

## DAFTAR PUSTAKA

- Adiningtias, N., & Mardhatillah, A. (2016). *Work life balance Index Among Technician*. *Jurnal Ilmu Ekonomi Dan Sosial*, 5(3), 327–333.
- Akbar, Y. K., Maratis, J., Nawangsari, L. C., Putri, R. K., & SK, P. (2024). The effects of green human resource management practices on sustainable university through green psychological climate of academic and non-academic staff. *Cogent Business and Management*, 11(1). <https://doi.org/10.1080/23311975.2024.2375404>
- Aliya, G. R., & Saragih, R. (2020). Pengaruh Work-Life Balance dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan di PT Telkom Divisi Telkom Regional III Jawa Barat. *Jurnal Ilmiah MEA (Manajemen, Ekonomi, & Akuntansi)*, 4(3), 84–95. <http://journal.stiemb.ac.id/index.php/mea/article/view/291>
- Anakpo, G., Nqwayibana, Z., & Mishi, S. (2023). The Impact of Work-from-Home on Employee Performance and Productivity: A Systematic Review. *Sustainability (Switzerland)*, 15(5). <https://doi.org/10.3390/su15054529>
- Asari, A. F. (2022). Pengaruh Work-Life Balance terhadap Kinerja Karyawan melalui Kepuasan Kerja pada BPJS Ketenagakerjaan Kantor Cabang Surabaya Karimunjawa. *Jurnal Ilmu Manajemen*, 10(2001), 843–852. <https://journal.unesa.ac.id/index.php/jim/article/view/18565>
- Bloom, N., Liang, J., Robertd, J., & Ying, zhichun jenny. (2014). does WFH work? evedfenve from a china experiment. *The Quarterly Journal of Economics*, 130(1), 165–218. <http://dx.doi.org/10.1016/bs.ircmb.2020.08.001>
- Busro, Muhammad, (2018), *Teori-Teori Manajemen Sumber Daya Manusia*, Prenadamedia Group, Jakarta
- Dewi, A. . D. P., Sudipta, I. G. K., & Setyowati, D. S. (2016). Analisis Aspek Sumber Daya Manusia Terhadap Kinerja pada Proyek Konstruksi Di Kabupaten Bandung. *Jurnal Ilmiah Teknik Sipil*, 20(2), 103–109.

- Elnanto, J. G., & Suharti, L. (2021). The Impact of *Work from home* to Work Life-Balance and Its Implication to Employee Happiness. *International Journal of Social Science an Business*, 5(3), 311. <https://doi.org/10.23887/ijssb.v5i3.35325>
- Farooq, K., Yusliza, M. Y., Wahyuningtas, R., Haque, A. U., Muhammad, Z., & Saputra, J. (2021). Exploring challenges and solutions in performing employee ecological behaviour for a sustainable workplace. *Sustainability (Switzerland)*, 13(17), 1–19. <https://doi.org/10.3390/su13179665>
- F Saraswati, D Indiyati (2022) *The influence of non-physical work environment and work stress on job performance of Gen Z: A research framework*. <https://doi.org/10.1201/9781003335832-55>
- Farrell, K. (2017). ARROW @ TU Dublin Working from home : A double edged sword. *Home Renaissance Foundation Conference*, 0–26.
- Firdaus. (2022). *Pengaruh work-life balance dan motivasi kerja terhadap kinerja guru pada di Masa Pandemi*. 174. <http://etheses.uinmalang.ac.id/36632/%0Ahttp://etheses.uin-malang.ac.id/36632/2/18410199.pdf>
- Gadecki, J., Jewdokimow, M., & Zadkowska, M. (2016). *Reconstructing the borders and the definitions of home and work in the context of telecommuting in Poland*. *Intersections East European Journal of Society and Politics*, 2(3), 84–96. <https://doi.org/10.17356/ieejsp.v2i3.166>
- Gashi, A., Kutillovci, E., & Zhushi, G. (2022). *E-work evaluation through work–life balance, job effectiveness, organizational trust and flexibility: evidence from Kosovo during COVID-19*. *Employee Relations*, 44(2), 371–385. <https://doi.org/10.1108/ER-04-2021-0136>

