

DAFTAR PUSTAKA

- Akyildiz, D., & Durna, S. (2021). Determining the Research Status and Coronavirus Anxiety Scores of Academics During the Flexible Working Arrangements Initiated After the COVID-19 Pandemic. *Journal of Taibah University Medical Sciences*, 16(3), 336–343. <https://doi.org/10.1016/j.jtumed.2021.01.005>
- Al-Alawi, A. I., Al-Saffar, E., Alomohammedsaleh, Z., Alotaibi, H., & Al-Alawi, E. 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. In *Journal of International Women's Studies* (Vol. 22, Issue 1). <https://vc.bridge.edu/jiws/vol22/iss1/39>
- Al Hakim, R., Mustika, I., & Yuliani, W. (2021). Validitas dan Reliabilitas Angket Motivasi Berprestasi. *FOKUS (Kajian Bimbingan & Konseling Dalam Pendidikan)*, 4(4), 263. <https://doi.org/10.22460/fokus.v4i4.7249>
- Amin, N. F., Garancang, S., & Abunawas, K. (2023). Sumber Populasi dan Sampel. *JURNAL PILAR: Jurnal Kajian Islam Kontemporer*, 14(1).
- An, J., Liu, Y., Sun, Y., & Liu, C. (2020). Impact of Work-Family Conflict, Job Stress and Job Satisfaction on Seafarer Performance. *International Journal of Environmental Research and Public Health*, 17(7). <https://doi.org/10.3390/ijerph17072191>
- Asbari, M., Purwanto, A., Bernarto, I., Pramono, R., Hidayat, D., Sopa, A., Alamsyah, V. U., Senjaya, P., & Fayzhall, M. (2020). The Effect of work-Family Conflict on Job Satisfaction and Performance: A Study of Indonesian Female Employees. *Article in International Journal of Control and Automation*, 29(03), 6724–6748. <https://www.researchgate.net/publication/340394704>
- Atobishi, T., Moh'd Abu Bakir, S., & Nosratabadi, S. (2024). How Do Digital Capabilities Affect Organizational Performance in the Public Sector? The Mediating Role of the Organizational Agility. *Administrative Sciences*, 14(2). <https://doi.org/10.3390/admisci14020037>
- Aura, N. A. M., & Desiana, P. M. (2023). Flexible Working Arrangements and Work-Family Culture Effects on Job Satisfaction: The Mediation Role of Work-Family Conflicts among Female Employees. *Jurnal Manajemen Teori Dan Terapan | Journal of Theory and Applied Management*, 16(2), 381–398. <https://doi.org/10.20473/jmtt.v16i2.45960>
- Austin-Egole, I. S., Iheanacho, J. I., & Kpanah, P. I. (2023). Flexible Working Arrangements and Human Capital Development in Organizations: Key Issues. *European Journal of Theoretical and Applied Sciences*, 1(6), 166–174. [https://doi.org/10.59324/ejtas.2023.1\(6\).17](https://doi.org/10.59324/ejtas.2023.1(6).17)

