

DAFTAR PUSTAKA

- Andrade, M., & Westover, J. (2023). Job Satisfaction – An International Comparison of Public and Private Sector Employees. *International Journal of Public Administration*, 46(16), 1151-1165.
doi:<https://doi.org/10.1080/01900692.2022.2076696>
- Andrade, M., Miller, D., & Westover, J. (2022). Job Satisfaction and Gender: A Global Comparison of Job Satisfaction in the Hospitality Industry. *Journal of Quality Assurance in Hospitality & Tourism*, 23(3), 669-691.
doi:<https://doi.org/10.1080/1528008X.2021.1911728>
- Annur, C. M. (2023, January 17). *Ini Faktor yang Membuat Gen Z Resign dari Tempat Kerja*. Retrieved April 13, 2023, from [databoks.katadata.co.id: https://databoks.katadata.co.id/datapublish/2023/01/17/ini-faktor-yang-membuat-gen-z-resign-dari-tempat-kerja](https://databoks.katadata.co.id/datapublish/2023/01/17/ini-faktor-yang-membuat-gen-z-resign-dari-tempat-kerja)
- Arpino, B., & Luppi, F. (2020). Childcare arrangements and working mothers' satisfaction with work–family balance. 42, 549-588.
doi:<https://doi.org/10.4054/DemRes.2020.42.19>
- Aruldoss, A., Kowalski, K. B., Travis, M. L., & Parayitam, S. (2021a, September 14). The relationship between work–life balance and job satisfaction: moderating role of training and development and work environment. *Journal of Advances in Management Research*, 19(2), 240-271.
doi:10.1108/JAMR-01-2021-0002
- Aruldoss, A., Kowalski, K., & Parayitam, S. (2021b, January 19). The relationship between quality of work life and work-life-balance mediating role of job stress, job satisfaction and job commitment: evidence from India. *Journal of Advances in Management Research*, 18(1), 36-62.
doi:<https://doi.org/10.1108/JAMR-05-2020-0082>
- Asadullah, M., & Talukder, F. (2019). The paradox of the contented female worker: Evidence from Bangladesh's ready-made garments sector. *International Journal of Manpower*, 40(4), 800-814.
doi:<https://doi.org/10.1108/IJM-08-2018-0283>
- Ashkanasy, N., Ayoko, O., & Jehn, K. (2014, November 1). Understanding the physical environment of work and employee behavior: An affective events perspective. *Journal of Organizational Behavior*, 35(8), 1169-1184.
doi:<https://doi.org/10.1002/job.1973>
- Badan Pemeriksa Keuangan RI. (2023, March 31). *Undang-Undang (UU) Nomor 6 Tahun 2023 | Penetapan Peraturan Pemerintah Pengganti Undang-Undang Nomor 2 Tahun 2022 tentang Cipta Kerja menjadi Undang-Undang*. Retrieved November 25, 2023, from [peraturan.bpk.go.id: https://peraturan.bpk.go.id/Details/246523/uu-no-6-tahun-2023](https://peraturan.bpk.go.id/Details/246523/uu-no-6-tahun-2023)

- Badan Pusat Statistik. (2023a, February 28). *Statistik Indonesia 2023*. Retrieved April 13, 2023, from bps.go.id:
<https://www.bps.go.id/publication/2023/02/28/18018f9896f09f03580a614b/statistik-indonesia-2023.html>
- Badan Pusat Statistik. (2023b, February 6). *Ekonomi Indonesia Tahun 2022 Tumbuh 5,31 Persen*. Retrieved November 21, 2023, from bps.go.id:
<https://www.bps.go.id/pressrelease/2023/02/06/1997/ekonomi-indonesia-tahun-2022-tumbuh-5-31-persen.html#:~:text=Abstraksi,juta%20atau%20US%244.783%2C9>.
