

DAFTAR PUSTAKA

- Abbas, W. A. (2019). Strategi pengembangan sdm dalam persaingan bisnis industri kreatif di era digital. *Jurnal Hukum dan Kemanusiaan*, 115-126.
- Aditya, D. J. D., & Deviastri, L. (2024). Influence Work Life Balance And Compensation On Employee Performance With Satisfaction Work As A Mediating. *Human Capital And Organization*
- Aghimien, D., Aliu, J., Akinradewo, O., Aghimien, L., Aigbavboa, C., & Ditsele-Rapodile, K. (2024). Pls-Sem Assessment Of The Impact Of Job Satisfaction On The Organisational Commitment Of Women Quantity Surveyors. *International Journal Of Construction Management*, 25(1), 115–123. <https://doi.org/10.1080/15623599.2024.2304485>
- Agus, W., Handoko, T., Rekart, E., & Safitri, J. (2024). *Analysis The Effect Of Compensation And Work Environment On Cleaning Workers Performance With Work Motivation And Work Satisfaction As Mediating Variables In Swakelola Office Bukit Pelangi East Kutai*. 3(12), 1847–1864.
- Ahiabu, M. K., Adzivor, E. K., Attipoe, J. A., Agyapong, J. A. M., & Abiemo, M. K. (2024). Beyond Bricks And Mortar: Work-Life Balance And Project Performance Of Ghana's Construction Professionals – Does Co-Worker Relationship Quality Matter? *Social Sciences And Humanities Open*, 10(February), 100940. <https://doi.org/10.1016/J.Ssaho.2024.100940>
- Aisyah, N., Wolor, C. W., & Usman, O. (2021). The Effect Of Job Satisfaction And Work-Life Balance On Employee Performance With Organizational Commitment As Mediating Variable. *Oblik I Finansi*, 3(3(93)), 97–106. [https://doi.org/10.33146/2307-9878-2021-3\(93\)-97-106](https://doi.org/10.33146/2307-9878-2021-3(93)-97-106)
- Angelo Kinicki, B. K., & Williams. (2018). *Management a partical introduction, Eighth Edition*. New York: McGraw-Hill Education.
- Angraini, N. (2008). Industri kreatif. *Jurnal Ekonomi Desember 2008*, 144-151.
- Arifianti, R., & Alexandri, M. B. (2017). Activation of cretive sub-economic sector in Bandung City. *Jurnal AdBispreneur*, 201-209.

- Asih, G. Y., Widhiastuti, H., & Dewi, R. (2018). *Stress kerja (issue 1)*. Semarang: Semarang University Press.
- Auricchio, M., Bracewell, R., & Hooley, B. L. (2016). Rational mapping functional modelling enhanced root cause analysis. *Elsevier*, 242.
- Azwar, S. (2015). *Metode penelitian*. Yogyakarta: Pustaka Belajar.
- Badan Ekonomi Kreatif. (2017). *Ekspor Ekonomi kreatif 2010-2016*. Jakarta: Badan Pusat Statistika.
- Budiasa, I. K. (2021). *Beban kerja dan kinerja sumber daya manusia*. Jakarta: CV Pena Persada.
- Burns, A. C., Veeck, A., & Bush, R. F. (2017). *Marketingg research (eight edit)*. Harlow: Pearson education limited.
- Clark, S. C. (2000). Work/family border theory: A new theory of work/family balance. *Human Relations*, 747-770.
- Creswell. (2010). *Research design: Pendekatan kualitatif, kuantitatif dan mixed*. Yogyakarta: PT. Pustaka Pelajar.
- Dessler, G. (2017). *Manajemen sumber daya manusia, Edisi Kesembilan*. Jakarta: Indek Kelompok Gramedia.
- Douglas, H. T., & James, G. G. (2016). *Human resources management, strategy, design and implementation*. Glenview: Scoot Foresman and Company.
- Dwigita, E., & Muslikh, M. (2023). The Influence Of Training And Work Motivation On Employee Performance Through Work Discipline As An Intervening Variable. *Human Capital And Organizations*, 1(1), 12–22. <https://doi.org/10.58777/Hco.V1i1.97>
- Eshun, E. N. K., & Segbenya, M. (2024). Modelling The Mediating Role Of Work-Life Balance On The Relationship Between Work Arrangement And Employee Performance In Higher Education. *Sage Open*, 14(3), 1–16. <https://doi.org/10.1177/21582440241263447>
- Fahmi, I. (2016). *Pengantar manajemen sumber daya manusia konsep dan kinerja*. Jakarta: Mitra Wacana Media.
- Fonataba, D., & Marchyta, N. K. (2021). Pengaruh job satisfaction action terhadap employee performance melalui work motivation pada PT Wellgan Gemilang Group. *Agora*, Vol. 9, No. 2.

