

DAFTAR PUSTAKA

- . S., & Pristiwiana, O. (2020). The Effect of *Work environment* on Work Engagement with Self Efficacy As Moderator Variable at Hotel Pelangi Malang Employees. *KnE Social Sciences*, 2020, 364–378. <https://doi.org/10.18502/kss.v4i9.7337>
- Abraham, S. (2012). Development of *Employee engagement* Programme on the basis of Employee Satisfaction. *Journal of Economic Development, Management, IT, Finance and Marketing*, 4(1), 23–37.
- Agbozo, G. K., Owusu, I. S., Hoedoafia, M. A., & Atakorah, Y. B. (2017). The Effect of *Work environment* on Job Satisfaction: Evidence from the Banking Sector in Ghana. *Journal of Human Resource Management*, 5(1), 12. <https://doi.org/10.11648/j.jhrm.20170501.12>
- Aiken, L. H., Clarke, S. P., & Sloane, D. M. (2002). Hospital staffing, organization, and quality of care: Cross-national findings. *Nursing Outlook*, 50(5), 187–194. <https://doi.org/10.1067/mno.2002.126696>
- Akhtar, C. S., Haider, M., Aamir, A., & Hamid, A. B. A. (2016). Work-life balance, *job satisfaction* and nurses retention: moderating role of work volition. *International Journal of Business Excellence*, 10(4), 488. <https://doi.org/10.1504/ijbex.2016.10000215>
- Akintayo, D. (2012). Working environment , workers ' morale and perceived productivity in industrial organizations in Nigeria. *Education Research Journal*, 2(3), 87–93.
- Ali, S., & Farooqi, Y. A. (2014). Effect of Work Overload on *Job satisfaction* , Effect of *Job satisfaction* on Employee Performance and *Employee engagement* (A Case of Public Sector University of Gujranwala Division). *International Journal of Multidisciplinary Sciences and Engineering*, 5(8), 23–30. [file:///C:/Users/Steve/Documents/Argosy EdD OL/Leadership articles/Org Behavior/work overload_job satisfaction_engagement.pdf](file:///C:/Users/Steve/Documents/Argosy%20EdD%20OL/Leadership%20articles/Org%20Behavior/work%20overload_job%20satisfaction_engagement.pdf)
- Alias, N. E. the M. E. of E. E. on the R. between T., Noor, N. M., & Hassan, R. (2014). Examining the Mediating Effect of *Employee engagement* on the Relationship between Talent Management Practices and Employee Retention in the Information and Technology (IT) Organizations in Malaysia. *Journal of Human Resources Management and Labor StudiesOnline) Journal of Human Resources Management and Labor Studies*, 2(22), 227–242. https://doi.org/10.1007/978-981-287-426-9_9
- Allam Z. (2017). Employee disengagement: A fatal consequence to organization and its Ameliorative Measures. *International Review of Management and Marketing*, 7(2), 49–52.
- Ampofo, E. T. (2020). Mediation effects of *job satisfaction* and work engagement on the relationship between organisational embeddedness and affective commitment among frontline employees of star-rated hotels in Accra. *Journal of Hospitality and Tourism Management*, 44(April), 253–262. <https://doi.org/10.1016/j.jhtm.2020.06.002>
- Anasi, S. N. (2020). Perceived influence of work relationship, work load and physical *work environment* on *job satisfaction* of librarians in South-West, Nigeria. *Global Knowledge, Memory and Communication*, 69(6–7), 377–398. <https://doi.org/10.1108/GKMC-11-2019-0135>
- Andriani, R., Disman, D., Ahman, E., & Santoso, B. (2023). Empirical Effects of Work Environment, *Job satisfaction* and Work Engagement on Turnover Intention in Hospitality Industry. *Jurnal Aplikasi Bisnis Dan Manajemen*, 9(1), 129–140. <https://doi.org/10.17358/jabm.9.1.129>
- Arief, N. R., Purwana, D., & Saptono, A. (2021). Effect of Quality Work of Life (QWL) and Work-Life Balance on *Job satisfaction* through *Employee engagement* as Intervening Variables. *The International Journal of Social Sciences World*, 3(1), 259–269.

- Ariyanto, A. A., Muluk, H., Newcombe, P., Piercy, F. P., Poerwandari, E. K., & Suradjiono, S. H. R. (2017). Diversity in Unity: Perspectives from Psychology and Behavioral Sciences. In *Diversity in Unity: Perspectives from Psychology and Behavioral Sciences*. <https://doi.org/10.1201/9781315225302>
- Armstrong, M. (2021). *Armstrong's Resource Strategic Human Handbook of Management* (7th ed.).
- Armstrong, M., & Taylor, S. (2020). *Armstrong's Handbook of Human Resources Management Practice*, 15th Edition. In *Human Resource Management*.
- Atthohiri, N. A., & Wijayati, D. T. (2021). Pengaruh *Employee engagement* terhadap job satisfaction dengan Work Life Balance sebagai Variabel Intervening. *Jurnal Ilmu Manajemen*, 9(3), 1092–1100. <https://doi.org/10.26740/jim.v9n3.p1092-1100>
- Azeem, S. M., & Akhtar, N. (2014). The Influence of Work Life Balance and *Job satisfaction* on Organizational Commitment of Healthcare Employees. *International Journal of Human Resource Studies*, 4(2), 18. <https://doi.org/10.5296/ijhrs.v4i2.5667>
- Azmi, M., Hanafi, A., & Adam, M. (2021). Mediating Role Of *Job satisfaction* In The Effect Of Work-Life Balance And Work Passion On Turnover Intention. *Junior Scientific Researcher*, 7(1), 33–48.
- Bagnes, B. L. (2021). Flexible Work Arrangement, Work-Life Balance, and Social Engagement of Filipino Virtual Home-Based Workers: A Basis for Organizational Improvement. In *Asia Pacific Journal of Academic Research in Business* [academia.edu](https://www.academia.edu/download/67342903/8_APJARBA_2021.013.pdf). https://www.academia.edu/download/67342903/8_APJARBA_2021.013.pdf
- Bailey, C., Madden, A., Alfes, K., & ... (2017). The meaning, antecedents and outcomes of employee engagement: A narrative synthesis. *International Journal of* <https://onlinelibrary.wiley.com/doi/abs/10.1111/ijmr.12077>
- Bakker, A B, Albrecht, S. L., & Leiter, M. P. (2011). Key questions regarding work engagement. *European Journal of Work and* <https://www.tandfonline.com/doi/abs/10.1080/1359432X.2010.485352>
- Bakker, Arnold B., & Leiter, M. P. (2010a). Work Engagement A Handbook of Essential Theory and Research. In *Work Engagement A Handbook of Essential Theory and Research* (p. 205).
- Bakker, Arnold B., & Leiter, M. P. (2010b). Work Engagement A Handbook of Essential Theory and Research Edited by. In *Psychology Press* (Vol. 15, Issue 1).
- Bandura, Al. (1977). *Social Learning*. Prentice Hall.
- Bano, S., Khan, M. A., Rehman, Q. H. U., & Humayoun, A. A. (2011). Schematizing Talent Management , a Core Business Issue. *Far East Journal of Psychology and Business*, 2(1), 4–16.
- Bauer, T., & Erdogan, B. (2001). *An Introduction to Organizational Behavior. I*, 1–784.
- Bidya, D., & Pravat, K. M. (2019). The Effects of Work Environment, Self-evaluation at Workplace and Employee Morale on Employee Engagement. *Srusti Management Review*, 33–39. <http://0-eds.b.ebscohost.com.serlib0.essex.ac.uk/eds/pdfviewer/pdfviewer?vid=5&sid=b2b9c422-0908-472b-adb0-f21178c799e9%40sessionmgr103>
- Bridger, E. (2018). *Employee engagement a practical introduction*. Kogan Page.
- Brikend Aziri. (2011). Job satisfaction: a literature review. *Management Research and Practice*, 3(4), 77–86.
- Briner, R. B. (2000). Relationships between work environments, psychological environments and psychological well-being. *Occupational Medicine*, 50(5), 299–303. <https://doi.org/10.1093/occmed/50.5.299>
- Brough, P., Timms, C., O'Driscoll, M. P., Kalliath, T., Siu, O. L., Sit, C., & Lo, D. (2014). Work–life balance: A longitudinal evaluation of a new measure across Australia and New Zealand workers. *International Journal of Human Resource*