- Badan Pusat Statistik. (2023c, October 30). *Buletin Statistik Perdagangan Luar Negeri Ekspor Menurut HS, Agustus 2023*. Retrieved November 20, 2023, from bps.go.id:
<https://www.bps.go.id/publication/download.html?nrbvfeve=Nzg4MDhkYzExMDhhN2VjYmI5OWI4MDNl&xzmn=aHR0cHM6Ly93d3cuYnBzLmdvLmlkL3B1YmxpY2F0aW9uLzIwMjMvMTAvMzAvNzg4MDhkYzExMDhhN2VjYmI5OWI4MDNlL2J1bGV0aW4tc3RhdGlzdGlrLXB1cmRhZ2FuZ2FuLWx1YXItdmVnZXJpLWVrc3Bvcilt>
- Baernholdt, M., & Mark, B. (2009, November 18). The nurse work environment, job satisfaction and turnover rates in rural and urban nursing units. *Journal of Nursing Management*, 17(8), 994-1001.
doi:<https://doi.org/10.1111/j.1365-2834.2009.01027.x>
- Baral, R. (2016). Women Managers & Professionals: Work-Family Conflict & Job Satisfaction. *Indian Journal of Industrial Relations*, 51(3), 432-446.
Retrieved January 15, 2024, from <https://www.jstor.org/stable/43974556>
- Berger, L., Sedivy, S., Cisler, R., & Dilley, L. (2008). Does Job Satisfaction Mediate the Relationships Between Work Environment Stressors and Employee Problem Drinking? *Journal of Workplace Behavioral Health*, 23(3), 229-243. doi:<https://doi-org.ezproxy.ugm.ac.id/10.1080/15555240802241603>
- Bose, I., & Mudgal, R. (2012). Factoral Influences on Workers' Job-Satisfaction in Kolkata Leather Units. *Indian Journal of Industrial Relations*, 47(4), 645-656. Retrieved January 15, 2024, from
<https://www.jstor.org/stable/23267366>
- Briner, R. (2000, July). Relationships between Work Environments, Psychological Environments and Psychological Well-being. *Occupational Medicine*, 50(5), 299-303. doi:<https://doi.org/10.1093/occmed/50.5.299>
- Brough, P., Timms, C., O'Driscoll, M., 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. *The International Journal of Human Resource Management*, 25(19), 2724-2744.
doi:<https://doi.org/10.1080/09585192.2014.899262>

- Brower, T. (2022, November 5). *How the term 'work-life balance' is changing for the youngest group of workers*. Retrieved April 14, 2023, from Fast Company.com: <https://www.fastcompany.com/90749429/how-the-term-work-life-balance-is-changing-for-the-youngest-group-of-workers>
- Buchanan, T. (2005). THE PARADOX OF THE CONTENTED FEMALE WORKER IN A TRADITIONALLY FEMALE INDUSTRY. *Sociological Spectrum*, 25(6), 677-713.
doi:<https://doi.org/10.1080/02732170500256682>
- Cahyoputra, L. A. (2023, May 21). *31.700 Pekerja Industri Alas Kaki Kena PHK*. Retrieved November 20, 2023, from investor.id: 31.700 Pekerja Industri Alas Kaki Kena PHK
- Casper, W., Wayne, J., Vaziri, H., DeHauw, S., & Greenhaus, J. (2018). The Jingle-Jangle of Work-Nonwork Balance: A Comprehensive and Meta-Analytic Review of Its Meaning and Measurement. *Journal of Applied Psychology*, 103(2), 182-214. doi:<http://dx.doi.org/10.1037/apl0000259>
- Chen, G., Ployheart, R., Thomas, H., Anderson, N., & Bliese, P. (2011). The Power of Momentum: A New Model of Dynamic Relationships between Job Satisfaction Change and Turnover Intentions. *Academy of Management Journal*, 54(1), 159-181.
