



Daftar Pustaka

- Abendroth, A.K., den Dulk, L. (2011). Support for the work-life balance in Europe: the impact of state, workplace and family support on work-life balance satisfaction. *Work, Employment & Society*, 25(2), 234–256. <https://doi.org/10.1177/0950017011398892>
- Ahmed, I. & Nawaz, M. M. (2015). Antecedents and outcomes of perceived organizational support: A literature survey approach. *Journal of Management Development*, 34(7), 867-880. <https://doi.org/10.1108/JMD-09-2013-0115>
- Aiken, L. R. (1980). Content Validity and Reliability of Single Items or Questionnaires. *Educational and Psychological Measurement*, 40(4), 955–959. <https://doi.org/10.1177/001316448004000419>
- Aiken, L. R. (1985). Three Coefficients for Analyzing the Reliability and Validity of Ratings. *Educational and Psychological Measurement*, 45(1), 131–142. <https://doi.org/10.1177/0013164485451012>
- Allen, T. D., Herst, D. E. L., Bruck, C. S., & Sutton, M. (2000). Consequences associated with work-to-family conflict: A review and agenda for future research. *Journal of Occupational Health Psychology*, 5(2), 278–308. <https://doi.org/10.1037/1076-8998.5.2.278>
- Amazue, L. O. & Onyishi, I. E. (2016). Stress Coping Strategies, Perceived Organizational Support and Marital Status as Predictors of Work–Life Balance among Nigerian Bank Employees. *Social Indicators Research*, 128(1), 147–159. <https://doi.org/10.1007/s11205-015-1023-5>
- Annor, F. (2016). Work–family enrichment among Ghanaian employees: The mediating role between social support and subjective well-being. *Applied Research in Quality of Life*, 11(4), 1155–1171. <https://doi.org/10.1007/s11482-015-9427-6>
- Antai, D & Oke, A & Braithwaite, P & Anthony, D. (2015). A 'Balanced' Life: Work-Life Balance and Sickness Absence in Four Nordic Countries. *The international journal of occupational and environmental medicine*. 6. 205-222. <https://doi.org/10.15171/ijoem.2015.667>.
- Archived: WHO Timeline-COVID-19. (2020, April 17). Diakses dari <https://www.who.int/news-room/detail/27-04-2020-who-timeline---COVID-19>
- Armelis, S., Eisenberger, R., Fasolo, P., & Lynch, P. (1998). Perceived organizational support and police performance: The moderating influence of socioemotional needs. *Journal of Applied Psychology*, 83(2), 288–297. <https://doi.org/10.1037/0021-9010.83.2.288>
- Aselage, J., & Eisenberger, R. (2003). Perceived organizational support and psychological contracts: A theoretical integration. *Journal of Organizational Behavior*, 24(5, SpecIssue), 491–509. <https://doi.org/10.1002/job.211>
- Azwar, S. (2012). *Reliabilitas dan Validitas*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2015). *Penyusunan Skala Psikologi Edisi 2*. Yogyakarta: Pustaka Belajar.
- Azwar, S. (2018). *Metode Penelitian Psikologi (Edisi II)*. Yogyakarta: Pustaka Pelajar.
- Bataineh, Khaled. (2019). Impact of Work-Life Balance, Happiness at Work, on Employee Performance. *International Business Research*, 12, 99. <https://doi.org/10.5539/ibr.v12n2p99>.
- Bhandari, K. & Soni, H. (2015). Impact of gender, age and work experience on satisfaction towards work life balance (with special reference to bank of baroda, udaipur). *Journal of Business and Management*, 17(3). 48-53. <https://doi.org/10.9790/487X-17324853>
- Bjärnloft, S., Hallman, D. M., Mathiassen, S. E., Larsson, J., Jahncke, H. (2020). Occupational and Individual Determinants of Work-life Balance among Office Workers with Flexible Work Arrangements. *International Journal of Environmental Research and Public Health*, 17(4), 1418. <https://doi.org/10.3390/ijerph17041418>



- Bose, S. & Pal, D. (2019). Impact of Employee Demography, Family Responsibility and Perceived Family Support on Workplace Resilience. *Global Business Review*, 1-14. <https://doi.org/10.1177/0972150919857016>.