- Management*, 25(19), 2724–2744. <https://doi.org/10.1080/09585192.2014.899262>
- Brunetto, Y., Teo, S. T. T., Shacklock, K., & Farr-Wharton, R. (2012). Emotional intelligence, job satisfaction, well-being and engagement: Explaining organisational commitment and turnover intentions in policing. *Human Resource Management Journal*, 22(4), 428–441. <https://doi.org/10.1111/j.1748-8583.2012.00198.x>
- Cahill, K. E., McNamara, T. K., Pitt-Catsouphes, M., & Valcour, M. (2015). Linking shifts in the national economy with changes in job satisfaction, *employee engagement* and work-life balance. *Journal of Behavioral and Experimental Economics*, 56, 40–54. <https://doi.org/10.1016/j.socec.2015.03.002>
- Carnegie, D. (2018). *Minimnya Milenial Terlibat Penuh dengan Perusahaan*. <https://www.dalecarnegie.id/sumberdaya/media/media-coverage/minimnya-milenial-terlibat-penuh-dengan-perusahaan/>
- Celestine, E. I. (2015). *Antecedents of employee engagement: an examination of the banking sector of nigerian degree of philosophy of doctorate degree (PhD)* (Issue December).
- Chandrasekar, K. (2011). Workplace environment and its impact on organisational performance in public sector organisations. In *International journal of enterprise computing and ...* Citeseer. <https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.300.8598&rep=rep1&type=pdf>
- Chooi, C. (2020). *Classical and Cooperative Suppression Simplified*. psychdrop.
- Clarke, M. C., Koch, L. C., & Hill, E. J. (2004). The work-family interface: Differentiating balance and fit. *Family and Consumer Sciences Research Journal*, 33(2), 121–140. <https://doi.org/10.1177/1077727X04269610>
- Clinton, J. (2016). State of the American Manager Report. In *Gallup.com*. <http://www.gallup.com/services/182216/state-american-manager-report.aspx>
- Collins, S. S., & Henderson, M. C. (1991). Autonomy: Part of the Nursing Role? *Nursing Forum*, 26(2), 23–29. <https://doi.org/10.1111/j.1744-6198.1991.tb00878.x>
- Colquitt, J. A., Lepine, J. A., & Wesson, M. J. (2018). *Organizational behavior: improving performance and commitment in the workplace* (6th ed.).
- Cook, K. S., & Rice, E. (2006). Handbook of Social Psychology. *Handbook of Social Psychology, January*. <https://doi.org/10.1007/0-387-36921-x>
- Creswell, J. W. (2015). Educational Research - Planning, COnducting, And Evaluating Quantitative and Qualitative Research - Fifth Edition. In *PEARSON* (Vol. 62, Issue 1).
- Cropanzano, R., & Mitchell, M. S. (2005). Social exchange theory: An Interdisciplinary review. *Journal of Management*, 31(6), 874–900. <https://doi.org/10.1177/0149206305279602>
- Crossman, A. (2022). *What Is Role Conflict in Sociology?* <https://www.thoughtco.com/role-conflict-3026528>
- Dalal, R. S., Baysinger, M., Brummel, B. J., & Lebreton, J. M. (2012). The relative importance of employee engagement, other job attitudes, and trait affect as predictors of job performance. *Journal of Applied Social Psychology*, 42(SUPPL. 1), 295–325. <https://doi.org/10.1111/j.1559-1816.2012.01017.x>
- David, F. R., & David, F. R. (2017). Strategic Management A Competitive Advantage Approach, Concepts. In *Pearson* (16th ed.).
- Debby siswono, S. (2016). Pengaruh *Employee engagement* terhadap kinerja karyawan di rodex travel. *AGORA*, 4(2), 374–380.
- Delina, G. (2020). A study on the interrelationships between employee engagement, *employee engagement* initiatives and job satisfaction. *International Journal of Business Excellence*, 20(2), 242–268. <https://doi.org/10.1504/IJBEX.2020.105355>
- Demerouti, E., Nachreiner, F., Bakker, A. B., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. *Journal of Applied Psychology*, 86(3), 499–

512. <https://doi.org/10.1037/0021-9010.86.3.499>
- Dinh, L. N. (2020). Determinants of *employee engagement* mediated by work-life balance and work stress. *Management Science Letters*, 10(4), 923–928. <https://doi.org/10.5267/j.msl.2019.10.003>
- Donley, J. (2021). The Impact of *Work environment* on Job Satisfaction. *Nurse Leader*, 19(6), 585–589. <https://doi.org/10.1016/j.mnl.2021.08.009>
- Dousin, O., Collins, N., & Kler, B. K. (2019). Work-life balance, employee job performance and satisfaction among doctors and nurses in Malaysia. In ... *Journal of Human Resource* [researchgate.net. https://www.researchgate.net/profile/Oscar-Dousin/publication/337415598_Work-Life_Balance_Employee_Job_Performance_and_Satisfaction_Among_Doctors_and_Nurses_in_Malaysia/links/5dd66e09a6fdcc2b1fa9772e/Work-Life-Balance-Employee-Job-Performance-and-Satisfac](https://www.researchgate.net/profile/Oscar-Dousin/publication/337415598_Work-Life_Balance_Employee_Job_Performance_and_Satisfaction_Among_Doctors_and_Nurses_in_Malaysia/links/5dd66e09a6fdcc2b1fa9772e/Work-Life-Balance-Employee-Job-Performance-and-Satisfac)
- DuBrin, A. J. (2019). Fundamentals of Organizational Behavior. In *Academic of media solution*. <https://doi.org/10.4135/9781446261781>
- Dutta, H., & Sharma, S. (2016). *Employee engagement* in Indian banking Sector: A review of the literature. *International Conference on Management and Information Systems, September*, 184–192.
- Ellison, S., & Harder, A. (2022). Contributing or Clocking In: A Study of Work Engagement. *Journal of Extension*, 60(3). <https://doi.org/10.34068/joe.60.03.03>
- Farooqi, Y. A., & Arif, B. (2014). Impact of Work Life Balance on *Job satisfaction* and Organizational Commitment. *International Journal of Multidisciplinary Sciences and Engineering*, 5(9). <https://www.researchgate.net/publication/324646756>
- Fatihudin, D. (2018). the Effect of *Work environment* on Employee Performance Through the *Job satisfaction* in Drinking Water Company Pandaan Indonesia. *International Journal Of Management And Economics Invention*, 04(11), 1982–1988. <https://doi.org/10.31142/ijmei/v4i11.01>
- Fisher, G. G., Bulger, C. A., & Smith, C. S. (2009). Beyond Work and Family: A Measure of Work/Nonwork Interference and Enhancement. *Journal of Occupational Health Psychology*, 14(4), 441–456. <https://doi.org/10.1037/a0016737>
- Francis Mugo Kangure. (2014). Relationship Between Work Life Balance And *Employee engagement* In State Corporations In Kenya [JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY]. In *Implementation Science* (Issue 1). <http://dx.doi.org/10.1016/j.biochi.2015.03.025%0Ahttp://dx.doi.org/10.1038/nature10402%0Ahttp://dx.doi.org/10.1038/nature21059%0Ahttp://journal.stainkudus.ac.id/index.php/equilibrium/article/view/1268/1127%0Ahttp://dx.doi.org/10.1038/nrmicro2577%0Ahttp://>
- Gallup. (2021). State of the global workplace: 2021 report. In *Workplace Insights*. <https://www.gallup.com/workplace/insights.aspx>
- Gallup consulting modif. (2020). *What Is Employee engagement and How Do You Improve It? Modif Layout*. <https://www.gallup.com/workplace/285674/improve-employee-engagement-workplace.aspx#ite-357638>
- Garg, K., Dar, I. A., & Mishra, M. (2018). *Job satisfaction* and Work Engagement: A Study Using Private Sector Bank Managers. *Advances in Developing Human Resources*, 20(1), 58–71. <https://doi.org/10.1177/1523422317742987>
- Gay, L. R., & Mills, G. E. (2018). Competencies for analysis and application. In *Educational Research*.
- Gelman.A;Carlin;J.B;Stern.H.S;Dunson.D;Vehtari.A; Rubin.D. (2014). *Bayesian Data Analysis*.
- George, J. M., & Jones, G. (2011). Understanding and Managing Organizational Behavior. In *Prentice Hall, Year: 2011* (Issue 6th).
- Ghozali, I. (2014). *Ghozali, I Model Persamaan Struktural Konsep dan Aplikasi dengan Program AMOS 24* (7th ed.). Badan Penerbit Universitas Diponegoro.

