

DAFTAR PUSTAKA

- Afira, N., & Wijayanto, A. W. (2021). Analisis cluster dengan metode partitioning Dan Hierarki Pada data informasi Kemiskinan provinsi di Indonesia tahun 2019. *Komputika: Jurnal Sistem Komputer*, 10(2), 101–109. <https://doi.org/10.34010/komputika.v10i2.4317>
- Astuti, C. C., Wiguna, A., & Ariyanti, N. (2021). Pendekatan analisis Diskriminan Pada Pembelajaran daring di masa pandemi COVID-19. *BAREKENG: Jurnal Ilmu Matematika Dan Terapan*, 15(1), 137–146. <https://doi.org/10.30598/barekengvol15iss1pp137-146>
- AUSTIN-EGOLE, I. S., IHERIOHANMA, E. B. J., & NWOKORIE, C. (2020). IOSR Journal Of Humanities And Social Science (IOSR-JHSS). *Flexible Working Arrangments and Organizational Performance: An Overview*, 25(5), 50–59. <https://doi.org/10.9790/0837-2505065059>
- Carnevale, J. B., & Hatak, I. (2020). Employee adjustment and well-being in the era of COVID-19: Implications for human resource management. *Journal of Business Research*, 116, 183–187. <https://doi.org/10.1016/j.jbusres.2020.05.037>
- Chen, Y., & Fulmer, I. S. (2017). Fine-tuning what we know about employees' experience with flexible work arrangements and their job attitudes. *Human Resource Management*, 57(1), 381–395. <https://doi.org/10.1002/hrm.21849>
- Chen, W., Zhang, Y., Sanders, K., & Xu, S. (2016). Family-friendly work practices and their outcomes in China: The mediating role of work-to-family enrichment and the moderating role of gender. *The International Journal of Human Resource Management*, 29(7), 1307–1329. <https://doi.org/10.1080/09585192.2016.1195424>
- Ciarniene, R., & Vienazindiene, M. (2018a). Flexible work arrangements from generation and Gender Perspectives: Evidence from Lithuania. *Engineering Economics*, 29(1). <https://doi.org/10.5755/j01.ee.29.1.19247>

- Eshak, M. (2021). Flexible work arrangements and their impact on the employee performance of Egyptian Private University Employees: (A case study on the arab academy for science, technology, and Maritime Transport). *International Journal of Social Science and Human Research*, 04(10). <https://doi.org/10.47191/ijsshr/v4-i10-13>
- Federation University Australia. (n.d.). Job split, job share, Job Support Toolkit - Federation University Australia. https://federation.edu.au/_data/assets/pdf_file/0004/5485/Job-split-share-toolkit.pdf
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate Data Analysis* (Eight). Cengage Learning EMEA.
- Humaira, H., & Rasyidah, R. (2020). Determining the appropriate cluster number using elbow method for k-means algorithm. *Proceedings of the Proceedings of the 2nd Workshop on Multidisciplinary and Applications (WMA) 2018, 24-25 January 2018, Padang, Indonesia*. <https://doi.org/10.4108/eai.24-1-2018.2292388>
- Human resources. Human Resources Homepage. (n.d.). https://hr.leeds.ac.uk/info/39/work-life_balance_and_flexible_working/232/job_shares
- Human Resources. (n.d.). *Job sharing*. Human Resources. <https://hr.duke.edu/benefits/family-friendly/flexible-work-options/job-sharing>
- Human Resources. (n.d.-a). *Abbreviated schedule or part-time work*. Human Resources. <https://hr.duke.edu/benefits/family-friendly/flexible-work-options/abbreviated-schedule-or-part-time-work>
- Human Resources. (n.d.-c). Part-time\Reduced Working Hours Policy. <https://www.maynoothuniversity.ie/sites/default/files/assets/document/Part-Time%20Working%20Policy%20August%202019-Final.pdf>
- Human resources. University of Glasgow. (n.d.). <https://www.gla.ac.uk/myglasgow/humanresources/all/worklife/flexibleworking/guidance-examplesofflexibleworking/>

- Irawati, E. (2019). Welcoming Flexible Working Arrangement for Civil Servant. *Jurnal Analis Kebijakan*, 3(1), 108–113.
- Job share policy. University of Nottingham. (n.d.).
<https://www.nottingham.ac.uk/hr/guidesandsupport/worklifebalance/jobshare/jobsharepolicy.aspx>
- Kwon, M., Cho, Y. J., & Song, H. J. (2019). How do managerial, task, and individual factors influence flexible work arrangement participation and abandonment? *Asia Pacific Journal of Human Resources*, 59(4), 645–668.
<https://doi.org/10.1111/1744-7941.12251>
- LATAACK, J. C., & FOSTER, L. W. (1985). Implementation of compressed work schedules: Participation and job redesign as critical factors for employee acceptance. *Personnel Psychology*, 38(1), 75–92.
<https://doi.org/10.1111/j.1744-6570.1985.tb00542.x>
- Lewis, S. (2005). Flexible working arrangements: Implementation, outcomes, and Management. *International Review of Industrial and Organizational Psychology 2003*, 1–28. <https://doi.org/10.1002/0470013346.ch1>
- McGee, B. L., Couillou, R. J., & Maalt, K. (2023). Work from home: Lessons learned and implications for post-pandemic workspaces. *Interiority*, 6(1).
<https://doi.org/10.7454/in.v6i1.259>
- Meged, J. W. (2017). Guides crafting meaning in a flexible working life. *Scandinavian Journal of Hospitality and Tourism*, 17(4), 374–387.
<https://doi.org/10.1080/15022250.2017.1330845>
- Mridha, M. (2020). The effect of age, gender and marital status on residential satisfaction. *Local Environment*, 25(8), 540–558.
<https://doi.org/10.1080/13549839.2020.1801615>
- Othman, A. K., Mustafa, H. N., Hamzah, M. I., & Abdullah, M. Z. (2019). The influence of flexible work arrangement and remuneration on employees' job satisfaction in private higher education institutions. *ADVANCES IN BUSINESS RESEARCH INTERNATIONAL JOURNAL*, 5(1), 71.
<https://doi.org/10.24191/abrij.v5i1.9984>
- Panjaitan, H., Eryanto, H., & Suherdi. (2023). Jurnal Media Administrasi. *Analisis Sistem Work Life Balance Pada Pegawai X*, 8(1), 103–115.

