

## DAFTAR PUSTAKA

- Aini, Q., Zuliana, S. R., & Santoso, N. P. L. (2018). Management Measurement Scale As A Reference To Determine Interval In A Variable. *Aptisi Transactions on Management (ATM)*, 2(1), 45–54. <https://doi.org/10.33050/atm.v2i1.775>
- Ala, N., & Rojuaniah, S. \*. (2022). The Effect of Flexible Working Arrangements with Inter-Role Conflict on Voluntary Turnover in the Freight Forwarding Industry. *Jurnal Dinamika Manajemen*, 13(2), 322–337. <http://jdm.unnes.ac.id>
- Allen, I. E. (2007). *Blending In: The Extent and Promise of Blended Education in the United States*. <https://www.researchgate.net/publication/234579919>
- Amir, E. E. S., Winarto, E., Sunarno, R. D., & Hapsari, S. (2023). The correlation between job satisfaction, compensation, and work environment on nurse's turnover intention in Kotamobagu Regional General Hospital using Structural Equation Modeling path analysis. *GHMJ (Global Health Management Journal)*, 6(1), 01–10. <https://doi.org/10.35898/ghmj-61925>
- Andrade, C. (2021). A Student's Guide to the Classification and Operationalization of Variables in the Conceptualization and Design of a Clinical Study: Part 1. *Indian Journal of Psychological Medicine*, 43(2), 177–179. <https://doi.org/10.1177/0253717621994334>
- Anjum, S. (2020). Impact of internship programs on professional and personal development of business students: a case study from Pakistan. *Future Business Journal*, 6(1), 2. <https://doi.org/10.1186/s43093-019-0007-3>
- Apuke, O. D. (2017). Quantitative Research Methods : A Synopsis Approach. *Kuwait Chapter of Arabian Journal of Business and Management Review*, 6(11), 40–47. <https://doi.org/10.12816/0040336>

Aronsson, G., Hagberg, J., Björklund, C., Aboagye, E., Marklund, S., Leineweber, C., & Bergström, G. (2021). Health and motivation as mediators of the effects of job demands, job control, job support, and role conflicts at work and home on sickness presenteeism and absenteeism. *International Archives of Occupational and Environmental Health*, 94(3), 409–418. <https://doi.org/10.1007/s00420-020-01591-w>

Awan, F. H., Dunnan, L., Jamil, K., Gul, R. F., Anwar, A., Idrees, M., & Guangyu, Q. (2021). Impact of Role Conflict on Intention to Leave Job With the Moderating Role of Job Embeddedness in Banking Sector Employees. *Frontiers in Psychology*, 12. <https://doi.org/10.3389/fpsyg.2021.719449>

Bachman, J. G., Staff, J., O'Malley, P. M., Schulenberg, J. E., & Freedman-Doan, P. (2011). Twelfth-grade student work intensity linked to later educational attainment and substance use: New longitudinal evidence. *Developmental Psychology*, 47(2), 344–363. <https://doi.org/10.1037/a0021027>

Bakker, A. B., & Albrecht, S. (2018). Work engagement: current trends. *Career Development International*, 23(1), 4–11. <https://doi.org/10.1108/CDI-11-2017-0207>

Bakker, A. B., & Demerouti, E. (2007). The Job Demands-Resources model: state of the art. *Journal of Managerial Psychology*, 22(3), 309–328. <https://doi.org/10.1108/02683940710733115>

Bakker, A. B., & Demerouti, E. (2017). Job demands–resources theory: Taking stock and looking forward. *Journal of Occupational Health Psychology*, 22(3), 273–285. <https://doi.org/10.1037/ocp0000056>

Bakker, A., Demerouti, E., & Schaufeli, W. (2003). Dual processes at work in a call centre: An application of the job demands–resources model. *European Journal of Work and Organizational Psychology*, 12(4), 393–417. <https://doi.org/10.1080/13594320344000165>

