

## DAFTAR PUSTAKA

- Aboobaker, N. (2022). Workplace Spirituality and Employee Wellbeing in the Hospitality Sector: Examining the Influence of Fear of COVID-19. *Psychological Studies*, 67(3), 362–371. <https://doi.org/10.1007/s12646-022-00666-7>
- Ahmad, R., Ishaq, M. I., & Raza, A. (2023). The blessing or curse of workplace friendship: Mediating role of organizational identification and moderating role of political skills. *International Journal of Hospitality Management*, 108. <https://doi.org/10.1016/j.ijhm.2022.103359>
- Ahmad, R., Nawaz, M. R., Ishaq, M. I., Khan, M. M., & Ashraf, H. A. (2023). Social exchange theory: Systematic review and future directions. In *Frontiers in Psychology* (Vol. 13). Frontiers Media S.A. <https://doi.org/10.3389/fpsyg.2022.1015921>
- Alavi, S., Abd Wahab, D., Muhamad, N., & Shirani, B. (2014). Organic structure and organisational learning as the main antecedents of workforce agility. *International Journal of Production Research*, 52. <https://doi.org/10.1080/00207543.2014.919420>
- Ariza-Montes, A., Hernández-Perlines, F., Han, H., & Law, R. (2019). Human dimension of the hospitality industry: Working conditions and psychological well-being among European servers: Working conditions and psychological well-being. *Journal of Hospitality and Tourism Management*, 41, 138–147. <https://doi.org/10.1016/j.jhtm.2019.10.013>
- Ashforth, B. E., Harrison, S. H., & Corley, K. G. (2008). Identification in organizations: An examination of four fundamental questions. *Journal of Management*, 34(3), 325–374.
- Ashforth, B. E., & Mael, F. (1989). Social identity theory and the organization. *Academy of Management Review*, 14(1), 20–39.
- Ashmos, D. P., & Duchon, D. (2000). Spirituality at Work: A Conceptualization and Measure. *Journal of Management Inquiry*, 9(2), 134–145. <https://doi.org/10.1177/105649260092008>
- Benz, M., & Frey, B. S. (2008). Being independent is a great thing: Subjective evaluations of self-employment and hierarchy. *Economica*, 75(298), 362–383. <https://doi.org/10.1111/j.1468-0335.2007.00594.x>
- Bergami, M., & Bagozzi, R. P. (2000). Self-categorization, affective commitment and group self-esteem as distinct aspects of social identity in the organization. *British Journal of Social Psychology*, 39(4), 555–577. <https://doi.org/10.1348/014466600164633>
- Block, J., & Koellinger, P. (n.d.). *I Can't Get No Satisfaction-Necessity Entrepreneurship and Procedural Utility*.
- Boros, S. (2008). *Organizational identification: Theoretical and empirical analyses of competing conceptualizations*.

- Boroş, S., Curşeu, P. L., & Miclea, M. (2011). Integrative tests of a multidimensional model of organizational identification. *Social Psychology*.
- Bradley, D. E., & Roberts, J. A. (2004). Self-Employment and Job Satisfaction: Investigating the Role of Self-Efficacy, Depression, and Seniority. *Journal of Small Business Management*, 42(1), 37–58. <https://doi.org/10.1111/j.1540-627x.2004.00096.x>
- Branscombe, N. R., & Wann, D. L. (1994). Collective self-esteem consequences of outgroup derogation when a valued social identity is on trial. *European Journal of Social Psychology*, 24(6), 641–657. <https://doi.org/10.1002/ejsp.2420240603>
- Breu, K., Hemingway, C., Strathern, M., & Bridger, D. (2002). Workforce Agility: The New Employee Strategy for the Knowledge Economy. *Journal of Information Technology*, 17, 21–31. <https://doi.org/10.1080/02683960110132070>
- Butler, J., & Kern, M. L. (2016). The PERMA-Profil: A brief multidimensional measure of flourishing. *International Journal of Wellbeing*, 6(3).
- ca-2024-global-human-capital-trends-en-AODA. (n.d.).
- Cabral Sacadura, M. <sup>a</sup> J., & Neves Almeida, H. (2019). Social Work and Neurosciences: Speeches and Theoretical Contributions. *European Journal of Social Science Education and Research*, 5(2), 179–186. <https://doi.org/10.2478/ejsr-2018-0046>
- Cai, Z., Huang, Q., Liu, H., & Wang, X. (2018). Improving the agility of employees through enterprise social media: The mediating role of psychological conditions. *International Journal of Information Management*, 38(1), 52–63. <https://doi.org/10.1016/j.ijinfomgt.2017.09.001>
- Chen, F. F., Jing, Y., Hayes, A., & Lee, J. M. (2013). Two Concepts or Two Approaches? A Bifactor Analysis of Psychological and Subjective Well-Being. *Journal of Happiness Studies*, 14(3), 1033–1068. <https://doi.org/10.1007/s10902-012-9367-x>
- cncindonesia. (2023, August 16). Persaingan Kian Sengit. *Cncindonesia.Com*.
- cncindonesia.com. (2023, March 14). *Soal Pembangunan Manusia, RI Kudu Belajar Dari Negara Ini*. Cnbindonesia.Com.
- Cooper, A. C., & Artz, K. W. (1995). Determinants of satisfaction for entrepreneurs. *Journal of Business Venturing*, 10, 439–457.
- Creswell, J. W., & Creswell, J. D. (2017). *Research design: Qualitative, quantitative, and mixed methods approaches*. Sage publications.
- Cyfert, S., Szumowski, W., Dyduch, W., Zastempowski, M., & Chudziński, P. (2022). The power of moving fast: responsible leadership, psychological empowerment and workforce agility in energy sector firms. In *Heliyon* (Vol. 8, Issue 10). Elsevier Ltd. <https://doi.org/10.1016/j.heliyon.2022.e11188>

