

DAFTAR PUSTAKA

- Abdullah, M. M. (2014). Manajemen dan Evaluasi Kinerja Karyawan. In *Aswaja Pressindo*. www.aswajapressindo.co.id
- Ananda, A. (2024). The Influence of Flexible Work on Work-Life Balance and Employee Performance in Human Resource Management. *Devotion : Journal of Research and Community Service*, 5(2), 335–340. <https://doi.org/10.59188/devotion.v5i2.689>
- Ardiansyah, Risnita, & Jailani, M. S. (2023). Teknik Pengumpulan Data Dan Instrumen Penelitian Ilmiah Pendidikan Pada Pendekatan Kualitatif dan Kuantitatif. *Jurnal IHSAN: Jurnal Pendidikan Islam*, 1(2), 1–9. <https://doi.org/10.61104/ihsan.v1i2.57>
- Badrianto, Y., & Ekhsan, M. (2021). Pengaruh Work-life Balance terhadap Kinerja Karyawan yang di Mediasi Komitmen Organisasi. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 4(2), 951–962. <https://doi.org/10.36778/jesya.v4i2.460>
- Bagaskara, A. I., Hilmiana, H., & Kamal, I. (2021). Influence of Flexible Work Arrangement and Work Environment on Employee Performance Through Work-Life Balance During The Covid-19 Pandemic. *AFEBI Management and Business Review*, 6(1), 73. <https://doi.org/10.47312/ambr.v6i1.481>
- Bekele, A. & A. M. (2020). Effects of Flexible Working Arrangement on Job Satisfaction 2 . Review of Literature. *Academic Research Publishing Group*, 6, 135–145.
- Cahya, K. D., & Dewi, B. K. (2019). *Ruang Kerja Fleksibel Bantu Mengembangkan Lima Generasi Pekerja*. Lifestyle.Kompas.Com. <https://lifestyle.kompas.com/read/2019/10/01/210500620/ruang-kerja-fleksibel-bantu-mengembangkan-lima-generasi-pekerja?page=all>
- Carlson, D. S., Grzywacz, J. G., & Michele Kacmar, K. (2010). The relationship of schedule flexibility and outcomes via the work□family interface. *Journal of Managerial Psychology*, 25(4), 330–355. <https://doi.org/10.1108/02683941011035278>
- Chandra Putra, K., Aris Pratama, T., Aureri Linggautama, R., & Wulan Prasetyaningtyas, S. (2020). The Impact of Flexible Working Hours, Remote Working, and Work Life Balance to Employee Satisfaction in Banking Industry during Covid-19 Pandemic Period. *Journal of Business Management Review*, 1(5), 341–353. <https://doi.org/10.47153/jbmr15.592020>
- Dwi Ernanda, R., & Fazlurrahman, H. (2023). The Impact of Flexible Working Arrangements on Job Performance Through Work-Life Balance of Students Working on Social Media in Surabaya. *Management, Business and Social*

