

DAFTAR PUSTAKA

- Adelekan, S. A., & Erigbe, P. (2021). Organizational Leadership Styles and Employees' Performance in Nigerian Deposit Money Banks. *EMAJ: Emerging Markets Journal*, 10(2), 36–42. <https://doi.org/10.5195/emaj.2020.202>
- Ahn Jung, N. (2005). *Life satisfaction among spanish workers: Importance of intangible job characteristics*.
- Al-alawi, A. I. (2021). *A study of the effects of work-family conflict, family-work conflict, and work-life balance on Saudi female teachers' performance in the public education sector with job satisfaction as a moderator*. 22(1).
- Anirmala, C. D., Ekonomika, F., Bisnis, D. A. N., & Diponegoro, U. (2023). *PENGARUH HUMAN RESOURCE MANAGEMENT PRACTICE TERHADAP KINERJA KARYAWAN DENGAN READINESS FOR CHANGE DAN KOMITMEN AFEKTIF SEBAGAI VARIABEL INTERVENING*.
- Aruldoss, A., Kowalski, K. B., & Parayitam, S. (2021). The relationship between quality of work life and work life balancemediating role of job stress, job satisfaction and job commitment: evidence from India. *Journal of Advances in Management Research*, 18(1), 36–62. <https://doi.org/10.1108/JAMR-05-2020-0082>
- Ayu, I. G., Adnyani, D., Universitas, B., & Unud, U. (2016). *PENGARUH WORK FAMILY CONFLICT TERHADAP TURNOVER INTENTION MELALUI MEDIASI KEPUASAN KERJA PADA HOTEL GRAND INNA KUTA PENDAHULUAN Dewasa ini kemajuan perusahaan sangat bergantung pada Sumber Daya Manusia (SDM) yang handal dalam menggerakkan perusahaan itu*. 5(10), 813–839.
- Bluemke, M. (2016). *Work-Family Conflict Scale (ISSP)*. October. <https://doi.org/10.6102/zis243>
- Brough, P., Timms, C., O'Driscoll, M. P., Kalliath, T., Siu, O. L., Sit, C., & Lo, D. (2014). Work–life balance: A longitudinal evaluation of a new measure across Australia and New Zealand workers. *International Journal of Human Resource Management*, 25(19), 2724–2744. <https://doi.org/10.1080/09585192.2014.899262>
- Campbell Clark, S. (2000). Work/family border theory: A new theory of work/family balance. In *Human Relations* (Vol. 53, Issue 6, pp. 747–770). <http://hum.sagepub.com/cgi/content/abstract/53/6/747>
- Campbell, J. P., & Wiernik, B. M. (2015). The Modeling and Assessment of Work Performance. *Annual Review of Organizational Psychology and Organizational Behavior*, 2(April), 47–74. <https://doi.org/10.1146/annurev->