doi:<https://doi.org/10.5465/amj.2011.59215089>
- Cheung, G., Cooper-Thomas, H., Lau, R., & Wang, L. (2023). Reporting reliability, convergent and discriminant validity with structural equation modeling: A review and best-practice recommendations. *Asia Pacific Journal of Management*. doi:<https://doi.org/10.1007/s10490-023-09871-y>
- Culibrk, J., Delic, M., Mitrovic, S., & Culibrk, D. (2018, February 16). Job Satisfaction, Organizational Commitment and Job Involvement: The Mediating Role of Job Involvement. *Frontiers in Psychology*, 9.
doi:<https://doi.org/10.3389/fpsyg.2018.00132>
- Davy, J., Kinicki, A., & Scheck, C. (1997). A Test of Job Security's Direct and Mediated Effects on Withdrawal Cognitions. *Journal of Organizational Behavior*, 18(4), 323-349. Retrieved February 27, 2024, from <https://www.jstor.org/stable/3100180?seq=1>
- de Moortel, D., Thevenon, O., De Witte, H., & Vanroelen, C. (2017). Working Hours Mismatch, Macroeconomic Changes, and Mental Well-being in Europe. *Journal of Health and Social Behavior*, 58(2), 217-231.
doi:<https://doi.org/10.1177/0022146517706532>
- Deloitte. (2022). *THE DELOITTE GLOBAL 2022 GEN Z & MILLENNIAL SURVEY*. Retrieved April 14, 2023, from [deloitte.com: https://www.deloitte.com/content/dam/assets-shared/legacy/docs/about/2022/deloitte-2022-genz-millennial-survey.pdf](https://www.deloitte.com/content/dam/assets-shared/legacy/docs/about/2022/deloitte-2022-genz-millennial-survey.pdf)

- Dimock, M. (2019, January 17). *Defining generations: Where Millennials end and Generation Z begins*. Retrieved April 13, 2023, from [pewresearch.org: https://www.pewresearch.org/fact-tank/2019/01/17/where-millennials-end-and-generation-z-begins/](https://www.pewresearch.org/fact-tank/2019/01/17/where-millennials-end-and-generation-z-begins/)
- Dorenkamp, I., & Ruhle, S. (2019). Work–Life Conflict, Professional Commitment, and Job Satisfaction Among Academics. *The Journal of Higher Education*, 90(1), 56-84.
doi:<https://doi.org/10.1080/00221546.2018.1484644>
- Edwards, J. R., Caplan, R. D., & Harrison, R. V. (1998). Person-environment fit theory: Conceptual foundations, empirical evidence, and directions for future research. In C. L. Cooper (Ed.). Oxford: Oxford University Press. Retrieved December 16, 2023, from <https://public.kenan-flagler.unc.edu/faculty/edwardsj/edwardsetal1998.pdf>
- Emeria, D. C. (2022, November 2). *Industri Sepatu RI 'Berdarah-darah', PHK 22.500 Orang*. Retrieved November 20, 2023, from [cnbcindonesia.com: https://www.cnbcindonesia.com/news/20221102112922-4-384473/industri-sepatu-ri-berdarah-darah-phk-22500-orang](https://www.cnbcindonesia.com/news/20221102112922-4-384473/industri-sepatu-ri-berdarah-darah-phk-22500-orang)
- Francis, T., & Hoefel, F. (2018). 'True Gen': Generation Z and its implications for companies. Retrieved April 14, 2023, from [mckinsey.com: https://www.mckinsey.com/~/_media/McKinsey/Industries/Consumer%20Packaged%20Goods/Our%20Insights/True%20Gen%20Generation%20Z%20and%20its%20implications%20for%20companies/Generation-Z-and-its-implication-for-companies.pdf](https://www.mckinsey.com/~/_media/McKinsey/Industries/Consumer%20Packaged%20Goods/Our%20Insights/True%20Gen%20Generation%20Z%20and%20its%20implications%20for%20companies/Generation-Z-and-its-implication-for-companies.pdf)
- Fry, R., & Parker, K. (2018, November 15). *Early Benchmarks Show 'Post-Millennials' on Track to Be Most Diverse, Best-Educated Generation Yet*. Retrieved April 13, 2023, from [pewresearch.org: https://www.pewresearch.org/social-trends/2018/11/15/early-benchmarks-show-post-millennials-on-track-to-be-most-diverse-best-educated-generation-yet/](https://www.pewresearch.org/social-trends/2018/11/15/early-benchmarks-show-post-millennials-on-track-to-be-most-diverse-best-educated-generation-yet/)
- Grund, C., & Tilkes, K. (2023). Working time mismatch and job satisfaction – the role of employees' time autonomy and gender. *The International Journal of Human Resource Management*, 34(20), 4003-4025.