- Czerw, A. (2019). Diagnosing well-being in work context–eudemonic well-being in the workplace questionnaire. *Current Psychology*, 38, 331–346.
- Dávila-Fernández, M., & Sordi, S. (2020). Attitudes towards climate policies in a macrodynamic model of the economy. *Ecological Economics*, 169, Article 106319. <https://doi.org/10.1016/j.ecolecon.2019.04.031>
- De Neve, J.-E., Diener, E., Tay, L., & Xuereb, C. (2013). *The objective benefits of subjective well-being*.
- Demerouti, E., Nachreiner, F., & Schaufeli, W. (2001). The Job Demands–Resources Model of Burnout. *Journal of Applied Psychology*, 86, 499–512. <https://doi.org/10.1037/0021-9010.86.3.499>
- Deng, S., & Gao, J. (2017). The Mediating Roles of Work–Family Conflict and Facilitation in the Relations Between Leisure Experience and Job/Life Satisfaction Among Employees in Shanghai Banking Industry. *Journal of Happiness Studies*, 18(6), 1641–1657. <https://doi.org/10.1007/s10902-016-9771-8>
- Devendhiran, S., & Wesley, J. R. (2017a). Spirituality at work: enhancing levels of employee engagement. *Development and Learning in Organizations: An International Journal*, 31(5), 9–13. <https://doi.org/10.1108/DLO-08-2016-0070>
- Devendhiran, S., & Wesley, J. R. (2017b). Spirituality at work: enhancing levels of employee engagement. *Development and Learning in Organizations*, 31(5), 9–13. <https://doi.org/10.1108/DLO-08-2016-0070>
- Dijkstra, T. K., & Henseler, J. (2015). Consistent and asymptotically normal PLS estimators for linear structural equations. *Computational Statistics and Data Analysis*, 81(January), 10–23. <https://doi.org/10.1016/j.csda.2014.07.008>
- Doosje, B., Ellemers, N., & Spears, R. (1995). Perceived Intragroup Variability as a Function of Group Status and Identification. *Journal of Experimental Social Psychology*, 31(5), 410–436. <https://doi.org/10.1006/jesp.1995.1018>
- Dóra, K., Péter, R., Péter, S. Z., & Andrea, C. (2019). The Effect of Organizational Culture on Employee Well-Being: Work-Related Stress, Employee Identification, Turnover Intention. In *Journal of International Cooperation and Development* [www.richtmann.org/journal](http://www.richtmann.org/journal) (Vol. 2, Issue 2). [www.richtmann.org/journal](http://www.richtmann.org/journal)
- Dutton, J. E., Dukerich, J. M., & Harquail, C. V. (1994). Organizational Images and Member Identification. *Administrative Science Quarterly*, 39(2), 239. <https://doi.org/10.2307/2393235>
- Edwards, M. R., & Peccei, R. (2007). Organizational identification: Development and testing of a conceptually grounded measure. *European Journal of Work and Organizational Psychology*, 16(1), 25–57. <https://doi.org/10.1080/13594320601088195>

