

DAFTAR PUSTAKA

- Abendroth, A. K., & den Dulk, L. (2011). Support for the work–life balance in Europe: the impact of state, workplace and family support on work–life balance satisfaction. *Work, Employment and Society*, 25:2, 234–56. DOI:10.1177/0950017011398892
- Adams GA, King LA, King DW (1996) Relationships of job and family involvement, family social support, and work–family conflict with job and life satisfaction. *Journal of Applied Psychology*. 81: 411- 420.
- Allard, K., Haas, L., & Hwang, C.P. (2011). Family-supportive organizational culture and fathers’ experiences of work–family conflict in Sweden. *Gender, Work & Organization*, 18:2, 141–57. <https://doi.org/10.1111/j.1468-0432.2010.00540.x>
- Allen, T. D., Herst, D. E., Bruck, C. S., & Sutton, M. (2000). Consequences associated with work-to-family conflict: A review and agenda for future research. *Journal of Occupational Health Psychology*, 5: 278- 308.
- Alonso-Almeida, M. M. (2014). Women (and mothers) in the workforce: Worldwide factors. *Women’s Studies International Forum*, 44, 164–171. <https://doi.org/10.1016/j.wsif.2014.01.010>.
- Appelbaum, S. H., Asham, N., & Argheyd, K. (2011). Is the glass ceiling cracked in information technology? A qualitative analysis: Part 1. *Industrial and Commercial Training*, 43(6), 354-61. DOI:10.1108/00197851111160487
- Aryee, S., Srinivas, E. S., & Tan, H. H. (2005). Rhythms of life: antecedents and outcomes of work–family balance in employed parents. *Journal of Applied Psychology*, 90(1): 132-146.
- Asbari, M., Novitasari, D., dan Pebriana, E.T., 2021, Pengaruh mediasi mental kesiapan untuk berubah dan work-family conflict terhadap kinerja karyawan di masa pandemi covid-19. *Mega Aktiva: Jurnal Ekonomi dan Manajemen*, 10(1), 24-38. DOI:10.32833/majem.v10i1.123
- Baxter, J. A. & Chua, W. F. (1998). Doing Field Research: Practice and Meta-Theory in Counterpoint. *Journal of Management Accounting Research*, 10, 69-87.
- Bharathi, V., Mala, P., & Bhattacharya, S. (2015). Work life balance of women employees in the information technology industry. *Asian Journal of Management Research*, 5(3), 323-343.
- Bitsch, M. T. & Loth, W. (2014). The Hellstein Commision 1958-1967. *The European Commison History of Institution*.

- BPS. (2022). Persentase Tenaga Kerja Formal Menurut Jenis Kelamin (Persen), 2020-2022. Retrieved from <https://www.bps.go.id/indicator/6/1170/1/persentase-tenaga-kerja-formal-menurut-jenis-kelamin.html>.
- Boyce, C. & Neale, P. (2006). *Conducting in-depth Interviews: A Guide for Designing and Conducting in-depth Interviews for Evaluation Input*. Pathfinder International.
- Carlson DS, Grywacz JG, Kacmar K (2010) The relationship of schedule flexibility and outcomes via the work-family interface. *Journal of Managerial Psychology*, 25(4): 330-335.
- Chairiri, A. (2009). Landasan Filsafat dan Metode Penelitian Kualitatif. *Fakultas Ilmu Sosial dan Ilmu Politik*, 9 (2), 57-65.
- Chimote NK, Srivastava VN (2013) Work-life balance benefits: From the perspective of organizations and employees. *The IUP Journal of Management Research*, 12(1): 62-73.
- Clark, S. C. (2000). Work/family border theory: A new theory of work/family balance. *Human Relations*, 53(6): 747-770.
- Clark, S. C. (2001). Work cultures and work/family balance. *Journal of Vocational Behaviour*, 58: 348- 365.
- CNBC Indonesia (2022). *Jumlah Entrepreneur RI Cuma 3,4% dari Populasi, Masih Kurang!*. Retrieved from <https://www.cnbcindonesia.com/entrepreneur/20220318173957-25-324038/jumlah-entrepreneur-ri-cuma-34-dari-populasi-masih-kurang>.
- CNBC Indonesia. (2023). *5 Kota dengan Work-Life Balance & Gaji Terbaik, Ada Jakarta?*. Retrieved from <https://www.cnbcindonesia.com/lifestyle/20230303172100-33-418721/5-kota-dengan-work-life-balance-gaji-terbaik-ada-jakarta>.
- CNBC Indonesia. (2019). Sri Mulyani: Gaji Perempuan 23% Lebih Rendah Dibanding Pria. Retrieved from <https://www.cnbcindonesia.com/news/20190424154951-4-68602/sri-mulyani-gaji-perempuan-23-lebih-rendah-dibanding-pria>.
- Cohen, S. & Hargreaves, K. M. (2011). *Cohen's Pathways of The Pulp*. Mosby Elsevier.
- Cresswell, J. W. (2015). *Penelitian Kualitatif & Desain Riset*. Pustaka Pelajar.
- Crompton, R., & Lyonette, C. (2005). The new gender essentialism: domestic and family 'choices' and their relation to attitudes. *The British Journal of Sociology*, 56:4, 601–20. DOI: 10.1111/j.1468-4446.2005.00085.x