- Gibson, J. L., Ivancevich, J. M., Donnelly, J. H., & Konopaske, J. R. (2012). Organizations: Behavior, Structure, Processes. In *McGraw-Hill, Irwin*.
- Gomez-Mejia, L. R., Balkin, D., & Cardy, R. (2012). *Managing Human Resources*.
- Goswami, A., Jacob, E., & Subha, K. (2021). Impact of work from home on employees' engagement in the Indian IT sector recognized. *Research Centre of University of Mysore (Recognized Research Centre of University of Mysore)*, August, 11.
- Gouldner, A. (1960). *The norm of reciprocity: A preliminary statement Related papers*. 161–178.
- Gouldner, A. W. (1960). The Norm of Reciprocity: A Preliminary Statement. *American Sociological Review*, 25(2), 161. <https://doi.org/10.2307/2092623>
- 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)
- Gregory, K. (2011). The Importance of Employee Satisfaction. *The Journal of the Division of Business & Information*, 29–37.
- Griffin, R. W., Phillips, J. M., & Gully, S. M. (2020). *Organizational Behavior: Managing People and Organizations, Thirteenth Edition*. <http://www.cengage.com/>
- Gupta, S. (2021). *Challenges and Opportunities of Work from Home for Work Life Balance* (pp. 39–42). <http://maitreyi.ac.in/Datafiles/cms/2021/samvedana/July/8.pdf>
- Gupta, V., & Agarwal, U. A. (2018). Relationships between job characteristics, work engagement, conscientiousness and managers' turnover intentions: a moderated-mediation analysis. *Personnel Review*.
- Haar, J., Russo, M., Suñe, A., & Ollier-Malaterre, A. (2014). Outcomes of work-life balance on job satisfaction, life satisfaction and mental health: A study across seven cultures. *Journal of Vocational Behavior*, 85(3), 361–373. <https://doi.org/10.1016/J.JVB.2014.08.010>
- Hafeez, U., & Akbar, W. (2015). Impact of work-life balance on job satisfaction among school teachers of 21st century. In *Australian Journal of Business and ...* https://www.researchgate.net/profile/Waqar-Akbar-2/publication/289915954_IMPACT_OF_WORK-LIFE_BALANCE_ON_JOB_SATISFACTION_AMONG_SCHOOL_TEACHERS_OF_21_ST_CENTURY/links/5693709108ae0f920dce7786/IMPACT-OF-WORK-LIFE-BALANCE-ON-JOB-SATISFACTION-AMONG-SCHOOL-TEA
- Hair, J. F., Black, W. C., Babin, B. J., Anderson, R. E., Black, W. C., & Anderson, R. E. (2018). *Multivariate Data Analysis* (2018). <https://doi.org/10.1002/9781119409137.ch4>
- Hanaysha, J. (2016). Testing the Effects of Employee Engagement, Work Environment, and Organizational Learning on Organizational Commitment. *Procedia - Social and Behavioral Sciences*, 229, 289–297. <https://doi.org/10.1016/j.sbspro.2016.07.139>
- Handoko, T. H. (2019). *Pengaruh kepuasan kerja intrinsik dan ekstrinsik pada employee engagement di pt bank rakyat indonesia kantor cabang magelang*.
- Happy, K. (2022). The Mediating Effect of Job satisfaction Between the Dimensions of Work-Life Balance and Work Engagement: A Study on Faculty Members of Private Universities in Dhaka, Bangladesh. *Jahangirnagar University Journal of Management Research*, 4(December 2021), 119–142.
- Harini, S., Luddin, M. R., & H. (2019). Work Life Balance, Job Satisfaction, Work Engagement and Organizational Commitment Among Lecturers. In *Journal of Engineering and Applied Sciences* (Vol. 14, Issue 7, pp. 2195–2202). <https://doi.org/10.36478/jeasci.2019.2195.2202>
- Harmon-Jones, E., & Mills, J. (2019). An introduction to cognitive dissonance theory and an overview of current perspectives on the theory. *Cognitive Dissonance: Reexamining a Pivotal Theory in Psychology (2nd Ed.)*, 3–24. <https://doi.org/10.1037/0000135-001>

- Harter, J. (2021). U.S. *Employee engagement* Holds Steady in First Half of 2021. *Gallup*, 2020–2023. <https://www.gallup.com/workplace/352949/employee-engagement-holds-steady-first-half-2021.aspx>
- 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>
- Hartrick, G., & Hills, M. (1993). Staff nurse perceptions of stressors and support needs in their workplace. *Canadian Journal of Nursing Research*, 10.
- Hasibuan, M. F., & Sopiah. (2021). WFH WLB And Their Effects On Employees' Performance During The Pandemic Era: A Conceptual Framework. *Indonesian Journal of Multidisciplinary Science*, 1(2), 93–100. <https://ijoms.internationaljournalallabs.com/index.php/ijoms/article/view/10/16%0Ahttps://ijoms.internationaljournalallabs.com/index.php/ijoms/article/view/10>
- Hayman, J. (2005). Psychometric Assessment of an Instrument Designed to Measure Work Life Balance. *Research and Practice in Human Resource Management*, 13(1), 85–91.
- Hayman, J. R. (2009). Flexible work arrangements: Exploring the linkages between perceived usability of flexible work schedules and work/life balance. *Community, Work & Family*. <https://www.tandfonline.com/doi/abs/10.1080/13668800902966331>
- Helmle, J., C. Botero, I., & R. Seibold, D. (2014). Factors that influence perceptions of work-life balance in owners of copreneurial firms. *Journal of Family Business Management*, 4(2), 110–132. <https://doi.org/10.1108/JFBM-06-2014-0013>
- Henseler, J., Dijkstra, T. K., Sarstedt, M., Ringle, C. M., Diamantopoulos, A., Straub, D. W., Ketchen, D. J., Hair, J. F., Hult, G. T. M., & Calantone, R. J. (2014). Common Beliefs and Reality About PLS: Comments on Rönkkö and Evermann (2013). *Organizational Research Methods*, 17(2), 182–209. <https://doi.org/10.1177/1094428114526928>
- Hieu, V. M. (2020). *Relationship between Work-Life Balance, Religiosity and Employee Engagement: A Proposed Moderated Mediation Model*.
- Homans, G. C., Hare, A. P., & Polley, R. B. (1950). *The Human Group-Routledge*.
- Hoyle, R. H. (2023). *Handbook of Structural Equation Modeling-The Guilford Press (2023)*.
- Hutcheson, P. G. (2012). Work-Life Balance. *IEEE-USA*.
- Idris, Rohmah, K., Soetjipto, B. E., & Supriyanto, A. S. (2020). *The mediating role of job satisfaction on compensation, work environment, and employee performance*. 8(2), 735–751. <http://www.ijsrp.org/research-paper-0114.php?rp=P252212>
- Idulfilastri, R. M., Chan, R., & Putri, D. (2021). Structural Model of Work-Life Balance Effect on Nurse Work Engagement. *Jurnal Keperawatan*, 12(1), 61–67. <https://doi.org/10.22219/jk.v12i1.14077>
- Imran Hunjra, A., Irfan Chani, M., Aslam, S., & Azam, M. (2010). Factors effecting job satisfaction of employees in Pakistani banking sector. *African Journal of Business Management*, 4(10), 2157–2163. <http://ssrn.com/abstract=1750386http://www.academicjournals.org/ajbm>
- Iqbal Chaudhry, N., Ali Jareko, M., Mushtaque, T., & Ali Mahesar, H. (2017). *IMPACT OF WORKING ENVIRONMENT AND TRAINING & DEVELOPMENT ON ORGANIZATION PERFORMANCE THROUGH MEDIATING ROLE OF EMPLOYEE ENGAGEMENT AND JOB SATISFACTION BANKING MANAGEMENT View project An Investigation of Theory and its Application in Investment Management. May*.
- Iqbal, I., Zia-ud-Din, M., Arif, A., Raza, M., & Ishtiaq, Z. (2017). Impact of *Employee engagement* on Work Life Balance with the Moderating Role of Employee