- Science (IJEMBIS) Peer-Reviewed-International Journal*, 3(3), 492–504. <https://cvodis.com/ijembis/index.php/ijembis> <https://doi.org/10.59889/ijembis.v3i3.162>
- Dwi Yuniarti, A. (2021). Relationship Between Flexible Working Arrangement and Job Satisfaction Mediated by Work-Life Balance in PT. Tiara Impresa Gugus Artha. *Jurnal Pendidikan Ekonomi, Perkantoran Dan Akuntansi*, 2(2), 43–53.
- Fadhila, A. A., & Wicaksana, L. (2020). Sistematik Review: Fleksibel Working Arrangement Systematic Review: Flexible Working Arrangement (FWA) As A New Paradigm Of Civil Servant During Pandemic Covid-19. *Spirit Publik*, 15(2), 111–130.
- Fadli, R., Hidayati, S., Cholifah, M., Siroj, R. A., & Afgani, M. W. (2023). Validitas dan Reliabilitas pada Penelitian Motivasi Belajar Pendidikan Agama Islam Menggunakan Product Moment. *JIIP - Jurnal Ilmiah Ilmu Pendidikan*, 6(3), 1734–1739. <https://doi.org/10.54371/jiip.v6i3.1419>
- Fanda, N. M., & Slamet, M. R. (2019). Pengaruh Gaji, Jam Kerja Fleksibel Dan Stres Kerja Terhadap Kinerja Karyawan Pada Perusahaan Di Kota Batam. *Journal of Applied Managerial Accounting*, 3(1), 81–95. <https://doi.org/10.30871/jama.v3i1.965>
- Farha, Y. A., Iwan Kresna Setiadi, & Jubaedah. (2022). Pengaruh Flexible Working Arrangement Dan Kepuasan Kerja Terhadap Kinerja Pegawai Direktorat Tik Kantor Pusat Ditjen Pajak. *Jurnal Visionida*, 8(1), 23–33. <https://doi.org/10.30997/jvs.v8i1.5630>
- Farisi, S., Irnawati, J., & Fahmi, M. (2020). Pengaruh Lingkungan, Motivasi dan Disiplin Kerja Terhadap Kinerja Karyawan. *EKOMABIS: Jurnal Ekonomi Manajemen Bisnis*, 1(02), 159–166. <https://doi.org/10.37366/ekomabis.v1i02.31>
- Fisher, G. G., Bulger, C. A., & Smith, C. S. (2009). *Beyond Work and Family : A Measure of Work/Nonwork Interference and Enhancement Beyond Work and Family : A Measure of Work / Nonwork Interference and Enhancement*. October 2009. <https://doi.org/10.1037/a0016737>
- Ghozali, I. (2013). *Aplikasi Analisis Multivariate dengan Program SPSS*. Badan Penerbit Universitas Diponegoro.
- 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)
- Gunawan, T. M. E., & Franksiska, R. (2020). The Influence of Flexible Working Arrangement To Employee Performance With Work Life Balance As Mediating Variable. *Jurnal Ilmiah Manajemen*, 308(3), 308–321. <https://doi.org/https://doi.org/10.35145/procuratio.v8i3.698>
- Hada, R. I. P., Fanggidae, R. E., & Nursiani, N. P. (2020). Flexible Working

- Arrangement Dan Pengaruhnya Terhadap Work-Life Balance Pada Resellers Online Shop. *Jurnal Ekobis : Ekonomi Bisnis & Manajemen*, 10(2), 162–171. <https://doi.org/10.37932/j.e.v10i2.111>
- Handayani, D. F., & Pebriyani, D. (2020). *Flexible Working Arrangement and Job Satisfaction in Mitigating Burnout: A Literature Review*. 152, 1–5. <https://doi.org/10.2991/aebmr.k.201126.001>
- Handayani, R. (2020). Metodologi Penelitian Sosial & Pendidikan. In *Media Sahabat Cendekia*.
- 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>
- Hassan, M., Azmat, U., Sarwar, S., Adil, I. H., & Gillani, S. H. M. (2020). Impact of Job Satisfaction, Job Stress and Motivation on Job Performance : A Case From Private Universities of Karachi. *Arabian Journal of Business and Management Review (Kuwait Chapter)*, 9(2), 31–42.
- Hizkia Panjaitan, Henry Eryanto, & Suherdi Suherdi. (2023). Analisis Sistem Work Life Balance Pada Pegawai X. *Jurnal Media Administrasi*, 8(1), 103–115. <https://doi.org/10.56444/jma.v8i1.528>
- Irawati, E. (2019). Menyongsong Flexible Working Arrangement Bagi Asn. *Jurnal Analis Kebijakan*, 3(1), 108–113. <http://jak.lan.go.id/index.php/jurnalpusaka/article/download/57/48/>
- Janna, N. M., & Herianto. (2021). Konsep Uji Validitas dan Reliabilitas Dengan Menggunakan SPSS. *Jurnal Darul Dakwah Wal-Irsyad (DDI)*, 18210047, 1–12.
- Juliandi, A., Irfan, & Manurung, S. (2015). *Metodologi Penelitian Bisnis Konsep & Aplikasi*. UMSU PRESS.
- 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>
- Khoshnaw, S., & Alavi, H. (2020). Examining the Interrelation Between Job Autonomy and Job Performance: A Critical Literature Review. *Multidisciplinary Aspects of Production Engineering*, 3(1), 606–616. <https://doi.org/10.2478/mape-2020-0051>
- Malik, M., Shamshir, M., & Khan, K. (2020). Association of work-life balance and job satisfaction in commercial pilots: a case study of Pakistan. *Independent Journal of Management & Production*, 11(3), 998. <https://doi.org/10.14807/ijmp.v11i3.1061>