- Bellmann, L., & Hübler, O. (2020). Working From Home, Job Satisfaction and Work–Life Balance – Robust or Heterogeneous Links?. *International Journal of Manpower*, 42(3), 424–441. <https://doi.org/10.1108/IJM-10-2019-0458>
- Berber, N., Gašić, D., Katić, I., & Borocki, J. (2022). The Mediating Role of Job Satisfaction in the Relationship between FWAs and Turnover Intentions. *Sustainability (Switzerland)*, 14(8). <https://doi.org/10.3390/su14084502>
- Bett, F., Sang, H., & Chepkwony, P. (2022). Flexible Work Arrangement and Employee Performance: An Evidence of Work-life Balance Practices. *East African Journal of Business and Economics*, 5(1), 80–89. <https://doi.org/10.37284/eajbe.5.1.557>
- Budiman, A. R., Idulfilastri, R. M., & Putri, D. (2022). Flexible Working Arrangements: Apakah Benar-benar Menguntungkan?. *Kompas*.
- Bjärntoft, S., Hallman, D. M., Mathiassen, S. E., Larsson, J., & Jahncke, H. (2020). Occupational and Individual Determinants of Work-Life Balance among Office Workers with Flexible Work Arrangements. *International Journal of Environmental Research and Public Health*, 17(4). <https://doi.org/10.3390/ijerph17041418>
- Chung, H., Birkett, H., Forbes, S., & Seo, H. (2021). COVID-19, Flexible Working, and Implications for Gender Equality in the United Kingdom. *Gender and Society*, 35(2), 218–232. <https://doi.org/10.1177/08912432211001304>
- Davidescu, A. A. M., Apostu, S. A., Paul, A., & Casuneanu, I. (2020). Work Flexibility, Job Satisfaction, and Job Performance among Romanian Employees-Implications for Sustainable Human Resource Management. *Sustainability (Switzerland)*, 12(15). <https://doi.org/10.3390/su12156086>
- Espina-Romero, L., Ríos Parra, D., Noroño-Sánchez, J. G., Rojas-Cangahuala, G., Cervera Cajo, L. E., & Velásquez-Tapullima, P. A. (2024). Navigating Digital Transformation: Current Trends in Digital Competencies for Open Innovation in Organizations. In *Sustainability (Switzerland)* (Vol. 16, Issue 5). Multidisciplinary Digital Publishing Institute (MDPI). <https://doi.org/10.3390/su16052119>
- Ghasemi, S. (2021). How Have Women Health Care Adjusted Their Approach to Work-Life Balance as the World Adapts to the “New Normal”??. In *American Journal of Surgery* (Vol. 222, Issue 4, pp. 700–701). Elsevier Inc. <https://doi.org/10.1016/j.amjsurg.2021.03.014>
- Ghimire, B., Dahal, R. K., & Rai, B. (2023). The Attitude of Flexible Work Arrangement on Academic’s Job Satisfaction: The Emerging Market Case. *Journal of System and Management Sciences*, 13(2), 370–383. <https://doi.org/10.33168/JSMS.2023.0226>
- Hasan, T., Jawaad, M., & Butt, I. (2021). The Influence of Person–Job Fit, Work–Life Balance, and Work Conditions on Organizational Commitment:

- Investigating the Mediation of Job Satisfaction in the Private Sector of the Emerging Market. *Sustainability (Switzerland)*, 13(12). <https://doi.org/10.3390/su13126622>
- Hayman, J. R. (2009). Flexible Work Arrangements: Exploring the Linkages between Perceived Usability of Flexible Work Schedules and Work-Life Balance. *Community, Work and Family*, 12(3), 327–338. <https://doi.org/10.1080/13668800902966331>
- Hoxha, G., Simeli, I., Theocharis, D., Vasileiou, A., & Tsekouropoulos, G. (2024). Sustainable Healthcare Quality and Job Satisfaction through Organizational Culture: Approaches and Outcomes. *Sustainability (Switzerland)*, 16(9). <https://doi.org/10.3390/su16093603>
- Hsieh, Y. C. (Jerrie), Pearson, T., Chang, H. C., & Uen, J. F. (2005). Spillover between Work and Personal Life for Lodging Managers. *Journal of Human Resources in Hospitality and Tourism*, 3(2), 61–83. https://doi.org/10.1300/J171v03n02_03
- Indradewa, R., & Prasetio, A. A. (2023). The Influence of Flexible Working Arrangements and Work-Life Balance on Job Satisfaction: A Double-Layered Moderated Mediation Model. *Jurnal Ekonomi Dan Bisnis*, 26(Oktober), 449–476.
- Isabel Sánchez-Hernández, M., González-López, Ó. R., Buenadicha-Mateos, M., & Tato-Jiménez, J. L. (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(24). <https://doi.org/10.3390/ijerph16245122>
- Kowalski, K. B., Aruldoss, A., Gurumurthy, B., & Parayitam, S. (2022). Work-From-Home Productivity and Job Satisfaction: A Double-Layered Moderated Mediation Model. *Sustainability (Switzerland)*, 14(18). <https://doi.org/10.3390/su141811179>
- Kumalasari, D., Azmi Luthfiyani, N., & Grasiawaty, N. (2020). Analisis Faktor Adaptasi Instrumen Resiliensi Akademik Versi Indonesia: Pendekatan Eksploratori dan Konfirmatori. *JPPP - Jurnal Penelitian dan Pengukuran Psikologi*, 9(2), 84–95. <https://doi.org/10.21009/jppp.092.06>
- Legesse Bekele, A., & Mohammed, A. (2020). Effects of Flexible Working Arrangement on Job Satisfaction. *Business, Management and Economics Research*, 610, 135–145. <https://doi.org/10.32861/bmer.610.135.145>
- Montuori, P., Sorrentino, M., Sarnacchiaro, P., di Duca, F., Nardo, A., Ferrante, B., D'Angelo, D., di Sarno, S., Pennino, F., Masucci, A., Triassi, M., & Nardone, A. (2022). Job Satisfaction: Knowledge, Attitudes, and Practices Analysis in a Well-Educated Population. *International Journal of Environmental Research and Public Health*, 19(21). <https://doi.org/10.3390/ijerph192114214>