- Cynicism. *International Journal of Academic Research in Business and Social Sciences*, 7(6). <https://doi.org/10.6007/ijarbs/v7-i6/3068>
- Islamy, F. J. (2018). "Pengaruh *Employee engagement* Terhadap Turnover Intention Pada Dosen Tetap Sekolah Tinggi Ilmu Ekonomi Indonesia Membangun (Studi Kasus Pada Dosen Tetap Sekolah Tinggi Ilmu Ekonomi Indonesia Membangun Tahun 2017)." *Jurnal Indonesia Membangun*, 17(2), 86–102.
- Jaharuddin, N. S., & Zainol, L. N. (2019a). The impact of work-life balance on job engagement and turnover intention. *The South East Asian Journal of ...* <http://www.jke.feb.ui.ac.id/index.php/tseajm/article/viewArticle/10912>
- Jaharuddin, N. S., & Zainol, L. N. (2019b). The impact of work-life balance on job engagement and turnover intention. *The South East Asian Journal of ...* <http://www.jke.feb.ui.ac.id/index.php/tseajm/article/viewArticle/10912>
- Jain, R., & Kaur, S. (2014). Impact of Working Environment on Job Satisfaction. *European Journal of Business and Management Research*, 5(6), 1–8.
- Jayaraman, S., & Mahesh Kumar, R. (2013). Measuring the *Job satisfaction* of Digital Library Professionals Working in the Arts College Libraries in Coimbatore City Measuring the *Job satisfaction* of Digital Library Professionals Working in the Arts College Libraries in Coimbatore City Measuring the. *Global Journal of Human Social Science Linguistics &*, 13(8). https://globaljournals.org/GJHSS_Volume13/2-Measuring-the-Job-Satisfaction-of-Digital.pdf
- John P. Wanous, Arnon E. Reichers., & Hudy, M. J. (1997). Overall Job Satisfaction: How Good Are Single-Item Measures? *Journal of Applied Psychology*, R2(4), 247–252.
- Judeh, M. (2021). Effect of *work environment* on employee engagement: Mediating role of ethical decision-making. *Problems and Perspectives in Management*, 19(3), 221–229. [https://doi.org/10.21511/ppm.19\(3\).2021.19](https://doi.org/10.21511/ppm.19(3).2021.19)
- Kafui Agbozo, G. (2017). The Effect of *Work environment* on Job Satisfaction: Evidence from the Banking Sector in Ghana. *Journal of Human Resource Management*, 5(1), 12. <https://doi.org/10.11648/j.jhrm.20170501.12>
- Kahn, W. (1990). *Psychological Conditions of Personal Engagement and Disengagement at Work*.
- Kahn, W. A. (1990). Psychological Conditions of Personal Engagement and Disengagement at Work. *Academy of Management Journal*, 33(4), 692–724.
- Kahn, W. A., & Heaphy, E. D. (2013). Relational contexts of personal engagement at work. *Employee engagement in Theory and Practice*, 82–96. <https://doi.org/10.4324/9780203076965>
- Kalliath, T., & Brough, P. (2008). Work-life balance: A review of the meaning of the balance construct. *Journal of Management and Organization*, 14(3), 323–327. <https://doi.org/10.5172/jmo.837.14.3.323>
- Kamanja, D. M., Ogolla, D., & Gichunge, E. (2019). *Influence of work environment on employee engagement among central government ministries in Kenya, a case of Meru County*. <http://41.89.31.5/handle/123456789/988>
- Kanwar, Y. P. S., Singh, A. K., & Kodwani, A. D. (2009). Work—Life Balance and Burnout as Predictors of *Job satisfaction* in the IT-ITES Industry. *Vision: The Journal of Business Perspective*, 13(2), 1–12. <https://doi.org/10.1177/097226290901300201>
- Karanika-Murray, M., Duncan, N., Pontes, H. M., & Griffiths, M. D. (2015). Organizational identification, work engagement, and job satisfaction. *Journal of Managerial Psychology*, 30(8), 1019–1033. <https://doi.org/10.1108/JMP-11-2013-0359>
- Karim, M., Islam, J., & Mahmud, A. L. (2014). *Job satisfaction* of Employees in Banking Sector: A Case Study on Janata Bank Limited. *European Journal of Business and Management*, 6(17), 18–25. <https://doi.org/10.9790/487x-1906031825>

- Kasbuntoro, Irma, D., Maemunah, S., Mahfud, I., Fahlevi, M., & Parashakti, R, D. (2020). Work-Life Balance and Job Satisfaction : A Case Study of Employees on Banking Companies in Jakarta. *Independent Journal of Management & Production*, 13(4), 439–451.
- Kathure, M. B. (2018). *Factors affecting job satisfaction among employees in telecommunication companies in kenya: a case study of horizon contact centre* (Issue July).
- Kaya, E. (1995). Job satisfaction of the librarian un the developing countries. *Syria Studies*, 1, 37–72. https://www.researchgate.net/publication/269107473_What_is_governance/link/548173090cf22525dcb61443/download%0Ahttp://www.econ.upf.edu/~reynal/Civilwars_12December2010.pdf%0Ahttps://think-asia.org/handle/11540/8282%0Ahttps://www.jstor.org/stable/41857625
- Kekana, H. P., du Rand, E. A., & van Wyk, N. C. (2007). *Job satisfaction* of registered nurses in a community hospital in the Limpopo Province in South Africa. *Curationis*, 30(2), 24–35. <https://doi.org/10.4102/curationis.v30i2.1068>
- Kelliher, C., Richardson, J., & ... (2019). All of work? All of life? Reconceptualising work-life balance for the 21st century. ... *Management Journal*. <https://onlinelibrary.wiley.com/doi/abs/10.1111/1748-8583.12215>
- Kim-soon, N., & Manikayasagam, G. (2015). *Employee engagement and Job*. October. <https://doi.org/10.13140/RG.2.1.5050.6966>
- Kinnary, N. R., Tanuwijaya, J., Pratama S, K. I., Fatimah, T., & Mirici, I. H. (2023). The Influence of Emotional Intelligence on *Employee engagement and Job satisfaction* through Work-Life Balance. *International Journal of Multidisciplinary Research and Analysis*, 06(08), 3542–3552. <https://doi.org/10.47191/ijmra/v6-i8-19>
- Kohll, A. (2018). *The Evolving Definition Of Work-Life Balance*. <https://www.forbes.com/sites/alankohll/2018/03/27/the-evolving-definition-of-work-life-balance/?sh=1747567e9ed3>
- Kojo, I., & Nenonen, S. (2017). Evolution of co-working places: drivers and possibilities. *Intelligent Buildings International*. <https://www.tandfonline.com/doi/abs/10.1080/17508975.2014.987640>
- KornFerry. (2017). *Employee Effectiveness Survey*.
- Kreitner, R., & Kinicki, A. (2010). *Organizational Behavior*.
- Kumari, L. (2012). *Employees' perception on work life balance and it's relation with job satisfaction in indian public sector banks*. 2(2), 1–13.
- Kurniawaty, K., Ramly, M., & Ramlawati. (2019). The effect of work environment, stress, and *job satisfaction* on employee turnover intention. *Management Science Letters*, 9(6), 877–886. <https://doi.org/10.5267/j.msl.2019.3.001>
- Lambert, E. G., Barton, S. M., & Hogan, N. L. (1999). The missing link between *job satisfaction* and correctional staff behavior: The issue of organizational commitment. *American Journal of Criminal Justice*, 24(1), 95–116. <https://doi.org/10.1007/bf02887620>
- Larasati, D. P., Hasanati, N., & Istiqomah, -. (2019). *The Effects of Work-Life Balance towards Employee engagement in Millennial Generation*. 304(Acpch 2018), 390–394. <https://doi.org/10.2991/acpch-18.2019.93>
- Lathabhavan, R., Balasubramanian, S. A., & Natarajan, T. (2017). A psychometric analysis of the Utrecht Work Engagement Scale in Indian banking sector. *Industrial and Commercial Training*, 49(6), 296–302. <https://doi.org/10.1108/ICT-04-2017-0031>
- Lau, C. M., & Chong, J. (2002). The effects of budget emphasis, participation and organizational commitment on job satisfaction: Evidence fr financial services sector. *Advances in Accounting Behavioral Research*, Volume 5, 5, 183-211 . <https://doi.org/10.1108/s1475-148820150000018013>

