

## DAFTAR PUSTAKA

- Annink, A. and den Dulk, L. (2012), “Autonomy: the panacea for self-employed women’s work-life balance?”, *Community, Work and Family*, Vol. 15 No. 4, pp. 383-402, doi: 10.1080/13668803.2012.723901.
- Badan Pusat Statistik (2022). *Jumlah Desa/Kelurahan yang Memiliki Sarana Kesehatan Rumah Sakit Menurut Kabupaten/Kota di Provinsi Banten 2014-2019*. Badan Pusat Statistik Provinsi Banten. <https://banten.bps.go.id/indicator/30/379/1/jumlah-desa-kelurahan-yang-memiliki-sarana-kesehatan-rumah-sakit-menurut-kabupaten-kota-di-provinsi-banten.html>
- Bakker, A.B. and Demerouti, E. (2007), “The job demands-resources model: state of the art”, *Journal of Managerial Psychology*, Vol. 22 No.3, pp. 309-328, doi: 10.1108/02683940710733115.
- Bakker, A.B. and Demerouti, E. (2014), “Job demands–resources theory”, *Wellbeing: A Complete Reference Guide*, pp. 1-28, doi: 10.1002/9781118539415.wbwell019.
- Bakker, A.B., Lieke, L., Prins, J.T. and Van der Heijden, F.M. (2011), “Applying the job demands resources model to the work–home interface: a study among medical residents and their partners”, *Journal of Vocational Behavior*, Vol. 79 No. 1, pp. 170-180, doi: 10.1016/j. jvb.2010.12.004.
- Bradley, L., McDonald, P. and Cox, S. (2019), “The critical role of co-worker involvement: an extended measure of the workplace environment to support work–life balance”, *Journal of Management and Organization*, pp. 1-22, doi: 10.1017/jmo.2019.65.
- Canadian Centre for Occupational Health and Safety, (2024). *Health and Safety Programs: Employee Assistance Programs (EAP)*. CCOHS <https://www.ccohs.ca/oshanswers/hsprograms/eap.html>

- Casper, W.J., Vaziri, H., Wayne, J.H., DeHauw, S. and Greenhaus, J. (2018), “The jingle-jangle of work nonwork balance: a comprehensive and meta-analytic review of its meaning and measurement”, *Journal of Applied Psychology*, Vol. 103 No. 2, pp. 182-214, doi: 10.1037/apl0000259.
- Dousin, O., Collins, N. and Kaur Kler, B. (2019), “Work-life balance, employee job performance and satisfaction among doctors and nurses in Malaysia”, *International Journal of Human Resource Studies*, Vol. 9 No. 4, pp. 306-319, doi: 10.5296/ijhrs.v9i4.15697.
- Ferguson, M., Carlson, D., Zivnuska, S. and Whitten, D. (2012), “Support at work and home: the path to satisfaction through balance”, *Journal of Vocational Behavior*, Vol. 80 No. 2, pp. 299-307, doi: 10.1016/j.jvb.2012.01.001.
- Greenberg, N., Docherty, M., Gnanapragasam, S. and Wessely, S. (2020), “Managing mental health challenges faced by healthcare workers during Covid-19 pandemic”, *BMJ*, Vol. 368, pp. 1-4, doi: 10.1136/bmj.m1211.
- HopBug, (2023). *Reset To Digital Indonesia: Work-Life In Indonesia Vs. Work-Life In India*. Digital Marketing Indonesia. <https://www.hopbug.com/reset-to-digital-indonesia-work-life-in-indonesia-vs-work-life-in-india/>
- Haar, J. and Brougham, D. (2020), “Work antecedents and consequences of work-life balance: a two sample study within New Zealand”, *The International Journal of Human Resource Management*, pp. 1-24, doi: 10.1080/09585192.2020.1751238.
- Haar, J.M. (2013), “Testing a new measure of work-life balance: a study of parent and non-parent employees from New Zealand”, *The International Journal of Human Resource Management*, Vol. 24 No.17, pp. 3305-3324, doi: 10.1080/09585192.2013.775175.
- Hackman, J.R. and Oldham, G.R. (1975), “Development of the job diagnostic survey”, *Journal of Applied Psychology*, Vol. 60 No. 2, pp. 159-170, doi: 10.1037/h0076546.

- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2014). *Multivariate data analysis* (7th ed.). Pearson Education.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). *A Primer on partial least squares structural equation modeling (PLS-SEM)*. Thousand Oaks. Sage, 165.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2019). *Multivariate data analysis* (8th ed.). Pearson Education.
- Hong, S., Ai, M., Xu, X., Wang, W., Chen, J., Zhang, Q., Wang, L. and Kuang, L. (2021), "Immediate psychological impact on nurses working at 42 government-designated hospitals during COVID 19 outbreak in China: a cross-sectional study", *Nursing Outlook*, Vol. 69 No. 1, pp. 6-12, doi: 010.1016/j.outlook.2020.07.00.7.
- Job Street, "73% Karyawan Tidak Puas dengan Pekerjaan Mereka", JobStreet.com <https://www.jobstreet.co.id/id/career-advice/article/73-karyawan-tidak-puas-dengan-pekerjaan-mereka>
- Kasbuntoro, Irma, D., Maemunah, S., and Mahmud, I. (2020), "Work-Life Balance and Job Satisfaction: A Case Study of Banking Companies in Jakarta", *International Journal of Control and Automation*, 13(4):439-451
- Kumar, P. (2020), "Internal flexibility in health-care organizations: a value-laden perspective on sustainability", *International Journal of Organizational Analysis*, pp. 1-22, doi: 10.1108/IJOA-05-2019-1766.
- Laschinger, H.K.S. (2012), "Job and career satisfaction and turnover intentions of newly graduated nurses", *Journal of Nursing Management*, Vol. 20 No. 4, pp. 472-484, doi: 10.1111/j.1365-2834.2011.01293.x.
- Mas-Machuca, M., Berbegal-Mirabent, J. and Alegre, I. (2016), "Work-life balance and its relationship with organizational pride and job satisfaction", *Journal of Managerial Psychology*, Vol. 31 No. 2, pp. 586-602. <https://doi.org/10.1108/JMP-09-2014-0272>

- Mumbai, (2022). *Two out of three employees in India prioritise health over work: Survey*. Business Standard. [https://www.business-standard.com/article/companies/two-out-of-three-employees-in-india-prioritize-health-over-work-survey-122040800667\\_1.html](https://www.business-standard.com/article/companies/two-out-of-three-employees-in-india-prioritize-health-over-work-survey-122040800667_1.html)
- Novianti, K. R., & Fuadiputra, I. R. (2021). “*The Effect of Job Autonomy on Turnover Intention: Mediation Role of Work-Life Balance, and Job Satisfaction in the Banking Sector*”. *International Journal of Social Science and Business*, 5(4), 490–497. <https://doi.org/10.23887/ijssb.v5i4.38855>
- Obiageli, D.O.L., Uzochukwu, D.O.C. and Ngozi, C.D. (2015), “*Work life balance and employee performance in selected commercial banks in Lagos state*”, *European Journal of Research and Reflection in Management Studies*, Vol. 3 No.4, pp. 63-77.
- Pristiandaru, D., L. (2023), *Jumlah Rumah Sakit di Indonesia Meningkat, tapi Masih Belum Merata*. Kompas.com. <https://lestari.kompas.com/read/2024/03/18/140000686/jumlah-rumah-sakit-di-indonesia-meningkat-tapi-masih-belum-merata>
- Rajkonwar, B. and Rastogi, M. (2018), “*The impact of work–family issues on turnover intentions among nurses? A study from North-Eastern India*”, *Journal of Health Management*, Vol. 20 No.2, pp. 164-177, doi: 10.1177/0972063418763652.
- Rashmi, K. and Kataria, A. (2023), “*The mediating role of work-life balance on the relationship between job resources and job satisfaction: perspectives from Indian nursing professionals*”, *International Journal of Organizational Analysis*, Vol. 31 No. 5, pp. 1316-1342. <https://doi.org/10.1108/IJOA-04-2021-2722>
- Rohmah, F.N. (2022), “*Perkara Pekerjaan Ideal, Gen Z dan Milenial Sampingkan Gaji*”, *Tirto.id*. <https://tirto.id/perkara-pekerjaan-ideal-gen-z-dan-milenial-sampingkan-gaji-gwEl>