- Davis, P. J. (2012). The global training deficit: the scarcity of formal and informal professional development opportunities for women entrepreneurs. *Industrial and Commercial Training*, 44(1), 19-25. DOI:10.1108/00197851211193381
- Dua, M. H. C., & Hyronimus. (2020). Pengaruh work from home terhadap worklife balance pekerja perempuan di kota ende. *Jurnal Ilmiah Manajemen Bisnis Dan Inovasi Universitas Sam Ratulangi (JMBI UNSRAT)*, 7(2), 247– 258.
- Duxbury, L. (2004). *Dealing with work-life issues in the workplace: Standing still is not an option*. The 2004 Don Wood Lecture in Industrial Relations.
- Elliot M (2003) Work and family role strain among university employees. *Journal of Family and Economic Issues*, 24(2): 157-180.
- Ezzedeen, S., & Ritchey, K. (2009). Career advancement and family balance strategies of executive women. *Gender in Management*, 24:6, 388–411. DOI:10.1108/17542410910980388
- Fardianto, N., & Muzakki. (2021). Support at Work and Home as a Predictor of Work Life Balance. *Jurnal Manajemen Dan Bisnis Indonesia*, 6(2):144–53. doi: 10.32528/jmbi.v6i2.3311.
- Felstead, A., Jewson, N., Phizacklea, A., & Walter, S. (2002). Opportunities to work at home in the context of work life balance. *Human Resource Management Journal*, 12(1): 54-76.
- Frone MR (2003) *Work-family balance*. In J. C. Quick & L. E. Tetrick (Eds.), *Handbook of Occupational Health Psychology*. Washington, DC: American Psychological Association.
- Ganapathi, I. M. D. (2016). Pengaruh Work Life Balance Terhadap Kepuasan Kerja Karyawan (Studi Pada PT. Bio Farma Persero). *Ecconomica*, 4(1):125–35.
- Gadeyne, N., Verbruggen, M., Delanoeije, J., and Cooman, R.D., 2018, All wired, all tired? Work-related ICT-use outside work hours and work-to-home conflict: The role of integration preference, integration norms and work demands, *Journal of Vocational Behavior*, 107, 86-99. <https://doi.org/10.1016/j.jvb.2018.03.008>
- Gareis, K. C., Barnett, R. C., Ertel, K. A., & Berkman, L. F. (2009). Work-family enrichment and conflict: Additive effects, buffering, or balance? *Journal of Marriage and Family*, 71(3), 696–707. <https://doi.org/10.1111/j.1741-3737.2009.00627.x>.
- Gatrell, C. J., Burnett, S. B., Cooper, C. L., & Sparrow, P. (2013). Work–life balance and parenthood: a comparative review of definitions, equity and enrichment. *International Journal of Management Reviews*, 15:3, 300–16. DOI:10.1111/j.1468-2370.2012.00341.x
- Getaneh, Y., Alemu, A., Ganewo, Z., and Haile, A., 2022, Food security status and determinants in North-Eastern rift valley of Ethiopia, *Journal of Agriculture and Food Research*, 8, 100290. <https://doi.org/10.1016/j.jafr.2022.100290>