- Gayatri, & Muttaqiyathun. (2020). Pengaruh job insecurity, beban kerja, kepuasan kerja dan komitmen organisasi terhadap turnover intention karyawan milenial. *Urecol*, 77-82.
- Gazi, M. A. I., Yusof, M. F., Islam, M. A., Amin, M. Bin, & Senathirajah, A. R. Bin S. (2024). Analyzing The Impact Of Employee Job Satisfaction On Their Job Behavior In The Industrial Setting: An Analysis From The Perspective Of Job Performance. *Journal Of Open Innovation: Technology, Market, And Complexity*, 10(4), 100427.
<https://doi.org/10.1016/j.joitmc.2024.100427>
- Ghozali, I. (2015). *Structural equation modeling: Metode alternatif dengan Partial Least Square (PLS)*. Semarang: Badan Penerbit Universitas Diponegoro.
- Gragnano, A., Simbula, S., & Miglioretti, M. (2020). work life balance: weighing the importance of work-family and work-health balance. *International journal of environmental research and public health*, 907.
- Gustina, L., Hasan, M., & Ringim, K. J. (2023). *The Relationship Between Work-Life Balance And Job Satisfaction Among Generation Z In The Start-Up Sector*. 01(01), 9–17.
- Hafid, M., & Prasetio, A. P. (2017). Pengaruh work life balance terhadap turnover intention (studi pada karyawan divisi food & beverage Hotel Indonesia Kempiski Jakarta). *SMART - Study & Management Research*, 48-56.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2019). *A primer on partial least squares structural equation modeling (PLS-SEM) (2nd ed.)*. SAGE.
- Hantula, D. A. (2015). Job satisfaction: the management tool and leadership responsibility. *Journal of organizational behaviour management*, 81-94.
- Herlambang, A. N., & Murniningsih, E. (2019). Pengaruh work life balance terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel mediasi. *Jurnal Ilmiah Manajemen*, 7(1), 25–34.
- Hasibuan, M. (2014). *Manajemen sumber daya manusia, cetakan keempatbelas*. Jakarta: Bumi Aksara
- Hay Group. (2023). *Global Talent Trends 2023*. Hay Group.
- Hayati, I., Kusniawati, A., & Kader, M. A. (2019). PENGARUH TINGKAT

PENDIDIKAN DAN PENGALAMAN KERJA TERHADAP KINERJA
PEGAWAI (Studi pada Pegawai ASN RSUD Kabupaten Ciamis).