- Chandra, V. (2012). Work-life balance: eastern and western perspectives. *The International Journal of Human Resource Management*, 23(5), 1040–1056. <https://doi.org/10.1080/09585192.2012.651339>
- Chung, H., van der Lippe, T. (2020). Flexible Working, Work-Life Balance, and Gender Equality: Introduction. *Social Indicators Research*, 151, 365-381. <https://doi.org/10.1007/s11205-018-2025-x>
- Cinamon, R. G., & Rich, Y. (2002). Gender differences in the importance of work and family roles: Implications for work-family conflict. *Sex Roles*, 47, 531–541. <https://doi.org/10.1023/A:1022021804846>.
- Clark, S. C. (2000). Work/Family Border Theory: A New Theory of Work/Family Balance. *Human Relations*, 53(6), 747–770. <https://doi.org/10.1177/0018726700536001>
- Cropanzano, R., Howes, J. C., Grandey, A. A., & Toth, P. (1997). The relationship of organizational politics and support to work behaviors, attitudes, and stress. *Journal of Organizational Behavior*, 18(2), 159–180. [https://doi.org/10.1002/\(SICI\)1099-1379\(199703\)18:2<159::AID-JOB795>3.0.CO;2-D](https://doi.org/10.1002/(SICI)1099-1379(199703)18:2<159::AID-JOB795>3.0.CO;2-D)
- Dockery, A.M., & Bawa, S. (2014). Is Working from Home Good Work or Bad Work? Evidence from Australian Employees. *Australian Journal of Labour Economics*, w, 163-190.
- Eisenberger, R., Armeli, S., Rexwinkel, B., Lynch, P. D., & Rhoades, L. (2001). Reciprocation of perceived organizational support. *Journal of Applied Psychology*, 86(1), 42–51. <https://doi.org/10.1037/0021-9010.86.1.42>
- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500–507. <https://doi.org/10.1037/0021-9010.71.3.500>
- Emslie, C., & Hunt, K. (2009). Qualitative study of gender and work-life balance among men and women mid-life. *Gender, Work and Organization*, 16, 151–172. <https://doi.org/10.1111/j.1468-0432.2008.00434.x>.
- Fayyazi, Marjan & Aslani, Farshad. (2015). The Impact of Work-Life Balance on Employees' Job Satisfaction and Turnover Intention; the Moderating Role of Continuance Commitment. *International Letters of Social and Humanistic Sciences*. 51. 33-41. <https://doi.org/10.18052/www.scipress.com/ILSHS.51.33>.
- Ferguson, M., Carlson, D., Zivnuska, S., & Whitten, D. (2012). Support at work and home: The path to satisfaction through balance. *Journal of Vocational Behavior*, 80(2), 299–307. <https://doi.org/10.1016/j.jvb.2012.01.001>
- Field, A. (2009). Discovering Statistics Using SPSS (Third Edit). California: SAGE Publications Inc.
- Frone, M. R., Russell, M., & Cooper, M. L. (1997). Relation of work-family conflict to health outcomes: A four-year longitudinal study of employed parents. *Journal of Occupational and Organizational Psychology*, 70, 325–335. <https://doi.org/10.1111/j.2044-8325.1997.tb00652.x>.
- Greenhaus, J. H., & Powell, G. N. (2006). When work and family are allies: A theory of work-family enrichment. *Academy of Management Review*, 31, 72–92. <https://doi.org/10.5465/AMR.2006.19379625>.
- Greenhaus, J. H., Ziegert, J. C., & Allen, T. D. (2012). When family-supportive supervision matters: Relations between multiple sources of support and work-family balance. *Journal of Vocational Behavior*, 80(2), 266–275. <https://doi.org/10.1016/j.jvb.2011.10.008>



- Griggs, T. L., Casper, W. J., & Eby, L. T. (2013). Work, family and community support as predictors of work–family conflict: A study of low-income workers. *Journal of Vocational Behavior*, 82(1), 59–68. <https://doi.org/10.1016/j.jvb.2012.11.006>
- Grzywacz, J. G., & Carlson, D. S. (2007). Conceptualizing work–family balance: Implications for practice and research. *Advances in Developing Human Resources*, 9, 455–471. <https://doi.org/10.1177/1523422307305487>.