- Giriskan, A. (2021). Understanding work-life balance, resilience and emotional ednucrance of single working mothers in the workplace: A qualitative study. *Journal of Management, Marketing, and Logistics*, 8(1). <http://doi.org/10.17261/Pressacademia.2021.1387>
- Gjerberg, E. (2003). Women doctors in Norway: the challenging balance between career and family life. *Social Science and Medicine*, 57:7, 1327–41. [https://doi.org/10.1016/S0277-9536\(02\)00513-0](https://doi.org/10.1016/S0277-9536(02)00513-0)
- Glaser, B. G. & Strauss, A. L. (1967). *Discovery of Grounded Theory: Strategies for Qualitative Research*. Aldine Pub. Co.
- Greenhaus JH, Allen TD (2006) *Work–family balance: Exploration of a concept. Paper presented at the Families and Work Conference*, Provo, UT.
- Greenhaus, J. H., & Powell, G. N. (2006). When work and family are allies: A theory of work-family enrichment. *The Academy of Management Review*, 31(1), 72–92. <https://doi.org/10.5465/amr.2006.19379625>.
- Greenhaus, J. H., & Powell, G. N. (2006). When work and family are allies: A theory of work-family enrichment. *Academy of Management Review*, 31, 72–92.
- Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between work–family balance and quality of life. *Journal of Vocational Behavior*, 63: 510–531.
- Greenhaus, J.H., & Beutell, N.J. (1985). Sources of conflict between work and family roles. *Academy of Management Review*, 10: 76–88.
- Gregory, A., & Milner, S. (2009). Editorial: Work-life Balance: A matter of choice?. *Gender, Work & Organizations*, 16(1), 1–13. <https://doi.org/10.1111/j.1468-0432.2008.00429.x>
- Grzywacz, J. G., & Carlson, D. S. (2007). Conceptualizing work-family balance: implications for practice and research. *Adv Dev Hum Resour*, 9:455–471.
- Guzi, M., & de Pedraza Garcia, P. (2015). A Web survey analysis of subjective well-being. *International Journal of Manpower*, 36(1), 48–67. <https://doi.org/10.1108/IJM-12-2014-0237>.
- Hairina, Y., & Fadhila, M. (2019). Strategi work-family balance pada perempuan suku banjar yang memiliki peran ganda. *Jurnal Studia Insania*, 6(2):184. doi: 10.18592/jsi.v6i2.2562.
- Hanson, S. L., & Sloane, D. M. (1992). Young children and job satisfaction. *Journal of Marriage and Family*, 54(4), 799–811. <https://doi.org/10.2307/353162>.
- Hill EJ, Hawkins AJ, Ferris M, Weitzman M (2001) Finding an extra day a week: The positive effect of job flexibility on work and family life balance. *Family Relations*. 50(1): 49–58.

- Hill, E. J., Hawkins, A. J., Ferris, M., & Weitzman, M. (2001). Finding an extra day a week: The positive effect of job flexibility on work and family life balance. *Family Relations*, 50(1): 49-58.
- Hobson, C. J., Delunas, L., & Kesic, D. (2001). Compelling evidence of the need for corporate work-life balance initiatives: Results from a national survey of stressful life events. *Journal of Employment Counselling*, 38: 38-44.
- Hobson, CJ, Delunas L, Kesic D (2001) Compelling evidence of the need for corporate work-life balance initiatives: Results from a national survey of stressful life events. *Journal of Employment Counselling*. 38: 38-44.
- Hochschild, A. R. (1989). *The second shift: Working parents and the revolution at home*. New York: Viking.
- Howard, W.G., Donofrio, H. H., & Boles, J. S. (2004). Interdomain work-family, family-work conflict and police work satisfaction. *Policing: An International Journal of Police Strategies & Management*, 27(3): 380-95.
- Hughes, J., & Bozianeles, N. (2007). Work-life Balance as Source of Job Dissatisfaction and Withdrawal Attitudes-An Exploratory Study on the Views of Male Workers. *Personnel Review*, 36(1): 145-154.
- Ilies, R., Wilson, K. S., & Wagner, D. T. (2009). The spillover of daily job satisfaction onto employees' family lives: The facilitating role of work-family integration. *Academy of Management Journal*, 52: 87-102.
- Irwanto, D.W., Novianto, K.R., and Roz, K., 2021, Work from Home: Measuring Satisfaction between Work-Life Balance and Work Stress during the COVID-19 Pandemic in Indonesia, *Economies*, 9, 96. <https://doi.org/10.3390/economies9030096>
- Jamaludin, N.H., Ibrahim, R.Z.A., and Dagang, M.M., 2018, Social support as a moderator of the relationship between work family conflict and family satisfaction, *Management Science Letters*, 8, 951-962. doi: 10.5267/j.msl.2018.6.013
- James, J. (1996), Thinking in the future tense. *Industrial and Commercial Training*, 28(7), 28-32.
- Kahn, R. L., Wolfe, D. M., Quinn, R., Snoek, J. D., & Rosenthal, R. A. (1964). *Organizational stress*. New York: Wiley.
- Kahn, R.L, Wolfe, D. M., Quinn, R.P., Snoek, J.D., & Rosenthal, R.A. (1964). *Organizational stress: studies in role conflict and ambiguity*. Wiley.
- Katadata. (2022). *Mayoritas Perempuan Indonesia Bekerja sebagai Tenaga Penjualan*. Retrieved from <https://databoks.katadata.co.id/datapublish/2022/04/09/mayoritas-perempuan-indonesia-bekerja-sebagai-tenaga-penjualan>.

