

DAFTAR PUSTAKA

- Abdi Maliki, H. (2020). *Investigasi Faktor yang Mempengaruhi Motivasi Kerja*. 1(1), 1–9.
- Adam Ghaffar, S. R. (2022). *FACTORS THAT CAN AFFECT EMPLOYEE WORK MOTIVATION*. 6(2), 287–293. <https://doi.org/10.36555/almana.v6i2.1872>
- Ajeung Ratnadinigrum, A., & Takrim, M. (2023a). Motivasi Kerja Menurut Teori Maslow. *Universitas Bina Insani; Jl. Raya Siliwangi*, 7(2), 169–178.
- Ajeung Ratnadinigrum, A., & Takrim, M. (2023b). Motivasi Kerja Menurut Teori Maslow Bagian Staf Manajemen Project Pada PT Putera Instrumenindo. *Universitas Bina Insani; Jl. Raya Siliwangi*, 7(2), 169–178.
- Akter, K. M., Banik, S., & Molla, M. S. (2022). Impact of Organizational and Family Support on Work-Life Balance: An Empirical Research. *Business Perspective Review*, 3(2), 1–13. <https://doi.org/10.38157/businessperspectivereview.v3i2.344>
- Al-shami, S. A., Al mamun, A., Rashid, N., & Cheong, C. B. (2023). Happiness at workplace on innovative work behaviour and organisation citizenship behaviour through moderating effect of innovative behaviour. *Heliyon*, 9(5), e15614. <https://doi.org/10.1016/j.heliyon.2023.e15614>
- Andre, O., & Saputra, A. (2022). *TERHADAP KEPUASAN KERJA (Studi Kasus Karyawan PT . Bukit Barisan Sandjaya Ulma)*. 3(2), 224–231.
- Angela, J., & Rojuaniah, R. (2022). The Model of Supervisor Support, Work-Life Balance, Job Satisfaction, and Organizational Commitment on IT Employee Performance Moderated by Demographic Factors. *Jurnal Manajemen Indonesia*, 22(3), 314–332. <https://doi.org/10.25124/jmi.v22i3.3840>
- Annurudzati, N. N., Nersiwad, & Utami, B. (2023). *Faktor - Faktor yang Mempengaruhi Kinerja Pegawai pada Pia “ Wijaya ” lingkungan kerja . Menurut Nitisemito dalam Nuraini dalam lingkungan kerja*. 1(2).
- Asafatul Udmah, A., & Al Banin, Q. (2026). Pengaruh *Work Life Balance* Dan Disiplin Kerja Terhadap Kinerja Pegawai Dengan Kepuasan Kerja Sebagai