- Bandura, A., & Locke, E. A. (2003). Negative self-efficacy and goal effects revisited. *Journal of Applied Psychology, 88*(1), 87–99. <https://doi.org/10.1037/0021-9010.88.1.87>
- Bapuji, H., de Bakker, F. G. A., Brown, J. A., Higgins, C., Rehbein, K., & Spicer, A. (2020). Business and Society Research in Times of the Corona Crisis. *Business & Society, 59*(6), 1067–1078. <https://doi.org/10.1177/0007650320921172>
- Barnett, R. C., Brennan, R. T., Gareis, K. C., Ertel, K. A., Berkman, L. F., & Almeida, D. M. (2012). Conservation of Resources theory in the context of multiple roles: an analysis of within- and cross-role mediational pathways. *Community, Work & Family, 15*(2), 131–148. <https://doi.org/10.1080/13668803.2010.539066>
- Bellamkonda, N., Santhanam, N., & Pattusamy, M. (2021). Goal Clarity, Trust in Management and Intention to Stay: The Mediating Role of Work Engagement. *South Asian Journal of Human Resources Management, 8*(1), 9–28. <https://doi.org/10.1177/2322093720965322>
- Blum, R. W., Lai, J., Martinez, M., & Jessee, C. (2022). Adolescent connectedness: cornerstone for health and wellbeing. *BMJ, e069213*. <https://doi.org/10.1136/bmj-2021-069213>
- Bortolini, R. F., Nogueira Cortimiglia, M., Danilevicz, A. de M. F., & Ghezzi, A. (2021). Lean Startup: a comprehensive historical review. *Management Decision, 59*(8), 1765–1783. <https://doi.org/10.1108/MD-07-2017-0663>
- Breevaart, K., Bakker, A. B., Demerouti, E., & van den Heuvel, M. (2015). Leader-member exchange, work engagement, and job performance. *Journal of Managerial Psychology, 30*(7), 754–770. <https://doi.org/10.1108/JMP-03-2013-0088>
- Britt, T. W., Shuffler, M. L., Pegram, R. L., Xoxakos, P., Rosopa, P. J., Hirsh, E., & Jackson, W. (2021). Job Demands and Resources among Healthcare Professionals during Virus Pandemics: A Review and Examination of Fluctuations in Mental

- Health Strain during COVID-19. *Applied Psychology*, 70(1), 120–149.  
<https://doi.org/10.1111/apps.12304>
- Chen, X., Al Mamun, A., Hussain, W. M. H. W., Jingzu, G., Yang, Q., & Shami, S. S. A. Al. (2023). Envisaging the job satisfaction and turnover intention among the young workforce: Evidence from an emerging economy. *PLOS ONE*, 18(6), e0287284.  
<https://doi.org/10.1371/journal.pone.0287284>
- Cheung, G. W., Cooper-Thomas, H. D., Lau, R. S., & Wang, L. C. (2023). Reporting reliability, convergent and discriminant validity with structural equation modeling: A review and best-practice recommendations. *Asia Pacific Journal of Management*.  
<https://doi.org/10.1007/s10490-023-09871-y>
- Chung, M., Jang, Y.-H., & Edelson, S. A. (2021). The path from role clarity to job satisfaction: natural acting and the moderating impact of perceived fairness of compensation in services. *Service Business*, 15(1), 77–102. <https://doi.org/10.1007/s11628-020-00434-5>
- Cinamon, R. G. (2016). Integrating Work and Study Among Young Adults. *Journal of Career Assessment*, 24(3), 527–542. <https://doi.org/10.1177/1069072715599404>
- Cockayne, D. (2019). What is a startup firm? A methodological and epistemological investigation into research objects in economic geography. *Geoforum*, 107, 77–87.  
<https://doi.org/10.1016/j.geoforum.2019.10.009>
- Davidescu, A. A., Apostu, S.-A., Paul, A., & Casuneanu, I. (2020). Work Flexibility, Job Satisfaction, and Job Performance among Romanian Employees—Implications for Sustainable Human Resource Management. *Sustainability*, 12(15), 6086.  
<https://doi.org/10.3390/su12156086>
- Davidescu, A. A. M., Apostu, S. A., Paul, A., & Casuneanu, I. (2020). Work flexibility, job satisfaction, and job performance among romanian employees-Implications for sustainable human resource management. *Sustainability (Switzerland)*, 12(15).  
<https://doi.org/10.3390/su12156086>

- De Sousa Sabbagha, M., Ledimo, O., & Martins, N. (2018). Predicting staff retention from employee motivation and job satisfaction. *Journal of Psychology in Africa*, 28(2), 136–140. <https://doi.org/10.1080/14330237.2018.1454578>
- Deci, E. L., Olafsen, A. H., & Ryan, R. M. (2017). Self-Determination Theory in Work Organizations: The State of a Science. In *Annual Review of Organizational Psychology and Organizational Behavior* (Vol. 4, pp. 19–43). Annual Reviews Inc. <https://doi.org/10.1146/annurev-orgpsych-032516-113108>
- Deci, E. L., & Ryan, R. M. (1985). *Intrinsic Motivation and Self-Determination in Human Behavior*. Springer US. <https://doi.org/10.1007/978-1-4899-2271-7>
- Deci, E. L., & Ryan, R. M. (1990). *A Motivational Approach to Self: Integration in Personality*. <https://www.researchgate.net/publication/21026291>
- Deci, E. L., & Ryan, R. M. (2008). Facilitating optimal motivation and psychological well-being across life's domains. *Canadian Psychology / Psychologie Canadienne*, 49(1), 14–23. <https://doi.org/10.1037/0708-5591.49.1.14>
- Decision Marketing. (2022). *Marketing 'one of the most stressful jobs in the world.'* Decision Marketing. <https://www.decisionmarketing.co.uk/news/marketing-one-of-the-most-stressful-jobs-in-the-world>
- Demerouti, E., & Bakker, A. B. (2023a). Job demands-resources theory in times of crises: New propositions. *Organizational Psychology Review*, 13(3), 209–236. <https://doi.org/10.1177/20413866221135022>
- Demerouti, E., & Bakker, A. B. (2023b). Job demands-resources theory in times of crises: New propositions. *Organizational Psychology Review*, 13(3), 209–236. <https://doi.org/10.1177/20413866221135022>
- Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. *Journal of Applied Psychology*, 86(3), 499–512. <https://doi.org/10.1037/0021-9010.86.3.499>