- Lawande, N., & Jadhav, S. (2020). Influence of Workplace Spirituality on Job Satisfaction: An Empirical Study for South Africa. *Indian Journal of Ecology*, 47, 138–140.
- Lazăr, I., Osoian, C., & Rațiu, P. (2010). The role of work-life balance practices in order to improve organizational performance. *European Research Studies Journal*, 13(1), 201–213. <https://doi.org/10.35808/ersj/267>
- Lee, F. K. (1998). *Job satisfaction and autonomy of Hong Kong registered nurses. Journal of Advanced Nursing*, 27(2), 355–363. <http://www.ncbi.nlm.nih.gov/pubmed/9515647>
- Locke, E. A. (2007). The Blackwell Handbook of Principles of Organizational Behaviour. In *The Blackwell Handbook of Principles of Organizational Behaviour*. <https://doi.org/10.1111/b.9780631215066.2003.x>
- Locke, E. A. (2009). Handbook of principles of organizational behavior- indispensable knowledge for evidence-based management. In *Wiley* (2nd ed.).
- Lu, L., Lu, A. C. C., Gursoy, D., & Neale, N. R. (2016). Work engagement, job satisfaction, and turnover intentions: A comparison between supervisors and line-level employees. *International Journal of Contemporary Hospitality Management*, 28(4), 737–761. <https://doi.org/10.1108/IJCHM-07-2014-0360>
- Ludidi, F. (2020). *Flexible working arrangements and employee performance: Manager and employee perspectives*. repository.up.ac.za. <https://repository.up.ac.za/handle/2263/79603>
- Lum, L., Kervin, J., Clark, K., Reid, F., & Sirola, W. (1998). Explaining nursing turnover intent: Job satisfaction, pay satisfaction, or organizational commitment? *Journal of Organizational Behavior*, 19(3), 305–320. [https://doi.org/10.1002/\(SICI\)1099-1379\(199805\)19:3<305::AID-JOB843>3.0.CO;2-N](https://doi.org/10.1002/(SICI)1099-1379(199805)19:3<305::AID-JOB843>3.0.CO;2-N)
- Lussier, R. N. (2017). Human Relations In Organization - Applications And Skill Building Tenth. In *Australian Journal of Public Administration* (Vol. 12, Issue 4).
- Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). *Organizational Behavior, An Evidence-Based Approach*. <http://www.loc.gov/index.html>.
- MacIntyre, S. M. P. (2014). Employee assistance quarterly the generic job satisfaction scale. *Employee Assistance Quarterly*, 13(2), 1–16.
- Macionis, J., & Gerber, L. M. (2017). *John J. Macionis_Linda M. Gerber - Sociology-Pearson Education Canada (2017)*. Pearson Education Canada.
- Mackinnon, D. P., Krull, J. L., & Lockwood, C. M. (2000). *<2000 MACKINNON equivalence of the mediation confounding and suppression effect.pdf>. 1(4)*.
- Macleod, D. (2022). *What is Employee engagement*.
- Madan, P., & Srivastava, S. (2015). Employee Engagement, Job satisfaction and Demographic Relationship: An Empirical Study of Private Sector Bank Managers. *FIIB Business Review*, 4(2), 53–62. <https://doi.org/10.1177/2455265820150210>
- Malhotra, S., & Jain, I. (2015). Job satisfaction and Employee Engagement: Bpo Sectorial Analysis. *Anusandhan The Research Repository*, 2(1), 116–121. <http://gitarattan.edu.in/Anusandhan-2014-15/PDF.pdf#page=120>
- Malik, M., Haider, Z., & Hussain, A. (2019). Perceived Emotional Intelligence, Work Life Balance and Job Satisfaction. *International Journal of Pharmaceutical Research & Allied Sciences*, 8(2), 80–86. www.ijpras.com
- Marciano, P. L. (2014). More Advance Praise for Carrots and Sticks Don't Work. In *Paper Knowledge. Toward a Media History of Documents*.
- Marin, R. (2021). Employee Engagement: An Actual Theme, in a Permanent Evolution. *Journal of Human Resources Management Research*, 2021, 1–15. <https://doi.org/10.5171/2021.796417>
- May, D. R., Gilson, R. L., & Harter, L. M. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology*, 77(1), 11–37.