- Mallafi, F. R., & Silvianita, A. (2021). Pengaruh Flexible Working Arrangement Dan Work Life Balance Terhadap Kinerja Karyawan (Studi Pada Karyawan Department Internal Audit PT . Telkom Indonesia , Tbk Bandung). *E-Proceeding of Management ISSN : 2355-9357, 8(6), 8596–8602.*
- Mangkunegara, A. P. (2015). *Sumber Daya Manusia Perusahaan* (12th ed.). Remaja Rosdakarya.
- 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>
- Mohd Zolkapli, N., Rasli Samudin, N. M., Ahmad, S. N. A., Bashirun, S. N., Johari, F. S., & Badroh hisam, N. I. (2022). The Effect of Role Ambiguity and Time Pressure on Job Performance among Employees at Water Supply Services Company in Malaysia. *International Journal of Academic Research in Business and Social Sciences, 12*(1). <https://doi.org/10.6007/ijarbss/v12-i1/11286>
- Nopiani, P., & Narimawati, U. (2022). The Effect of Work Life Balance, Burnout and Workload on Employee Performance at Transportation Service Companies in Bandung City. *Journal of Economics, Management, Business and Accounting, 2*(2), 119–126. <https://doi.org/10.34010/jemba.v2i2.8201>
- Nurlaeni, A., & Winarno, S. H. (2023). Pengaruh Flexible Working dan Disiplin Kerja Terhadap Work Life Balance Pada Kaum Milenial. *Jurnal Ekonomi Dan Bisnis 45, 2*(1), 85–93.
- Oktaviannur, M. (2020). Budaya Organisasi, Fleksibilitas Kerja, dan Feedback Terhadap Prestasi Kerja Transportasi GOJEK di Palembang. *Jurnal Sains Sosio Humaniora, 4*(2), 368–374. <https://doi.org/10.22437/jssh.v4i2.10866>
- Opeyemi, O., Maloma, A., Ebe, I., Odunayo, S., Maxwell, O., & Hezekiah, F. (2019). A Review of Flexible Work Arrangements Initiatives in the Nigerian Telecommunication Industry. *International Journal of Civil Engineering and Technology, 10*(3), 934–950. <http://www.iaeme.com/IJCIET/index.asp?934http://www.iaeme.com/ijmet/issues.asp?JType=IJCIET&VType=10&IType=3http://www.iaeme.com/IJCIET/issues.asp?JType=IJCIET&VType=10&IType=3>
- Oscar, R. G.-L., M. Isabel, S.-H., María, B.-M., & Juan, L. T.-J. (2019). Work-Life Balance in Great Companies and Pending Issues for Engaging New Generations at Work. *International Journal of Environmental Research and Public Health, 16*(5122), 1–18.
- Pamungkas, K. S. (2023). *Pengaruh Flexible Working Arrangement Dan Rotasi Kerja Terhadap Kinerja Pegawai Pada Kantor Pelayanan dan Pengawasan Bea Dan Cukai Tipe Madya Cukai Kediri.* 4(1), 88–100.
- Panjaitan, O. W. O., Tambunan, D., & Sulistiowati, L. H. (2022). Peran job