- Rumah Sakit An-Nisa Tangerang. (2024). *Profil, Sejarah, Visi & Misi RS An-Nisa Tangerang*. Rumah Sakit An-Nisa Tangerang. <https://www.rsannisa.co.id/>
- Rumah Sakit Awal Bros, (2024). *Employee Assistance Program Awal Bros*. Rumah Sakit Awal Bros. <https://awalbros.com/eap/>
- Rumah Sakit Universitas Sardjito, (2024). *Learning Management System*. LMS Sardjito. <https://lms.sardjito.co.id/>
- Russo, M., Shteigman, A. and Carmeli, A. (2016), “*Workplace and family support and work–life balance: implications for individual psychological availability and energy at work*”, *The Journal of Positive Psychology*, Vol. 11 No. 2, pp. 173-188, doi: 10.1080/17439760.2015.1025424
- Salsabilla, A. (2023), “*Survei: 75% Orang Indonesia Puas dengan Pekerjaannya, Anda?*”. CNBC Indonesia. <https://www.cnbcindonesia.com/lifestyle/20230712145703-33-453646/survei-75-orang-indonesia-puas-dengan-pekerjaannya-anda>
- Savigo, A.F.D., Nurhasanah, S., and Febriani, R. (2023), “*The Influence of Work-Life Balance on Job Satisfaction with Burnout as an Intervening Variable*”, *Jurnal Manajemen Bisnis dan Kewirausahaan*
- Shabir, S. and Gani, A. (2020), “*Impact of work–life balance on organizational commitment of women health-care workers*”, *International Journal of Organizational Analysis*, Vol. 28 No. 4, pp. 917-939, doi: 10.1108/ijoa-07-2019-1820.
- Silaban, H., dan Margaretha, M. (2021), “*The Impact Work Life Balance toward Job Satisfaction and Employee Retention: Study of Millennial Employees in Bandung City, Indonesia*”, *International Journal of Innovation and Economic Development*
- Talukder, A.K.M., Vickers, M. and Khan, A. (2018), “*Supervisor support and work-life balance: Impacts on job performance in the Australian financial*

sector", *Personnel Review*, Vol. 47 No. 3, pp. 727-744.  
<https://doi.org/10.1108/PR-12-2016-0314>

Thompson, C.A. and Prottas, D.J. (2006), "*Relationships among organizational family support, job autonomy, perceived control, and employee well-being*", *Journal of Occupational Health Psychology*, Vol. 11 No. 1, pp. 100-118, doi: 10.1037/1076-8998.10.4.100.

Uddin, M., Ali, K. B., Khan, M. A., & Ahmad, A. (2023). "*Supervisory and co-worker support on the work-life balance of working women in the banking sector: a developing country perspective*". *Journal of Family Studies*, 29(1), 306–326. <https://doi.org/10.1080/13229400.2021.1922299>

Wu,L., Rusyidi, B., Claiborne, N. and McCarthy, M.L. (2013), "Relationships between work–life balance and job-related factors among child welfare workers", *Children and Youth Services Review*, Vol. 35 No.9, pp.1447-1454, doi: 10.1016/j.chilyouth.2013.05.017.

Yang, Y. and Islam, D.M.T. (2020), "Work-life balance and organizational commitment: a study of field level administration in Bangladesh", *International Journal of Public Administration*, pp. 1-11, doi: 10.1080/01900692.2020.1755684.

Yasir, M., Majid, A. and Khan, N. (2019), "Boundary integration, work/family enrichment and life satisfaction among female nursing staff", *Management Research Review*, Vol. 42 No. 6, pp. 740-759, doi: 10.1108/MRR-01-2018-0041.