- <https://doi.org/10.1348/096317904322915892>
- Mazeed, S. (2019). *Job satisfaction and employee engagement – contemporary tools to eliminate stress among work force in an organization. International Journal of Innovative Technology and Exploring Engineering*, 8(11), 1744–1746. <https://doi.org/10.35940/ijitee.K1510.0981119>
- Mazeed, S. A., Saritha, P., Begum, N., Illangi, C. B., & Manjula, G. (2019). *Job satisfaction and Employee engagement – Contemporary Tools to Eliminate Stress among Work Force in an Organization. International Journal of Innovative Technology and Exploring Engineering*, 8(11), 1744–1746. <https://doi.org/10.35940/ijitee.k1531.0981119>
- McShane, S. L., & Von Glinow, M. A. Y. (2018). *Organizational Behavior: Emerging Knowledge. Global Reality (8th Edition)*. In *McGraw-Hill*.
- Mohd, I. H., Shah, M. M., & Zailan, N. S. (2016). How *Work environment* affects the *Employee engagement* in a Telecommunication Company. *How Work environment Affects the Employee engagement in a Telecommunication Company Idaya*, 21–23.
- Mueller, C. W., & McCloskey, J. C. (1990). McCloskey-Mueller Satisfaction Scale-Original Article.pdf. In *Nursing Research* (Vol. 39, Issue 2, pp. 113–117).
- Muguongo, M. M., Muguna, A. T., & Muriithi, D. K. (2015). Effects of Compensation on *Job satisfaction* Among Secondary School Teachers in Maara Sub - County of Tharaka Nithi County, Kenya. *Journal of Human Resource Management*, 3(6), 47. <https://doi.org/10.11648/j.jhrm.20150306.11>
- Mulang, H. (2022). Analysis of The Effect of Organizational Justice, Worklife Balance on *Employee engagement* and Turnover Intention. *Golden Ratio of Human Resource Management*, 2(2), 86–97. <https://doi.org/10.52970/grhrm.v2i2.169>
- Nasser, S. K. (2011). The Impact of Work-life Balance on Millennial's Performance Mediated by Job Satisfaction. In *Adnan Kassar School of Business* (Issue May).
- Netemeyer, R. G., Boles, J. S., & McMurrian, R. (1996). Development and validation of work-family conflict and family-work conflict scales. *Journal of Applied Psychology*, 81(4), 400–410. <https://doi.org/10.1037/0021-9010.81.4.400>
- Ngwenya, B., & Pelsler, T. (2020). Impact of psychological capital on employee engagement, *job satisfaction* and employee performance in the manufacturing sector in Zimbabwe. *SA Journal of Industrial Psychology*, 46, 1–12. <https://doi.org/10.4102/sajip.v46i0.1781>
- Nisar, A., Zafar, M. I., Mahmood, B., Sohail, M. M., Sher, F., & Safdar, M. R. (2012). Pay Benefits and Workplace Milieu Effecting *Job satisfaction* Level of University Teachers: a Case Study of Punjab University. *International Journal of Asian Social Science*, 2(10), 1815–1831. <http://www.aessweb.com/journal-detail.php?id=5007>
- Obiageli, O. L., Uzochukwu, O. C., & Ngozi, C. D. (2015). Work-life balance and employee performance in selected commercial banks in Lagos State. In ... *journal of research and ...* Citeseer. <https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.1045.9824&rep=rep1&type=pdf>
- Oludeyi, O. S. (2015). A review of literature on *work environment* and work commitment: Implication for future research in citadels of learning. *Human Resource Management*, 18(2), 32–46. <https://www.jhrm.eu/wp-content/uploads/2015/03/JournalOfHumanResourceMng2015vol18issue2-pages-32-46.pdf>
- Ozoemenam, U. C. (2020). *Investigating the impact of learning and development on employee engagement: A study within the banking sector*. August, 1–101. <http://norma.ncirl.ie/4627/>
- Parkes, L. P., & Langford, P. H. (2008). *Work–life balance or work–life alignment? A test of the importance of work-life balance for employee engagement and intention to stay in organisations*.

- Pawirosumarto, S., Sarjana, P. K., & Gunawan, R. (2017). The effect of work environment, leadership style, and organizational culture towards *job satisfaction* and its implication towards employee performance in Parador hotels and resorts, Indonesia. *International Journal of Law and Management*, 59(6), 1337–1358. <https://doi.org/10.1108/IJLMA-10-2016-0085>
- Pisanti, R., Doef, M. van der, Maes, S., Lazzari, D., & Bertini, M. (2010). *Job characteristics , organizational conditions , and distress / well-being among Italian and Dutch nurses : A*.
- Pramana, I. G. A. A., & Putra, M. S. (2022). *The Effect of Work-Life Balance on Work Engagement Mediated by Job satisfaction and Life Satisfaction : Study on Balai Pemasarakatan Kelas I Denpasar's Employee*. 9(5), 735–748.
- Pranitasari, D. (2019). The effect of managerial effectiveness, work environment, and team work on lecturer's work engagement. *International Journal of Innovative Technology and Exploring Engineering*, 8(12), 2536–2542. <https://doi.org/10.35940/ijitee.K1485.1081219>
- Prasetyaningtyas, S. W., Heryanto, C., Nurfauzi, F. N., & Bangsawan, S. T. (2021). The effect of work from home on Employee Productivity in Banking Industry. *Journal of Applied Management (JAM)*, 19(3), 507–521. <https://doi.org/10.21776/ub.jam.2021.019.03.05>
- Preacher, K. J., & Leonardelli, G. J. (2001). Calculation for the Sobel test. Retrieved September, 15, 2004.
- Purcell, J. (2009). *The Future of Engagement: Thought Piece Collection Time to focus on employee voice as a prime antecedent of engagement: Rediscovering the black box*. <https://engageforsuccess.org/wp-content/uploads/2015/09/John-Purcell.pdf>
- Putri, A., & Amran, A. (2021). Employees' Work-Life Balance Reviewed From Work From Home Aspect During COVID-19 Pandemic. *International Journal of Management Science and Information Technology*, 1(1), 30. <https://doi.org/10.35870/ijmsit.v1i1.231>
- PwC Indonesia. (2014). *Indonesian Banking Survey 2015*. <https://www.pwc.com/id/en/publications/assets/indonesian-banking-survey-2014.pdf>
- Qader, A. N. (2021). The effect of non-monetary incentives & work environment on employee's job satisfaction. *Estudios de Economia Aplicada*, 39(7). <https://doi.org/10.25115/eea.v39i7.5223>
- Ramalho Luz, C. M. D., Luiz de Paula, S., & de Oliveira, L. M. B. (2018). Organizational commitment, *job satisfaction* and their possible influences on intent to turnover. *Revista de Gestão*, 25(1), 84–101. <https://doi.org/10.1108/rege-12-2017-008>
- Ramli, A. H. (2019). Work Environment, *Job satisfaction* and Employee Performance in Health Services. *Business and Entrepreneurial Review*, 19(1), 29–42. <https://doi.org/10.25105/ber.v19i1.5343>
- Rasool, S. F., Wang, M., Tang, M., Saeed, A., & Iqbal, J. (2021). How toxic workplace environment effects the employee engagement: The mediating role of organizational support and employee wellbeing. *International Journal of Environmental Research and Public Health*, 18(5), 1–17. <https://doi.org/10.3390/ijerph18052294>
- Rayton, B. A., & Yalabik, Z. Y. (2014). Work engagement, psychological contract breach and job satisfaction. ... *International Journal of Human Resource* ... <https://www.tandfonline.com/doi/abs/10.1080/09585192.2013.876440>
- Razak, N. A., Ma'amor, H., & Hassan, N. (2016). Measuring Reliability and Validity Instruments of *Work environment* Towards Quality Work Life. *Procedia Economics and Finance*, 37(16), 520–528. [https://doi.org/10.1016/s2212-5671\(16\)30160-5](https://doi.org/10.1016/s2212-5671(16)30160-5)
- Raziq, A., & Maulabakhsh, R. (2015). Impact of Working Environment on Job Satisfaction. *Procedia Economics and Finance*, 23(October 2014), 717–725. [https://doi.org/10.1016/s2212-5671\(15\)00524-9](https://doi.org/10.1016/s2212-5671(15)00524-9)