orgpsych-032414-111427

- Daskin, M., & Surucu, O. A. (2016). The role of polychronicity and intrinsic motivation as personality traits on frontline employees' job outcomes: An empirical study from Malaysia. *Asia-Pacific Journal of Business Administration*, 8(2), 177–196. <https://doi.org/10.1108/APJBA-10-2015-0088>
- Delecta, P. (2011). WORK LIFE BALANCE. *Work Life Balance*, 3(4), 186–189. <file:///C:/Users/rharahap/OneDrive - Chemonics/Documents/PRIVATE/ESA UNGGUL/Manajemen Riset Metodologi/References - Learning from Work/Ektha.pdf>
- Desima, R. (2013). Tingkat Stres Kerja Perawat Dengan Perilaku Caring Perawat. *Jurnal Keperawatan*, 4(1), 43–55. <http://ejournal.umm.ac.id/index.php/keperawatan/article/view/2380>
- Dewanta, E. B. (2018). pengaruh work family conflict. *Energies*, 6(1), 1–8. <http://journals.sagepub.com/doi/10.1177/1120700020921110%0Ahttps://doi.org/10.1016/j.reuma.2018.06.001%0Ahttps://doi.org/10.1016/j.arth.2018.03.044%0Ahttps://reader.elsevier.com/reader/sd/pii/S1063458420300078?token=C039B8B13922A2079230DC9AF11A333E295FCD8>
- Dubey, D., & Rana, G. (2020). Need and Importance of Work Life Balance in the Organization. *Proceedings of the International Conference on Research in Management & Technovation 2020*, 24, 53–56. <https://doi.org/10.15439/2020km15>
- Firdaus, J. (2022). Pengaruh wfc dan disiplin kerja. *Braz Dent J.*, 33(1), 1–12.
- Greenhaus, J. H., & Beutell, N. J. (1985). Sources of Conflict Between Work and Family Roles . *Academy of Management Review*, 10(1), 76–88. <https://doi.org/10.5465/amr.1985.4277352>
- Greenhaus, J. H., & Beutell, N. J. (2013). *Sources of and Conflict Family Between Work*. 10(1), 76–88.
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2018). When to use and how to report the results of PLS-SEM. *European Business Review*, 31(1), 2–24. <https://doi.org/10.1108/EBR-11-2018-0203>
- Haslam, D., Filus, A., Morawska, A., Sanders, M. R., & Fletcher, R. (2014). The Work–Family Conflict Scale (WAFCS): Development and Initial Validation of a Self-report Measure of Work–Family Conflict for Use with Parents. *Child Psychiatry and Human Development*, 46(3), 346–357. <https://doi.org/10.1007/s10578-014-0476-0>
- Herlambang, H. C., & Murniningsih, R. (2019). PENGARUH WORKLIFE BALANCE TERHADAP KINERJA KARYAWAN DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING (Studi Empiris pada Serikat Pekerja Media dan Industri Kreatif Untuk Demokrasi (SINDIKASI)). In UMMagelang Conference Series Herlambang, H. C., & Murnin. *In*

UMMagelang Conference Series, (pp. 558-566).

- Indrayati, N. (2021). *Pengaruh Work-Family Conflict terhadap Kinerja Pegawai dengan Work-Life Balance sebagai Variabel Intervening Studi pada Unit Kantor Pajak di Wilayah Solo Raya*. <http://eprints.ums.ac.id/id/eprint/92450>
- Irwan, & Adam, K. (2015). Metode Partial Least Square (Pls) Dan Terapannya. *Teknosains*, 9(1), 53–68.
- Iskandar, Y. C., & Rahadi, D. R. (2021). Strategi Organisasi Penanganan Turnover Melalui Pemberdayaan Karyawan. *Solusi*, 19(1), 102–116. <https://doi.org/10.26623/slsi.v19i1.3003>
- Jena, L. K. (2021). Does workplace spirituality lead to raising employee performance? The role of citizenship behavior and emotional intelligence. *International Journal of Organizational Analysis*, 30(6), 1309–1334. <https://doi.org/10.1108/IJOA-06-2020-2279>
- Johari, J., Yean Tan, F., & Tjik Zulkarnain, Z. I. (2018). Autonomy, workload, work-life balance and job performance among teachers. *International Journal of Educational Management*, 32(1), 107–120. <https://doi.org/10.1108/IJEM-10-2016-0226>
- Joseph F. Hair, J. . G. T. M. H. C. M. R. M. S. (2021). *A primer on partial least squares structural equation modeling (PLS-SEM)-Third Edition*.
- Karatepe, O. M., & Tekinkus, M. (2006). The effects of work-family conflict, emotional exhaustion, and intrinsic motivation on job outcomes of front-line employees. *International Journal of Bank Marketing*, 24(3), 173–193. <https://doi.org/10.1108/02652320610659021>
- Kengatharan, N. (2017). The effect of work family conflict on employee performance: does income matter of influence? *Journal of Business Studies*, 4(2), 31–41. <https://doi.org/10.4038/jbs.v4i2.18>
- Konrad, A. M., & Mangel, R. (2000). *Edicao-Revisada-Teses-Dissertacoes*. 1237(June), 1225–1237.
- Lingard, H., & Francis, V. (2006). Does a supportive work environment moderate the relationship between work-family conflict and burnout among construction professionals? *Construction Management and Economics*, 24(2), 185–196. <https://doi.org/10.1080/14697010500226913>
- Marsuki, S. (2021). PENGARUH BEBAN KERJA DAN WORK FAMILY CONFLICT TERHADAP. In *Frontiers in Neuroscience* (Vol. 14, Issue 1).
- Masita, T. S., Delyara, D. A., Fernando, M. L., Himmawan, G., & Claudianty, G. S. (2019). Work-family conflict dan work-life balance pada prajurit wanita TNI AL di Surabaya. *Fenomena*, 28(1), 39–44. <https://doi.org/10.30996/fn.v28i1.2454>
- McDonald, P., Brown, K., & Bradley, L. (2005). Explanations for the provision-