- satisfaction dalam memediasi pengaruh flexible working arrangements terhadap employee performance selama masa pandemi covid-19. *Jurnal Manajemen*, 14(4), 792–800.
- Possenriede, D., & Plantenga, J. (2011). Access to flexible work arrangements , working-time fit. *Utrecht School of Economics*, 11–12(January 2011), 11–22. www.koopmansinstitute.uu.nl%0AThe
- Prafitri Ramadhani Siregar, Nuzuliati, & Emi Wakhyuni. (2024). Analysis of The Influence of Personality and Flexible Work Arrangements on Work-Life Balance Mediated by Organizational Support at The North Medan One-Stop Manuggal Administration System (SAMSAT) Office. *International Journal of Society and Law*, 2(1), 171–188. <https://doi.org/10.61306/ijsl.v2i1.90>
- Pramudawardani, N. K. P., & Hendriani, W. (2024). Persepsi Pekerja dan Pemberi Kerja Terhadap Penerapan Flexible Working Arrangement: Sebuah Tinjauan Literatur Sistematis. *Jurnal Psikologi : Jurnal Ilmiah Fakultas Psikologi Universitas Yudharta Pasuruan*, 11(1), 109–125. <https://doi.org/10.35891/jip.v11i1.4664>
- Priadana, M. S., & Sunarsi, D. (2021). *Metode Penelitian Kuantitatif*.
- Purnamawati, A. (2019). *Pengaruh Motivasi Dan Lingkungan Kerja Terhadap Kinerja Karyawan Rumah Sakit Pusat Angkatan Udara Dr. S Hardjolukito*. Yogyakarta. 1–8.
- Puspita, G., Ahman, E., & Santoso, B. (2023). Upaya Meningkatkan Kinerja Karyawan Melalui Work Life Balance Dan Burnout Di PT. X. *INNOVATIVE: Journal Of Social Science Research*, 3(3), 9420–9427. <https://doi.org/10.31004/innovative.v3i3.3276%0Ahttps://j-innovative.org/index.php/Innovative%0AUppaya>
- Putri, Safridha, R., & Hadi, C. (2019). Hubungan Antara Emotional Labor Dengan Job Performance Pada Divisi Operation Incoming Dan Outgoing AIESEC Jawa Timut. *Jurnal Psikologi Industri Dan Organisasi*, 8(1), 20–28.
- Rahardjo, K. A. I. (2023). *Strategies to improve employee performance through employee commitment which is influenced by work life balance and flexible working*. 7, 1791–1809.
- Rahayu, R. A., Purwanti, R. S., & Yustini, I. (2019). Pengaruh Program Occupation Healt and Safety Terhadap Kinerja Pegawai. *Business Management and Entrepreneurship Journal*, 1(4), 50. http://repository.usd.ac.id/32704/2/122214076_full.pdf
- Rahmayati, T. E. (2021). Keseimbangan Kerja dan Kehidupan (Work Life Balanced) Pada Wanita Bekerja. *Juripol*, 4(2). <https://doi.org/10.33395/juripol.v4i2.11098>
- Ranggu, O., Dotulong, L. O., & Worang, F. G. (2024). Influences of Work-Life Balance and Workload to the Employee Performance Through Job Satisfaction

- in the Inspectorate Office of the Government of North Sulawesi Province. *AMERICAN Journal of Science on Integration and Human Development*, 2(1), 41–53.
- Rifaldi, A., & Wibowo, P. (2023). Pengaruh Work-Life Balance Terhadap Kinerja Pegawai Lembaga Pemasyarakatan Kelas IIB Brebes. *Jurnal Sains Student Research*, 1(1).
- Robbins, S. P. (2006). *Perilaku Organisasi*. Gramedia.
- Sagara, Y., Permatasari, I., & Soemantri, R. (2020). Pengaruh Need for Achievement Terhadap Job Performance dengan Budgetary Participation sebagai Variabel Intervening. *Jurnal Riset Akuntansi & Perpajakan (JRAP)*, 7(01), 95–106. <https://doi.org/10.35838/jrap.v7i01.1526>
- Saifullah, F. (2020). Pengaruh Work-Life Balance dan Flexible Work Arrangement Terhadap Kinerja Karyawati Muslimah Konveksi. *BISNIS : Jurnal Bisnis Dan Manajemen Islam*, 8(1), 29. <https://doi.org/10.21043/bisnis.v8i1.6762>
- Salapi, C. E. G. (2022). *The Influence of Work-life Balance to Job Performance of State University Employees*. 10(9), 71–79.
- Samuel Adebayo Idowu. (2020). Role of Flexible Working Hours' Arrangement on Employee Job Performance and Retention in Manufacturing Industries in Agbara, Nigeria. *Economic Insights- Trends and Challenges*, 9(3). <https://www.researchgate.net/publication/343853755>
- 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*, 484. <https://doi.org/10.1002/0470013400>
- Septyan, S. N., & Sutarjo, M. A. S. (2022). Implementasi Komunikasi Internal Perusahaan dalam Menjalankan Flexible Working Arrangements (FWA). *Journal of Management and Bussines (JOMB)*, 4(2), 1480–1502. <https://doi.org/10.31539/jomb.v4i2.4781>
- Silas, B., Adolfina, & Lumintang, G. (2019). Pengaruh Motivasi, Pengembangan Karir, Dan Kompensasi Finansial Terhadap Kinerja Karyawan Pt. Marga Dwitaguna Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 7(4), 4630–4638.
- Silminawati, A., & Rachmawati, R. (2022). Pengaruh Flexible Working Arrangements terhadap Work Life Balance, dan Kinerja Pegawai dengan Kepuasan Kerja sebagai Mediator. *Literatus*, 4(1), 20–27. <https://doi.org/10.37010/lit.v4i1.478>
- Sismanto, A., & Haristo, I. (2024). *Effect of Work Life Balance on Job Satisfaction to Improve Employee Performance (PT . Agro Muko) Pengaruh Work Life Balance Terhadap Kepuasan kerja Guna*. 5(2), 327–338.
- Situmorang, I. R. (2021). The Influence of Leadership Style and Work Discipline