- Katadata. (2022). *Persentase Pengusaha/Penangguna Jawab Usaha Perdagangan Menurut Tingkat Pendidikan Terakhir (2020)*. Retrieved from <https://databoks.katadata.co.id/datapublish/2022/02/17/pengusaha-di-indonesia-paling-banyak-lulusan-sma>.
- Keeton, K., Fenner, D. E., Johnson, T. R. B., & Hayward, R. A. (2007). Predictors of physician career satisfaction, work–life balance, and burnout. *Obstetrics & Gynecology*, 109(4): 949-955.
- Komalasari, Y., Wirajaya, I. G. A., & Sari, M. M. R. (2019). Akuntabilitas akuntan perempuan-karir bali: sebuah studi fenomenologi. *Jurnal Ilmiah Akuntansi Dan Bisnis*, 14(1). doi: 10.24843/jiab.2019.v14.i01.p07.
- Getaneh, Y., Alemu, A., Ganewo, Z., and Haile, A., 2022, Food security status and determinants in North-Eastern rift valley of Ethiopia, *Journal of Agriculture and Food Research*, 8, 100290. <https://doi.org/10.1016/j.jafr.2022.100290>
- Guest, D. (2002). Perspectives on the Study of Work-Life Balance. *Social Science Information*, 41(2):255–79. doi: 10.1177/0539018402041002005.
- Kirchmeyer, C. (2000). *Work-life initiatives: Greed or benevolence regarding workers time*. Wiley.
- Kramar R (1998) Flexibility in Australia: Implications for employees and managers. *Employee Relations*. 20(5): 453-460.
- Kvande, E. (2009). Work–life balance for fathers in globalized knowledge work: some insights from the Norwegian context. *Gender, Work & Organization*, 16:1, 58–72. <https://doi.org/10.1111/j.1468-0432.2008.00430.x>
- Lakshmi, K. S., Ramachandran, T., & Boohene, D. (2012). Analysis of work life balance of female nurses in hospitals - comparative study between government and private hospital in Chennai, TN., India. *International Journal of Trade, Economics and Finance*, 3(3): 213-218.
- Lakshmi, N., & Prasanth, S. (2018). A study on work-life balance in working women. *International Journal of Advanced Multidisciplinary Scientific Research (IJAMSR)*, 1(7), 76-88. <https://doi.org/10.31426/ijamsr.2018.1.7.718>
- Lazăr, I., Osoian, C., & Rațiu, P. (2010). The Role of Work-Life Balance Practices in Order to Improve Organizational Performance. *European Research Studies*, XIII(1), 201–214.
- Lestari, D. (2016). Eksistensi Perempuan Dalam Keluarga (Kajian Peran Perempuan sebagai Jantung Pendidikan Anak). *Jurnal STAIN Pekalongan*, 8(2).
- Lincoln, Y. S. & Egon, G. G. (1985). *Naturalistic Inquiry*. Sage.
- Lundberg, Chesney M (2014), *Women, work and health: Stress and opportunities*. New York: Plenum. p. 111–136.