- Edwards, M. R., & Peccei, R. (2015). Perceived organisational support, organisational identification, and employee outcomes. *Journal of Personnel Psychology*.
- Ellemers, N., Kortekaas, P., & Ouwerkerk, J. W. (n.d.). *Self-categorisation, commitment to the group and group self-esteem as related but distinct aspects of social identity*.
- Ellemers, N., & Rijswijk, W. Van. (1997). Identity Needs Versus Social Opportunities: The Use of Group-Level and Individual-Level Identity Management Strategies. *Social Psychology Quarterly*, 60(1), 52. <https://doi.org/10.2307/2787011>
- firdaayu,+2.+Purnamasari+(414-429). (n.d.).
- Fuller, J. B., Marler, L., Hester, K., Frey, L., & Relyea, C. (2006). Construed External Image and Organizational Identification: A Test of the Moderating Influence of Need for Self-Esteem. *The Journal of Social Psychology*, 146(6), 701–716. <https://doi.org/10.3200/SOCP.146.6.701-716>
- Gadzali, S. S. (n.d.). *APPLICATION OF WORK-LIFE BALANCE IN BANKING: A STUDY OF ITS IMPACT ON EMPLOYEE WELL-BEING*. <https://return.publikasikupublisher.com>
- Getz, D., & Page, S. (2015). Progress and prospects for event tourism research. *Tourism Management*, 52. <https://doi.org/10.1016/j.tourman.2015.03.007>
- Goodman, F. R., Disabato, D. J., Kashdan, T. B., & Kauffman, S. B. (2018). Measuring well-being: A comparison of subjective well-being and PERMA. *The Journal of Positive Psychology*, 13(4), 321–332.
- Grant, A. M., Christianson, M. K., & Price, R. H. (n.d.). *or Relationships? Managerial Practices and Employee Well-Being Tradeoffs Executive Overview*.
- Groves Floyd J Fowler, R. M., Mick Couper James Lepkowski Eleanor Singer Roger Tourangeau, J. M., Walter Shewhart, by A., & Wilks, S. S. (2004). *Survey Methodology WILEY SERIES IN SURVEY METHODOLOGY Established in part*. [www.copyright.com](http://www.copyright.com).
- Gulzar, S., Ayub, N., & Abbas, Z. (2021). Examining the mediating-moderating role of psychological contract breach and abusive supervision on employee well-being in banking sector. *Cogent Business & Management*, 8(1), 1959007. <https://doi.org/10.1080/23311975.2021.1959007>
- Hair, J. F., Babin, B. J., Black, W. C., & Anderson, R. E. (2019). *Multivariate Data Analysis*. Cengage. <https://books.google.co.id/books?id=0R9ZswEACAAJ>
- Hair, J., Hollingsworth, C. L., Randolph, A. B., & Chong, A. Y. L. (2017). An updated and expanded assessment of PLS-SEM in information systems research. *Industrial Management and Data Systems*, 117(3), 442–458. <https://doi.org/10.1108/IMDS-04-2016-0130>

- Hameed, I., Ijaz, M. U., & Sabharwal, M. (2022). The Impact of Human Resources Environment and Organizational Identification on Employees' Psychological Well-Being. *Public Personnel Management*, 51(1), 71–96. <https://doi.org/10.1177/00910260211001397>
- Hanif, A., Hussain, I., & Hameed, F. (2021). Innovation and Employee Performance: Mediating Role of Psychological Well Being. *Journal of Business* .... <http://www.publishing.globalcsrc.org/ojs/index.php/jbsee/article/view/1896>
- Hasan, F., & Kashif, M. (2021). Psychological safety, meaningfulness and empowerment as predictors of employee well-being: a mediating role of promotive voice. *Asia-Pacific Journal of Business Administration*, 13(1), 40–59. <https://doi.org/10.1108/APJBA-11-2019-0236>
- Hussain, S. (n.d.). *Moderating Role of Supervisor's Organizational Embodiment on Leader-Member Exchange and Employee's Attitudinal and Behavioral Outcomes Relationships through Organizational Identifi.* <https://doi.org/10.13140/RG.2.2.15295.36005>
- Ibrahim, H., Shatri, N. A. M. N., & Zin, Md. L. M. (2020). Workplace Spirituality, Work-Family Conflict, Perceived Organizational Support and Employee Well-Being among Hotel Employees. *Annals of Contemporary Developments in Management & HR*, 2(2), 1–9. <https://doi.org/10.33166/acdmhr.2020.02.001>
- ILO Flagship Report ILO Flagship Report World Employment and Social Outlook Trends 2024 EXECUTIVE SUMMARY.* (n.d.).
- Indonesia Business Coalition for Women Empowerment. (2023). *Kontribusi Perempuan Beri Efek Signifikan Pada Perusahaan.*
- International Labour Office., & Global Commission on the Future of Work. (2017). *Inception report for the Global Commission on the Future of Work.* ILO.
- Isham, A., Mair, S., & Jackson, T. (2021). Worker wellbeing and productivity in advanced economies: Re-examining the link. *Ecological Economics*, 184, 106989.
- Jackson, T., & Victor, P. (2011). Productivity and work in the “green economy”: Some theoretical reflections and empirical tests. *Environmental Innovation and Societal Transitions*, 1(1), 101–108. <https://doi.org/10.1016/j.eist.2011.04.005>
- Javaid, Z. K., Khan, K., & Anjum, A. R. (2023). Antecedents of Employee Wellbeing: Review of Organizations in Pakistan. *ESIC Market*, 54(3), e313–e313.
- Jnaneswar, K., & Sulphey, M. M. (2021). A study on the relationship between workplace spirituality, mental wellbeing and mindfulness. *Management Science Letters*, 1045–1054. <https://doi.org/10.5267/j.msl.2020.9.038>