doi:<https://doi.org/10.1080/09585192.2023.2190036>
- Haar, J., & Brougham, D. (2022). Work antecedents and consequences of work-life balance: A two sample study within New Zealand. *The International Journal of Human Resource Management*, 33(4), 784-807.
doi:<https://doi.org/10.1080/09585192.2020.1751238>
- Haar, J., Russo, M., Sune, A., & Ollier-Malaterre, A. (2014, September 7). 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. doi:<http://dx.doi.org/10.1016/j.jvb.2014.08.010>

- Haar, J., Sune, A., Russo, M., & Ollier-Malaterre, A. (2019). A Cross-National Study on the Antecedents of Work–Life Balance from the Fit and Balance Perspective. *Social Indicators Research*, 142, 261-282.
doi:<https://doi.org/10.1007/s11205-018-1875-6>
- Hair, J., Black, W., Babin, B., & Anderson, R. (2019). *Multivariate Data Analysis* (8 ed.). New York: Pearson.
- Haller, G., Delhumeau, C., Mamie, C., Zoccatelli, D., & Clergue, F. (2016). Gender difference in career advancement and job satisfaction in anaesthesia. *European Journal of Anaesthesiology*, 33(8), 588-590.
doi:doi.org/10.1097/EJA.0000000000000471
- Hausknecht, J., Hiller, N., & Vance, R. (2008). Work-Unit Absenteeism: Effects of Satisfaction, Commitment, Labor Market Conditions, and Time. *Academy of Management Journal*, 51(6), 1223-1245.
doi:<https://doi.org/10.5465/amj.2008.35733022>
- IDN Media. (2022). *Indonesia Gen Z Report 2022*. Retrieved April 13, 2023, from [idntimes.com: https://cdn.idntimes.com/content-documents/indonesia-gen-z-report-2022.pdf](https://cdn.idntimes.com/content-documents/indonesia-gen-z-report-2022.pdf)
- Kinicki, A. (2021). *Organizational Behavior: A Practical, Problem-Solving Approach*, 3rd Ed. New York City: McGraw-Hill Education.
- Kinzl, J., Knotzer, H., Traweger, C., Lederer, W., Heidegger, T., & Benzer, A. (2005). Influence of working conditions on job satisfaction in anaesthetists. *British Journal of Anaesthesia*, 94(2), 211-215.
doi:<https://doi.org/10.1093/bja/aei035>
- Lane, K., Esser, J., Holte, B., & McCusker, M. (2010, January). A study of nurse faculty job satisfaction in community colleges in Florida. *Teaching and Learning in Nursing*, 5(1), 16-26.
doi:<https://doi.org/10.1016/j.teln.2009.05.001>
- Lašáková, A., Vojteková, M., & Procházková, L. (2023). What (de)motivates gen Z women and gen Z men at work? Comparative study of gender differences in the young generation's motivation. *Journal of Business Economics and Management*, 24(4), 771-796.