- Reissová, A., & Marek Papay. (2021). Relationship between Employee Engagement, *Job satisfaction* and Potential Turnover. *TEM Journal*, 10(2), 847–852. <https://doi.org/10.18421/TEM102-44>
- Reiter, N. (2007). Work life balance: What do you mean?: The ethical ideology underpinning appropriate application. *Journal of Applied Behavioral Science*, 43(2), 273–294. <https://doi.org/10.1177/0021886306295639>
- Ricardiantoa, P., Ikhsan, R. B., Setiawatia, R., & Gugat, R. M. D. (2020). *How to improve ship crew's work effectiveness through the leadership style, work life balance and EE in Indonesia naational shipping.*
- Rich, B. L., Lepine, J. A., & Crawford, E. R. (2010). Job engagement: Antecedents and effects on job performance. *Academy of Management Journal*, 53(3), 617–635. <https://doi.org/10.5465/amj.2010.51468988>
- Richman, A. L., Civian, J. T., Shannon, L. L., & ... (2008). The relationship of perceived flexibility, supportive work–life policies, and use of formal flexible arrangements and occasional flexibility to *employee engagement* and *Community, Work and ...* <https://www.tandfonline.com/doi/abs/10.1080/13668800802050350>
- Riyanto, S., Endri, E., & Herlisha, N. (2021a). Effect of work motivation and *job satisfaction* on employee performance: Mediating role of employee engagement. *Problems and Perspectives in Management*, 19(3), 162–174. [https://doi.org/10.21511/ppm.19\(3\).2021.14](https://doi.org/10.21511/ppm.19(3).2021.14)
- Riyanto, S., Endri, E., & Herlisha, N. (2021b). Effect of work motivation and *job satisfaction* on employee performance: Mediating role of employee engagement. *Problems and Perspectives in Management*, 19(3), 162–174. [https://doi.org/10.21511/ppm.19\(3\).2021.14](https://doi.org/10.21511/ppm.19(3).2021.14)
- Robak, E., & Słocińska, A. (2015). Work – Life balance and the management of social work environment. *Polish Journal of Management Studies*, 11(2), 138–148.
- Robbins, S. P., & Judge, T. (2022a). *Organizational behavior Update Eighteenth Edition* (18th ed.).
- Robbins, S. P., & Judge, T. A. (2013). Organizational Behavior. In *Organizational Behavior*. <https://doi.org/10.4324/9781315669304>
- Robbins, S. P., & Judge, T. A. (2022b). *Essentials of organizational behavior* (15th ed.). Pearson. <http://www.theeuropeanlibrary.org/tel4/record/3000089783526>
- Robianto, F., Masdupi, E., & Syahrizal. (2020). *The Effect of Career Development, Compensation, Work environment and Job satisfaction on Work Engagement*. 124, 737–748. <https://doi.org/10.2991/aebmr.k.200305.140>
- Rožman, M., Tominc, P., & Crnogaj, K. (2022). Healthy and Entrepreneurial *Work environment* for Older Employees and Its Impact on Work Engagement during the COVID-19 Pandemic. *Sustainability (Switzerland)*, 14(8). <https://doi.org/10.3390/su14084545>
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619. <https://doi.org/10.1108/02683940610690169>
- Samson, G. N. (2014). *Effect of workplace environment on the performance of ommercial banks employees in nakuru town*. 634. <https://hsgm.saglik.gov.tr/depo/birimler/saglikli-beslenme-hareketli-hayat-db/Yayinlar/kitaplar/diger-kitaplar/TBSA-Beslenme-Yayini.pdf>
- Saxena, H., & Kaur, G. (2017). The Impact of *Work environment* on Job Satisfaction. *Prestige Institute of Management*, 144–156. <https://doi.org/10.1016/j.mnl.2021.08.009>
- Schaufeli, W. B. (2013). What is engagement? In *Employee engagement in Theory and Practice* (pp. 15–35). <https://doi.org/10.4324/9780203076965>
- Schaufeli, W. B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of*

- Organizational Behavior*, 25(3), 293–315. <https://doi.org/10.1002/job.248>
- Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The measurement of work engagement with a short questionnaire: A cross-national study. *Educational and Psychological Measurement*, 66(4), 701–716. <https://doi.org/10.1177/0013164405282471>
- Schaufeli, W. (2012). Work engagement: What do we know and where do we go? *Romanian Journal of Applied Psychology*. <https://lirias.kuleuven.be/retrieve/307310>
- Schaufeli, Wilmar. (2014). *Chapter 1. What Is Engagement?* 37.
- Schiemann, W. A. (2012a). *ACE advantage : how smart companies unleash talent for optimal performance* —.
- Schiemann, W. A. (2012b). *The ACE Advantage*.
- Schriver, J. M. (University of A. (2015). *Human Behavior and the Social Environment : shifting paradigms in essential knowledge for social work practice: Vol. Secod Edit*. Pearson.
- Sell, L., & Cleal, B. (2011). Job Satisfaction, Work Environment, and Rewards: Motivational Theory Revisited. *Labour*, 25(1), 1–23. <https://doi.org/10.1111/j.1467-9914.2010.00496.x>
- Setiyani, A., Djumarno, D., Riyanto, S., & Nawangsari, L. C. (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>
- Shuck, B., Adelson, J. L., & Reio, T. G. (2017). The *employee engagement* scale initial evidence for construct validity and implications for theory and practice. *Human Resource Management*, 45(1), 127–145. <https://doi.org/10.1002/hrm>
- Shuck, B., & Wollard, K. (2010). *Employee engagement* and HRD: A seminal review of the foundations. *Human Resource Development Review*, 9(1), 89–110. <https://doi.org/10.1177/1534484309353560>
- Shukla, S., Adhikari, B., & Singh, V. (2015). Employee engagement-Role of demographic variables and personality factors. *Amity Global HRM Review*, 5(May), 65–73.
- Siahaan, E., Gultom, P., & Lumbanraja, P. (2016). Improvement and placement working through career development. *International Business Management*, 10(23), 253–261.
- Sinding, K., & Waldstrom, C. (2014). *Organisational Behaviour*.
- Singh, P., & Khanna, P. (2011). Work-life balance a tool for increased employee productivity and retention. In *Lachoo Management Journal*.
- Siu, O. L. (2013). Psychological capital, work well-being, and work-life balance among chinese employees: A cross-lagged analysis. *Journal of Personnel Psychology*, 12(4), 170–181. <https://doi.org/10.1027/1866-5888/a000092>
- Smith, K. T. (2010). Work-life balance perspectives of marketing professionals in generation y. *Services Marketing Quarterly*, 31(4), 434–447. <https://doi.org/10.1080/15332969.2010.510724>
- Sofia, I. P. (2014). *The Affect of Work Environment, Job Satisfaction, Organization Commitment on OCB*. 5(February 2015), 10–18.
- Songsangyos, P., & Iamamporn, S. (2020). Remote Working with Work-life Balance. *International Journal of Applied Computer Technology and Information Systems*, 9(2), 85–88.
- Sousa-Pozaa, A., & Sousa-Pozab, A. A. (2000). Well-being at work: a cross-national analysis of the levels and determinants of job satisfaction. *The Journal of Socio-Economics*, 29(6), 22. [https://doi.org/10.1016/s1053-5357\(00\)00084-6](https://doi.org/10.1016/s1053-5357(00)00084-6)
- Srimulyani, V. A., & Budi Hermanto, Y. (2022). Work-Life Balance Before and During Work from Home in a Covid-19 Pandemic Situation. *Jurnal Manajemen Indonesia*, 22(1), 31. <https://doi.org/10.25124/jmi.v22i1.2915>
- Stefanie, K., Suryani, E., & Maharani, A. (2020). Flexible Work Arrangement , Work