- Hair, J. E., Hufit, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*, 384. Diambil dari <https://www.researchgate.net/publication/354331182>  
A\_Primer\_on\_Partial\_Least\_Squares\_Structural\_Equation\_Modelin  
g\_PLS -SEM
- Hair, J., Page, M., & Brunsveld, N. (2020). *Essentials of Business Research Methods (4th ed.)*. New York: Routledge.
- Hamid, A., & Hazriyanto, H. (2019). Pengaruh Kepuasan Kerja Terhadap Kinerja Karyawan PT. Aker Solutions Batam. *Jurnal Benefita*, 4(2), 326. <https://doi.org/10.22216/jbe.v4i2.1877>
- Hasibuan, M. (2017). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Hidayat Fahrul, D. (2023). *THE INFLUENCE OF UNDERSTANDING, APPLICATION AND UTILIZATION OF ACCOUNTING INFORMATION SYSTEMS ON THE PERFORMANCE OF SMEs IN SURAKARTA CITY (Case Study on CONVECTION SMEs)*. 8(1), 31–41.
- 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.* *Economies*, 9(3). <https://doi.org/10.3390/economies9030096>
- Irfan, M., Khalid, R. A., Kaka Khel, S. S. U. H., Maqsoom, A., & Sherani, I. K. (2023). Impact of work–life balance with the role of organizational support and job burnout on project performance. *Engineering, Construction and Architectural Management*, 30(1), 154–171. <https://doi.org/10.1108/ECAM-04-2021-0316>
- Jang, S., Chung, Y., & Son, H. (2023). Employee participation in performance measurement system: focusing on job satisfaction and leadership. *International Journal of Productivity and Performance Management*, 72(7), 2119–2134. <https://doi.org/10.1108/IJPPM-08-2021-0448>

- Jaelani, A. S., & Nugraha, Y. (2024). Pengaruh work-life balance terhadap *job performance* yang dimediasi oleh psychological well-being pada perawat. *Psychocentrum Review*, 6(1), 31–38. <https://doi.org/10.26539/pcr.611990>
- Jodie Firjatullah, Christian Wiradendi Wolor, & Marsofiyati Marsofiyati. (2023). Pengaruh Lingkungan Kerja, Budaya Kerja, Dan Beban Kerja Terhadap Kinerja Karyawan. *Jurnal Manuhara : Pusat Penelitian Ilmu Manajemen Dan Bisnis*, 2(1), 01–10. <https://doi.org/10.61132/manuhara.v2i1.426>
- Kasmir, (2020) Manajemen Sumber Daya Manusia (Teori dan Praktik) Depok: PT. Raja Grafindo Persada
- Kelliher, C., Richardson, J., & Boiarintseva, G. (2019). All of work? All of life? Reconceptualising work-life balance for the 21st century. *Human Resource Management Journal*, 29(2), 97–112. <https://doi.org/10.1111/1748-8583.12215>
- Luthfiyani, Z. (2019). Pengaruh Work-Life Balance dan Komitmen Organisasi Terhadap Kinerja Karyawan di PT. Telkom Witel Jatim Surabaya Selatan. *BIMA : Journal of Business and Innovation Management*, 1(2), 164–171. <https://doi.org/10.33752/bima.v1i2.5360>
- Mangkunegara, A. P. (2017). *Manajemen Sumber Daya Manusia*. Bandung: Remaja Rosdakarya.
- Mendis, M. D. V. S., & Weerakkody, W. A. S. (2018). The impact of *work life balance* on employee performance with reference to telecommunication industry in Sri Lanka: a mediation model. *Kelaniya Journal of Human Resource Management*, 12(1), 72. <https://doi.org/10.4038/kjhrm.v12i1.42>
- Mochklas, M (2019). *Loyalitas Pekerja Perempuan*. UMSurabaya Publishing, 2.