- Lyness, K. S., & Kropf, M. B. (2005). The relationships of national gender equality and organizational support with work–family balance: a study of European managers. *Human Relations*, 58,1, 33–60. <https://doi.org/10.1177/0018726705050934>
- Marks, S.R., & MacDermid, S.M. (1996). Multiple roles and the self: A theory of role balance. *Journal of Marriage and the Family*, 58: 417-432.
- Marlow, S. (2002). Women and self-employment: a part of or apart from theoretical construct?. *The International Journal of Entrepreneurship and Innovation*, 3 (2), 83-91. <https://doi.org/10.5367/000000002101299>
- Martin, J. (2000). Hidden gendered assumptions in mainstream organizational theory and research. *Journal of Management Inquiry*, 9, 207–216.
- Mayaswari, W. H., & Yasa, I.G.W. (2015). Peran Ganda Pedagang Perempuan Di Pasar Seni Mertha Nadi Legian, Bali. *Populasi*, 23(2):71–84.
- Mathew RV, Panchanatham N (2011) An exploratory study on the work-life balance of women entrepreneurs in south India. *Asian Academy of Management Journal*. 16(2): 77–105.
- Moustakas, C. (1994). *Phenomenological Research Methods*. Sage Publications.
- Nadesan, M. H., & Trethewey, A. (2000). Performing the enterprising subject: Gendered strategies for success (?). *Text and Performance Quarterly*, 20, 223–250.
- Neuman, W. L. (2013). *Metodologi Penelitian Sosial: Pendekatan Kualitatif dan Kuantitatif*. PT Indeks.
- Nishaat, B. Z. (2017). Achieving Work Family Balance (WFB) among Professional Working women in Mauritius: A qualitative study. *PEOPLE: International Journal of Social Sciences*, 3(2). DOI: <https://doi.org/10.20319/pijss.2017.32.20532074>
- Parent-Thirion, A., Fernandez Macias, E., Hurley, J., & Vermeylen, G. (2007). *Fourth European Working Conditions Survey*. European Foundation for the Improvement of Living and Working Conditions.
- Polkinghorne, D. E. (1989). *Phenomenological Research Methods*. Pelenum.
- Poulose, S., & Susdarsan, N. (2014). Work- Life Balance : A Conceptual Review. *International Journal of Advances in Management and Economics*, 3(2), 1–17.
- Reichheld, Frederick F, Teal T (1996) *The loyalty effect: the hidden force behind growth, profits, and lasting value*. Boston: Harvard Business School.
- Reichheld, Frederick F., & Teal, T. (1996). *The loyalty effect: the hidden force behind growth, profits, and lasting value*. Harvard Business School.

- Rene, R., & Wahyuni, S. (2018). Pengaruh work-life balance terhadap komitmen organisasi, kepuasan kerja, dan motivasi kerja terhadap kinerja individu pada karyawan perusahaan asuransi di jakarta. *Jurnal Manajemen Dan Bisnis Sriwijaya*, 16(1):53–63. doi: 10.29259/jmbs.v16i1.6247.
- Rhoades L, Eisenberger R, Armeli S (2001) Affective commitment to the organization: The contribution of perceived organizational support. *Journal of Applied Psychology*. 86(5): 825-836.
- Rhoades, L., Eisenberger, R., & Armeli, S. (2001). Affective commitment to the organization: The contribution of perceived organizational support. *Journal of Applied Psychology*, 86(5): 825-836.
- Ryff CD, Singer B (1996) Psychological well-being: Meaning, measurement, and implications for psychotherapy research. *Psychotherapy and Psychosomatics*. 65(1): 14-23.
- Sanchez-Vidal, M.E., Cegarra-Leiva, D., and Cross, C., 2020, Gender differences in inter-role conflict in Spain. *Employee Relations: The International Journal*, 4(2), 437-452. DOI 10.1108/ER-02-2019-0120
- Sandelands, E. (1997). Strategic issues for training. *Industrial and Commercial Training*, 29(4), 97-140. <https://doi.org/10.1108/00197859710791592>
- Schutte NS, Malou JM, Hall LE, Haggerty DJ, Cooper JT, Golden CJ, Dornheim L (1998) Development and validation of a measure of emotional intelligence. *Personality and Individual Differences*. 25: 167-177.
- Seierstad, C., & Kirton, G. (2015). Having It All? Women in High Commitment Careers and Work–Life Balance in Norway. *Gender, Work and Organization*, 22(4), 390-404. doi:10.1111/gwao.12099
- Shakiladevi, A.R., and Basariya, S.R., 2018, Impact of career plateau on employees attitude and behaviour, *International Journal of Civil Engineering and Technology (IJCET)*, 9(6), 813-819. ISSN Print: 0976-6308 and ISSN Online: 0976-6316
- Shanafelt TD, Boone S, Tan L, Dyrbye LN, Sotile W, Satele D, West CP, Sloan J, Oreskovich M.R (2012). Burnout and satisfaction with work-life balance among US physicians relative to the general US population. *ARCH Intern Med Published Online*.
- Shanafelt, T. D., Boone, S., Tan, L., Dyrbye, L. N., Sotile, W., Satele, D., West, C. P., Sloan, J., & Oreskovich, M. R. (2012). *Burnout and satisfaction with work-life balance among US physicians relative to the general US population*. ARCH Intern Med Published Online.
- Siebert, S. D. (1974). Toward a theory of role accumulation. *American Sociological Review*, 39, 567–578.
- Sirgy, M. J., & Lee, D. (2018). Work-life balance: An integrative review. *Applied Research Quality Life*, 13, 229-254.