doi:<https://doi.org/10.3846/jbem.2023.20439>
- Lassleben, H., & Hofmann, L. (2023). Attracting Gen Z talents: do expectations towards employers vary by gender? *Gender in Management*, 38(4), 545-560. doi:<http://dx.doi.org/10.1108/GM-08-2021-0247>
- Lee, C., & Park, S. (2021). Changing Factors of Employee Satisfaction with Working Conditions: An Analysis of the Korean Working Conditions Survey. *Safety and Health at Work*, 12(3), 324-338.
doi:<https://doi.org/10.1016/j.shaw.2021.04.003>

- Lee, T., Gerhart, B., Weller, I., & Trevor, C. (2008, August 1). Understanding Voluntary Turnover: Path-Specific Job Satisfaction Effects and The Importance of Unsolicited Job Offers. *Academy of Management Journal*, 51(4), 651-6711. doi:<https://doi.org/10.5465/amr.2008.33665124>
- Lind, D., Marchal, W., & Wathen, S. (2021). *Statistical Techniques in Business & Economics* (18 ed.). New York: McGraw-Hill.
- Liu, D., Wu, Y., Jiang, F., Wang, M., Liu, Y., & Tang, Y.-L. (2021). Gender Differences in Job Satisfaction and Work-Life Balance Among Chinese Physicians in Tertiary Public Hospitals. *Frontiers in Public Health*, 9. doi:<https://doi.org/10.3389/fpubh.2021.635260>
- Liu, J., Wu, J., & Mao, Y. (2019). Job satisfaction, work stress, and turnover intentions among rural health workers: a cross-sectional study in 11 western provinces of China. *BMC Family Practice*, 20. doi:<https://doi.org/10.1186/s12875-019-0904-0>
- Mangundjaya, W. (2013). Is There Cultural Change In The National Cultures Of Indonesia? In Y. Kashima, E. Kashima, & R. Beatson (Ed.), *Steering the cultural dynamics: Selected papers from the 2010 Congress of the International Association for Cross-Cultural Psychology*. Retrieved January 22, 2024, from https://scholarworks.gvsu.edu/iaccp_papers/105/
- Meier, L., & Spector, P. (2015). Job Satisfaction. In C. Cooper, D. Guest, & D. Needle (Eds.), *Wiley Encyclopedia of Management* (Vol. Volume 5. Human Resource Management). Wiley. doi:<https://doi.org/10.1002/9781118785317.weom050093>
- Miao, Y., Li, L., & Bian, Y. (2017). Gender differences in job quality and job satisfaction among doctors in rural western China. *BMC Health Services Research*, 17, <https://doi.org/10.1186/s12913-017-2786-y>. Retrieved January 15, 2024, from <https://bmchealthservres.biomedcentral.com/articles/10.1186/s12913-017-2786-y#citeas>
- Microsoft. (2022, 16 March). *Work Trend Index Annual Report | Great Expectations: Making Hybrid Work Work*. Retrieved April 15, 2023, from microsoft.com: https://www.microsoft.com/en-us/worklab/work-trend-index/great-expectations-making-hybrid-work-work?ranMID=24542&ranEAID=TnL5HPStwNw&ranSiteID=TnL5HPStwNw-azEElvclIoNHkbYiGpt4Nyw&epi=TnL5HPStwNw-azEElvclIoNHkbYiGpt4Nyw&irgwc=1&OCID=AID2200057_aff_7593_12439
- Molina-Hernandez, J., Fernandez-Estevan, L., Montero, J., & Gonzalez-Garcia, L. (2021, March 24). Work environment, job satisfaction and burnout among Spanish dentists: a cross-sectional study. *BMC Oral Health*, 21. doi:<https://doi.org/10.1186/s12903-021-01480-9>

- Morrow, W., Adams, B., & Vickovic, S. (2023). Exploring the gendered nature of work-family conflict on job stress, job satisfaction, and organizational commitment among correctional officers. *Criminal Justice Studies*, 36(4), 370-395. doi:<https://doi.org/10.1080/1478601X.2023.2265538>
- Mueller, C., & Kim, S.-W. (2008, December 17). The contented female worker: Still a paradox? In K. Hegtvedt, & J. Clay-Warner (Eds.), *Justice (Advances in Group Processes, Vol. 25)* (pp. 117-149). Leeds: Emerald Group Publishing Limited.