- Moslem, M., & Sary, F. P. (2023). *PENGARUH DIGITAL COMPETENCY, SELF LEADERSHIP DAN INNOVATIVE WORK BEHAVIOR TERHADAP TEACHER PERFORMANCE DI SEKOLAH YAYASAN ISLAMIC A SAMARINDA*. Diambil dari <https://repositori.telkomuniversity.ac.id/home/catalog/id/197402/slug/pengaruh-digital-competency-self-leadership-dan-innovative-work-behavior-terhadap-teacher-performance-di-sekolah-yayasan-islamic-a-samarinda.html>
- Musyaffi, A. M., Khairunnisa, H., & Respati, D. K. (2021). *Konsep Dasar Structural Equation Modelpartial Least Square (SEM-PLS) menggunakan Smartpls (1st ed.)*. Pascal Books.
- Muhammad Arifin, & Widiyarta, A. (2021). Efektifitas Absensi Online dalam Disiplin Kerja di Kantor Imigrasi Khusus TPI Surabaya Saat Pandemi Covid-19. *Sawala : Jurnal Administrasi Negara*, 9(1), 35–57. <https://doi.org/10.30656/sawala.v9i2.3277>
- Nasution, I., Zuhendry, & Rosanti, R. (2020). Pengaruh Bekerja Dari Rumah (*Work from home*) terhadap Kinerja Karyawan BPKP. *Jurnal Ilmiah Akuntansi Budgeting*, 1(1), 9–14. <http://ojs.polmed.ac.id/index.php/budgeting/article/view/211>
- Pradhan, R. K., & Jena, L. K. (2017). *Employee Performance at Workplace: Conceptual Model and Empirical Validation*. 5(1), 69–85. <https://doi.org/10.1177/2278533716671630>
- Pratiwi, I. D., & Shofa, M. F. (2021). Edukasi dalam Mewujudkan Masyarakat yang Sehat dan Cerdas di Masa Pandemic Covid 19 Education in Creating a Healthy Society and Smart During the Covid Pandemic 19. *Jurnal Pendidikan Dan Pemberdayaan Masyarakat*, 8(1), 48–57.
- Purnomo, Cynthia, A., & Yuswono, Ha. (2015). Pengukuran Kinerja Umkm Menggunakan Performance Prism. *Spektrum Industri*, 1–17, 121–137.
- Profesionalisme, P., Dan, K. O., Afrianda, A., & Arianto, T. (2023). *The Effect of Professionalism , Organizational Commitment and Career Development on Employee Morale at PT . Citilink Indonesia Bengkulu*

*Branch Office Pengembangan Karir Terhadap Semangat Kerja Karyawan Di PT . 3(10), 243–254.*

Ramdhani, D. Y., & Rasto, D. (2021). Keseimbangan Kehidupan Kerja (*Work life balance*) Sebagai Faktor Yang Mempengaruhi Kinerja Karyawan (*Work life balance As a Factor Affecting Employee Performance*). *Jurnal MANAJERIAL*, 20(1), 98–106.  
<https://doi.org/10.17509/manajerial.v20i1.29670>

Ramadhani, N D P & Sary, F P. (2023). "Mengoptimalkan Work Life Balance dan Performance Appraisal Untuk Meningkatkan Motivasi Kerja Pada Bank XYZ Bogor". *JEMI* 23(2), 26-37

Ricardianto, Prasadja. (2018). "Human Capital Management". Penerbit. IN MEDIA. BOGOR