- Diah Baiti, R., Abdullah, S. M., & Rochwidowati, N. S. (2017). Career Self-Efficacy Dan Kesiapan Kerja Pada Mahasiswa Semester Akhir. In *Jurnal Psikologi Integratif Prodi Psikologi UIN Sunan Kalijaga* (Vol. 5, Issue 2).
- Dikkers, J. S. E., Geurts, S. A. E., Dulk, L. Den, Peper, B., Taris, T. W., & Kompier, M. A. J. (2007). Dimensions of work–home culture and their relations with the use of work–home arrangements and work–home interaction. *Work & Stress*, *21*(2), 155–172. <https://doi.org/10.1080/02678370701442190>
- Duckworth, A. L., Weir, D., Tsukayama, E., & Kwok, D. (2012). Who Does Well in Life? Conscientious Adults Excel in Both Objective and Subjective Success. *Frontiers in Psychology*, *3*. <https://doi.org/10.3389/fpsyg.2012.00356>
- Dziuba, S. T., Ingaldi, M., & Zhuravskaya, M. (2020). Employees' Job Satisfaction and their Work Performance as Elements Influencing Work Safety. *System Safety: Human - Technical Facility - Environment*, *2*(1), 18–25. <https://doi.org/10.2478/czoto-2020-0003>
- Elling, S. R., & Elling, T. W. (2000). The Influence of Work on College Student Development. *NASPA Journal*, *37*(2), 454–470. <https://doi.org/10.2202/1949-6605.1108>
- Emmert-Streib, F., & Dehmer, M. (2019). Understanding Statistical Hypothesis Testing: The Logic of Statistical Inference. *Machine Learning and Knowledge Extraction*, *1*(3), 945–961. <https://doi.org/10.3390/make1030054>
- Enaifoghe, A., & Zenzile, N. (2023). The rapidly evolving situation of employee work-from-home productivity and the integration of ICT in Post-COVID-19 pandemic. *Scientific African*, *20*, e01709. <https://doi.org/10.1016/j.sciaf.2023.e01709>
- F. Hair Jr, J., Sarstedt, M., Hopkins, L., & G. Kuppelwieser, V. (2014). Partial least squares structural equation modeling (PLS-SEM). *European Business Review*, *26*(2), 106–121. <https://doi.org/10.1108/EBR-10-2013-0128>

- Fernández, D. P., Ryan, M. K., & Begeny, C. T. (2023). Gender expectations, socioeconomic inequalities and definitions of career success: A qualitative study with university students. *PLOS ONE*, *18*(2), e0281967. <https://doi.org/10.1371/journal.pone.0281967>
- Forson, J. A., Ofosu-Dwamena, E., Opoku, R. A., & Adjavon, S. E. (2021). Employee motivation and job performance: a study of basic school teachers in Ghana. *Future Business Journal*, *7*(1). <https://doi.org/10.1186/s43093-021-00077-6>
- Gabriel, A. S., Diefendorff, J. M., Chandler, M. M., Moran, C. M., & Greguras, G. J. (2014). The dynamic relationships of work affect and job satisfaction with perceptions of fit. *Personnel Psychology*, *67*(2), 389–420. <https://doi.org/10.1111/peps.12042>
- Gagné, M., & Deci, E. L. (2005). Self-determination theory and work motivation. *Journal of Organizational Behavior*, *26*(4), 331–362. <https://doi.org/10.1002/job.322>
- Gajendran, R. S., & Harrison, D. A. (2007). The good, the bad, and the unknown about telecommuting: Meta-analysis of psychological mediators and individual consequences. *Journal of Applied Psychology*, *92*(6), 1524–1541. <https://doi.org/10.1037/0021-9010.92.6.1524>
- Garg, P., & Rastogi, R. (2006). New model of job design: Motivating employees' performance. *Journal of Management Development*, *25*(6), 572–587. <https://doi.org/10.1108/02621710610670137>
- Ghauri, P., & Grønhaug, K. (2005). *Research Methods in Business Studies: A Practical Guide*. Pearson Education.
- Ghozali, I. (2021). *Partial Least Square Konsep Teknik Dan Aplikasi Menggunakan Program Smart PLS 3.2.9 Untuk Penelitian Empiris*. Badan Penerbit Universitas Diponegoro.
- Gopalakrishnan, M., & Abu, A. (2023). Role clarity, perceived cohesion and felt responsibility as antecedents of altruism