- Variabel Mediasi. *Jurnal Ilmiah Manajemen Dan Bisnis (JIMBis)*, 4(1), 50–69. <https://doi.org/10.24034/jimbis.v4i1.7506>
- Ashlyzan, M., Razik, B., Asrul, M., & Ibrahim, H. (n.d.). *Four Hours Basic*.
- Badrianto, Y., & Ekhsan, M. (2021). Pengaruh Work-life Balance terhadap Kinerja Karyawan yang di Mediasi Komitmen Organisasi. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 4(2), 951–962. <https://doi.org/10.36778/jesya.v4i2.460>
- Basyid, A. (2024). Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan. *Manajerial Dan Bisnis Tanjungpinang*, 7(1), 39–43. <https://doi.org/10.52624/manajerial.v7i1.2430>
- Bocoya-maline, J., Rey-moreno, M., & Calvo-mora, A. (2024). The EFQM excellence model , the knowledge management process and the corresponding results: an explanatory and predictive study. In *Review of Managerial Science* (Vol. 18, Number 5). Springer Berlin Heidelberg. <https://doi.org/10.1007/s11846-023-00653-w>
- Cheung, G. W., Cooper, H. D., Rebecca, T., & Wang, L. C. (2024). Reporting reliability , convergent and discriminant and best - practice recommendations. In *Asia Pacific Journal of Management* (Vol. 41, Number 2). Springer US. <https://doi.org/10.1007/s10490-023-09871-y>
- Darmadi, Suryani, N. L., & Syatoto, I. (2024). the Influence of Work Environment and Work Motivation on Employee Performance. *International Journal Management and Economic*, 3(2), 09–15. <https://doi.org/10.56127/ijme.v3i2.1284>
- David, J., Adimasta, B., & Lataruva, E. (2025). Work-Life Balance: The Key to Employee Engagement and Employee Performance. *Arthatama Journal of Business Management and Accounting*, 9(1), 71–82.
- Dwi Eko Prasetyo, & Nur Achmad. (2025). Pengaruh Communication, Work Discipline Dan *Work Life Balance* Terhadap Kinerja Karyawan Yang Dimediasi Oleh Motivasi Kerja Pada Pt X Boyolali. *Jurnal Lentera Bisnis*, 14(2), 962–982. <https://doi.org/10.34127/jrlab.v14i2.1461>
- Dwitanti, E., Murwani, F. D., & Siswanto, E. (2023). the Effect of Work-Life Balance on Employee Performance Through Work Stress and Workload. *International Journal of Business, Law, and Education*, 4(2), 569–586. <https://doi.org/10.56442/ijble.v4i2.211>

- Edelweis, E., Pitriyani, P., & Melia, Y. (2025). Pengaruh Employee Engagement, *Work Life Balance* dan Motivasi Kerja Terhadap Kinerja Karyawan Ritel di Rantauprapat. *Jurnal Minfo Polgan*, 14(1), 542–552. <https://doi.org/10.33395/jmp.v14i1.14781>
- Fahlefi, M. F. (2021). *Work Life Balance* dan Work Engagement. *Jurnal Ilmu Manajemen Dan Akuntansi Terapan (JIMAT)*, 12(2), 104–117.
- Fansori, R., Sudadi, S., Salamah, U., & Ramdhan, T. W. (2024). THE IMPACT OF WORK-LIFE BALANCE ON START-UP COMPANIES. *International Jurnal Islamic Education, International Journal of Islamic Education, Research and Multiculturalism Research and Multiculturalism (IJIERM)*, 7(3), 1086–1103.
- Febrianti, N., & Ririn Handayani. (2022). *Work Life Balance* dan Kepuasan Kerja: Mediasi Motivasi Intrinsik. *Jurnal Manajemen Dan Bisnis Terapan*, 4(1), 60–67. <https://doi.org/10.31849/jmbt.v4i1.10734>
- Fitem, F., & Putri, E. (2025). *Management Pengaruh Gaya Kepemimpinan , Motivasi Kerja , Lingkungan Kerja Dan Disiplin Kerja Terhadap Kinerja Pegawai Dengan Semangat Kerja Sebagai Variabel Intervening di UPTD Puskesmas Air Manjuto*. 8(3), 1208–1228.
- Fitriyani. (2021). Pengaruh Pendidikan Dan Pelatihan Terhadap Kinerja Pegawai Pada Inspektorat Provinsi Sumatera Utara. *Pengaruh Pendidikan Dan Pelatihan Terhadap Kinerja Pegawai Pada Inspektorat Provinsi Sumatera Utara*, 17–64.
- Gao, J. (2023). *R-Squared (R) – How much variation is explained?* <https://doi.org/10.1177/26320843231186398>
- Gerson Tallona, Ida Bagus Made Agung Dwijatenaya, M. (2023). *FAKTOR FAKTOR YANG MEMPENGARUHI KINERJA PEGAWAI INSPEKTORAT DAERAH KABUPATEN KUTAI BARAT*. 9(5), 206–213.
- Hair Jr et al. (2021). Partial least squares structural equation modeling (PLS-SEM) using R: A workbook (p. 197). Springer Nature. In *Structural Equation Modeling: A Multidisciplinary Journal* (Vol. 30, Number July).
- Hawala, O. (2022). Pengaruh Kemampuan dan Motivasi Terhadap Kinerja Perawat.

