

## DAFTAR PUSTAKA

- Abdillah, L. A., Hasibuan, A., Purba, S., Tjiptadi, D. D., Sudarmanto, E., Solissa, F., Putra, A. H. P. K., Mistriani, N., Simarmata, H. M. P., Manuhutu, M. A., & Salman. (2020). *Human Capital Management*. Yayasan Kita Menulis.
- Agha, K., Tabassum, F. A., & Khan, S. A. (2017). Work-Life Balance: Scale Development and Validation. *The Work-Family Balance in Light of Globalization and Technology*.
- Amarullah, A., Dwinanda, B., Amaryllis, C., Syaripuddin, F. A., & Arjanggi, T. S. (2020). *Pengaruh Telework Autonomy, Telework Abilities, dan Work Life Balance terhadap Job Satisfaction Selama Working From Home Di PT. Pelindo II*.
- American Psychological Association. (2023). *2023 Work in America Workforce Survey*. <https://www.apa.org/pubs/reports/work-in-america/2023-workplace-health-well-being>
- Amin, F. A. B. M., Mokhtar, N. M., Ibrahim, F. A. binti, Nishaalni, & Nordin, M. N. bin. (2021). A Review Of The Job Satisfaction Theory For Special Education Perspective. *Turkish Journal of Computer and Mathematics Education*, 12(11).
- Ardy, L. P., & Fajrianthi. (2019). Job Autonomy sebagai Moderator pada Pengaruh Job Insecurity terhadap Perilaku Kerja Inovatif. *Jurnal Psikologi Teori Dan Terapan*, 9(2).
- Armstrong, M., & Taylor, S. (2020). *Handbook of Human Resource Management Practice-15th Edition*.
- Cahyono, A. D. (2020). Studi Kepustakaan Mengenai Kualitas Pelayanan Terhadap Kepuasan Pasien Rawat Jalan di Rumah Sakit. *Jurnal Ilmiah Pamenang*, 2(2).
- Chicilia, R. O. T. (2023). *Pengaruh Work From Home dan Job Autonomy Terhadap Job Satisfaction yang Dimediasi Organizational Citizenship Behavior pada Karyawan PT Kao Indonesia*.
- Daga, R., Ismail, N., & Maddatuang, B. (2020). Analisis Efektivitas Program Mandiri Dagang Untung Pada PT. Bank Mandiri (Persero), Tbk. Kanwil Regional X Sulawesi dan Maluku. *Jurnal of Management & Business (SEIKO)*, 3(3).
- Darsana, I. M., & Sukaarnawa, I. G. M. (2023). *Manajemen Sumber Daya Manusia*. PT Mafy Media Literasi Indonesia.
- Darwin, M., Mamondol, M. R., Sormin, S. A., Tambunan, Y. N., Sylvia, D., Adnyana, I. M. D. M., Prasetyo, B., Vianitati, P., Gebang, A. A., &

- Tambunan, T. S. (2021). *Metode Penelitian Pendekatan Kuantitatif*. Media Sains Indonesia.
- DeRossette, Z. G. (2016). *Variation In Job Performance Among Telecommuters*.
- Dessler, G. (2020). *Human Resource Management*. Pearson Education, Inc.
- Dharma, P. (2021). Exploration Study Of The Impact Of Working From Home (WFH) On Employee Performance During The Covid-19 Pandemic. *Airlangga Development Journal*, 5(2).
- Digdowiseiso, K. (2017). *Metodologi Penelitian Ekonomi dan Bisnis*. Lembaga Penerbitan Universitas Nasional.
- Dumitru, C. (2021). *Building Virtual Teams: Trust, Culture, and Remote Working*. Routledge Focus.
- Fisher-McAuley, G., Stanton, J. M., Jolton, J. A., & Gavin, J. (2014). *Modeling the Relationship between Work/Life Balance and Organizational Outcomes*. Annual Conference of the Society for Industrial-Organizational Psychology, April.
- Fortune. (2022). *It's Not Just Gen Z. A Tiny Generation Of Young Workers Is Especially Miserable At Work*.
- Fuadiputra, I. R., & Novianti, K. R. (2020). The Effect of Work Autonomy and Workload on Job Satisfaction of Female Workers in the Banking Sector: Mediating the Role of Work Life Balance. *The Winners*, 21(2).
- Ganapathi, I. M. D. (2019). Pengaruh Work-life Balance Terhadap Kepuasan kerja Karyawan (Studi Pada PT Bio Farma Persero). *Ecodemica*, 4(1).
- Ghozali, I. (2014). *Structural Equation Modeling: Metode Alternatif Dengan Partial Least Squares (PLS)* (4th ed.).
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 25 (edisi kesembilan)*.
- Ghozali, I. (2021). *Structural Equation Modeling Dengan Metode Alternatif Partial Least Square (PLS)*. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, H. (2015). *PARTIAL LEAST SQUARES: Konsep, Teknik, dan Aplikasi menggunakan Program SmartPLS 3.0*. Semarang: Badan Penerbit Universitas Diponegoro.
- Gounder, S., & Govender, P. (2018). The Moderating Effect of Work-Life Balance on Job Satisfaction. *Journal of Economics and Behavioral Studies*, 10(2).
- Griffin, R. W., & Moorhead, G. (2013). *Organizational Behavior: Managing People and Organizations*.