Business management and entrepreneurship journal, 106-115

- Idris, Adi, K. R., Soetjipto, B. E., & Supriyanto, A. S. (2020). The Mediating Role Of Job Satisfaction On Compensation, Work Environment, And Employee Performance: Evidence From Indonesia. *Entrepreneurship And Sustainability Issues*, 8(2), 735–750.
[https://doi.org/10.9770/Jesi.2020.8.2\(44\)](https://doi.org/10.9770/Jesi.2020.8.2(44))
- Ingsih, K., Kartini, D., & Santoso, T. (2022). Work-life balance and compensation on performance with job satisfaction as an intervening variable. *Jurnal Manajemen dan Bisnis*, 9(2), 78–88.
- Irwansyah, M. G., & Sondakh, O. (2025). *Analysis Of The Influence Of Individual Work Life Balance , Organizational Provisioning And Supervisor Support On Employee Work Life Balance In Shaping Employee Performance Mediated By Remote Work At Baitul Maal Hidayatullah Surabaya*. 6(3), 1759–1773.
- JobStreet.com. (2024, 09 23). Trend gaji dan profesi. From JobStreet:
<https://id.jobstreet.com/id/career-advice/article/73-karyawan-tidak-puas-dengan-pekerjaan-mereka>
- Katabalo, C. V., & Mwita, K. M. (2024). The Role Of Compensation On Job Satisfaction, Employee Performance And Organisational Performance. *Science Mundi*, 4(1), 137–148. <https://doi.org/10.51867/Scimundi.4.1.12>
- Kementerian Pariwisata dan Ekonomi Kreatif. (2024, 10 20). Kementerian Pariwisata dan Ekonomi Kreatif. From Pusat data dan informasi:
<https://www.kemenparekraf.go.id/statistik-pariwisata-dan-ekonomi-kreatif/statistik-tenaga-kerja-pariwisata-dan-ekonomi-kreatif-2018-2022>
- Khansa, M. (2024). *Research In Business & Social Science Work Motivation And Work-Life Balance On Employee Performance As Mediated By Job Satisfaction*. 13(7), 239–253.
- Kinicki, A., & Williams, B. K. (2018). *Management: A practical introduction* (8th

ed.). McGraw-Hill Education.

- Koesomowidjojo, S. R. (2017). Analisis beban kerja. Jakarta: Raih Asa Sukses.
- Larasati, N. S., & Hasanati, N. (2019). Pengaruh work-life balance terhadap job satisfaction. *Jurnal Manajemen Indonesia*, 17(1), 45–58.
- Latama, Z. N., Muhardi, M., & Aspiranti, T. (2022). Pengaruh psychological distress dan beban kerja terhadap work life balance perawat di pandemi covid-19. *Jurnal Manajemen Dan Bisnis Performa*, 10-19
- Lestari, D. A., & Deviastri, L. (2024). *Human Capital And Organizations Enhancing Employee Performance : The Impact Of Engagement , Job Rotation , Compensation , And Motivation*. 2(1), 44–54.
- Lestari, D. A., & Deviastri, L. (2025). *Research Of Economics And Business Improving Employee Performance : The Role Of Engagement , Transfer , Compensation , And Motivation In Work Productivity*. 3(1), 21–32.
- Lingga, A. S. (2020). Pengaruh keseimbangan kehidupan kerja (work life balance) dan kepuasan kerja karyawan terhadap kinerja karyawan. *Manajemen Bisnis*, 1134-1137.
- Lockwood, N. R. (2003). Work/life balance: Challenges and solutions. *Research Quaterly*, 1-10.
- Lockwood, N. R. (2003). Work/life balance: Challenges and solutions. *SHRM Research Quarterly*, 2, 1–11.
- Luthans, F. (2006). Perilaku organisasi. Yogyakarta: Andi.
- Malhotra, N. (2020). *Marketing research: An applied orientation (What's new in marketing) (7th edition)*. USA: Pearson Education Limited.
- Mangkunegara, A. P. (2013). *Manajemen sumber daya manusia perusahaan*. Bandung: PT Remaja Rosdakarya.
- Mangkunegara, A. P. (2015). *Sumber daya manusia perusahaan cetakan kedua belas*. Bandung: Remaja Rosdakarya
- Maslichah, S., & Hidayat, R. (2016). Pengaruh work life balance terhadap kinerja karyawan. *Jurnal Ekonomi dan Bisnis*, 10(2), 101–114.
- Mohaimen, M. A., Mahmud, I., Hassan, M. S., Amin, M. Bin, & Roy, S. K. (2025). *Unveiling Hrm Dynamics Through Pls Model: The Moderating Roles Of*