- Haar, J. M. & Roche M. A. (2010) Family supportive organization perceptions and employee outcomes: the mediating effects of life satisfaction. *The International Journal of Human Resource Management*, 21(7), 999-1014. <https://doi.org/10.1080/09585191003783462>
- Haar, J. M. (2013). Testing a new measure of work–life balance: A study of parent and non-parent employees from New Zealand. *The International Journal of Human Management*, 24, 3305–3324. <https://doi.org/10.1080/09585192.2013.775175>.
- Haar, J. M., 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>
- Haar, J. M., Sune, A., Russo, M. et al. (2018). A Cross-National Study on the Antecedents of Work–Life Balance from the Fit and Balance Perspective. *Soc Indic Res*, 142, 261–282. <https://doi.org/10.1007/s11205-018-1875-6>
- Hill, E. J., Hawkins, A. J., Ferris, M., & Weitzman, M. (2001). Finding an extra day a week: The positive influence of perceived job flexibility on work and family life balance. *Family Relations: An Interdisciplinary Journal of Applied Family Studies*, 50(1), 49–58. <https://doi.org/10.1111/j.1741-3729.2001.00049.x>
- Hobfoll, S. E. (1989). Conservation of resources: A new attempt at conceptualizing stress. *American Psychologist*, 44(3), 513–524. <https://doi.org/10.1037/0003-066x.44.3.513>
- House J.S. (1981). Work Stress and Social Support. Reading, MA: Addison-Wesley.
- Ihsanuddin. (2020, Maret 16). *Jokowi: Kerja dari Rumah, Belajar dari Rumah, Ibadah di Rumah, Perlu Digencarkan*. Diakses dari <https://nasional.kompas.com/read/2020/03/16/15454571/jokowi-kerja-dari-rumah-belajar-dari-rumah-ibadah-di-rumah-perlu-digencarkan?page=all>
- Jain, S., & Nair, S. K. (2013). Research on work–family balance: A review. *Business Perspectives and Research*, 2, 43–58. <https://doi.org/10.1177/2278533720130104>
- Jeffrey H. Greenhaus; Jonathan C. Ziegert; Tammy D. Allen (2012). *When family-supportive supervision matters: Relations between multiple sources of support and work–family balance*, 80(2), 266–275. doi:10.1016/j.jvb.2011.10.008
- Joseph, Joshin & Sebastian, Deepu. (2019). *Work-life Balance Vs Work-family balance-An Evaluation of Scope*. <https://doi.org/10.13140/RG.2.2.36194.38084>.
- King, L. A., Mattimore, L. K., King, D. W., & Adams, G. A. (1995). Family support inventory for workers: A new measure of perceived social support from family members. *Journal of Organizational Behavior*, 16, 235–258. <https://doi.org/10.1002/job.4030160306>
- Kinman, G. & Jones, F (2008). Effort-reward imbalance, over-commitment and work-life conflict: Testing an expanded model. *J. Manag Psychol*. 23, 236–251. <https://doi.org/10.1108/02683940810861365>
- Kumar, A., Channa K.A, dan Bhutto N.A. (2018). When and How Workplace Social Support Improves Family Performance. *Applied Research in Quality of Life* 14(5), 1183-204. <https://doi.org/10.1007/s11482-018-9647-7>
- Kusumowardhani, R. P. A. (2005). *Locus of control sebagai moderatroe hubungan antara persepsi tentang dukungan organisasi dan kepercayaan terhadap pemimpin dengan komitmen organisasi*. [Master Thesis, Universitas Gadjah Mada]. Library UGM.



- Lockwood, N. R. (2003). Work life balance: Challenges and solutions. *HRMagazine*, 48 (6), S1, *Society for Human Resource Management*, Alexandria
- Lunau, T., Bambra, C., Eikemo, T. A., van der Wel, K. A., & Dragano, N. (2014). A balancing act? Work-life balance, health and well-being in European welfare states. *European journal of public health*, 24(3), 422–427. <https://doi.org/10.1093/eurpub/cku010>
- Madipelli, S., Sarma, V. V., & Chinnappaiah, Y. (2013). Factors causing work life imbalance among working women – A study on school teachers. *Indian Journal of Industrial Relations*, 48, 621–634.