- Jurnal Akuntansi, Manajemen Dan Ekonomi (JAMANE)*, 1(3), 1–21.
- Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). *A new criterion for assessing discriminant validity in variance-based structural equation modeling*. 115–135. <https://doi.org/10.1007/s11747-014-0403-8>
- Hidaya, V. N., & Dwiarti, R. (2025). *The Effect of Work-Life Balance , Work Environment , and Work Discipline on Employee Performance in AKPRIND University Employees*. 4(1), 97–110.
- Huang, C. (2021). *education sciences Using PLS-SEM Model to Explore the Influencing Factors of Learning Satisfaction in Blended Learning*.
- Ilman, W., Lataruva, E., & Suryo Wicaksono, B. (2025). Pengaruh Kebijakan Dukungan Organisasi Terhadap Kepuasan Kerja Karyawan Dengan Work-Life Balance Sebagai Variabel Mediasi. *Diponegoro Journal of Management*, 14(1), 16–33.
- Indah Nur Izzati, N. W. S. P. (2024). *Hubungan antara Work Life Balance (WLB) dengan Komitmen Organisasi pada Karyawan*. 11(01), 1–14.
- Karir, P., & Dari, D. (2025). *Kompetensi , Dan Efikasi Diri Serta Dampaknya Terhadap Kinerja Karyawan Pt . American Standard Indonesia Career Development in Terms of Motivation , Competence and Self-Efficacy and Its Impact on Employee Performance Pt . American Standard Indonesia*.
- Khansa, M. (2024). *Work motivation and work-life balance on employee performance as mediated by job satisfaction*. 13(7), 239–253.
- Lamberti, G., & La, M. (2025). *Bootstrapping partial least squares structural equation modelling with massive data*.
- Lamsir, S., Setiawati, L., Shanti, R. A., & Mulyaraharjani, D. (2025). *The Impact of Work From Home on Employee Performance and Job Satisfaction*. 3(September), 339–345.
- Markha, N. H., & Fuad, E. N. (2026). *Unpacking the work-life balance-performance Engagement and job satisfaction as mediators link* : 6(1), 19–34.
- Maulani, D. S., Marliani, S., & Yuliawati, J. (2025). Pengaruh Work Life Balance dan Beban Kerja terhadap Kinerja Pegawai Badan Kepegawaian dan

- Pengembangan Sumber Daya Manusia (BKPSDM) Kabupaten Karawang. *Jurnal Arastirma*, 5(1), 15–25. <https://doi.org/10.32493/jaras.v5i1.44200>
- Muhammad, H., & Rinawati, I. (2025). *Profitability of Islamic banks : an empirical investigation of internal factors at Bank Muamalat Indonesia*. 9(1), 1–21.
- Mutia Handayani. (2021). *FAKTOR-FAKTOR YANG MEMPENGARUHI KINERJA PEGAWAI DILINGKUNGAN KEMENTERIAN HUKUM DAN HAK ASASI MANUSIA*. 6(6), 6.
- Nadhila, M. K., Setiawan, M., & Susilowati, C. (2024). Research in Business & Social Science Work motivation and work-life balance on employee performance as mediated by job satisfaction. *International Journal of Research in Business and Social Science*, 13(7), 239–253.
- Nasution, N., & Ali, M. (2020). JAMBURA SCIENCE OF MANAGEMENT The Importance Of *Work Life Balance* To Improve Work Satisfaction. *Jambura Science Of Management*, 2(2), 57–65. <http://ejurnal.ung.ac.id/index.php/jsm>
- Natanael, K., Kalis, M. C. I., Daud, I., Rosnani, T., & Fahrana, Y. (2023). Workload and working hours effect on employees work-life balance mediated by work stress. *Enrichment: Journal of Management*, 13(5), 3112–3122.
- Nawawi, N., Wahyudi, W., & Abdurrohman, A. (2025). Analysis of Work-Life Balance and Job Satisfaction in Improving Employee Performance Mediated by Work Motivation Analysis of Work-Life Balance and Job Satisfaction in Improving Employee Performance Mediated by Work Motivation. *Almana : Jurnal Manajemen Dan Bisnis*, 9(1), 141–155. <https://doi.org/10.36555/almana.v9i1.2798>
- NISSA, K. N. S., Sinulingga, S., & Sembiring, M. T. (2022). The Measurement Of Employee Performance With A Human Resource Scorecard Methods: A Study Case in PDAM MEDAN. *Jurnal Sistem Teknik Industri*, 24(2), 194–202. <https://doi.org/10.32734/jsti.v24i2.8566>
- Nurjanah, U., & Suherman, E. (2022). Maslow’S Theory Study: Employee Work Motivation Approach. *Enrichment: Journal of Management*, 12(2), 1775–1784.
- Pitoyo, D. J., & Handayani, W. P. P. (2022). Pengaruh *Work Life Balance* dan Lingkungan