- Life Balance , KEPUASAN KERJA, DAN LOYALITAS KARYAWAN PADA SITUASI COVID-19. *Jurnal Ilmiah MEA (Manajemen, Ekonomi, Dan Akuntansi)*, 4(3), 1725–1750.
- Steven, J., & Prihatsanti, U. (2017). Hubungan Antara Resiliensi Dengan Work Engagement Pada Karyawan Bank Panin Cabang Menara Imperium Kuningan Jakarta. *Empati*, 6(3), 160–169.
- Suter, W. N. (2012). *Introduction to Educational Research Second Edition 2*.
- Syihabudhin, & Pristiawiana, O. (2020). The Effect of *Work environment* on Work Engagement with Self Efficacy As Moderator Variable at Hotel Pelangi Malang Employees. *KnE Social Sciences*, 2020, 364–378. <https://doi.org/10.18502/kss.v4i9.7337>
- Tabachnick, B. G., & Fidell, L. S. (2013). Using Multivariate Statistics. In *pearson* (Issue 6).
- Taheri, R. H., Miah, S., & Kamaruzzaman. (2020). Impact of Working Environment on *Job satisfaction* of Employees. *EJBMR, European Journal of Business and Management Research*, 5(6), 403–406. <https://doi.org/http://dx.doi.org/10.24018/ejbmr.2020.5.6.643>
- Talukder, A. (2019). Supervisor support and organizational commitment: the role of work–family conflict, job satisfaction, and work–life balance. *Journal of Employment Counseling*. <https://onlinelibrary.wiley.com/doi/abs/10.1002/joec.12125>
- Tamunomiebi, M. D., & Oyibo, C. (2020). Work-Life Balance and Employee Performance: A Literature Review. *European Journal of Business and* <https://www.ejbmr.org/index.php/ejbmr/article/view/196>
- Tentama, F., Subardjo, S., Mulasari, S., & Ningrum, N. (2019). *Relationship Between Work Satisfaction with Employee Engagement*. 317(IConProCS), 200–203. <https://doi.org/10.2991/iconprocs-19.2019.42>
- Tepayakul, R., & Rinthaisong, I. (2018). *Job satisfaction and employee engagement* among human resources staff of Thai Private Higher Education Institutions. *Journal of Behavioral Science*, 13(2), 68–81.
- Truss, C, Shantz, A., Soane, E., Alfes, K., & Delbridge, R. (2013). *Employee engagement, organisational performance and individual well-being: exploring the evidence, developing the theory*. Taylor & Francis. <https://www.tandfonline.com/doi/abs/10.1080/09585192.2013.798921>
- Truss, Catherine, Soane, E., Edwards, C., Wisdom, K., Andrew Croll, J., & Burnett, A. (2006). *Working life: employee attitudes and engagement*. <http://www.hawkinsbrown.com/projects/kingston-business-school>
- Truss, K., Soane, E., Delbridge, R., Alfes, K., Shantz, A., & Petrov, G. (2013). Employee engagement, organisational performance and individual well-being: exploring the evidence, developing the theory. *The International Journal of Human Resource Management*, 24(14), 2657–2669. <https://doi.org/10.1080/09585192.2013.798921>
- Tuckman, B. W., And, & Harper, B. E. (2012). *Conducting educational research (6th ed.* www.rowmanlittlefield.com
- Turner, P. (2020). *Employee engagement* in Contemporary Organizations. In *Employee engagement in Contemporary Organizations*. <https://doi.org/10.1007/978-3-030-36387-1>
- Uhl-Bien;, M., Osborn;, R., & Schermerhorn, J. R. (2014). Organizational Behavior: experience grow contribute. In *Wiley* (13th ed., Vol. 13, Issue 13th).
- Utama, A. P., Murti, tri ratna, & Merdiaty, N. (2021). The Influence of Work-Life Balance, Servant Leadership, and Reward to *Employee engagement* with *Job satisfaction* as Mediator. *Turkish Journal of Computer and Mathematics ...*, 12(4), 1511–1529. <https://turcomat.org/index.php/turkbilmomat/article/view/1404>
- Vandello, J. A., Hettinger, V. E., Bosson, J. K., & ... (2013). When equal isn't really

- equal: The masculine dilemma of seeking work flexibility. In *Journal of Social ...* researchgate.net. https://www.researchgate.net/profile/Jennifer-Bosson/publication/259740823_When_Equal_Isn't_Really_Equal_The_Masculine_Dilemma_of_Seeking_Work_Flexibility/links/59eced16aca272cddde05ca8/When-Equal-Isnt-Really-Equal-The-Masculine-Dilemma-of-Seeking-Work-FI
- Vasumathi, A. (2018). Work life balance of women employees: a literature review. *International Journal of Services and ...* <https://www.inderscienceonline.com/doi/abs/10.1504/IJSOM.2018.088477>
- Vitell, S. J., & Davis, D. L. (1990). The relationship between ethics and job satisfaction: An empirical investigation. *Journal of Business Ethics*, 9(6), 489–494. <https://doi.org/10.1007/BF00382842>
- Vorina, A., Simonič, M., & Vlasova, M. (2017). An Analysis of the Relationship Between *Job satisfaction* and Employee Engagement. *Economic Themes*, 55(2), 243–262. <https://doi.org/10.1515/ethemes-2017-0014>
- Waclawska, I. (2018). Work Life Balance Practices and Their Impact on *Employee engagement* & Turnover Intention: a Study of Employees in the Further Education and Training Sector in Ireland. *Arts in Human Resource Management*, 1(1), 9.
- Wadhwa, S., & Shetty, K. (2017a). Work Life Balance Policy and its Impact on Employee Engagement. *Asian Journal of Management*, 8(4), 1064. <https://doi.org/10.5958/2321-5763.2017.00163.9>
- Wadhwa, S., & Shetty, K. (2017b). Work Life Balance Policy and its Impact on Employee Engagement. In *Asian Journal of Management* (Vol. 8, Issue 4, p. 1064). <https://doi.org/10.5958/2321-5763.2017.00163.9>
- Waumsley, J. A., Houston, D. M., & Marks, G. (2010). What about us? Measuring the work-life balance of people who do not have children. *Review of European Studies*, 2(2), 3–17. <https://doi.org/10.5539/res.v2n2p3>
- Weideman, M., & Hofmeyr, K. B. (2021). Corrigendum: The influence of flexible work arrangements on employee engagement: An exploratory study. *SA Journal of Human Resource ...* <https://sajhrm.co.za/index.php/sajhrm/article/view/1522/2597>
- Wesly, J., Kristiana, V., Bong, T., & ... (2021). Pengaruh Digital Leadership, Total Quality Management, dan Knowledge Management terhadap Sustainability Management pada Perusahaan di DKI Jakarta. *Studi Ilmu Manajemen ...* <https://penerbitgoodwood.com/index.php/SIMO/article/view/543>
- Wibowo, B. (2016). Stabilitas Bank, Tingkat Persaingan Antar Bank dan Diversifikasi Sumber Pendapatan: Analisis Per Kelompok Bank di Indonesia. *Jurnal Manajemen Teknologi*, 15(2), 172–195. <https://doi.org/10.12695/jmt.2016.15.2.5>
- Widyastuti, R. S., & Armanto, B. (2013). Kompetisi Industri Perbankan Indonesia. *Buletin Ekonomi Moneter Dan Perbankan*, 15(4), 417–439. <https://doi.org/10.21098/bemp.v15i4.74>
- Wijaya, P., & Edwina, T. N. (2021). Pengaruh Work Life Balance dan job satisfaction terhadap Work Engagement Karyawan. *Buku Abstrak Seminar Nasional, April*, 243–250. <https://repository.its.ac.id/id/eprint/84407>
- Wood, J., Oh, J., Park, J., & Kim, W. (2020). The Relationship Between Work Engagement and Work–Life Balance in Organizations: A Review of the Empirical Research. *Human Resource Development Review*, 19(3), 240–262. <https://doi.org/10.1177/1534484320917560>
- Yadav, R. K., & Dabhade, N. (2014). Work Life Balance and *Job satisfaction* among the Working Women of Banking and Education Sector - A Comparative Study. *International Letters of Social and Humanistic Sciences*, 21, 181–201. <https://doi.org/10.18052/www.scipress.com/ilshs.21.181>
- Yalabik, Z. Y., Rayton, B. A., & Rapti, A. (2017). Facets of *job satisfaction* and work engagement. *Evidence-Based HRM*, 5(3), 248–265. <https://doi.org/10.1108/EBHRM-08-2015-0036>

- Yusuf, N., & Metiboba, S. (2012). *Work environment and Job Attitude among Employees in a Nigerian Work Organization. Journal of Sustainable Society, 1*(2), 36–43.
- Zavvy. (2022). *11 Examples of Outstanding Employee engagement Experiences* □ *What is employee engagement?* <https://www.zavvy.io/blog/employee-engagement-examples>
- Zhu, Y. (2012). A review of job satisfaction. *Asian Social Science, 9*(1), 293–298. <https://doi.org/10.5539/ass.v9n1p293>
- Živčicová, E., Bulková, K., & Masárová, T. (2017). Comparison of the selected indicators of work life balance in european union countries. *Economics and Sociology, 10*(1), 222–231. <https://doi.org/10.14254/2071-789X.2017/10-1/16>
- Znidaršič, J., & Marič, M. (2021). Relationships between Work-Family Balance, Job Satisfaction, Life Satisfaction and Work Engagement among Higher Education Lecturers. *Organizacija, 54*(3), 227–237. <https://doi.org/10.2478/orga-2021-0015>