- and conscientiousness among college teachers in Kerala. *Rajagiri Management Journal*. <https://doi.org/10.1108/RAMJ-01-2023-0012>
- Govindan, R. (2013). Research amenable to Nursing Contexts. In *Asian Journal of Nursing Education and Research* (Vol. 3, Issue 1). <https://www.researchgate.net/publication/338516897>
- Griethuijsen, R. A. L. F., Eijck, M. W., Haste, H., den Brok, P. J., Skinner, N. C., Mansour, N., Savran Gencer, A., & BouJaoude, S. (2015). Global Patterns in Students' Views of Science and Interest in Science. *Research in Science Education*, 45(4), 581–603. <https://doi.org/10.1007/s11165-014-9438-6>
- Guenther, P., Guenther, M., Ringle, C. M., Zaefarian, G., & Cartwright, S. (2023). Improving PLS-SEM use for business marketing research. *Industrial Marketing Management*, 111, 127–142. <https://doi.org/10.1016/j.indmarman.2023.03.010>
- Hackman, J. R., & Oldham, G. R. (1976). Motivation through the design of work: test of a theory. *Organizational Behavior and Human Performance*, 16(2), 250–279. [https://doi.org/10.1016/0030-5073\(76\)90016-7](https://doi.org/10.1016/0030-5073(76)90016-7)
- Hagger, M. S., Hardcastle, S. J., Chater, A., Mallett, C., Pal, S., & Chatzisarantis, N. L. D. (2014). Autonomous and controlled motivational regulations for multiple health-related behaviors: between- and within-participants analyses. *Health Psychology and Behavioral Medicine*, 2(1), 565–601. <https://doi.org/10.1080/21642850.2014.912945>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis* (7th Edition). Pearson.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021a). *An Introduction to Structural Equation Modeling* (pp. 1–29). [https://doi.org/10.1007/978-3-030-80519-7\\_1](https://doi.org/10.1007/978-3-030-80519-7_1)



- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021b). *Mediation Analysis* (pp. 139–153). [https://doi.org/10.1007/978-3-030-80519-7\\_7](https://doi.org/10.1007/978-3-030-80519-7_7)
- Hair, J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021c). *Moderation Analysis* (pp. 155–172). [https://doi.org/10.1007/978-3-030-80519-7\\_8](https://doi.org/10.1007/978-3-030-80519-7_8)
- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: A meta-analysis. *Journal of Applied Psychology*, *87*(2), 268–279. <https://doi.org/10.1037/0021-9010.87.2.268>
- Hasibuan, R. (2023). Peningkatan Ekonomi Masyarakat Melalui Budidaya Tanaman Hias Dengan Lahan Terbatas Di Deli Serdang. *Journal Of Business, Economics, And Finance*, *1*(2). <https://doi.org/10.37985/benefit.v1i2.42>
- Hecht, T. D., & McCarthy, J. M. (2010). Coping with employee, family, and student roles: Evidence of dispositional conflict and facilitation tendencies. *Journal of Applied Psychology*, *95*(4), 631–647. <https://doi.org/10.1037/a0019065>
- Henderson, L. S., Stackman, R. W., & Lindekilde, R. (2016). The centrality of communication norm alignment, role clarity, and trust in global project teams. *International Journal of Project Management*, *34*(8), 1717–1730. <https://doi.org/10.1016/j.ijproman.2016.09.012>
- Heo, C. Y., Kim, B., Park, K., & Back, R. M. (2022). A comparison of Best-Worst Scaling and Likert Scale methods on peer-to-peer accommodation attributes. *Journal of Business Research*, *148*, 368–377. <https://doi.org/10.1016/j.jbusres.2022.04.064>
- Hermawan, P. P., & Astuti, N. W. (2021). *An Overview of Learning Motivation Among Working Students During the Covid-19 Pandemic*. <https://doi.org/10.2991/assehr.k.210805.207>
- Holtom, B. C., & Burch, T. C. (2016). A model of turnover-based disruption in customer services. *Human Resource Management Review*, *26*(1), 25–36. <https://doi.org/10.1016/j.hrmr.2015.09.004>

- Indrajaya, N. A. (2022, June 18). *70 Perusahaan Start Up yang Terapkan Sistem Kerja WFA*. Trenasia.Com.
- Iswadi, N., Hendro Wibowo, D., & Hendro Wibowo Hubungan Antara Konflik Peran Ganda Terhadap Motivasi Kerja pada Wanita, D. (2021). Hubungan Antara Konflik Peran Ganda Terhadap Motivasi Kerja Pada Wanita Pekerja Sitasi. *Humanlight Journal of Psychology Desember*, 2(2), 26–40. <http://ejournal-iakn-manado.ac.id/index.php/humanlight>
- JMC Indonesia. (2018, June 12). *Perlunya Layanan Pemerintah Berbasis Teknologi dan E-Government di Era Digital*. Jmc.Co.Id.
- Jocelyn, G., & Bharathi, S. (2022). IMPACT OF SOCIAL VALUES ON EMPLOYEE MOTIVATION AND THEIR JOB PERFORMANCE. *Bodhi International Journal of Research in Humanities, Arts and Science*, 7(6).
- kampusmerdeka.kemdikbud. (2023). *Tujuan kebijakan Merdeka Belajar - Kampus Merdeka*. Kampusmerdeka.Kemdikbud.Com.
- Karkkola, P., Kuittinen, M., & Hintsala, T. (2019). Role clarity, role conflict, and vitality at work: The role of the basic needs. *Scandinavian Journal of Psychology*, 60(5), 456–463. <https://doi.org/10.1111/sjop.12550>
- Kasih, A. P. (2022, March 31). *Mahasiswa Lebih Pilih Bekerja di “Startup.”* Kompas.Com.
- Kilani, M. Al, & Kobziev, V. (2016). An Overview of Research Methodology in Information System (IS). *OALib*, 03(11), 1–9. <https://doi.org/10.4236/oalib.1103126>
- Kumar, H., Kumar, G., & Behmani, R. (2023). *Multiple Role Conflict Faced By Women* (A. Kumar & N. Srivastava, Eds.; First Edition). GLOBAL VISION PUBLISHING HOUSE.
- Kundu, S. C., Kumar, S., & Lata, K. (2019). Effects of perceived role clarity on innovative work behavior: a multiple mediation model.