- Self-Efficacy And Organizational Commitment In Work Engagement And Talent Turnover Intention. *Social Sciences And Humanities Open*, 11(February), 101327. <https://doi.org/10.1016/j.sso.2025.101327>
- Mondy, R. W., & Martocchio, J. J. (2016). *Human resource management* (fourteenth). England: Pearson Education Limited.
- Nawawi, & Wahyudi, A. (2025). *Analysis Of Work-Life Balance And Job Satisfaction In Improving Employee Performance Mediated By Work Motivation*. 9(1), 141–155. <https://doi.org/10.36555/Almana.V9i1.2798>
- Nazir. (2014). *Metode penelitian*. Bogor: Ghalia Indonesia.
- Nickles, W. G., McHugh, J. M., & McHugh, S. M. (2002). *Understanding business*. New York: McGraw Hill.
- Ning, L., Jia, H., Gao, S., Liu, M., Xu, J., Ge, S., Li, M., & Yu, X. (2023). The Mediating Role Of Job Satisfaction And Presenteeism On The Relationship Between Job Stress And Turnover Intention Among Primary Health Care Workers. *International Journal For Equity In Health*, 22(1), 1–11. <https://doi.org/10.1186/s12939-023-01971-x>
- Noe, R. (2017). *Employee training and development*. New York: McGraw Hill Education.
- Nurwahyuni, S. (2019). Pengaruh beban kerja terhadap kinerja karyawan melalui worklife balance (Studi kasus PT. Telkom Indonesia Regional V). *Jurnal Ilmu Manajemen*, Vol. 7. No. 1.
- Octora, S. E. S., Rosnani, T., Daud, I., & Fauzan, R. (2023). The Effect Of Work-Life Balance On Job Satisfaction Mediated By Work Motivation Of Higher Education Lecturers In West Kalimantan. *South Asian Research Journal Of Business And Management*, 5(04), 114–119. <https://doi.org/10.36346/Sarjbm.2023.V05i04.003>
- Olii, C. F. R., Suwarno, H. L., & Hadianto, B. (2024). Work-Life Balance, Job Satisfaction, And Employee Loyalty. *Journal Of Economics And Business*, 7(3), 262–272. <https://doi.org/10.31014/Aior.1992.07.03.610>
- Oplatka, I. (2017). Principal workload: components, determinants and coping

strategies in an era of standardization and accountability. *Journal of educational administration*, 17.

Pawirosumarto, S., Sarjana, P. K., & Muchtar, M. (2017). Factors affecting employee performance of PT. Kiyokuni Indonesia. *International Journal of Law and Management*, 602-614

Pratiwi, R. S., Kistyanto, A., Tri, D., & Wardoyo, W. (2024). *The Effect Of Compensation On Performance Mediated By Employee Welfare And Moderated By Employee Morality At The Population And Civil Registry Office Surabaya City*. 07, 2752–2764.

Portal Informasi Indonesia. (2023, 12 27). Editorial. From Indonesia.go.id: <https://indonesia.go.id/kategori/editorial/7859/industri-kreatif-terus-moncer?lang=1>

Pratama, A. D., & Suparta, I. W. (2018). Konektivitas transportasi laut terhadap pertumbuhan ekonomi di negara maritim Asia Tenggara. *Analytical Biochemistry*, 11.

Pricewaterhouse Coopers International (PwC). (2023). Asia pasific workforce hopes and fears surveys 2023. Pricewaterhouse Coopers International (PwC).

Prihatini. (2007). Analisis hubungan beban kerja dengan stress kerja perawat di setiap ruang rawat inap RSUD Sidikalang. Medan: Universitas Sumatera Utara.

Purnomo, R. A. (2016). Ekonomi kreatif pilar pembangunan Indonesia. Muhammadiyah University of Ponorogo.

Putri, E. A., & Primadineska, R. W. (2023). Beban kerja terhadap kinerja dengan work balance sebagai variabel mediasi (studi pada pegawai DPRD Kab. Ngawi). *Cakrawangsa Bisnis*, 41-54

Qodzarina, A., & Musadieq, M. A. (2018). Pengaruh work life balance terhadap kepuasan kerja. *Jurnal Administrasi Bisnis*, 56(1), 105–112.