- Malik, S. (2015). Effect of work-life balance on gender and marital status. *International Journal of Science Technology and Management*, 4(1).
- Mas-Machuca, M. & Berbegal-Mirabent, J. & Alegre, I. (2016). Work-life balance and its relationship with organizational pride and job satisfaction. *Journal of Managerial Psychology*, 31, <https://doi.org/10.1108/JMP-09-2014-0272>
- Mayya, S. S., Martis, M., Ashok, L., Monteiro, A. D., Mayya, S. (2021). Work-Life Balance and Gender Differences: A Study of College and University Teachers From Karnataka. *Original Research*. <https://doi.org/10.1177/21582440211054479>
- McCarthy, A., Cleveland, J., Hunter, S. T., Darcy, C. & Grady, G. (2013). Employee Work-Life Balance Outcomes in Ireland: A Multilevel Investigation of Supervisory Support and Perceived Organisational Support. *The International Journal of Human Resource Management*, 24(6), 1257-1276. <https://doi.org/10.1080/09585192.2012.709189>
- Naithani, Pranav & Jha, A. (2009). An empirical study of work and family life spheres and emergence of work-life balance initiatives under uncertain economic scenario. *Growth-Journal of the Management Training Institute*, 37, 69-73. <https://doi.org/10.5281/zenodo.44879>
- Noda, H. (2019). Work-Life Balance and Life Satisfaction in OECD Countries: A Cross-Sectional Analysis. *Journal of Happiness Studies*. <https://doi.org/10.1007/s10902-019-00131-9>
- Padmasiri, D. & Mahalekamge, G. (2016). Impact of Demographical Factors on Work Life Balance among Academic Staff of University of Kelaniya, Sri Lanka. *Journal of Education and Vocational Research*, 7, 54-59. <https://doi.org/10.22610/jevr.v7i1.1223>.
- Panisoara, G. & Serban, M. (2013). Marital Status and Work-Life Balance. *Procedia - Social and Behavioral Sciences*, 78, 21–25. <https://doi.org/10.1016/j.sbspro.2013.04.243>.
- Raiden, A. B., & Raisanen, C. (2013). Striving to achieve it all: men and work-family-life balance in Sweden and the UK. *Construction Management and Economics*, 31, 899–913. <https://doi.org/10.1080/01446193.2013.802364>.
- Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, 87(4), 698–714. <https://doi.org/10.1037/0021-9010.87.4.698>
- Rockstuhl, T., Eisenberger, R., Shore, L.M. et al. (2020.) Perceived organizational support (POS) across 54 nations: A cross-cultural meta-analysis of POS effects. *J Int Bus Stud*, 51, 933–962. <https://doi.org/10.1057/s41267-020-00311-3>
- Russo, M., Shteingman, A., & Carmeli, A. (2015). Workplace and family support and work–life balance: Implications for individual psychological availability and energy at work. *The Journal of Positive Psychology*, 11(2), 173–188. <https://doi.org/10.1080/17439760.2015.1025424>
- Schnackenberg, A. K., Tomlinson, E. C. (2014). Organizational Transparency: A New Perspective on Managing Trust in Organization-Stakeholder Relationships. *Journal of Management*, 42(7), 1784-1810. <https://doi.org/10.1177/0149206314525202>



- Scholarios, Dora & Marks, Abigail. (2004). Work-life balance and the software worker. *Human Resource Management Journal*, 14, 54 - 74. <https://doi.org/10.1111/j.1748-8583.2004.tb00119.x>.
- ServiceNow. (2020, Juni 18). *Survey reveals Canadian employees need more balance and better technology to be productive working from home during COVID-19*. Diakses dari <https://www.newswire.ca/news-releases/survey-reveals-canadian-employees-need-more-balance-and-better-technology-to-be-productive-working-from-home-during-COVID-19-895206753.html>
- Shagvaliyeva, Sussanna & Yazdanifard, Assoc. Prof. Dr. Rashad. (2014). Impact of Flexible Working Hours on Work-Life Balance. *American Journal of Industrial and Business Management*, 4, 20-23. <https://doi.org/10.4236/ajibm.2014.41004>.