*RAUSP Management Journal*, 55(4), 457–472.  
<https://doi.org/10.1108/RAUSP-04-2019-0056>

Kwong, K., & Wong, K. (2013). *Partial least square structural equation modeling (PLS-SEM) techniques using SmartPLS*.  
<https://www.researchgate.net/publication/268449353>

Lee, H. W. (2019). Performance-Based Human Resource Management and Federal Employee's Motivation: Moderating Roles of Goal-Clarifying Intervention, Appraisal Fairness, and Feedback Satisfaction. *Review of Public Personnel Administration*, 39(3), 323–348. <https://doi.org/10.1177/0734371X17721300>

Legate, A. E., Hair, J. F., Chretien, J. L., & Risher, J. J. (2023). PLS-SEM: Prediction-oriented solutions for HRD researchers. *Human Resource Development Quarterly*, 34(1), 91–109. <https://doi.org/10.1002/hrdq.21466>

Li, X., Chen, X., & Gao, D. (2022). Influence of Work-Family Conflict on Turnover Intention of Primary and Secondary School Teachers: Serial Mediating Role of Psychological Contract and Job Satisfaction. *Frontiers in Psychiatry*, 13.  
<https://doi.org/10.3389/fpsy.2022.869344>

Locke, E. A., & Latham, G. P. (2004). What Should We Do about Motivation Theory? Six Recommendations for the Twenty-First Century. *The Academy of Management Review*, 29(3), 388. <https://doi.org/10.2307/20159050>

Lund, S. , M. A. , M. J. , S. S. , E. K. , R. O. (2021, February 21). *The Future of Work After Covid-19*. McKinsey Global Institute.

Mahmood, F., Ariza-Montes, A., Saleem, M., & Han, H. (2023). Teachers' teleworking job satisfaction during the COVID-19 pandemic in Europe. *Current Psychology*, 42(10), 8540–8553.  
<https://doi.org/10.1007/s12144-021-02355-6>

Mamun, M. Z. A., & Khan, M. Y. H. (2020). A Theoretical Study On Factors Influencing Employees Performance, Rewards And Motivation Within Organisation.

*SocioEconomic Challenges*, 4(3), 113–124. [https://doi.org/10.21272/sec.4\(3\).113-124.2020](https://doi.org/10.21272/sec.4(3).113-124.2020)

Martha, H., Anindita, R., & Idrus Jus'a, D. (2022). Organizational Culture & Work Motivation: Effect on Job Satisfaction and Turnover Intention in Hospital Industry. *International Journal of Research and Review*, 9(3), 152–165. <https://doi.org/10.52403/ijrr.20220319>

Mauer, R., & Steigertahl, L. (2024). *EU Startup Monitor: Growing Business In Europe*. EU Startup Monitor. <http://www.startupmonitor.eu/#:~:text=The%20term%20'startup'%20for%20this, and%20For%20markets%20operated%20in>

Mazhar, S. A. (2021a). Methods of Data Collection: A Fundamental Tool of Research. *Journal of Integrated Community Health*, 10(01), 6–10. <https://doi.org/10.24321/2319.9113.202101>

Mazhar, S. A. (2021b). Methods of Data Collection: A Fundamental Tool of Research. *Journal of Integrated Community Health*, 10(01), 6–10. <https://doi.org/10.24321/2319.9113.202101>

Mishra, P., Pandey, C., Singh, U., & Gupta, A. (2018). Scales of measurement and presentation of statistical data. *Annals of Cardiac Anaesthesia*, 21(4), 419. [https://doi.org/10.4103/aca.ACA\\_131\\_18](https://doi.org/10.4103/aca.ACA_131_18)

Mogaji, E., & Nguyen, N. P. (2022). Enhancing the work placement experience of students with disabilities. *Industry and Higher Education*, 36(6), 768–783. <https://doi.org/10.1177/09504222221122958>