- on Employee Performance At PT . Bank Central Asia Asia Branch Medan J. *Jurnal Manajemen Bisnis Eka Prasetya*, 8(1), 18.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Alfabeta Bandung.
- Suharsimi Arikunto. (2006). *Prosedur Penelitian: Suatu Pengantar Praktik*. Rineka Cipta.
- Sulistyowati, C. M., & Hadi, H. K. (2021). Pengaruh WorkFamily Conflict terhadap Job Performance dengan Employee Satisfaction sebagai Variabel Intervening. *Jurnal Ilmu Manajemen*, 9(3), 1256–1266. <https://doi.org/10.26740/jim.v9n3.p1256-1266>
- Sutrisno, E. (2017). *Manajemen Sumber Daya Manusia* (p. 244).
- Sylvia, D., Karincha, A., Erawan, E., & Anggraeiny, R. (2019). Pengaruh Pembagian Kerja Terhadap Efektivitas Kerja Pegawai Kelurahan Air Putih Samarinda. *EJournal Administrasi Negara*, 7(2), 8994–9006.
- Tamunomiebi, M. D., & Oyibo, C. (2020). Work-Life Balance and Employee Performance: A Literature Review. *European Journal of Business and Management Research*, 5(2), 1–10. <https://doi.org/10.24018/ejbm.2020.5.2.196>
- Tongam, E. G., Linardy, M. F. E., Saputra, M. K., & Saputra, N. (2021). Meneropong Work-Life Balance selama Covid-19: Studi Kasus Aparatur Sipil Negara di Jakarta Pusat. *Studi Ilmu Manajemen Dan Organisasi*, 2(2), 77–95. <https://doi.org/10.35912/simo.v2i2.433>
- Weerakkody, W. A. S., & Mendis, M. D. V. S. (2017). 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), 72–100. <https://orcid.org/0000-0003-3710-8528>
- Weideman, M., & Hofmeyr, K. B. (2020). The Influence of Flexible Work Arrangements on Employee Engagement: An Explorative Study. *Gordon Institute of Business Science*, 1, 133.
- Widriasmatiwi, O., Purwaningsih, I. E., & Hartosujono, H. (2019). Kinerja Anggota Polri Ditinjau Dari Work Life Balance Dan Organizational Citizenship Behavior. *Jurnal Spirits*, 9(2), 75. <https://doi.org/10.30738/spirits.v9i2.6323>
- Wijayadne, D. R., Henryanto, A. G., Oktavio, A., Suherman, S. F., & Teofilus, T. (2022). Peran Work Family Conflict terhadap Work Performance Karyawan Perusahaan Fast Moving Consumer Goods di Indonesia. *JMBI UNSRAT (Jurnal Ilmiah Manajemen Bisnis Dan Inovasi Universitas Sam Ratulangi)*, 9(1), 106–122. <https://doi.org/10.35794/jmbi.v9i1.37904>
- Witriaryani, A. S., Putri, A., Jonathan, D., Mohd, T., & Abdullah, K. (2022).

Pengaruh Work-life Balance dan Flexible Working Arrangement terhadap Job Performance dengan Dimediasi oleh Employee Engagement. *Fair Value: Jurnal Ilmiah Akuntansi Dan Keuangan*, 4(7), 932–947. <http://journal.ikopin.ac.id/index.php/fairvalue/article/view/1202>

Wolor, C. W., Kurnianti, D., Zahra, S. F., & Martono, S. (2020). The importance of work-life balance on employee performance millennial generation in Indonesia. *Journal of Critical Reviews*, 7(9), 1103–1108. <https://doi.org/10.31838/jcr.07.09.203>

Wulandari, N. K. A. A., Sudja, I. N., & Suryani, N. N. (2022). Pengaruh Pelatihan Kerja, Lingkungan Kerja dan Pemberdayaan SDM Terhadap Kinerja Kerja Karyawan PT Masterdata Bali Denpasar. *Jurnal Emas*, 3(9), 51–70. file:///C:/Users/ASUS/Downloads/17.218-231-1.pdf

Yuliandany, E. W., Hermawan, H., Umany, S. H., & Jember, U. M. (2023). *Pengaruh Flexibel Working Arrangement Dan Work Life Balance Terhadap Kinerja Karyawan Pada Pt. 5(1)*, 361–367.