- Griffin, R. W., Phillips, J. M., & Gully, S. M. (2020). *Organizational Behavior: Managing People and Organizations* (Thirteenth). Cengage Learning Asia Pte Ltd.
- Handayani, A., Maulia, D., M., M. A. P. D., & M, N. A. N. (2018). Pengaruh Otonomi Kerja Terhadap Keseimbangan Kerja-Keluarga Dengan Komitmen Peran Sebagai Variabel Pemeditasi. *Jurnal Psikologi Unsyiah*, 1(1).
- Hardani, Auliya, N. H., Andriani, H., Fardan, R. A., Ustiawaty, J., Utami, E. F., Sukmana, D. J., & Istiqomah, R. R. (2020). *Metode Penelitian Kualitatif & Kuantitatif*. CV. Pustaka Ilmu.
- Hasibuan, M. S. P. (2019). *Manajemen Sumber Daya Manusia (Edisi Revisi)*. Jakarta : Bumi Aksara.
- Heathfield, S. M. (2019). *The Pros and Cons of a Flexible Work Schedule*. The Balance Career.
- Herlina, V. (2019). *Panduan Praktis Mengolah Data Kuesioner Menggunakan SPSS*. PT Elex Media Komputindo.
- Huda, S., & Bahri, S. (2017). Pengaruh Otonomi Kerja Terhadap Locus Of Control Dengan Kepuasan Kerja Sebagai Pemeditasi (Pada Kantor Dinas Pendidikan Provinsi Aceh). *Jurnal Ilmiah Mahasiswa Ekonomi Manajemen*, 2(3).
- Hutajulu, R. S. (2021). Evaluating the Impact of “Work From Home Policy” on Job Performance (Study Case in Indonesia). *International Journal of Indonesian Society and Culture*, 13(1).
- Irawanto, D. W., Novianti, K. R., & Roz, K. (2021). Work from Home: Measuring Satisfaction between Work – Life Balance and Work Stress during the COVID-19 Pandemic in Indonesia. *MDPI*.
- Ismayani, A. (2021). *Metodologi Penelitian*.
- JobStreet. (2022). *73% Karyawan Tidak Puas dengan Pekerjaan Mereka*.
- Johanin, J., Yean, T. F., Tan, Z., & Iwani, T. (2018). Autonomy, Workload, Work-life Balance and Job Performance Among Teachers. *International Journal of Educational Management*.
- Karácsony, P. (2021). Impact of Teleworking On Job Satisfaction Among Slovakian Employees In The Era of COVID-19. *Problems and Perspectives in Management*, 19(3).
- Kasbuntoro, Irma, D., Maemunah, S., Mahfud, I., Fahlevi, M., & Parashakti, R. D. (2020). Work-Life Balance and Job Satisfaction: A Case Study of Employees on Banking Companies in Jakarta. *International Journal of Control and Automation*, 13(4).