doi:[https://www.emerald.com/insight/content/doi/10.1016/S0882-6145\(08\)25006-X/full/html](https://www.emerald.com/insight/content/doi/10.1016/S0882-6145(08)25006-X/full/html)
- Nurdifa, A. R. (2023, August 20). *Ekspor Alas Kaki Lesu, Prospek Industri Masih Cerah?* Retrieved November 20, 2023, from [ekonomi.bisnis.com](https://ekonomi.bisnis.com/read/20230820/257/1686393/ekspor-alas-kaki-lesu-prospek-industri-masih-cerah):
<https://ekonomi.bisnis.com/read/20230820/257/1686393/ekspor-alas-kaki-lesu-prospek-industri-masih-cerah>
- Pace, F., & Sciotto, G. (2022). Gender Differences in the Relationship between Work-Life Balance, Career Opportunities and General Health Perception. *Sustainability* 2022, 14(1). doi:<https://doi.org/10.3390/su14010357>
- Patton, G., Neubert, E., Neubert, M., & Rees, R. (2024, February 15). Surviving, not thriving: The impact of downsizing on team-based organizations. *Business Horizons, In Press, Journal Pre-Proof*, In Press, Journal Pre-Proof. doi:<https://doi.org/10.1016/j.bushor.2024.02.006>
- Pawirosumarto, S., Sarjana, P., & Gunawan, R. (2017, November 13). 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. doi:<https://doi-org.ezproxy.ugm.ac.id/10.1108/IJLMA-10-2016-0085>
- Phelan, J. (1994). The Paradox of the Contented Female Worker: An Assessment of Alternative Explanations. *Social Psychology Quarterly*, 57(2), 95-107. doi:<https://doi.org/10.2307/2786704>
- PT XYZ. (2022). *Company Profile*. Jawa Tengah: PT XYZ.
- Raziq, A., & Maulabakhsh, R. (2015). Impact of Working Environment on Job Satisfaction. *Procedia Economics and Finance*, 23, 717-725. doi:[https://doi.org/10.1016/S2212-5671\(15\)00524-9](https://doi.org/10.1016/S2212-5671(15)00524-9)
- Redmond, P., & McGuinness, S. (2020). Explaining the gender gap in job satisfaction. *Applied Economics Letters*, 27(17), 1415-1418. doi:<https://doi.org/10.1080/13504851.2019.1686111>
- Redondo, R., Sparrow, P., & Hernandez-Lechuga, G. (2021). The effect of protean careers on talent retention: examining the relationship between protean career orientation, organizational commitment, job satisfaction and

- intention to quit for talented workers. *The International Journal of Human Resource Management*, 32(9), 2046-2068.
doi:<https://doi.org/10.1080/09585192.2019.1579247>
- Saperstein, A., Viera, A., & Firnhaber, G. (2012). Mentorship and Job Satisfaction Among Navy Family Physicians. *MILITARY MEDICINE*, 177(8), 883-888. doi:<https://doi.org/10.7205/MILMED-D-11-00362>
- Schindler, P. S. (2022). *Business Research Methods* (14 ed.). New York: McGraw-Hill.
