

DAFTAR PUSTAKA

- Aisyah, N., Langen Pujiwati, R. S., Maulana, S., & Prasetya, B. A. (2024). Worklife Balance and Burnout Impact on PT. Pertamina (Persero) RU VI Balongan Employee Performance. *Journal of Business Management and Economic Development*, 2(02), 694–712. <https://doi.org/10.59653/jbmed.v2i02.679>
- Aisyah, R. N., & Handayani, S. (2023). Faktor-Faktor Yang Mempengaruhi Stress Kerja Pada Perawat Akibat Beban Kerja Yang Tinggi : Literatur Review. *J-Kesmas: Jurnal Kesehatan Masyarakat*, 9(2), 191. <https://doi.org/10.35329/jkesmas.v9i2.4733>
- Allen, T. D. (2021). Work–family balance: A review and extension of the literature. *Journal of Applied Psychology*, 106(5), 677–698. <https://doi.org/10.1037/apl0000813>
- Al-Kassem, A., Momani, H. R., Assad, N. F., Alzghoul, A. M., & Bayoumy, M. S. A. (2025). *Work-life balance and its impact on employee performance: HR strategies for success*. *International Journal of Innovative Research and Scientific Studies*, 8(5), 646–657. <https://doi.org/10.53894/ijirss.v8i5.8807>
- Bella, V. Della, Moraca, E., Basso, R. R., Carosi, N., Imoletti, D., Palladino, L., Pulcini, F., Trebbi, E., Tognaccini, L., Fiorini, J., & Sili, A. (2025). Creating a Healthy Work Environment by Balancing Work–Family Conflict Through Ethical Leadership: A Structural Equation Modeling Approach. *Journal of Nursing Scholarship*, 58(1), e70060. <https://doi.org/https://doi.org/10.1111/jnu.70060>
- Bello, B. G., Sunday Tubokirifuruar Tula, Ganiyu Bolawale Omotoye, Azeez Jason Kess-Momoh, & Andrew Ifesinachi Daraojimba. (2024). Work-Life Balance and Its Impact In Modern Organizations: An HR Review. *World Journal of Advanced Research and Reviews*, 21(1), 1162–1173. <https://doi.org/10.30574/wjarr.2024.21.1.0106>
- Bannai, A., & Tamakoshi, A. (2022). The association between long working hours and work–life balance: A systematic review. *Journal of Occupational Health*, 64(1), e12375. <https://doi.org/10.1002/1348-9585.12375>
- Brilliantia, A., & Swasti, I. K. (2023). Pengaruh Work-Life Balance Terhadap Kinerja Karyawan. *Jurnal Manajemen Dan Bisnis*, 10(2), 85–97.
- Caesens, G., Stinglhamber, F., Demoulin, S., & De Wilde, M. (2021). Perceived organizational support and work–life balance: The mediating role of work engagement. *Frontiers in Psychology*, 12, 649745. <https://doi.org/10.3389/fpsyg.2021.649745>
- Cahyanie, D. (2023). Pengaruh Work-Life Balance Terhadap kinerja Karyawan PT Indonesia Epson Industry. *Jurnal Manajemen Sumber Daya Manusia*, 7(1), 121–167.

- Chiang, F. F. T., & Birtch, T. A. (2021). Reward systems and motivation: The role of expectancy theory. *The International Journal of Human Resource Management*, 32(12), 2531–2554. <https://doi.org/10.1080/09585192.2020.1752280>
- Clinton, M., Prasista, A., & Sturges, J. (2021). Flexible working and work–life balance: Managing boundaries in the digital era. *Human Resource Management Journal*, 31(2), 427–444. <https://doi.org/10.1111/1748-8583.12340>
- Dessler, G. (2018). *Human Resource Management*. Prentice Hall.
- 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(3), 510–531. [https://doi.org/10.1016/S0001-8791\(02\)00042-8](https://doi.org/10.1016/S0001-8791(02)00042-8)
- Hasugian, G. A., Santati, P., & Farla, W. (2023). Hubungan Antara Work-Life Balance Dengan Kinerja Karyawan Pada PT Kurnia Ciptamoda Gemilang. *Jurnal Ilmiah Manajemen Dan Bisnis*, 6(1), 318–325.
- Henriques, C. S., & Samagaio, A. (2025). Impact of stress, job satisfaction, work–life balance and telework on auditors' job performance: A PLS-SEM and fsQCA approach. *Journal of Organizational Effectiveness: People and Performance*, 12(2), 328–350. <https://doi.org/10.1108/JOEPP-03-2024-0135>
- Haar, J. M., Roche, M., & ten Brummelhuis, L. (2023). Work–life balance and employee outcomes: A longitudinal study. *Human Resource Management Journal*, 33(1), 1–17. <https://doi.org/10.1111/1748-8583.12443>
- Haar, J. M., Brougham, D., Roche, M., & Barney, A. (2014). Testing a new measure of work–life balance. *Human Resource Management*, 53(4), 581–598. <https://doi.org/10.1002/hrm.21601>
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate data analysis* (8th ed.). Cengage Learning.
- Hia, & Hendrayaja. (2025). Pengaruh Work Life Balance dan Motivasi Kerja Terhadap Kinerja Karyawan. *Neraca Manajemen Ekonomi*, 24(2), 1.
- Inegbedion, H. E. (2024). Work-Life Balance and Employee Commitment: Mediating Effect Of Job Satisfaction. *Frontiers in Psychology*, 15(5), 1–12. <https://doi.org/10.3389/fpsyg.2024.1349555>
- Islam, M. A., Jantan, A. H., Hashim, H., Chong, C. W., & Abdullah, M. M. (2021). Impact of motivational factors on employee performance. *International Journal of Human Resource Studies*, 11(1), 1–15. <https://doi.org/10.5296/ijhrs.v11i1.18110>
- Jaya, I. M. (2024). *Metode Penelitian: Panduan Komprehensif*. Jakarta: Media Penerbit Indonesia.