- Jonathan, S. (2010). Pengertian Dasar Structural Equation Modeling (SEM). *Jurnal Ilmiah Manajemen Bisnis Ukrida*, 10(3), 98528.
- Junianti, E., & Rony, Z. T. (2023). Implementation Employee Well-Being: Analysis Leadership Agility, Workload Analysis, Organizational Culture, and Career Adaptability. *International Journal of Business and Applied Economics*, 2(4), 557–568. <https://doi.org/10.55927/ijbae.v2i4.5192>
- Kaltiainen, J., & Hakanen, J. (2022). Fostering task and adaptive performance through employee well-being: The role of servant leadership. *BRQ Business Research Quarterly*, 25(1), 28–43.
- Karanika-Murray, M., Duncan, N., Pontes, H., & Griffiths, M. (2015). Organizational identification, work engagement, and job satisfaction. *Journal of Managerial Psychology*, 30, 1–17. <https://doi.org/10.1108/JMP-11-2013-0359>
- Karimi, L., Leggat, S. G., Bartram, T., Afshari, L., Sarkeshik, S., & Verulava, T. (2021). Emotional intelligence: predictor of employees' wellbeing, quality of patient care, and psychological empowerment. *BMC Psychology*, 9(1). <https://doi.org/10.1186/s40359-021-00593-8>
- Kavitha, R., & Suresh, M. (2021). Agile Practices in Human Resource Management. In G. Kumaresan, N. S. Shanmugam, & V. Dhinakaran (Eds.), *Advances in Materials Research* (pp. 713–721). Springer Nature Singapore.
- Ketenagakerjaan Dalam Data. (n.d.). <https://satudata.kemnaker.go.id>
- KEY EMPLOYEE WELLBEING TRENDS FOR 2024. (n.d.).
- Kidd, P. T. (1995). *Agile manufacturing: forging new frontiers*. Addison-Wesley Longman Publishing Co., Inc.
- Kinerja, B., & Kesehatan, K. (n.d.). *Transformasi Kesehatan Mewujudkan Masyarakat Indonesia sehat dan Unggul*.
- Kitayama, S., Karasawa, M., Curhan, K. B., Ryff, C. D., & Markus, H. R. (2010). Independence and interdependence predict health and wellbeing: Divergent patterns in the United States and Japan. *Frontiers in Psychology*, 1, 163.
- Kompas. (2022, June 27). *Jumlah Kantor Cabang Kian Menyusut. Bagaimana Nasib Karyawan Bank*.
- Lake, A. (2023). *Beyond Hybrid Working: A Smarter & Transformational Approach to Flexible Working*. Taylor & Francis.
- liputan6. (2024, September 16). Daftar UMR Tertinggi di Indonesia Tahun 2024 . [Www.Liputan6.Com](http://Www.Liputan6.Com).
- Liu, C. H., & Robertson, P. J. (2010). Spirituality in the Workplace: Theory and Measurement. *Journal of Management Inquiry*, 20(1), 35–50. <https://doi.org/10.1177/1056492610374648>