- Khairunnisa, S. A. (2021). *Pengaruh Remote Working Terhadap Kepuasan Kerja Dengan Tanggungan Sebagai Variabel Pemoderasian*.
- Kim, H. K. (2020). Work-Life Balance and Employees' Performance: The Mediating Role of Affective Commitment. *Global Business and Management Research: An International Journal*, 6(1).
- Komari, N., & Sulistiowati. (2020). *Kajian Teoritis Work-life Balance*.
- 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*.
- Lussiers, R. N., & Hendon, J. R. (2019). *Human Resource Management* (Third Edit). SAGE Publications, Inc.
- Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). *Organizational Behavior: An Evidence-Based Approach Fourteenth Edition 14th ed. Edition*.
- Madiistriyatno, H., & Hadiwijaya, D. (2019). *Generasi Milenial: Tantangan Membangun Komitmen Kerja/Bisnis dan Adversity Quotient (AQ)*. Indigo Media.
- Mahapatro, B. B. (2022). *Human Resource Management*.
- Malik, A. (2018). *Work Design and HR Planning: A Strategic Perspective*.
- Mangkunegara, A. A. A. P. (2019). *Manajemen Sumber Daya Manusia Perusahaan*.
- Marani, A. (2021). *Identification of Human Resources Development*.
- Marzuki, F., Hamonangan, D., & Surbakti, L. P. (2021). Pengaruh Lingkungan Kerja, Beban Kerja, dan Budaya Organisasi Terhadap Kinerja Pegawai BNN Jakarta Timur Selama Pandemi Covid-19. *BIEMA*, 2.
- Marzuki, F., Manggabarani, A. S., & Widyawati, W. (2021). Analisis Pengaruh Kompensasi, Work Life Balance, Kesempatan Berkembang terhadap Employee Engagement Gen Y PT "X." *Jurnal Sosial Dan Budaya Syar-I*, 8(5).
- Maulidah, K., Ali, S., & Pangestuti, D. C. (2022). Pengaruh Beban Kerja dan Kepuasan Kerja terhadap Turnover Intention Karyawan RSU "ABC" Jakarta Selatan (The Effect of Workload and Job Satisfaction on Employee Turnover Intention at ABC General Hospital South Jakarta). *Jurnal Akuntansi, Keuangan, Dan Manajemen (Jakman)*, 3(2).
- McShane, S., & Glinow, M. Von. (2018). *Organizational Behavior Emerging Knowledge*.
- Munandar, A. S. (2020). *Psikologi Industri dan Organisasi*. Jakarta : Universitas

Indonesia (UI-Press).

- Mungkasa, O. (2020). *Bekerja Jarak Jauh (Telecommuting): Konsep, Penerapan dan Pembelajaran*.
- Nadeak, B. (2019). *Sejarah Teori Manajemen Sumber Daya Manusia*.
- Najah, S., & Marzuki, F. (2023). Pengaruh Stres Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan di PT Jasamarga Tollroad Operator Area Ruas Tol Layang Mohammed Bin Zayed (MBZ). *Journal of Young Entrepreneurs*, 2(1).
- Nasution, A. F. (2023). *Metode Penelitian*.
- Nurpriani, A. (2022). *Pengaruh Motivasi Kerja, Remote Working Dan Lingkungan Sosial Terhadap Kepuasan Kerja Guru Dalam Masa Pandemi Virus Covid-19 Di Tangerang Selatan*.
- Onibala, T., & Manurun, T. R. (2017). *Daya Tarik Pemberi-Kerja Menurut Persepsi Generasi X dan Y*.
- Pangestu, I. A. (2020). *Pengaruh Job Burnout, Job Autonomy Dan Employee Training Terhadap Job Satisfaction Pada Karyawan PT. Bank Mandiri (Persero), Tbk, Plaza Mandiri, Jakarta Selatan*.
- Paramita, R. W. D., Rizal, N., & Sulistyan, R. B. (2021). *Metode Penelitian Kuantitatif Edisi 3*.
- Pasaribu, M. R. (2022). *Pengaruh Work-Life Balance dan Job Autonomy Terhadap Job Satisfaction Pada Pegawai BPTP Sumut*.
- Pearson, A., Pearson, J. M., & Griffin, C. (2009). Innovating with Technology: The Impact of Overload, Autonomy, and Work and Family Conflict. *Research Journal of Information Technology*, 9(4).
- Perdana, A. K. (2019). Generasi Milenial dan Strategi Pengelolaan SDM Era Digital. *Jurnal Studi Pemuda*, 8(1).
- Poulose, S., & Sudarsan. (2018). Work Life Balance: A Conceptual Review. *International Journal of Advances in Management and Economics*.
- Prasanti, K. R. (2022). *Pengaruh Remote Working Terhadap Kepuasan Kerja Karyawan Campaign*.
- Pratama, H. P., & Setiadi, I. K. (2021). Pengaruh Work Life Balance Terhadap Kepuasan Kerja Karyawan Milenial Perusahaan Startup di Jakarta. *Business Management Analysis Journal*, 4(2).
- Priansa, D. J. (2017). *Manajemen Kinerja Kepegawaian*.