Mohammed, Z., Nandwani, D., Saboo, A., & Padakannaya, P. (2022). Job satisfaction while working from home during the COVID-19 pandemic: do subjective work autonomy, work-family conflict, and anxiety related to the pandemic matter? *Cogent Psychology*, 9(1). <https://doi.org/10.1080/23311908.2022.2087278>

Moser, C. A., & Kalton, G. (2017). *Survey Methods in Social Investigation*. Routledge.  
<https://doi.org/10.4324/9781315241999>

Muaja, O. K., Adolfini, & Dotulong, L. (2017). PENGARUH PENEMPATAN KERJA DAN PENGALAMAN KERJA TERHADAP KINERJA KARYAWAN PADA PT.BANK SULUTGO KANTOR CABANG UTAMA MANADO THE EFFECT OF JOB PLACEMENT AND WORK EXPERIENCE ON EMPLOYEE PERFORMANCE AT PT. BANK SULUTGO MANADO BRANCH OFFICE. *2211 Jurnal EMBA*, 5, 2211–2220.

Muhammad Ahmad Mazher. (2022). Exploring Relationship between Intrinsic Rewards, Extrinsic Rewards, and Employee Performance in University Academics. *East Asian Journal of Multidisciplinary Research*, 1(11), 2691–2706.  
<https://doi.org/10.55927/eajmr.v1i11.1921>

Mukherjee, A., & Malhotra, N. (2006). Does role clarity explain employee-perceived service quality? *International Journal of Service Industry Management*, 17(5), 444–473.  
<https://doi.org/10.1108/09564230610689777>

Nabila, R., & Maret, E. D. (2022, October 17). *Industri Tanaman Hias Indonesia Berpotensi Makin Eksis di Pasar Global*. Kompas.Com.

Nathasya, S., & Sitepu, B. (2017). *PENGARUH FAKTOR INTERNAL TERHADAP KEBERHASILAN START-UP BISNIS di KOTA SURABAYA*.

Onyebu, C. M., & Omotayo, O. A.-R. (2017). Employee Job Satisfaction and Organizational Performance : An Insight from Selected Hotels in Lagos Nigeria. *Kuwait Chapter of Arabian Journal of Business and Management Review*, 6(10), 48–59.  
<https://doi.org/10.12816/0039071>

Oswald-Egg, M. E., & Renold, U. (2021). No experience, no employment: The effect of vocational education and training work

- experience on labour market outcomes after higher education. *Economics of Education Review*, 80, 102065. <https://doi.org/10.1016/j.econedurev.2020.102065>
- Otoritas Jasa Keuangan. (2022, November 24). *Infografis Hasil Survei Nasional Literasi dan Inklusi Keuangan Tahun 2022*. Ojk.Go.Id.
- Oviatt, D. P., Baumann, M. R., Bennett, J. M., & Garza, R. T. (2017). Undesirable Effects of Working While in College: Work-School Conflict, Substance Use, and Health. *The Journal of Psychology*, 151(5), 433–452. <https://doi.org/10.1080/00223980.2017.1314927>
- Owen, M. S., Kavanagh, P. S., & Dollard, M. F. (2018a). An Integrated Model of Work–Study Conflict and Work–Study Facilitation. *Journal of Career Development*, 45(5), 504–517. <https://doi.org/10.1177/0894845317720071>
- Owen, M. S., Kavanagh, P. S., & Dollard, M. F. (2018b). An Integrated Model of Work–Study Conflict and Work–Study Facilitation. *Journal of Career Development*, 45(5), 504–517. <https://doi.org/10.1177/0894845317720071>
- Pandita, R., Dominic, J., Domnic, J., & Author, C. (2016). Variables of Job Satisfaction: A review study with special reference to LIS Professionals. In *International Journal of Information Dissemination and Technology* (Vol. 6, Issue 4). <https://www.researchgate.net/publication/313823194>
- Paradis, E., O'Brien, B., Nimmon, L., Bandiera, G., & Martimianakis, M. A. (Tina). (2016). Design: Selection of Data Collection Methods. *Journal of Graduate Medical Education*, 8(2), 263–264. <https://doi.org/10.4300/JGME-D-16-00098.1>
- Patanjali, S., & Bhatta, N. M. K. (2022a). Work from Home During the Pandemic: The Impact of Organizational Factors on the Productivity of Employees in the IT Industry. *Vision: The Journal of Business Perspective*, 097226292210741. <https://doi.org/10.1177/09722629221074137>
- Patanjali, S., & Bhatta, N. M. K. (2022b). Work from Home During the Pandemic: The Impact of Organizational Factors on the Productivity

of Employees in the IT Industry. *Vision: The Journal of Business Perspective*, 097226292210741. <https://doi.org/10.1177/09722629221074137>

Pérez, M. P., Sánchez, A. M., & de Luis Carnicer, M. P. (2002). Benefits and barriers of telework: perception differences of human resources managers according to company's operations strategy. *Technovation*, 22(12), 775–783. [https://doi.org/10.1016/S0166-4972\(01\)00069-4](https://doi.org/10.1016/S0166-4972(01)00069-4)