- Purba, D., & Purba, M. (2022). Aplikasi Analisis Korelasi dan Regresi menggunakan Pearson Product Moment dan Simple Linear Regression. *Citra Sains Teknologi, 1*, 97–103.
- QUÍÑONES, M. A., FORD, J. K., & TEACHOUT, M. S. (1995). The relationship between work experience and job performance: A conceptual and Meta-Analytic Review. *Personnel Psychology, 48*(4), 887–910. <https://doi.org/10.1111/j.1744-6570.1995.tb01785.x>
- Rahman, M. F. (2019). Impact of flexible work arrangements on job satisfaction among the female teachers in the higher education sector. *European Journal of Business and Management. <https://doi.org/10.7176/ejbm/11-18-11>*
- Rahyu, W. I., Prianto, C., & Novia, E. A. (2021). Jurnal Teknik Informatika. *PERBANDINGAN ALGORITMA K-MEANS DAN NAÏVE BAYES UNTUK MEMPREDIKSI PRIORITAS PEMBAYARAN TAGIHAN RUMAH SAKIT BERDASARKAN TINGKAT KEPENTINGAN PADA PT. PERTAMINA (PERSERO), 13*.
- Raju, R., Subramaniam, G., Ramachandran, J., & Khan, R. H. (2022). A Flexiwork app – an innovative way to measure and monitor productivity while WFH for academicians. *Environment-Behaviour Proceedings Journal, 7*(21), 391–399. <https://doi.org/10.21834/ebpj.v7i21.3711>
- Riadi, S., Chriswahyudi, Roswandi, I., Kurnia, T. E., & FF, I. R. (2021). *ANALISA PENGARUH PENAMBAHAN POLYDON TERHADAP KETAHANAN FISIK DAN PERBEDAAN KUALITAS SUPPLIER POLYDON DI PT X, 13*. <https://doi.org/https://dx.doi.org/10.24853/jurtek.13.2.179-192>
- Rizkiana, A., & Hendikawati, P. (2015). KLASIFIKASI TINGKAT KEPUASAN PELANGGAN DENGAN ANALISIS DISKRIMINAN. *Jurnal MIPA, 38*(1).
- Rochman, E. M., & Rachmad, A. (2020). Clustering tourist destinations based on number of visitors using the K-Mean Method. *Proceedings of the 1st International Multidisciplinary Conference on Education, Technology, and Engineering (IMCETE 2019)*. <https://doi.org/10.2991/assehr.k.200303.075>

- Santoso, S. (2012). *Aplikasi SPSS pada Statistik Multivariat*. PT Elex Media Komputindo.
- SCANDURA, T. A., & LANKAU, M. J. (1997). Relationships of gender, family responsibility and flexible work hours to organizational commitment and job satisfaction. *Journal of Organizational Behavior*, 18(4), 377–391. [https://doi.org/10.1002/\(sici\)1099-1379\(199707\)18:4<377::aid-job807>3.0.co;2-1](https://doi.org/10.1002/(sici)1099-1379(199707)18:4<377::aid-job807>3.0.co;2-1)
- Selby, C., dan Wilson, F., (2003) *Flexible working handbook*
- Shockley, K. M., & Allen, T. D. (2011). Motives for flexible work arrangement use. *Community, Work & Family*, 15(2), 217–231. <https://doi.org/10.1080/13668803.2011.609661>
- Soga, L. R., Bolade-Ogunfodun, Y., Mariani, M. M., Nasr, R., & Laker, B. (2022). Unmasking the other face of flexible working practices: A systematic literature review. *Journal of Business Research*, 142, 648–662. <https://doi.org/10.1016/j.jbusres.2022.01.024>
- Tasrin, K., Wahyuadianto, A., Pratiwi, P., & Masrully, M. (2021). Evaluation study of the implementation of flexible working arrangement in public sector organization during covid-19 pandemic. *BISNIS & BIROKRASI: Jurnal Ilmu Administrasi Dan Organisasi*, 28(3). <https://doi.org/10.20476/jbb.v28i3.1274>
- Widhyadhana, D., Hastuti, R. B., Kharisudin, I., & Fauzi, F. (2021). Perbandingan Analisis Klaster K-Means dan *Average Linkage* untuk Pengklasteran Kemiskinan di Provinsi Jawa Tengah. *PRISMA, Prosiding Seminar Nasional Matematika*, 4, 584–594.

LAMPIRAN A – SURVEI