- Lu, Y., Wu, J., Peng, J., & Lu, L. (2020). The perceived impact of the Covid-19 epidemic: evidence from a sample of 4807 SMEs in Sichuan Province, China. *Environmental Hazards*, 19(4), 323–340. <https://doi.org/10.1080/17477891.2020.1763902>
- Luthans, F., Youssef, C. M., & Avolio, B. J. (n.d.). *Psychological Capital: Developing the Human Competitive Edge*.
- Madero-Gómez, S. M., Rubio Leal, Y. L., Olivas-Luján, M., & Yusliza, M. Y. (2023). Companies Could Benefit When They Focus on Employee Wellbeing and the Environment: A Systematic Review of Sustainable Human Resource Management. In *Sustainability (Switzerland)* (Vol. 15, Issue 6). Multidisciplinary Digital Publishing Institute (MDPI). <https://doi.org/10.3390/su15065435>
- Mael, F., & Ashforth, B. E. (1992). Alumni and their alma mater: A partial test of the reformulated model of organizational identification. *Journal of Organizational Behavior*, 13(2), 103–123.
- Mair, S., Druckman, A., & Jackson, T. (2020). A tale of two utopias: Work in a post-growth world. *Ecological Economics*, 173. <https://doi.org/10.1016/j.ecolecon.2020.106653>
- Milliman, J., Czaplewski, A. J., & Ferguson, J. (2003). Workplace spirituality and employee work attitudes: An exploratory empirical assessment. *Journal of Organizational Change Management*, 16(4), 426–447. <https://doi.org/10.1108/09534810310484172>
- Mishra, P., & Bhatnagar, J. (2019). Individual, organizational and social level antecedents of work-family enrichment: Does gender acts as a moderator? *Journal of Asia Business Studies*, 13(1), 108–132. <https://doi.org/10.1108/JABS-10-2017-0186>
- Mitroff, I. I., Denton, E. A., & Alpaslan, C. M. (2009). A spiritual audit of corporate america: Ten years later (spirituality and attachment theory, an interim report). *Journal of Management, Spirituality and Religion*, 6(1), 27–41. <https://doi.org/10.1080/14766080802648698>
- Moll, T. (2022). Exploring aspects of New Work : Spirituality at Work in agile organizations . *Spiritual Care*, 11(3), 203–211. <https://doi.org/10.1515/spircare-2021-0017>
- Mónico, L. S., & Margaça, C. (2021). The workaholism phenomenon in Portugal: Dimensions and relations with workplace spirituality. *Religions*, 12(10). <https://doi.org/10.3390/rel12100852>
- Muduli, A. (2016a). Exploring the Facilitators and Mediators of Workforce Agility: An Empirical Study. *Management Research Review*, 39. <https://doi.org/10.1108/MRR-10-2015-0236>
- Muduli, A. (2016b). Exploring the facilitators and mediators of workforce agility: an empirical study. *Management Research Review*, 39(12), 1567–1586.

- Muduli, A., & Pandya, G. (2018). Psychological Empowerment and Workforce Agility. *Psychological Studies*, 63, 1–10. <https://doi.org/10.1007/s12646-018-0456-8>
- Naiboğlu, G., & Özgenel, M. (2023). The Effect of Person-Organization Fit on Organizational Agility: The Mediating Role of Organizational Happiness. *International Journal of Progressive Education*, 19(3), 198–212. <https://doi.org/10.29329/ijpe.2023.546.12>
- Nwanzu, C. L., & Babalola, S. S. (2021). Effect of workplace spirituality on perceived organizational support and job performance among university administrative employees. *Contemporary Management Research*, 17(2), 127–155. <https://doi.org/10.7903/CMR.20349>
- Page, K. M., & Vella-Brodrick, D. A. (2009). The “what”, “why” and “how” of employee well-being: A new model. *Social Indicators Research*, 90(3), 441–458. <https://doi.org/10.1007/s11205-008-9270-3>
- Parkes, K. R. (1988). Work, Unemployment and Mental Health. By Peter Warr. (Pp. 361; £30.00 hb, £15.00 pb.) Oxford Science Publications, Oxford University Press: Oxford. 1987. *Psychological Medicine*, 18(2), 511–513. <https://doi.org/DOI: 10.1017/S0033291700008060>
- Paul, A., Sikdar, D., Hossain, M. M., Amin, M. R., Deeba, F., Mahanta, J., Akib Javed, M., Mohaiminul Islam, M., Jahan Noon, S., & Kumar Nath, T. (2020). Knowledge, attitudes, and practices toward the novel coronavirus among Bangladeshis: Implications for mitigation measures. *PLoS ONE*, 15(9 September 2020). <https://doi.org/10.1371/journal.pone.0238492>
- Paul, M., Jena, L., & Sahoo, K. (2020). Workplace Spirituality and Workforce Agility: A Psychological Exploration Among Teaching Professionals. *Journal of Religion and Health*, 59, 135–153. <https://doi.org/10.1007/s10943-019-00918-3>
- Pawar, B. S. (2019). *Employee performance and well-being: Leadership, justice, support, and workplace spirituality*. Taylor & Francis.
- Pawar, M. (2019). Editorial. *The International Journal of Community and Social Development*, 1(2), 103–105. <https://doi.org/10.1177/2516602619862157>
- Pekkinen, L., & Aaltonen, K. (2015). Risk Management in Project Networks: An Information Processing View. *Technology and Investment*, 06(01), 52–62. <https://doi.org/10.4236/ti.2015.61005>
- Petchsawang, P., & Duchon, D. (2012). Workplace spirituality, meditation, and work performance. *Journal of Management, Spirituality and Religion*, 9(2), 189–208. <https://doi.org/10.1080/14766086.2012.688623>
- Petermann, M. K. H., & Zacher, H. (2020). Agility in the workplace: Conceptual analysis, contributing factors, and practical examples. *Industrial and Organizational Psychology*, 13(4), 599–609. <https://doi.org/DOI: 10.1017/iop.2020.106>

