271.
- Leonangung, Ambros, Florianus Dus Arifian, and Mikael Nardi. 2017. *Etika Dan Tantangan Profesionalisme Guru*. 2nd ed. Bandung: Alfabeta.
- Leva, Chiara. 2017. *Human Mental Workload: Models and Applications*. edited by L. Longo. Springer International Publishing.
- Li, Mingwei, Pablo Alejandro Pérez-Díaz, Yaqing Mao, and K. V. Petrides2. 2018. “A Multilevel Model of Teachers’ Job Performance: Understanding the Effects of Trait Emotional Intelligence, Job Satisfaction, and Organizational Trust.”

- Frontiers in Psychology Journal* 9.
- Lismeida, Rinra Ayu, and Rini Intansari Meilani. 2017. "Kepuasan Kerja Dan Kinerja Guru: Sebuah Studi Terhadap Para Guru Smk Tersertifikasi Di Indonesia." *Jurnal Pendidikan Manajemen Perkantoran* 2(1):289. doi: 10.17509/jpm.v2i1.14612.
- Lubis, Zulkarnain. 2021. *Statistika Terapan Untuk Ilmu-Ilmu Sosial Dan Ekonomi*. Andi.
- Mangkunegara, A. A. Anwar Prabu. 2017. *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: Remaja Rosdakarya.
- Marzuki, Agustina, Crystha Armereo, and Pipit Fitri Rahayu. 2020. *Praktikum Statistik*. Ahli Media Press.
- Moh.Noor. 2019. *Guru Profesional Dan Berkualitas*. Digital. edited by Sulistiono. Semarang: ALPRIN.
- Mondy, Wayne, and Joseph Martocchio. 2016a. *Human Resource Management*. 14th ed. Pearson.
- Mondy, Wayne, and Joseph Martocchio. 2016b. *Human Resource Management*. 14th ed. Pearson.
- Mondy, Wayne, and Joseph Martocchio. 2016c. *Human Resource Management*. 14th ed. Pearson.
- Mukhopadhyay, Suvasish. 2020. *Managing the Management in Corporate : A Book of Managing the Management*. BecomeShakespeare.com.
- Munandar, Aji. 2021. "Kepuasan Kerja Tenaga Pendidik Di Lembaga Pendidikan Islam." 5(1):12–24.
- Musfar, Novriyanti, and Lisa Muhartika. 2021. "The Effect of Incentives, Work Motivation, and Job Satisfaction on Teachers Performance in SMA Negeri 2 Kinali Kabupaten Pasaman Barat." *American Journal of Humanities and Social Sciences Research (AJHSSR)* 5(1).
- Mustikawati, Endang, and Nurul Qomariah. 2020. "The Effect of Education, Training and Competency on Teacher Performance." *International Journal of Business and Management Invention (IJBMI)* 9(10).

- Ngatimun, Anwar Sanusi, and Abdul Manan. 2019. "The Effect of Workload, Work Stress, and Emotional Intelligence towards Teacher Performance through Organizational Commitment." *International Organization of Scientific Research Journal of Business and Management (IOSR-JBM)* 21(8):69.
- Ni Kadek Suryani, and IPU Prof. Dr. Ir. John E.H.J. FoEh. 2018. *Kinerja Organisasi*. 1st ed. Yogyakarta: Deepublish.
- Noe, Raymond, John Hollenbeck, Barry Gerhart, and Patrick Wright. 2019. *Fundamentals of Human Resource Management*. 8th ed. McGraw-Hill Education.
- Nurlan, Fausiah. 2019. *Metodologi Penelitian Kuantitatif*. CV. Pilar Nusantara.
- Nurzal, and Rodi Chandra. 2019. "The Effect of Work Satisfaction, Organizational Culture, and Work Motivation on Teacher Performance (Study on Teacher of MAN 1 Muaro Jambi)." *International Journal of Current Research* 11(9).
- Pandey, Dr. Dhruba Lal. 2020. *Expected Training Benefits and Employee Commitment: A Study of The Nepalese Service Sector*. Ashok Yakkaldevi.
- Panggalo, Otta, Mesta Limbong, and Lisa Kailola. 2021. *Pengaruh Kepuasan Kerja Terhadap Kinerja Guru Pada SMK Kristen Tagari*.
- Paul, Gadi Dung, and Lauko Shadrach Audu. 2019. "Effects of Training of Academic Staff on Employees' Performance in Federal Polytechnics, Nigeria." *International Journal of Engineering Technologies and Management Research* 6(9).
- Payadnya, Andre I. Putu Ade, and I. Gusti Agung Ngurah Trisna Jayantika. 2018. *Panduan Penelitian Eksperimen Beserta Analisis Statistik Dengan SPSS*. Deepublish.
- Prayogo, Akhmad Dhimas, Haryono, and Riza Bahtiar Sulistyan. 2019. "Role Analysis Work Motivation, Work Discipline and Performance Against Teacher Training at SMP Negeri 2 Klakah." 2(2).
- Priansa, Donni. 2018. *Perencanaan & Pengembangan SDM*. Bandung: Alfabeta.
- Putra, Rizaldi, and Evi Wulandari. 2019. *The Effect of Motivation, Training, Organizational Culture, and Organizational Commitment on Work Satisfaction*