- Kerja Terhadap Kepuasan Kerja Karyawan. *Jurnal Studi Manajemen Dan Bisnis*, 9(2), 152–159. <https://doi.org/10.21107/jsmb.v9i2.17794>
- Pradila, A. T., & Fadli, J. A. (2024). The Effect Of Salary And Work-Life Balance On Employee Productivity With The Mediation Of Employee Work Motivation At Coffee Shops In Jabodetabekonic Word of Mouth dan Online Customer Rating Terhadap Mahasiswa Calon Konsumen TikTok Shop di Yogyakarta. *Jurnal Ilmiah Manajemen Kesatuan*, 11(3), 1505–1518. <https://doi.org/10.37641/jimkes.v11i3.2084>
- Puspitasari, I. H. (2020). The Influence of the Dimensions of *Work Life Balance* on Employee Performance Through Job Satisfaction at PT Garam (Persero). *Jurnal Ilmu Manajemen (JIM)*, 8(2016), 454–463.
- Putra, F. M., & Indrawijaya, S. (2025). Pengaruh Work-Life Balance Dan Kepuasan Kerja Terhadap Kinerja Pegawai Yang Dimoderasi Kepemimpinan Spiritual Pada Dinas Lingkungan Hidup Provinsi Jambi. *Jurnal Manajemen Terapan Dan Keuangan*, 13(05), 1522–1534. <https://doi.org/10.22437/jmk.v13i05.33203>
- Rini, R., Yustina, A. I., & Santosa, S. (2020). How Work Family Conflict, Work-Life Balance, and Job Performance Connect: Evidence from Auditors in Public Accounting Firms. *Jurnal ASET (Akuntansi Riset)*, 12(1), 144–154. <https://doi.org/10.17509/jaset.v12i1.23558>
- Rusmewahni, R. (2022). Pengaruh Budaya Organisasi Dan Desain Pekerjaan Terhadap Produktivitas Kerja Karyawan Perkebunan Kelapa Sawit Bahilang Tebing Tinggi. *Jurnal Ilmiah Edunomika*, 6(2), 218–223. <https://doi.org/10.29040/jie.v6i2.6916>
- Sabarofek, M. S. (2022). *PENGARUH LINGKUNGAN KERJA DAN MOTIVASI TERHADAP KINERJA PEGAWAI DI KANTOR BAPPEDA MANOKWARI*. 5(2014).
- Saputra, A. F., & Masdupi, E. (2024). Dampak Work-Life Balance, Motivasi Kerja, terhadap Kinerja Karyawan: Tinjauan Sistematis Tempat Kerja di Indonesia. *Pedagogi: Jurnal Ilmu Pendidikan*, 24(2), 289–301. <https://doi.org/10.24036/pedagogi.v24i2.2381>