- Slaughter, A. (2012). *Why women still can't have it all*. Retrieved from <https://www.theatlantic.com/magazine/archive/2012/07/why-women-still-cant-have-it-all/309020/>.
- Smith, K. T. (2010). Work-life balance perspectives of marketing professionals in generation Y. *Services Marketing Quarterly*, 31: 434- 447.
- Sparks, K., Cooper, C., Fried, Y., & Shirom, A. (1997). The effects of hours of work on health: a meta-analytic review. *Journal of Occupational and Organisational Psychology*, 70: 391-408.
- Stanton JM, Balzer WK, Smith PC, Parra LF, Ironson G (2001) A general measure of work stress: The Stress in General Scale. *Educational and Psychological Measurement*. 61(5): 866-888.
- Straub, C. (2007). A comparative analysis of the use of work–life balance practices in Europe: Do practices enhance females' career advancement?. *Women in Management Review*, 22:4, 289–304. <https://doi.org/10.1108/09649420710754246>
- Subramaniam, A. G., Overton, B. J., & Maniam, C. B. (2015). Flexible Working Arrangements, Work Life Balance and Women in Malaysia. *International Journal of Social Science and Humanity*, 5(1), 34-38. DOI: 10.7763/IJSSH.2015.V5.417
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. CV Alfabeta.
- Swami. (2007). Work-life Balance: Organizational strategies for sustainable growth. *HRM Review*, 33-37.
- Tasnim, M., Hossain, M. Z., & Enam, F. (2017). Work-life balance: Reality check for the working women of bangladesh. *Journal of Human Resource and Sustainability Studies*, 5, 75-86. DOI: 10.4236/jhrss.2017.51008
- Thomas, L. T., & Ganster, D. C. (1995). Impact of familysupportive work variables on work family conflict and strain: A control perspective. *Journal of Applied Psychology*, 80: 6-15.
- Tobin, G. A. & Begley, C. M. (2004). Methodological Rigour within a Qualitative Framework. *Journal of Advanced Nursing*, 43, 388-396. <https://doi.org/10.1111/j.1365-2648.2004.03207.x>
- TribunNews.com. (2023). Survei Menunjukkan bahwa Para Pekerja di Indonesi Memprioritaskan Work Life Balance di Pascapandemi. Retrieved from <https://www.tribunnews.com/nasional/2023/03/01/survei-menunjukkan-bahwa-para-pekerja-di-indonesia-memprioritaskan-work-life-balance-di-pascapandemi>.
- Vinze, M. D. (1987). *Women Entrepreneurs in India: A Socio-Economic Study of Delhi*. New Delhi: Mittal Publications.

- Warren, T. (2004). Working part-time: Achieving a successful work-life balance?. *The British Journal of Sociology*, 55: 99-122.
- Wattis, L., & James, L. (2013). Exploring order and disorder: Women's experiences balancing work and care. *European Journal of Women's Studies*, 20(3), 264–278. <https://doi.org/10.1177/1350506813484241>.
- Wayne JH, Musisca N, Fleeson W (2004) Considering the role of personality in the work– family experience: Relationships of the big five to work–family conflict and facilitation. *Journal of Vocational Behavior*. 64: 108-130.
- WEF. (2013) .*The Global Gender Gap Report 2013*. World Economic Forum.
- Wilkinson M (2013) *Work-life balance and psychological well-being in men and women*. A dissertation proposal submitted to the Graduate Faculty of Auburn University in partial fulfilment of the Degree of Doctor of Philosophy.
- Williams, J. (2000). *Unbending gender: Why family and work conflict and what to do about it*. New York: Oxford University Press.
- Zhang, S., Moeckel, R., Moreno, A.T., Shuai, B., and Gao, J., 2020, A work-life conflict perspective on telework, *Transportation Research Part A: Policy and Practice*, 141, 51-68. <https://doi.org/10.1016/j.tra.2020.09.007>