- and Performance of Teachers at SMK Negeri Pekanbaru.* Vol. 7.
- Rachman, Arif Nur. 2019. "Pengaruh Beban Kerja Dan Motivasi Kerja Terhadap Kinerja Guru Sdit At-Taqwa Surabaya Dengan Sistem Informasi Manajemen Sebagai Variabel Intervening." *Soetomo Business Review* 1(1):41–51.
- Rahman, Hibatur. 2019. "Pengaruh Kepuasan Kerja Dan Motivasi Terhadap Kinerja Guru SDN.IX Kertajaya 215."
- Redan Werang, Basilius, and Anak Agung Gede Agung. 2017. "Teachers' Job Satisfaction, Organizational Commitment, and Performance in Indonesia: A Study from Merauke District, Papua." *International Journal of Development and Sustainability* 6(8).
- Rezaee, Afshin, Hoshang Khoshhsima, Esmail Zare-Bahtash, and Abdullah Sarani. 2018. "A Mixed Method Study of the Relationship between EFL Teachers' Job Satisfaction and Job Performance in Iran." *International Journal of Instruction* 11(4).
- Ricardianto, Prasadja. 2018. *Human Capital Management*. Bogor: In Media.
- Ridwanto, Sihat, Zainuddin, and Anton Sinaga. 2019. "The Effect of Teacher's Workload AND Motivation On Teacher's Work Performance in SMK Negeri 1 Rantau Utara." *Jurnal Prointegrita* 3(3).
- Robbins, Stephen P., and Timothy A. Judge. 2016. *Perilaku Organisasi*. Jakarta: Salemba Empat.
- Rolos, Jeky K. R., Sofia A. P. Sambul, and Wehelmina Rumawas. 2018. *Pengaruh Beban Kerja Terhadap Kinerja Karyawan Pada PT. Asuransi Jiwasraya Cabang Manado Kota*. Vol. 6.
- Rorimpandey, Widdy. 2020. *Faktor-Faktor Yang Mempengaruhi Kinerja Guru Sekolah Dasar*. Ahlimedia Book.
- Rosyidah, Masayu, and Rafiqa Fijra. 2021. *Metode Penelitian*. Deepublish.
- Rotas, Erwin Emperado, and Michael Bobias Cahapay. 2020. "Workload Stress and Results Based Performance of Multigrade Teachers." *Journal of Studies in Education* 10(2). doi: 10.5296/jse.v10i2.16874.
- Rulitawati, M. Pd. I. Prof. Dr. H. A. Husei. Ritonga, MA, Prof. Dr. Lias Hasibuan,