Rosa Damayanti, M., & Ria Atmaja, D. (2022). Pengaruh *Work from home*, Work-Life Balance, Stres Kerja, dan Employee Relations Terhadap Kepuasan Kerja Pada Pekerja Yang Sedang Berkuliah. *SINOMIKA Journal: Publikasi Ilmiah Bidang Ekonomi Dan Akuntansi*, 1(4), 783–808.  
<https://doi.org/10.54443/sinomika.v1i4.424>

Nisa S Rahma, Dudija N (2024). " The Influence of Non-Physical Work Environment, Work-Life Balance, and Work Discipline on Employee Turnover Intention: A Quantitative Study of Employees at PT Bhumi Phala Perkasa" *International Journal of Current Science Research and Review*. 7(1), 8539-8546

Sedarmayanti, & Nursiswanto, E. (2020). Pengaruh Tata Ruang Kantor Terhadap Kinerja Pegawai Dinas Tenaga Kerja Transmigrasi Sosial Kota Cimahi. *Jurnal Ilmu Administrasi*, XI(3), 501–510.  
<http://jia.stialanbandung.ac.id/index.php/jia/article/view/66/pdf>

Sugiyono, (2017). *Metode Penelitian Kuantitatif, Kualitatif, R&d*. Bandung:

Alfabeta CV

Sugiyono, (2020). *Metode Penelitian Kuantitatif, Kualitatif, R&D*. Bandung: Alfabeta CV

Sujarweni, V. W. (2019). *Metodologi Penelitian Bisnis & Ekonomi*. Yogyakarta: Pustaka Barupress.

Setiawan, N. S., & Fitrianto, A. R. (2021). Pengaruh *Work from home* (WFH) terhadap Kinerja Karyawan Pada Masa Pandemi COVID-19. *Edukatif : Jurnal Ilmu Pendidikan*, 3(5),3229–3242. <https://edukatif.org/index.php/edukatif/article/view/1224>

Suryadi, Y., FoEh, J. E. H. ., & Manafe, H. (2022). Employee Productivity Determination: *Work life balance* (WLB), *Work from home* (WFH), Information Technology (IT) and Work Flexibility. *Indonesian Interdisciplinary Journal of Sharia Economics (IIJSE)*, 5(2), 731–751. <https://doi.org/10.31538/ijse.v5i2.2533>

Suryani, I., Megawati, M., & Rahmani, S. (2021). *Work from home* during Pandemic of Covid-19: Effects on *Work life balance* and Job Satisfaction. *Journal of Accounting Research, Organization and Economics*, 4(3), 277–287. <https://doi.org/10.24815/jaroe.v4i3.21523>

Thomas, G. C. (2021). *Research Methodology and Scientific Writing*. *Research Methodology and Scientific Writing*, 1–620. <https://doi.org/10.1007/978-3-030 64865-7>

Timsal, A., & Awais, M. (2016). *Flexibility or ethical dilemma: an overview of the work from home policies in modern organizations around the world*. *Human Resource Management International Digest*, 24(7), 12–15. <https://doi.org/10.1108/HRMID-03-2016-0027>

Yasin, Muhammad. Priyono, Joko. (2016) *Analisis Faktor Usia, Gaji dan Beban Tanggungan Terhadap Produksi Home Industri Sepatu di Sidoarjo (Studi Kasus di Kecamatan Krian)*. Universitas 17 Agustus 1945 Surabaya

Winarti, E. (2022). Perencanaan Manajemen Sumber Daya Manusia Lembaga Pendidikan. *Jurnal Tarbiyatuna*, 3(1), 1–26.

Wira Swastika, S., Budiman, R., & Rahmawati, R. (2023). Pengaruh Kualitas Produk Serta Kesadaran Halal Pada Produk Bakmie Kering Haji Aman Terhadap Penentuan Keputusan Pembelian Produk Menggunakan Metode Structural Equation Modeling Partial Squares (Sem-Pls). *INTEGRATE: Industrial Engineering and Management System*, 7(1), 196–204. <https://jurnal.untan.ac.id/index.php/jtinUNTAN/issue/view/>