- utilisation gap in work-life policy. *Women in Management Review*, 20(1), 37–55. <https://doi.org/10.1108/09649420510579568>
- Mosse, M. M. (2020). Factors That Influence Nurses' Performance in Inpatients at the General Hospital Dr. Sayidiman Magetan. *Journal for Quality in Public Health*, 3(2), 642–651. <https://doi.org/10.30994/jqph.v3i2.115>
- Nafriana, N. (2021). Pengaruh Work Life Balance Terhadap Kinerja Pegawai Biro Umum Kantor Gubernur Provinsi Riau. *Skripsi*, 95.
- Novitasari, D., & Asbari, M. (2020). Work-Family Conflict, Readiness for Change and Employee Performance Relationship During the Covid-19 Pandemic on Part-Time Female Employees of the Packaging Industry in Tangerang. *Jurnal Pendidikan Bisnis Dan Manajemen*, 6(2), 79–88.
- Osoian, C., & Rațiu, P. (2009). The role of work-life balance practices in order to improve organizational performance. *European Research Studies Journal*, 13(1), 201–213. <https://doi.org/10.35808/ersj/267>
- Osorio, D., Muñoz-Aguado, L., & Villar, C. (2014). The impact of family and work-life balance policies on the performance of Spanish listed companies. *Management (France)*, 17(4), 214–236. <https://doi.org/10.3917/mana.174.0214>
- Pandu, A. (2017). *Effect Of Work-Family Conflict, Family-Work Conflict, Work Environment And Feelings About Work On Work-Life Balance Among Married Women It Employees And School Teachers*. 6(4).
- Puspitasari, D., & Ratnawati, I. (2022). *The Effect of Work Family Conflict on Employee Performance with Work Life Balance as an Intervening Variable during the Covid-19 Pandemic : Case Study on Employee of PT Jasa Marga Toll Road Operator , Semarang and Batang Branches*. 15577–15586.
- Ribeiro, N., Gomes, D., Oliveira, A. R., & Dias Semedo, A. S. (2023). The impact of the work-family conflict on employee engagement, performance, and turnover intention. *International Journal of Organizational Analysis*, 31(2), 533–549. <https://doi.org/10.1108/IJOA-02-2021-2646>
- Rini, R., Yustina, A. I., & Santosa, S. (2020). How Work Family Conflict, Work-Life Balance, and Job Performance Connect: Evidence from Auditors in Public Accounting Firms. *Jurnal ASET (Akuntansi Riset)*, 12(1), 144–154. <https://doi.org/10.17509/jaset.v12i1.23558>
- Sari, W. K. dkk. (2018). *Faktor-Faktor yang Berhubungan dengan Kinerja Tenaga Kesehatan di Lingkungan Kerja RSUD Ratu Zalecha Martapura*.
- Schabracq, M. J., Winnubst, J. A. M., & Cooper, C. L. (2003). The Handbook of Work and Health Psychology: Second Edition. *The Handbook of Work and Health Psychology: Second Edition*, 1–619. <https://doi.org/10.1002/0470013400>