- Petermann, M. K. H., & Zacher, H. (2022). Workforce Agility: Development and Validation of a Multidimensional Measure. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.841862>
- POJK 27 Tahun 2022. *Tentang Kewajiban Penyediaan Modal Minimum Bank Umum*. (n.d.).
- Ponting, S. S.-A., & Lee, L. (2022). Building a thematic framework of identity research in hospitality organizations: a systematic literature review approach. *International Journal of Contemporary Hospitality Management*, 34(8), 3143–3161. <https://doi.org/10.1108/IJCHM-10-2021-1319>
- Purnamasari, P., Rahmani, A. N., & Hartanto, R. (2020). Does Spirituality In The Workplace Reflect The Relationship Between Accounting And Corruption Prevention? *Jurnal Reviu Akuntansi Dan Keuangan*, 10(3), 414–429.
- Ramsey, J., Punnett, B., & Greenidge, D. (2008). A social psychological account of absenteeism in Barbados. *Human Resource Management Journal*, 18, 97–117. <https://doi.org/10.1111/j.1748-8583.2007.00053.x>
- Rasheed, R., Halawi, A. H., Hussainy, S. S., & Al Balushi, A. (2024). *Perceived Overqualification and Turnover Intention in Nationalised Banks: Examining the Role of Employee Wellbeing*.
- 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>
- Raut, P. K., Das, J. R., Gochhayat, J., & Das, K. P. (2022). Influence of workforce agility on crisis management: Role of job characteristics and higher administrative support in public administration. *Materials Today: Proceedings*, 61, 647–652. <https://doi.org/10.1016/j.matpr.2021.08.121>
- Robbins, S. P., & Judge, T. A. (2008). *Essential organisational behaviour*. Upper Saddle River, NJ: Pearson Education Inc.
- Roy, I., Arefin, M. S., & Rahman, M. S. (2023). How do work–life support practices impact bank employees’ subjective well-being? *Personnel Review*, 52(3), 573–591.
- Ryan, R., & Deci, E. (2000). Self-Determination Theory and the Facilitation of Intrinsic Motivation, Social Development, and Well-Being. *The American Psychologist*, 55, 68–78. <https://doi.org/10.1037/0003-066X.55.1.68>
- Ryan, R. M., & Deci, E. L. (2018). *Self-Determination Theory: Basic Psychological Needs in Motivation, Development, and Wellness*. Guilford Publications. <https://books.google.co.id/books?id=th5rDwAAQBAJ>
- Ryff, C. D., & Singer, B. H. (2008). Know thyself and become what you are: A eudaimonic approach to psychological well-being. *Journal of Happiness Studies*, 9(1), 13–39.

- Saeed, I., Khan, J., Zada, M., Ullah, R., Vega-Muñoz, A., & Contreras-Barraza, N. (2022). Towards Examining the Link Between Workplace Spirituality and Workforce Agility: Exploring Higher Educational Institutions. *Psychology Research and Behavior Management*, 15, 31–49. <https://doi.org/10.2147/PRBM.S344651>
- Sanerya, H. (2009). *Spiritual Management: From Personal Enlightenment Towards God Corporate Governance*. Mizan Pustaka.
- Santhanam, N., J. K., & Dyaram, L. (2014). *Examining the moderating effects of organizational identification between human resource practices and employee turnover intention in Indian hospitality industry*. [https://doi.org/10.5176/2251-1970\\_THoR14.05](https://doi.org/10.5176/2251-1970_THoR14.05)
- Saxena, A. (2019). Workplace Spirituality and Employee Well-Being: An Opportunity for Innovative behaviour at work. *Research Journal of Humanities and Social Sciences*, 10(2), 623. <https://doi.org/10.5958/2321-5828.2019.00101.3>
- Schein, E. H. (n.d.). *Organizational Culture and Leadership Third Edition*.
- Schoen, K., Hills, M. K., & Walter, M. I. (2017). *Agile people: A radical approach for HR and managers (that leads to motivated employees)*.
- Sekaran, U., & Bougie, R. (2016a). *Research methods for business: A skill building approach*. John Wiley & sons.
- Sekaran, U., & Bougie, R. (2016b). *Research methods for business: A skill building approach*. John Wiley & sons.
- Seligman, M. E. P., & Csikszentmihalyi, M. (2000). *Positive psychology: An introduction*. (Vol. 55, Issue 1). American Psychological Association.
- Sherehiy, B., & Karwowski, W. (2014a). The relationship between work organization and workforce agility in small manufacturing enterprises. *International Journal of Industrial Ergonomics*, 44(3), 466–473. <https://doi.org/10.1016/j.ergon.2014.01.002>
- Sherehiy, B., & Karwowski, W. (2014b). The relationship between work organization and workforce agility in small manufacturing enterprises. *International Journal of Industrial Ergonomics*, 44(3), 466–473. <https://doi.org/10.1016/j.ergon.2014.01.002>
- Shifrin, N. V., & Michel, J. S. (2022). Flexible work arrangements and employee health: A meta-analytic review. *Work & Stress*, 36(1), 60–85.
- Soliman, M., Di Virgilio, F., Figueiredo, R., & Sousa, M. J. (2021). The impact of workplace spirituality on lecturers' attitudes in tourism and hospitality higher education institutions. *Tourism Management Perspectives*, 38. <https://doi.org/10.1016/j.tmp.2021.100826>
- Sorensen, G., Dennerlein, J. T., Peters, S. E., Sabbath, E. L., Kelly, E. L., & Wagner, G. R. (2021). The future of research on work, safety, health and