- MA. 2020. *Model Pengelolaan Kinerja Guru*. Tunas Gemilang Press.
- Rusmiati, Eti, Dikdik Harjadi, and Lili Karmela Fitriani. 2021. "Analysis of The Impact of Risk and Workload on Motivation and Impact on Employee Performance." *International Journal of Economics, Business and Accounting Research (IJEBAR)* 5(2).
- Salamuddin, Asriwal Imran, Elfira Rosa, Wizry Andipo, and Ronal Regen. 2021. "The Effect of Teacher Competence, Job Satisfaction, Organizational Culture, and Work Motivation on Teachers Performance in SMP Negeri, Mapat Tunggul Selatan Sub-District." *International Organization of Scientific Research Journal of Business and Management (IOSR-JBM)* 23(3).
- Sayidah, Nur. 2018. *METODOLOGI PENELITIAN Disertai Dengan Contoh Penerapannya Dalam Penelitian*. 1st ed. Zifatama Jawara.
- Sedarmayanti. 2017. *Perencanaan Dan Pengembangan SDM Untuk Meningkatkan Kompetensi, Kinerja Dan Produktivitas Kerja*. Bandung: PT Refika Aditama.
- Septikasari, Resti, and Rendy Nugraha Frasandy. 2020. "Keterampilan 4C Abad 21 Dalam Pembelajaran Pendidikan Dasar." *Jurnal Tarbiyah Al-Awlad* 8(2):112–22.
- Sharma. 2019. *Human Resource Management*. SBPD Publications.
- Sholihin, Mahfud, and Dwi Ratmono. 2021. *Analisis SEM-PLS Dengan WarpPLS 7.0 Untuk Hubungan Nonlinier Dalam Penelitian Sosial Dan Bisnis*. Andi.
- Simamora, Henry. 2008. *Manajemen Sumber Daya Manusia*. Yogyakarta: Bagian Penerbitan STIE YPKN.
- Sinambela, Lijan Poltak. 2016. *Manajemen Sumber Daya Manusia*. 1st ed. Jakarta: PT Bumi Aksara.
- Singh, Agyajit, and Nupur Gosain. 2021. *Human Behaviour at Work*. 1st ed. Delhi: Psycho Information Technologies.
- Snell, A. Scott, and Morris Shad. 2019. *Managing Human Resources*. 18th ed. Cengage Learning.
- Stephen, Robbins. 2015. *Perilaku Organisasi*. Jakarta: Penerbit Salemba Empat.
- Sugiharjo, R. Joko, and Friska Aldata. 2018. *Pengaruh Beban Kerja dan Motivasi*

- Kerja terhadap Kinerja Karyawan BPJS Ketenagakerjaan Cabang Salemba.. Vol. IV.*
- Sugiyono. 2017. *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*. Bandung: CV Alfabeta.
- Suma'mur. 2018. *Hiegine Perusahaan Dan Keselamatan Kerja*. Jakarta: CV Sagung Seto.
- Sunday, Osaat Dinah, and Ekechukwu Rosemary2. 2017. "Managing Workload of Academic Staff for Job Effectiveness in Nigerian Universities: A Study of University of Port Harcourt in South-South Geopolitical Zone of Nigeria." *International Journal of Humanities Social Sciences and Education (IJHSSE)* 4(12).
- Supriyadi, Yudi. 2021. *Strategi Innovation Capability Dalam Proses Pembelajaran Di Era Pandemi COVID-19*.
- Susanti, Aty, and Udin Syaefudin Sa'ud. 2016. *Efektivitas Pengelolaan Pengembangan Profesionalitas Guru*. Vol. XXIII.
- Sutopo, Yeri, and Achmad Slamet. 2017. *Statistik Inferensial*. Andi.
- Sutrisno, Edy. 2017. *Manajemen Sumber Daya Manusia*. Jakarta: Kencana.
- Sutrisno, Matius. 2021. "Pengaruh Kompensasi Dan Budaya Organisasi Terhadap Kinerja Melalui Kepuasan Kerja Sebagai Variabel Intervening Di Yayasan X." *Cerdika: Jurnal Ilmiah Indonesia* 1(3). doi: 10.36418/cerdika.v1i3.41.
- Syahrir, Danial, Eni Yulinda, and Muhammad Yusuf. 2020. *Aplikasi Metode SEM-PLS Dalam Pengelolaan Sumberdaya Pesisir Dan Lautan*. PT Penerbit IPB Press.
- Tamsah, Hasmin, Ansar, Gunawan, Yusriadi, and Umi Farida. 2020. "Training, Knowledge Sharing, and Quality of Work-Life on Civil Servants Performance in Indonesia." *Journal of Ethnic and Cultural Studie* 7(3):163–76. doi: <http://dx.doi.org/10.29333/ejecs/514>.
- Tancinco, Noel P. 2016. "Status of Teachers' Workload and Performance in State Universities of Eastern Visayas: Implications to Educational Management." *International Organization of Scientific Research Journal of Business and*