- Shobitha, P., & Susdarsan, N. (2014). Work- Life Balance : A Conceptual Review. *International Journal of Advances in Management and Economics*, 3(2), 1–17.
- Soomro, A. A., Breitenecker, R. J., & Shah, S. A. M. (2018). Relation of work-life balance, work-family conflict, and family-work conflict with the employee performance-moderating role of job satisfaction. *South Asian Journal of Business Studies*, 7(1), 129–146. <https://doi.org/10.1108/SAJBS-02-2017-0018>
- Sugiyono. (2018). Metode Penelitian Kualitatif dan R and D. In *Bandung: Alfabeta* (Vol. 3, Issue April).
- Taşdelen-Karçkay, A., & Bakalım, O. (2017). The mediating effect of work–life balance on the relationship between work–family conflict and life satisfaction. *Australian Journal of Career Development*, 26(1), 3–13. <https://doi.org/10.1177/1038416216682954>
- Thamrin, M., & Riyanto, S. (2020). The Effect of Work Motivation, Work Environment, and Work Life Balance on Employee Performance at PT. AngkasaPura I (Persero) Sultan Aji Muhammad SulaimanSepinggan Airport-Balikpapan. *IOSR Journal of Dental and Medical Sciences (IOSR-JDMS) e-ISSN*, 19(August), 40–47. <https://doi.org/10.9790/0853-1906044047>
- Wang, Y., Ying, C., JiaLiang, F., & Lie, W. (2012). Work-family conflict and burnout among Chinese female nurses: the mediating effect of psychological capital. *BMC Public Health*, 12(915). <http://www.biomedcentral.com/content/pdf/1471-2458-12-915.pdf>
- Warokka, A., & Febrilia, I. (2014). Work-family conflict and job performance: Lesson from a Southeast Asian emerging market. *Proceedings of the 24th International Business Information Management Association Conference - Crafting Global Competitive Economies: 2020 Vision Strategic Planning and Smart Implementation*, June, 1919–1934. <https://doi.org/10.5171/2015.420802>
- Westman, M., Brough, P., & Kalliath, T. (2009). Expert commentary on work-life balance and crossover of emotions and experiences: Theoretical and practice advancements. *Journal of Organizational Behavior*, 30(5), 587–595. <https://doi.org/10.1002/job.616>
- Windy, N. R. (2012). Analisis Labour Turnover Karyawan pada PT. XL Axiata Pekanbaru. *Repository Universitas Islam Negeri*.
- WOLOR, C. W., SOLIKHAH, S., FIDHYALLAH, N. F., & 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), 443–450. <https://doi.org/10.13106/jafeb.2020.vol7.no10.443>

- Yaqien, A. (2018). *PENGARUH WORK-FAMILY CONFLICT TERHADAP KINERJA KARYAWAN YANG DI MEDIASI OLEH STRES KERJA (Studi Empiris Perusahaan Bank BRI di Kota Magelang) SKRIPSI STRES KERJA (Studi Empiris Perusahaan Bank BRI di Kota Magelang)*.
- Yavas, U., Babakus, E., & Karatepe, O. M. (2008). Attitudinal and behavioral consequences of work-family conflict and family-work conflict: Does gender matter? *International Journal of Service Industry Management*, 19(1), 7–31. <https://doi.org/10.1108/09564230810855699>
- Yusuf, R. M., & Hasnidar, H. (2020). Work-family conflict and career development on performance of married women employees. *International Journal of Research in Business and Social Science (2147- 4478)*, 9(1), 151–162. <https://doi.org/10.20525/ijrbs.v9i1.601>
- Zainal, N., Zawawi, D., Aziz, Y. A., & Ali, M. H. (2020). Work-family conflict and job performance: Moderating effect of social support among employees in malaysian service sector. *International Journal of Business and Society*, 21(1), 79–95.