- Puspitasari, A. S., & Darwin, M. (2021). Effect of Work-life Balance and Welfare Level on Millennial Employee Performance Through Work Engagement. *International Journal of Science and Society*, 3(1).
- Putra, K. C., Pratama, T. A., Linggautama, R. A., & Prasetyaningtyas, S. W. (2020). The Impact of Flexible Working Hours, Remote Working, and Work Life Balance to Employee Satisfaction in Banking Industry during Covid-19 Pandemic Period. *Journal of Business and Management Review*, 1(5).
- Riyanto, S., & Hatmawan, A. A. (2020). *Metode Riset Penelitian Kuantitatif Penelitian di Bidang Manajemen, Teknik, Pendidikan dan Eksperimen*.
- Robbins, S. P., & Coulter, M. (2009). *Management 10th Edition*. Pearson Education, Inc.
- Robbins, S. P., & Coulter, M. (2012). *Management (11th Editi)*. Pearson Education, Inc.
- Robbins, S. P., & Judge, T. (2017). *Essentials of Organizational Behavior (14th Editi)*. Pearson Education, Inc.
- Rondonuwu, F. A., Rumawas, W., & Asaloei, S. (2018). Pengaruh Work-life Balance Terhadap Kepuasan Kerja Karyawan pada Hotel Sintesa Peninsula Manado. *Jurnal Administrasi Bisnis*, 7(2).
- Safa'ah, E. M. (2019). *Pengaruh Kompetensi Sumber Daya Manusia (SDM) Terhadap Kinerja Karyawan*.
- Saputra, E. M., Hakim, L., & Ukhriyawati, C. F. (2020). Pengaruh Faktor Tekanan Kerja, Otonomi Kerja, Lingkungan Kerja dan Bukti Fisik Terhadap Kepuasan Pegawai Dinas Kependudukan dan Pencatatan Sipil Pemerintah Kota Tanjungpinang. *Prosiding Seminar Nasional Universitas Islam Syekh Yusuf*, 1(1).
- Saragih, S. (2011). The Effects of Job Autonomy on Work Outcomes: Self Efficacy as an Intervening Variable. *International Research Journal of Business Studies*, 4(3).
- Saragih, S., Margaretha, M., & Anantyanda, L. A. (2021). Job Autonomy, Job Crafting And Employees' Well-Being During Working From Home. *Jurnal Manajemen Dan Kewirausahaan*, 23(2).
- Sari, N. P. (2022). Dampak WFH Terhadap Interaksi Sosial Karyawan pada Perusahaan Y di Kota Yogyakarta. *Jurnal Kewarganegaraan*, 6(3).
- Satriansyah, H. (2019). Pengaruh Work-Life Balance Terhadap Kepuasan Kerja Dengan Stres Kerja Sebagai Variabel Mediasi. *Jurnal Ilmiah Mahasiswa FEB*.
- Schall, M. A. (2019). *The Relationship Between Remote Work and Job Satisfaction: The Mediating Roles of Perceived Autonomy, Work-family Conflict, and*