Rahmadhani, N. P., & Priyanti, Y. (2022). Konsep dasar kepuasan kerja: sebuah

tinjauan teori. *Jurnal ekonomi bisnis, manajemen dan akuntansi (JEBMAK)*, 39-48.

- Raman, A., Asnawi, A., & Nurlaelah, S. (2024). Analysis Of The Effect Of Compensation, Work Motivation, And Job Satisfaction On Employee Productivity: A Case Study Of A Frozen Food Company In Poultry Processing. *Journal Of Global Innovations In Agricultural Sciences*, 12(4), 1179–1185. <https://doi.org/10.22194/jgias/25.1467>
- Ramadhan, M. R., & Fajrianti, F. (2021). Pengaruh job insecurity dan work life balance terhadap stres kerja pada karyawan outsourcing. *Bul. Ris Psikol dan Kesehat Ment*, 327-337.
- Riani, N. L., & Putra, M. S. (2017). Pengaruh stres kerja, beban kerja dan lingkungan kerja non fisik terhadap turnover intention karyawan. 5970-5998.
- Rikardo, & Susanti, F. (2019). Pengaruh job insecurity dan beban kerja terhadap stres kerja pada PT. Garda Total Security Padang. *Acta Univeritatis Agriculture et Silviculturae Mendeliana Brunensis*, 1689-1699.
- Rincy, V. M., & Panchanatham, N. (2010). Development of a sychometric: Instrument to measure work life balance. *Continental J. Social Sciences*, 50-58.
- Rivai, V., & Sagala, J. (2011). *Manajemen sumber daya manusia untuk perusahaan dari teori ke praktik*. Jakarta: Rajawali Press.
- Robbins, S. P., & Judge, T. A. (2019). *Organizational behavior* (17th ed.). Pearson.
- Rochani, A. (2017). Strategi pengembangan industri kreatif dalam mewujudkan kota cerdas. *Inovasi dalam pengembangan*, 81-93.
- Rondonuwu, F., Rumawas, W., & Asaloei, S. (2018). Pengaruh work life balance terhadap kepuasan kerja karyawan pada Hotel Sintesa Peninsula Manado. *Jurnal Administrasi Bisnis*, 30-39
- Sabrina, R., & Ikhsan, M. H. (2023). The Effect Of Motivation And Job Satisfaction On Employee Performance. *Migration Letters*, 20(6), 554–562. <https://doi.org/10.59670/ML.V20i6.3505>

- Sabuhari, R., Soleman, M. M., Adam, M. A., & Abdul Haji, S. (2023). Do Adaptability And Innovation Speed Matter In Increasing Sales Of Msmes During The Covid-19 Pandemic? *Journal Of Economics, Business, & Accountancy Ventura*, 26(1), 115–128.
<https://doi.org/10.14414/jebav.v26i1.2994>
- Saptono, L., & Awwaliyah, I. N. (2024). *Exploring The Paths To Employee Performance : The Role Of Job Satisfaction As A Mediator On Human Resource Quality , Leadership , And Discipline At Pt Syar Garansi Nasional*. 26(12), 35–42. <https://doi.org/10.9790/487x-2612083542>
- Schermerhon, J. R. (2010). *Manajemen Edisi Bahasa Indonesia*. Yogyakarta: Andi Offset.
- Sedarmayanti. (2009). *Sumber daya manusia dan profuktivitas*. Bandung: Mandar Maju
- Sinniah, S., Al Mamun, A., Md Salleh, M. F., Makhbul, Z. K. M., & Hayat, N. (2022). Modeling The Significance Of Motivation On Job Satisfaction And Performance Among The Academicians: The Use Of Hybrid Structural Equation Modeling-Artificial Neural Network Analysis. *Frontiers In Psychology*, 13(June), 1–14. <https://doi.org/10.3389/fpsyg.2022.935822>
- Staff, C. I. (2012). Work is top trigger of stress for Asia Pacific Workers.
- Stoilkovska, A., & Serafimovic, G. (2017). Job analysis as an important human resources management function. *International refereed scientific journal vision*, 113-124
- Sugiyono. (2019). *Metode penelitian kuantitatif, kualitatif dan R&D*. Bandung: Alfabeta.
- Susanti, F., & Aldi, Y. (2019). Pengaruh stres kerja dan motivasi kerja terhadap prestasi kerja karyawan pada PT. Frisian Flag Indonesia wilayah Padang. Padang.
- 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(June), 1–12.