- Na-Nan, K., Kanthong, S., & Joungtrakul, J. (2021). An Empirical Study on the Model of Self-Efficacy and Organizational Citizenship Behavior Transmitted Through Employee Engagement, Organizational Commitment and Job Satisfaction in the Thai Automobile Parts Manufacturing Industry. *Journal of Open Innovation: Technology, Market, and Complexity*, 7(3). <https://doi.org/10.3390/joitmc7030170>
- Noviati, M., Wati, I., & Sugeng Santoso, dan. (2021). Strategi Penerapan Flexible Working Arrangement Di Masa Pandemi COVID-19 pada Biro Kepegawaian dan Organisasi Kementerian Perhubungan. In *Jurnal JDM* (Vol. 4, Issue 2). <https://covid19.go.id/>,
- 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?JType=IJCIET&VType=10&IType=3> <http://www.iaeme.com/ijmet/issues.asp?JType=IJCIET&VType=10&IType=3>
- Peeters, M., Wattez, C., Demerouti, E., & de Regt, W. (2009). Work-Family Culture, Work-Family Interference and Well-Being at Work: Is it Possible to Distinguish Between a Positive and a Negative Process?. *Career Development International*, 14(7), 700–713. <https://doi.org/10.1108/13620430911005726>
- Pradère, F., & Taylor, J. (2021). Regenerative Workplace. <https://www.us.jll.com/en/trends-and-insights/research/regenerative-workplace>
- Qiu, F., & Dauth, T. (2022). Virtual Work Intensity, Job Satisfaction, and the Mediating Role of Work-Family Balance: A Study of Employees in Germany and China. *German Journal of Human Resource Management*, 36(1), 77–111. <https://doi.org/10.1177/2397002221998227>
- Qiu, Z., Wang, S., Hou, Y., & Xu, S. (2023). What Drives Infrastructure Participants to Adopt Digital Technology: A Nexus of Internal and External Factors. *Sustainability (Switzerland)*, 15(23). <https://doi.org/10.3390/su152316229>
- Riyanto, A., & Arini, D. P. (2021). Analisis Deskriptif Quarter-Life Crisis pada Lulusan Perguruan Tinggi Universitas Katolik Musi Charitas. In *Jurnal Psikologi Malahayati* (Vol. 3, Issue 1).
- Setiyani, A., Djumarno, D., Riyanto, S., & Nawangsari, L. Ch. (2019). The Effect of Work Environment on Flexible Working Hours, Employee Engagement and Employee Motivation. *International Review of Management and Marketing*, 9(3), 112–116. <https://doi.org/10.32479/irmm.8114>
- Stella, I. (2020). Flexible Working Arrangments and Organizational Performance: An Overview. *IOSR Journal Of Humanities And Social Science (IOSR-JHSS)*, 25(6), 50. <https://doi.org/10.9790/0837-2505065059>

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. <https://doi.org/10.3389/fpsyg.2022.906876>

Widianto, S., & Rojuaniah, R. (2022). Pengaruh Bekerja dari Rumah, Keseimbangan Kehidupan Kerja, dan Stres Kerja Terhadap Kepuasan Kerja di Perusahaan Spare Part Manufaktur Otomotif Kabupaten Bekasi di Saat Pandemi COVID-19. *SINOMIKA Journal: Publikasi Ilmiah Bidang Ekonomi Dan Akuntansi*, 1(3), 599–612. <https://doi.org/10.54443/sinomika.v1i3.320>

Xu, L., Wang, Z., Li, Z., Lin, Y., Wang, J., Wu, Y., & Tang, J. (2022). Mediation Role of Work Motivation and Job Satisfaction between Work-Related Basic Need Satisfaction and Work Engagement among Doctors in China: A Cross-Sectional Study. *BMJ Open*, 12(10). <https://doi.org/10.1136/bmjopen-2021-060599>

Yogaisty, I., & Lukito, H. (2022). The Influence of Flexible Working Space and Work-Life Balance on Employee Performance with Gender as Moderation. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 5(3), 19686–19696. <https://doi.org/10.33258/birci.v5i3.5985>



Intelligentia - Dignitas