- Saputra, I., & Gorda, A. (2024). The role of organisational commitment in mediating work-life balance on employee performance. *Jurnal Manajemen*, 28(02), 272–292. <http://www.ecojoin.org/index.php/EJM/article/view/1885%0Ahttps://www.ecojoin.org/index.php/EJM/article/download/1885/1049>
- Sarstedt, M., & Moisescu, O. I. (2024). Quantifying uncertainty in PLS-SEM-based mediation analyses. *Journal of Marketing Analytics*, 12(1), 87–96. <https://doi.org/10.1057/s41270-023-00231-9>
- Sigit Wicaksono, A., Hendri, M. I., Daud, I., & Rosnani, T. (2024). The Effect of Communication, Work Discipline and *Work Life Balance* on Employee Performance. *Jurnal Ilmiah Manajemen Kesatuan*, 12(4), 1219–1226. <https://doi.org/10.37641/jimkes.v12i4.2728>
- Sufi, R. A., & Suharti, L. (2021). *Pengaruh Motivasi Intrinsik dan Pengetahuan TIK terhadap Kesiapan Digitalisasi UMKM dengan Faktor Demografi sebagai Variabel Pemoderasi (Studi pada UMKM Kuliner di Salatiga)*. 10(September), 107–120.
- Thoibah, B., Sari, D. P., Ayenti, E., & Sofi, M. (2024). *Studi Literatur : Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan di Perusahaan Literatur Study : The Influence of Work Motivation on Employee Performance in the Company*. 7(7), 2605–2609. <https://doi.org/10.56338/jks.v7i7.5534>
- Udin, U. (2023). The Impact of Work-Life Balance on Employee Performance: Mediating Role of Affective Commitment and Job Satisfaction. *International Journal of Sustainable Development and Planning*, 18(11), 3649–3655. <https://doi.org/10.18280/ijstdp.181131>
- Vaske, J. J., & Beaman, J. (n.d.). *Rethinking Internal Consistency in Cronbach's alpha*.
- Voluntas Tua, C. F., & Negoro, D. A. (2025). The Role Of Organizational Learning On Employee Performance Employees Of A Water Treatment Plant Company In Tangerang. *Jurnal Locus Penelitian Dan Pengabdian*, 4(8), 7851–7864. <https://doi.org/10.58344/locus.v4i8.4249>
- Wau, A. (2022). Pengaruh Motivasi Kerja Dan Efektivitas Kerja Terhadap Produktivitas Kerja Dengan Kualitas Kerja Sebagai Variabel Intervening.

- Jurnal Akuntansi, Manajemen Dan Ekonomi*, 1(1), 37–47.
<https://doi.org/10.56248/jamane.v1i1.11>
- Wijayanto, B. K., & Riani, A. L. (2021). *The Influence of Work Competency and Motivation on Employee Performance*. 9(1), 83–93.
<https://doi.org/10.33019/society.v9i1.290>
- Wulandari, W., & Lailiyah, N. (2022). Produktivitas Kerja dan Hubungannya dengan Motivasi, Upah dan Kedisiplinan Kerja Karyawan. *JPEKA: Jurnal Pendidikan Ekonomi, Manajemen Dan Keuangan*, 6(2), 149–160.
<https://doi.org/10.26740/jpeka.v6n2.p149-160>
- Yunita Putri, N. H., & Hadi, H. K. (2024). Pengaruh work-life balance terhadap kinerja pegawai dengan komitmen organisasi sebagai variable intervening pada tenaga kesehatan. *Jurnal Ilmu Manajemen*, 12(2), 339–349.
- Zaitun, C., Jannah, M., & Muzfah, W. (2025). Pengaruh Kempotensi , Kepemimpinan , Motivasi dan Tanggung Jawab Terhadap Kinerja Pegawai Pada Puskesmas Banggai Kecamatan Banggai Kabupaten Banggai Laut. *Jurnal Penelitian Ilmu-Ilmu Sosial*, 2(6), 199–207.