Piwowar-Sulej, K. (2021). Core functions of Sustainable Human Resource Management. A hybrid literature review with the use of <scp>H-Classics</scp> methodology. *Sustainable Development*, 29(4), 671–693. <https://doi.org/10.1002/sd.2166>

Price, J. L. (2001). Reflections on the determinants of voluntary turnover. In *International Journal of Manpower* (Vol. 22, Issue 7). # MCB University Press. [http://www.mcbup.com/research\\_registershttp://www.emerald-library.com/ft](http://www.mcbup.com/research_registershttp://www.emerald-library.com/ft)

Pristiyono, P., Ikhlah, M., Rafika, M., & Hasibuan, D. K. (2020). Implementasi Work from Home terhadap Motivasi dan Kinerja Dosen di Indonesia. *JURNAL AKUNTANSI, EKONOMI Dan MANAJEMEN BISNIS*, 8(2), 263–269. <https://doi.org/10.30871/jaemb.v8i2.2692>

Rahman, Md. H., Fatema, Mst. R., & Ali, Md. H. (2019). Impact of Motivation and Job Satisfaction on Employee's Performance: An Empirical Study. *Asian Journal of Economics, Business and Accounting*, 1–10. <https://doi.org/10.9734/ajeba/2019/v10i430112>

Ratnawati, E., Sukidjo, & Efendi, R. (2020). The Effect of Work Motivation and Work Experience on Employee Performance. *International Journal of Multicultural and Multireligious Understanding*, 7(8).

- Reeve, J. (2006). Teachers as facilitators: What autonomy-supportive teachers do and why their students benefit. In *Elementary School Journal* (Vol. 106, Issue 3, pp. 225–236). <https://doi.org/10.1086/501484>
- Reina, C. S., Rogers, K. M., Peterson, S. J., Byron, K., & Hom, P. W. (2018). Quitting the Boss? The Role of Manager Influence Tactics and Employee Emotional Engagement in Voluntary Turnover. *Journal of Leadership and Organizational Studies*, 25(1), 5–18. <https://doi.org/10.1177/1548051817709007>
- Reizer, A., Brender-Ilan, Y., & Sheaffer, Z. (2019). Employee motivation, emotions, and performance: a longitudinal diary study. *Journal of Managerial Psychology*, 34(6), 415–428. <https://doi.org/10.1108/JMP-07-2018-0299>
- Richer, S. F., Blanchard, C., & Vallerand, R. J. (2002). A Motivational Model of Work Turnover. *Journal of Applied Social Psychology*, 32(10), 2089–2113. <https://doi.org/10.1111/j.1559-1816.2002.tb02065.x>
- Ringle, C. M., Sarstedt, M., Mitchell, R., & Gudergan, S. P. (2020). Partial least squares structural equation modeling in HRM research. *The International Journal of Human Resource Management*, 31(12), 1617–1643. <https://doi.org/10.1080/09585192.2017.1416655>
- Ringle, C. M., Sarstedt, M., Sinkovics, N., & Sinkovics, R. R. (2023). A perspective on using partial least squares structural equation modelling in data articles. *Data in Brief*, 48, 109074. <https://doi.org/10.1016/j.dib.2023.109074>
- Rizzo, J. R., House, R. J., & Lirtzman, S. I. (1970). Role Conflict and Ambiguity in Complex Organizations. *Administrative Science Quarterly*, 15(2), 150. <https://doi.org/10.2307/2391486>
- Robbins, S. P., & Judge, T. A. (2018). *Essentials of Organizational Behavior* (14th Edition). Pearson Education, Inc.
- Rojikinnor, R., Gani, A. J. A., Saleh, C., & Amin, F. (2023). The Role of Compensation As a Determinant of Performance and Employee Work Satisfaction: A Study at The PT Bank Rakyat Indonesia



- (Persero) Tbk. *Journal of Economic and Administrative Sciences*, 39(4), 943–956. <https://doi.org/10.1108/jeas-06-2020-0103>
- Ryan, R. M., & Deci, E. L. (2020). Intrinsic and extrinsic motivation from a self-determination theory perspective: Definitions, theory, practices, and future directions. *Contemporary Educational Psychology*, 61. <https://doi.org/10.1016/j.cedpsych.2020.101860>
- Saraswati, K. D. H., & Lie, D. (2021). *Work Engagement and Turnover Intention: The Moderating Effect of Organizational Justice*. <https://doi.org/10.2991/assehr.k.210805.009>
- Sarstedt, M., Hair, J. F., Nitzl, C., Ringle, C. M., & Howard, M. C. (2020). Beyond a tandem analysis of SEM and PROCESS: Use of PLS-SEM for mediation analyses! *International Journal of Market Research*, 62(3), 288–299. <https://doi.org/10.1177/1470785320915686>
- Sarstedt, M., Hair, J. F., Pick, M., Liengard, B. D., Radomir, L., & Ringle, C. M. (2022). Progress in partial least squares structural equation modeling use in marketing research in the last decade. *Psychology & Marketing*, 39(5), 1035–1064. <https://doi.org/10.1002/mar.21640>
- Semeon Bagajjo, W., Kumar Sharma, V., & Adugna, D. (2021). *Impact of Motivation on Employees' Job Satisfaction*. [www.globalscientificjournal.com](http://www.globalscientificjournal.com)
- Shahzad, K., Iqbal, R., Javed, B., & Hashmi, S. D. (2022). Impact of work-study conflict on workplace outcomes: supervisor support for juggling many balls. *International Journal of Conflict Management*, 33(3), 475–493. <https://doi.org/10.1108/IJCMA-05-2021-0069>
- Sharma, P. N., & Kim, K. H. (2013). *A Comparison of PLS and ML Bootstrapping Techniques in SEM: A Monte Carlo Study* (pp. 201–208). [https://doi.org/10.1007/978-1-4614-8283-3\\_13](https://doi.org/10.1007/978-1-4614-8283-3_13)