- Shaikh, Parvin & Dange, Ujwala. (2017). Antecedents of Work Life Balance: A Study of Healthcare Sector. *IRA-International Journal of Management & Social Sciences* (ISSN 2455-2267). 8, 1. <https://doi.org/10.21013/jmss.v8.n1.p1>.
- Sinclair, R. R., Allen, T., Barber, L., Bergman, M., Britt, T., Butler, A., ... Yuan, Z. (2020). Occupational Health Science in the Time of COVID-19: Now more than Ever. *Occupational Health Science*. <https://doi.org/10.1007/s41542-020-00064-3>
- Skinner, N., Elton, J., Auer, J., Pocock, B. (2013). Understanding and managing work-life interaction across the life course: a qualitative study. *Asia Pacific Journal of Human Resources*, 52(1), 93–109. <https://doi.org/10.1111/1744-7941.12013>
- Soomro, Aqeel & Breitenecker, Robert & Shah, S A Moshadi. (2018). Relation of work-life balance, work-family conflict and family-work conflict with the employee performance-moderating role of job satisfaction. *South Asian Journal of Business Studies*, 7. <https://doi.org/10.1108/SAJBS-02-2017-0018>.
- Statisticssolution. (2020). Normality. Diakses dari <https://www.statisticssolutions.com/academic-solutions/resources/directory-of-statistical-analyses/normality/>
- Tang, S.w., Siu, O. L., & Cheung, F. (2014). A study of work-family enrichment among Chinese employees: The mediating role between work support and job satisfaction. *Applied Psychology: An International Review*, 63(1), 130–150. <https://doi.org/10.1111/j.1464-0597.2012.00519.x>
- Tasdelen-Karçkay, A., & Bakalim, O. (2017). The mediating effect of work-life balance on the relationship between work-family conflict and life satisfaction. *Australian Journal of Career Development*, 26(1), 3–13. <https://doi.org/10.1177/1038416216682954>
- Tekleab, A. G., Takeuchi, R., & Taylor, M. S. (2005). Extending the Chain of Relationships Among Organizational Justice, Social Exchange, and Employee Reactions: The Role of Contract Violations. *Academy of Management Journal*, 48(1), 146–157. <https://doi.org/10.5465/amj.2005.15993162>
- Ten Brummelhuis, L. L., Haar, J. M., & Roche, M. (2013). Does Family Life Help to be a Better Leader? A Closer Look at Crossover Processes from Leaders to Followers. *Personnel Psychology*, 67(4), 917–949. <https://doi.org/10.1111/peps.12057>
- Tim Detikcom. (2020, Mei 7). *Jokowi: Kita Beruntung Sejak Awal Pilih PSBB Bukan Lockdown*. Diakses dari <https://news.detik.com/berita/d-5005576/jokowi-kita-beruntung-sejak-awal-pilih-psbb-bukan-lockdown>
- Tim Foxbusiness. (2020, April 13). *Survey: 35% say working from home has harmed mental health*. Diakses dari <https://www.foxbusiness.com/healthcare/working-from-home-has-harmed-mental-health-survey>



- Uddin, Md & Binti, Kalsom & Khan, Mohammad. (2020). Impact of perceived Family Support, Workplace Support, and Work-Life Balance Policies on Work-Life Balance Among Female Bankers in Bangladesh. *International Journal of Economics, Management and Accounting*, 28 (1), 97-122.
- Wayne, J. H., Randel, A. E., & Stevens, J. (2006). The role of identity and work-family support in work-family enrichment and its work-related consequences. *Journal of Vocational Behavior*, 69(3), 445–461. <https://doi.org/10.1016/j.jvb.2006.07.002>
- Wayne, S. J., Shore, L. M., & Liden, R. C. (1997). Perceived organizational support and leader-member exchange: A social exchange perspective. *Academy of Management Journal*, 40(1), 82–111. <https://doi.org/10.2307/257021>