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

- Sutikno, M. (2020). Pengaruh beban kerja dan kompensasi terhadap turnover intention. Dengan kepuasan kerja sebagai variabel intervening (studi pada karyawan PT Delta Dunia Sandang Tekstil). Prosiding konferensi ilmiah mahasiswa Unissula (KIMU), pp. 450-473.
- Sutrisno, E. (2009). Manajemen sumber daya manusia. Jakarta: Kencana. Sutrisno, E. (2016). Manajemen sumber daya manusia. Jakarta: Prenadamedia Group
- Syarif, H. (2015). Kreativitas dan pertumbuhan ekonomi: Perspektif industri kreatif. *Jurnal Ekonomi Pembangunan*, 16(2), 129–142.
- Syihabudhin, Nora, E., Juariyah, L., Hariri, A., & Dhika, O. (2020, January). Effect of workload on employee performance through work life balance at Ollino Garden Hotel Mlaang East Java. *Proceedings of the 3rd Asia Pasific Management Research Conference (APMRC 2019)*, pp. 141-146.
- Talukder, A. K., Vickers, M., & Khan, A. (2018). Supervisor support and work life balance: Impacts on job performance in the Australian financial sector. *Personnel review*, 727-744.
- Tarwaka. (2014). Keselematan dan kesehatan kerja: manajemen dan implementasi K3 di tempat kerja. Surakarta: Harapan Press.
- Terry, G. R. (2016). Manajemen sumber daya manusia. Jakarta: CV Haji Masagung.
- Tewal, B., Adolfini, Pandowo, Marinda, & Tawas, H. N. (2017). Perilaku organisasi. Bandung: Patra Media Grafindo.
- Urba, M. A., & Soetjningsih, C. H. (2022). Hubungan antara work life balance dan stres kerja pada karyawan. *Bulletin of Counseling and Psychotherapy*, 694-700.
- Waluyo, M. (2009). Psikologi teknik industri. Yogyakarta: Graha Ilmu.
- Wartono, T. (2017). Pengaruh stres kerja terhadap kinerja karyawan (studi pada karyawan majalah mother and baby). *Jurnal Ilmiah Prodi Manajemen Universitas Pamulang*, 41-55.
- Wirawan, R. P. (2022). Pengaruh beban kerja terhadap stres kerja melalui (studi

pada pegawai Dinas Perhubungan Kota Pasuruan). 2169-2180.

Yuliani, I. (2023). Manajemen sumber daya manusia. Depok: PT RajaGrafindo Persada.

Yusnia, E., Wahjoedi, T., & Emmywati. (2021). Pengaruh disiplin kerja, beban kerja dan lingkungan kerja terhadap perilaku cyberloafing karyawan di PT Abason Baby Product Surabaya. *Media Mahardika*, 1-15.

Yusnita, N., & Rahma, M. (2025). *The Influence Of Job Satisfaction On Employee Performance Through Organizational Commitment (Empirical Study In Pt Tirta Investama)*. 9(2), 79–94. <https://doi.org/10.33062/Mjb.V9i02.66>

Zasril, M. A. (2008). Dasar-dasar manajemen. Pekanbaru: Suska Press.

Zheng, C., Kashi, K., Fan, D., Molineux, J., & Ee, M. S. (2015). Impact of individual coping strategies and organizational work–life balance programs on Australian employee well-being. *The International Journal of Human Resource Management*, 27(5), 501–526

The logo for Universitas Multimedia Nusantara (UMMN) is displayed in a large, light blue, sans-serif font. The letters are bold and rounded, with the 'U' and 'M' being significantly larger than the 'N'. The logo is centered horizontally and partially overlaps the bottom of the text area.