- Shukla, S. (2020). *CONCEPT OF POPULATION AND SAMPLE*.  
<https://www.researchgate.net/publication/346426707>
- Smith, B. (2023, April 23). *6 Reasons Why Your Startup is Suffering from High Employee Turnover*. Startupnation.Com.
- Sugiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif, dan Kombinasi (Mixed Methods)*. Alfabeta.
- Sullivan, G. M. (2011). A Primer on the Validity of Assessment Instruments. *Journal of Graduate Medical Education*, 3(2), 119–120. <https://doi.org/10.4300/JGME-D-11-00075.1>
- Taherdoost, H. (2016). Validity and Reliability of the Research Instrument; How to Test the Validation of a Questionnaire/Survey in a Research. *SSRN Electronic Journal*.  
<https://doi.org/10.2139/ssrn.3205040>
- Tripp, G. W. (1983). *NEED FOR CLARITY, THE DETERMINANTS OF ROLE CLARITY AND THEIR EFFECT UPON PERFORMANCE AND PERCEIVED ROLE CLARITY*.
- Tsai, Y., & Wu, S. (2010). The relationships between organisational citizenship behaviour, job satisfaction and turnover intention. *Journal of Clinical Nursing*, 19(23–24), 3564–3574.  
<https://doi.org/10.1111/j.1365-2702.2010.03375.x>
- Varghese, M. E., Parker, L. C., Adedokun, O., Shively, M., Burgess, W., Childress, A., & Bessenbacher, A. (2012). Experiential Internships: Understanding the Process of Student Learning in Small Business Internships. *Industry and Higher Education*, 26(5), 357–367. <https://doi.org/10.5367/ihe.2012.0114>
- Vo, T. T. D., Tuliao, K. V., & Chen, C. W. (2022). Work Motivation: The Roles of Individual Needs and Social Conditions. *Behavioral Sciences*, 12(2). <https://doi.org/10.3390/bs12020049>
- Vullingsh, J. T., De Hoogh, A. H. B., Den Hartog, D. N., & Boon, C. (2020). Ethical and Passive Leadership and Their Joint

Relationships with Burnout via Role Clarity and Role Overload.  
*Journal of Business Ethics*, 165(4), 719–733.  
<https://doi.org/10.1007/s10551-018-4084-y>

Vyas, L., & Butakhieo, N. (2020). The impact of working from home during COVID-19 on work and life domains: an exploratory study on Hong Kong. *Policy Design and Practice*, 1–18. <https://doi.org/10.1080/25741292.2020.1863560>

Wang, R., & Shi, H. (2022). *A Review of Work Family Conflict Research* (pp. 2975–2979). [https://doi.org/10.2991/978-2-494069-31-2\\_350](https://doi.org/10.2991/978-2-494069-31-2_350)

Wei, Y. C. (2022). Are satisfied employees less inclined to quit? Moderating effects of human capital and abusive supervision. *Evidence-Based HRM*. <https://doi.org/10.1108/EBHRM-07-2021-0141>

Wen, B., Zhou, X., Hu, Y., & Zhang, X. (2020). Role Stress and Turnover Intention of Front-Line Hotel Employees: The Roles of Burnout and Service Climate. *Frontiers in Psychology*, 11. <https://doi.org/10.3389/fpsyg.2020.00036>

Wong, S. I., & van Gils, S. (2022). Initiated and received task interdependence and distributed team performance: the mediating roles of different forms of role clarity. *AI & SOCIETY*, 37(2), 781–790. <https://doi.org/10.1007/s00146-021-01241-w>

Yusuf, M., & Sriwijaya, P. N. (2021). Effects of the Intrinsic Motivation and Extrinsic Motivation on Employee Performance with Job Satisfaction as an Intervening Variable at PT. Alwi Assegaf Palembang. In *Journal Management* (Vol. 20, Issue 1).

Zikmund, W., Babin, B., Griffin, M., & Carr, J. (2010). *Business Research Methods*. South-Western Cengage Learning.