- Schlaegel, C., Engle, R., & Lang, G. (2022). The unique and common effects of emotional intelligence dimensions on job satisfaction and facets of job performance: an exploratory study in three countries. *The International Journal of Human Resource Management*, 33(8), 1562-1605.
doi:<https://doi.org/10.1080/09585192.2020.1811368>
- Schneider, B., & Snyder, R. (1975). Some Relationships Between Job Satisfaction and Organizational Climate. *Journal of Applied Psychology*, 60(3), 318-328. Retrieved April 15, 2023, from https://www.researchgate.net/profile/Benjamin-Schneider-6/publication/232576327_Some_Relationships_between_Job_Satisfaction_and_Organizational_Climate/links/5768812a08ae7f0756a227f8/Some-Relationships-between-Job-Satisfaction-and-Organizational-Climate.pdf
- Shevchuk, A., Strebkov, D., & Davis, S. (2019). Skill mismatch and work-life conflict: the mediating role of job satisfaction. *Journal of Education and Work*, 32(2), 181-195.
doi:<https://doi.org/10.1080/13639080.2019.1616281>
- Tokuda, Y., Hayano, K., Ozaki, M., Bito, S., Yanai, H., & Koizumi, S. (2009). The Interrelationships between Working Conditions, Job Satisfaction, Burnout and Mental Health among Hospital Physicians in Japan: a Path Analysis. *Industrial Health*, 47(2), 166-172.
doi:<https://doi.org/10.2486/indhealth.47.166>
- Tummers, L., & Bakker, A. (2021, September 30). Leadership and Job Demands-Resources Theory: A Systematic Review. *Frontiers in Psychology*, 12.
doi:<https://doi.org/10.3389/fpsyg.2021.722080>
- Vaziri, H., Wayne, J., Casper, W., Lapierre, L., Greenhaus, J., Amirkamali, F., & Li, Y. (2022, May 1). A meta-analytic investigation of the personal and work-related antecedents of work-family balance. *Journal of Organizational Behavior (John Wiley & Sons, Inc.)*, 43(4), 662-692.
doi:<https://doi.org/10.1002/job.2594>
- Venard, B., Baruch, Y., & Cloarec, J. (2023, January 17). Consequences of corruption: determinants of public servants' job satisfaction and performance. *The International Journal of Human Resource Management*.
doi:<https://doi.org/10.1080/09585192.2022.2161323>

- Virick, M., Lilly, J., & Casper, W. (2007). Doing more with less: An analysis of work life balance among layoff survivors. *Career Development International*, 12(5), 463-480.
doi:<https://doi.org/10.1108/13620430710773772>
- Voydanoff, P. (2005, September 20). Toward a Conceptualization of Perceived Work-Family Fit and Balance: A Demands and Resources Approach. *Journal of Marriage and Family*, 67(4), 822-836.
doi:<https://doi.org/10.1111/j.1741-3737.2005.00178.x>
- Westbrook, K., & Peterson, R. (2022, May 4). Servant Leadership Effects on Salesperson Self-Efficacy, Performance, Job Satisfaction, and Turnover Intentions. *Journal of Business-to-Business Marketing*, 29(2), 153-175.
doi:<https://doi.org/10.1080/1051712X.2022.2068820>
- 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. doi:<https://doi.org/10.1177/1534484320917560>
- Worldfootwear.com. (2022). *The World Footwear 2022 Yearbook*. Retrieved November 20, 2023, from Worldfootwear.com:
<https://www.worldfootwear.com/yearbook/the-world-footwear-2022-Yearbook/230.html>
- Worldfootwear.com. (2023, June 30). *The World Footwear 2023 Yearbook*. Retrieved November 20, 2023, from worldfootwear.com:
<https://www.worldfootwear.com/news/the-world-footwear-2023-yearbook/8981.html>
- Wright, B., & Davis, B. (2003, March). JOB SATISFACTION IN THE PUBLIC SECTOR: The Role of the Work Environment. *AMERICAN REVIEW OF PUBLIC ADMINISTRATION*, 33(1), 70-90.
doi:doi.org/10.1177/0275074002250254
- Zou, M. (2015). Gender, work orientations and job satisfaction. *Work, Employment & Society*, 29(1), 3-22.
doi:<https://doi.org/10.1177/0950017014559267>