wellbeing: A guiding conceptual framework. *Social Science & Medicine*, 269, 113593.

Srivastava, S., & Gupta, P. (2022). Workplace spirituality as panacea for waning well-being during the pandemic crisis: A SDT perspective. *Journal of Hospitality and Tourism Management*, 50, 375–388. <https://doi.org/10.1016/j.jhtm.2021.11.014>

STATISTIK PERBANKAN INDONESIA - Mei 2024. (n.d.).

Stoner, J., Perrewé, P., & Hofacker, C. (2011). The Development and Validation of the Multi-Dimensional Identification Scale (MDIS). *Journal of Applied Social Psychology*, 41, 1632–1658. <https://doi.org/10.1111/j.1559-1816.2011.00770.x>

Storme, M., Suleyman, O., Gotlib, M., & Lubart, T. (2020). Who is agile? An investigation of the psychological antecedents of workforce agility. *Global Business and Organizational Excellence*, 39(6), 28–38. <https://doi.org/10.1002/joe.22055>

Stratford, B. (2020). The Threat of Rent Extraction in a Resource-constrained Future. *Ecological Economics*, 169. <https://doi.org/10.1016/j.ecolecon.2019.106524>

Sya, I. S., & Mangundjaya, W. L. (2020). *The Moderating Effect of Perceived Organizational Support in Relationship between Affective Commitment and Workforce Agility in Workplace*.

Tajfel, H., & Turner, J. C. (1979). An integrative theory of intergroup conflict. In W. G. Austin, & S. Worchel (Eds.). *The Social Psychology of Intergroup Relations*. Monterey, CA: Brooks/Cole, 33–37.

Tajfel, H., Turner, J. C., Austin, W. G., & Worchel, S. (1979). An integrative theory of intergroup conflict. *Organizational Identity: A Reader*, 56(65), 9780203505984–16.

Tariq Jamal, M., & Bharadwaj, S. (n.d.). *Related papers Factors Affecting Recruitment and Selection Practice on Performance of Civil Service Organization in ... Muna Fatmah Job Satisfaction Among Bank Employees: An Analysis Of The Contributing Variables Towards Job Satisfaction ... jyot sana sharma In Search Of Spiritual Workplaces: An Empirical Evidence Of Workplace Spirituality And Employee Performance In The Indian I.T Industry*. [www.ijstr.org](http://www.ijstr.org)

Taris, T. W., & Schaufeli, W. B. (n.d.). *Individual Well-Being and Performance at Work a Conceptual and Theoretical Overview*.

TOM RATH, & JIM HARTER. (2010, April 4). *The Five Essential Elements of Well-Being*.

Ugwu, F. O., Amazue, L. O., & Onyedire, N. G. (2017). Work-family life balance in a Nigerian banking sector setting. *Cogent Psychology*, 4(1), 1290402. <https://doi.org/10.1080/23311908.2017.1290402>