*Telecommuting Intensity.*

- Seran, S. (2020). *Metodologi Penelitian Ekonomi dan Sosial*. Yogyakarta: Deepublish.
- Setiaman, S. (2023). *Analisa Parsial Model Persamaan Struktural Dengan Software SMART-PLS Versi 3*. Yayasan Bakti Mulia.
- Sharma, D. K. (2022). Study on Impact of Remote Work on Job Satisfaction: Mediating Role of Work Family Conflict. *International Journal Of Innovative Research In Technology*, 9(5).
- Siregar, P. I. K., & Rachmawati, R. (2023). The Effect Of Telework and Social Isolation On Job Satisfaction Mediating Job Stress And Work-Life Balance In Indonesia. *Jurnal Riset Manajemen Sains Indonesia*, 14(1).
- Soetrisno, E. (2016). *Manajemen Sumber Daya Manusia*. Kencana.
- Solimun, Armanu, & Rinaldo, A. A. (2018). *Metodologi Penelitian Kuantitatif dan Perspektif Sistem: Mengungkap Novelty & Memenuhi Validitas Penelitian*. UB Press.
- Sugiyono. (2015). *Metode Penelitian Kuantitatif, Kualitatif dan R&D*.
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan Tindakan*.
- Sugiyono. (2018). *Metode Penelitian Kombinasi (Mixed Methods)*.
- Sugiyono. (2019). *Metode Penelitian Pendidikan (Kuantitatif, Kualitatif, Kombinasi, R&d dan Penelitian Pendidikan)*.
- Sukur, M. I. S., & Susanty, A. I. (2022). Pengaruh Work Life Balance Terhadap Kepuasan Kerja Karyawan PT MNC Investama Tbk (Studi Pada Divisi Sosial Media dan Media Manajemen). *E-Proceeding of Management*, 9(3).
- Sumardjo, M., Marzuki, F., Supriadi, Y. N., & Nurhastuti, B. (2022). The Influence of Training, Motivation, and Job Satisfaction on Employee Performance at PT. Parkland World Indonesia. *International Journal of Business, Technology, and Organizational Behavior (IJBTOB)*, 2(3).
- Sunarta. (2019). Pentingnya Kepuasan Kerja. *Jurnal Efisiensi – Kajian Ilmu Administrasi*, 16(2).
- Supriadi, Y. N. (2022). *Manajemen Sumber Daya Manusia*.
- Supriyanto, Sani, A., Ekowati, & Maharani, V. (2019). *Riset Manajemen SDM Untuk Skripsi, Tesis, Disertasi, dan Dilengkapi Dengan Contoh Artikel Jurnal*. Inteligencia Media.
- Susan, E. (2019). *Manajemen Sumber Daya Manusia*. *Jurnal Manajemen*

*Pendidikan Islam*, 9(2).

Sutisna, I. (2020). *Statistika Penelitian*.

Sutopo, E. Y., & Slamet, A. (2017). *Statistika Inferensial*. ANDI.

Terason, S. (2018). The Influence of Job Autonomy on Job Satisfaction in Thai Fitness Trainer Professionals: A Moderation Analysis. *Journal of Entrepreneurship & Organization Management*, 7(1).

The Conference Board. (2022). *Job Satisfaction*. <https://www.conference-board.org/research/job-satisfaction>

The Finery Report. (2021). *Hustle Culture and The Burnout Generation*.

Unaradjan, D. D. (2019). *Metode Penelitian Kuantitatif*.

Wiliandari, Y. (2019). Kepuasan Kerja Karyawan. *Jurnal Jurusan Pendidikan IPS Ekonomi*, 14.

Wolor, C. W., Solikhah, Fadillah, N., & Lestari, D. P. (2020). Effectiveness of E-training, E-leadership, and Work Life Balance on Employee Performance During COVID-19. *Journal of Asian Finance Economics and Business*, 7(10).

Zoonen, W. van, Sivunen, A., Blomqvist, K., Olsson, T., Ropponen, A., Henttonen, K., & Vartiainen, M. (2021). Factors Influencing Adjustment to Remote Work: Employees' Initial Responses to the COVID-19 Pandemic. *International Journal of Environmental Resource and Public Health*.