- Management (IOSR-JBM) 18(6).*
- Tarjo. 2019. *Metode Penelitian Sistem 3x Baca*. Deepublish.
- Tersiana, Andra. 2018. *Metode Penelitian*. Anak Hebat Indonesia.
- Timang, Meti, Bernadetha Nadeak, and Hotmaulina Sihotang. 2021. “The Influence of The Principal’s Managerial Ability, Training and Spiritual Intelligence on Teacher Performance at SMPN 1 Rantepao.” *International Journal of Research -GRANTHAALAYAH* 9(2):1.
- Timotius, Kris.2017. *Pengantar Metodologi Penelitian*. Yogyakarta: ANDI.
- UNICEF. 2020. “Indonesia: Survei Terbaru Menunjukkan Bagaimana Siswa Belajar Dari Rumah.” June 16.
- Vanchapo, Antonius Rino. 2020. *Beban Kerja Dan Stres Kerja*. Qiara Media.
- Wagner, John A., and John R. Hollenbeck. 2020. *Organizational Behavior (Securing Competitive Advantage)*. New York: Taylor & Francis.
- Wahyudin, Dadang. 2020. “Pengaruh Tingkat Kesejahteraan Guru Dan Beban Kerja Guru Terhadap Kinerja Guru.” *Jurnal Manajemen Pendidikan Islam* 5(2):135–48.
- Wakoli, Caroline. 2016. “Effects of Workload on the Teachers’ Performance in Kanduyi Division, Bungoma District.” *International Journal of Science and Research (IJSR)* 5(10).
- Weken, Merdekawati Evangli, Arthur E. Mongan, and John S. Kekenus. 2020. “Indonesian Hubungan Antara Beban Kerja, Konflik Peran, Dan Dukungan Sosial Dengan Stres Kerja Pada Guru Di Sekolah Menengah Atas Negeri 1 Manado Pada Masa Pandemi Covid-19.” *Journal of Public Health and Community Medicine*.
- Widayati, Fatriani, Happy Fitria, and Yessi Fitriani. 2020. “Pengaruh Kepuasan Kerja Dan Loyalitas Kerja Terhadap Kinerja Guru.” *Journal of Education Research* 1(3):251–57. doi: 10.37985/jer.v1i3.29.
- Wijayati, Dewie Tri, Achmad Kautsar, and Karwanto Karwanto. 2020. “Emotional Intelligence, Work Family Conflict, and Job Satisfaction on Junior High School Teacher’s Performance.” *International Journal of Higher Education* 9(1).

- Wilkinson, Adirian, Nicolas Bacon, Scott Snell, and David Lepak. 2019. *The Sage Handbook of Human Resources Management*. 2nd ed. London: SAGE Publications.
- Wula, Paulina, Berlinda Setyo Yunarti, Agustinus Kia Wolomasi, Donatus Wea Turu, Mozes M. Wulur, Martinus M. Krownin, Sandra Ingried Asaloei, and Basilius Redan Werang. 2020. "Job Satisfaction and Performance of Elementary School Teachers in Southern Papua, Indonesia." *Universal Journal of Educational Research* 8(7). doi: 10.13189/ujer.2020.080718.
- Yanti, Dova Dwi, and Ahmad Badawi Saluy. 2019. "Pengaruh Kepemimpinan Motivasi Dan Beban Kerja Terhadap Kinerja Guru Di SMA Negeri 7 Bengkulu Selatan." *Jurnal Ilmiah Manajemen & Bisnis* 3(1):52–59.
- Yuliana, Y. 2020. "Corona Virus Diseases (Covid-19): Sebuah Tinjauan Literatur." *Wellness And Healthy Magazine* 2(1). doi: 10.30604/well.95212020.
- Yulianto, Nur Achmad Budi, Mohammad Maskan, and Alifiulahtin Utaminingsih. 2018. *Metode Penelitian Bisnis*. UPT Percetakan dan Penerbitan Polinema.
- Yusuf, Byabazaire. 2020. "Restructuring Educational Institutions for Growth in the Fourth Industrial Revolution (4IR): A Systematic Review." *International Journal of Emerging Technologies in Learning* 15(3).
- Zaenuddin, Muhammad. 2018. *Isu, Problematika, Dan Dinamika Perekonomian, Dan Kebijakan Publik (Kumpulan Essay, Kajian Dan Hasil Penelitian Kuantitatif & Kualitatif)*. Deepublish.