- Umans, T., Kockum, M., Nilsson, E., & Lindberg, S. (2018). Digitalisation in the banking industry and workers subjective well-being: Contingency perspective. *International Journal of Workplace Health Management*, 11(6), 411–423.
- UNDANG-UNDANG REPUBLIK INDONESIA NOMOR 13 TAHUN 2003 TENTANG KETENAGAKERJAAN. (n.d.).
- United Nation. (2023). *Take Action for the Sustainable Development Goals*.
- Uy, M. A., Foo, M. Der, & Song, Z. (2013). Joint effects of prior start-up experience and coping strategies on entrepreneurs' psychological well-being. *Journal of Business Venturing*, 28(5), 583–597. <https://doi.org/10.1016/j.jbusvent.2012.04.003>
- Valackienė, A., & Micevičienė, D. (2015). Promoting socially responsible business at enterprise level: theoretical approach. *Journal of Business Economics and Management*, 16(3), 558–570.
- Van De Voorde, K., Paauwe, J., & Van Veldhoven, M. (2012). Employee Well-being and the HRM-Organizational Performance Relationship: A Review of Quantitative Studies. *International Journal of Management Reviews*, 14(4), 391–407. <https://doi.org/10.1111/j.1468-2370.2011.00322.x>
- Varshney, D., & Varshney, N. K. (2020). Workforce agility and its links to emotional intelligence and workforce performance: A study of small entrepreneurial firms in India. *Global Business and Organizational Excellence*, 39(5), 35–45. <https://doi.org/10.1002/joe.22012>
- Waddell, Gordon., Burton, A. Kim., & Great Britain. Department for Work and Pensions. (2006). *Is work good for your health and well-being?* TSO.
- Wageeh, N. A. (2016). Organizational Agility: The Key to Organizational Success. *International Journal of Business and Management*, 11(5), 296. <https://doi.org/10.5539/ijbm.v11n5p296>
- Wang, P., Lawler, J. J., & Shi, K. (2011). Implementing family-friendly employment practices in banking industry: Evidences from some African and Asian countries. *Journal of Occupational and Organizational Psychology*, 84(3), 493–517.
- Warr, P. (1994). A conceptual framework for the study of work and mental health. *Work & Stress*, 8(2), 84–97. <https://doi.org/10.1080/02678379408259982>
- Warr, P., & Nielsen, K. (2018). *Wellbeing and work performance*. <https://www.researchgate.net/publication/323268036>
- Warwick-Edinburgh Mental Well-being Scale (WEMWBS) User Guide. (2008). [www.healthscotland.com/mental-health-publications.aspx](http://www.healthscotland.com/mental-health-publications.aspx)
- Wolff, M. B., O'Connor, P. J., Wilson, M. G., & Gay, J. L. (2021). Associations Between Occupational and Leisure-Time Physical Activity With Employee Stress, Burnout and Well-Being Among Healthcare Industry Workers. *American Journal of Health Promotion*, 35(7), 957–965. <https://doi.org/10.1177/08901171211011372>

Wong, K. P., Lee, F. C. H., Teh, P. L., & Chan, A. H. S. (2021). The interplay of socioecological determinants of work–life balance, subjective wellbeing and employee wellbeing. *International Journal of Environmental Research and Public Health*, 18(9). <https://doi.org/10.3390/ijerph18094525>

*Workforce 2024*. (n.d.).

Wright, T. A., & Cropanzano, R. (2000). Psychological well-being and job satisfaction as predictors of job performance. *Journal of Occupational Health Psychology*, 5(1), 84–94. <https://doi.org/10.1037/1076-8998.5.1.84>

Wright, T., & Cropanzano, R. (2004). The Role of Psychological Well-Being in Job Performance: A Fresh Look at an Age-Old Quest. *Organizational Dynamics*, 33, 338–351. <https://doi.org/10.1016/j.orgdyn.2004.09.002>

Yang, J., Nguyen, H. H. D., Xiong, X., & Wang, X. (2019). Feeling identified vs. behaving as such: A multi-study project on chinese organizational identification and chinese employees' identification profiles. *Frontiers in Psychology*, 10(JUN). <https://doi.org/10.3389/fpsyg.2019.01039>

Yang, J., Wan, C.-S., & Fu, Y.-J. (2012). Qualitative examination of employee turnover and retention strategies in international tourist hotels in Taiwan. *International Journal of Hospitality Management - INT J HOSP MANAG*, 31. <https://doi.org/10.1016/j.ijhm.2011.10.001>

Zheng, X., Zhu, W., Zhao, H., & Zhang, C. (2015). Employee well-being in organizations: Theoretical model, scale development, and cross-cultural validation. *Journal of Organizational Behavior*, 36(5), 621–644. <https://doi.org/10.1002/job.1990>

Zhu, Y., & Dailey, S. L. (2019). Personal-Organizational Processes in Workplace Health Promotion: Understanding Wellness Program Participation in China. In *International Journal of Communication* (Vol. 13). <http://ijoc.org>.

Zohar, D., & Ian Marshall. (2004). *Spiritual Capital : Wealth We can Live by*. Berret-Koehler Publishers.