- Koopmans, L., Bernaards, C. M., Hildebrandt, V. H., Van Buuren, S., Van der Beek, A. J., & De Vet, H. C. W. (2014). Measuring individual work performance: Identifying and selecting indicators. *Journal of Occupational and Environmental Medicine*, 56(3), 271–278. <https://doi.org/10.1097/JOM.0000000000000113>
- Lloyd, K. J., & Mertens, D. M. (2022). Expectancy theory and work motivation: Evidence from organizational settings. *Human Resource Development Quarterly*, 33(3), 345–362. <https://doi.org/10.1002/hrdq.21458>
- Lapierre, L. M., Li, Y., Kwan, H. K., Greenhaus, J. H., DiRenzo, M. S., & Shao, P. (2021). A meta-analysis of the antecedents of work–family balance. *Journal of Vocational Behavior*, 130, 103529. <https://doi.org/10.1016/j.jvb.2020.103529>
- Mandacan, C. R., Hartini, Widodo, D. A. E., & Sabariah, D. I. V. (2023). *Adiwiyata Sekolah Ramah Lingkungan: Membentuk Sikap Peduli Lembaga Pendidikan Sejak Dini*. Deepublish.
- Mathis, R. L., Jackson, J. H., Valentine, S. R., & Meglich, P. A. (2016). *Human Resource Management (16th ed.)*. Boston: Cengage Learning.
- McShane, Ann Von Glinow, M., & McShane, S. L. (2022). *Organizational Behavior*. Boston: Irwin/McGraw-Hill.
- Media Indonesia. (2024). *Survei Prioritas Pekerja Indonesia dalam Memilih Pekerjaan*. Publisher Katadata.
- Nawawi, N., Wahyudi, W., & Abdurrohman, A. (2025). Analysis of Work-Life Balance and Job Satisfaction in Improving Employee Performance Mediated by Work Motivation. *Almana : Jurnal Manajemen Dan Bisnis*, 9(1), 141–155. <https://doi.org/10.36555/almana.v9i1.2798>
- Prameswari, P. P. (2022). Kabupaten Manokwari, Provinsi Papua Barat Program Studi Pembangunan Ekonomi dan Pemberdayaan Masyarakat Provinsi Papua Barat. *Jurnal Manokwari*, 2(1), 1–11.
- Pradhan, R. K., & Jena, L. K. (2021). Employee performance at workplace: Conceptual model and empirical validation. *Employee Relations*, 43(5), 1125–1145. <https://doi.org/10.1108/ER-04-2020-0151>
- Robbins, S. P., & Judge, T. A. (2024). *Organizational Behavior, Updated Global Edition*. Pearson Education.
- Susanto, P., Hoque, M. E., Jannat, T., Emely, B., Zona, M. A., & Islam, M. A. (2022). Work-Life Balance, Job Satisfaction, and Job Performance of SMEs Employees: The Moderating Role of Family-Supportive Supervisor Behaviors. *Frontiers in Psychology*, 13(2), 23–67. <https://doi.org/10.3389/fpsyg.2022.906876>
- Van Eerde, W., & Thierry, H. (1996). Vroom's expectancy models and work-related

criteria: A meta-analysis. *Journal of Applied Psychology*, 81(5), 575–586. <https://doi.org/10.1037/0021-9010.81.5.575>

Van Eerde, W., & Thierry, H. (2023). Vroom's expectancy theory revisited: New developments and applications. *Journal of Organizational Behavior*, 44(2), 123–138. <https://doi.org/10.1002/job.2669>