

DAFTAR PUSTAKA

- Aguilera, A., Lethiais, V., Rallet, A. dan Proulhac, L. (2016), "Home-based telework in France: characteristics, barriers and perspectives", *Transportation Research Part A: Policy and Practice*, Vol. 92 No. 1, pp. 1-11.
- Ahmad, A.R., Mohamed Idris, M.T. dan Hashim, M.H. (2013), "A study of flexible working hours and motivation", *Asian Social Science*, Vol. 9 No. 3, pp. 208-215.
- Amstad, F. T., Meier, L. L., Fasel, U., Elfering, A., dan Semmer, N. K. 2011. "A Meta-Analysis Of Work-Family Conflict and Various Outcomes With A Special Emphasis on Cross-Domain Versus Matching-Domain Relations". *Journal of Occupational Health Psychology*, Vol.16, pp. 151-169.
- Bammens, Y.P. (2016), "Employees' innovative behavior in social context: a closer examination of the role of organizational care", *Journal of Product Innovation Management*, Vol. 33 No. 3, pp. 244-259.
- Baron, R. M. dan Kenny, D. A. (1986). "The Moderator-Mediator Variable Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Considerations". *Journal of Personality and Social Psychology*, Vol. 51 No. 6, pp. 1173-1182.
- Bentley, T.A., Teo, S.T.T., McLeod, L., Tan, F., Bosua, R. dan Gloet, M. (2016), "The role of organisational support in teleworker wellbeing: a socio-technical system approach". *Applied Ergonomics*, Vol. 52, pp. 207-215.
- BKN. *bkn.go.id*. 22 06 2022. <https://www.bkn.go.id/sistem-work-from-anywhere-wfa-bagi-asn-sebagai-sistem-kerja-yang-humanis-dan-dinamis-menjawab-tantangan-era-vuca-yang-ditruptif-bkn-work-from-anywhere> (Diakses 18 10 2023).
- Bloom, N., Liang, J., Roberts, J. dan Ying, Z.J. (2015), "Does working from home work? Evidence from a Chinese experiment", *The Quarterly Journal of Economics*, Vol. 130 No. 1, pp. 165-218.
- Bouziri, H., Smith, D.R., Descatha, A., Dab, W. dan Jean, K. (2020), "Working from home in the time of covid-19: how to best preserve occupational health?". *Occupational and Environmental Medicine*, Vol. 77 No. 1, pp. 509-510.

- Chung, H. (2018). 'Women's work penalty' in access to flexible working arrangements across Europe. *Europe Journal of Industrial Relations*, pp. 1-18. DOI: 10.1177/0959680117752829.
- Chung, H., dan van der Lippe, T. (2020). "Flexible Working, Work–Life Balance, and Gender Equality: Introduction". *Social Indicators Research*, Vol. 151 No. 2, pp.365–381. <https://doi.org/10.1007/s11205-018-2025-x>
- Clark, Andrew E. (1996). "Job Satisfaction in Britain". *British Journal of Industrial Relations*, Vol. 34, pp. 189–217.
- Clark, S. (2000), "Work–family border theory: a new theory of work–family balance", *Human Relations*, Vol. 53 No. 6, pp. 747-770.
- Clarke, S. (2010), "An integrative model of safety climate: linking psychological climate and work attitudes to individual safety outcomes using meta-analysis". *Journal of Occupational and Organizational Psychology*, Vol. 83 No. 3, pp. 553-578.
- CNN Indonesia. *Peristiwa*. 14 02 2021.
<https://www.cnnindonesia.com/nasional/20210215114244-20-606307/jadwal-suntik-vaksin-guru-dan-pns-jawa-bali-mulai-17-februari>
(Diakses 14 04 2023).
- Cooper, D., dan Schindler, P. (2014). *Business Research Methods* (12 Edition). McGraw-Hill International Edition.
- Covid19. *Covid19.go.id*. 30 12 2022.
<https://covid19.go.id/artikel/2022/12/30/pemerintah-resmi-cabut-kebijakan-ppkm-mulai-hari-ini> (Diakses 14 04 2023).
- Crosbie, T., dan Moore, J. (2004). "Work–life Balance and Working from Home". *Social Policy and Society*, Vol. 3. No. 3, pp. 223–233.
<https://doi.org/10.1017/s1474746404001733>.
- Djkn. *djkn.kemenkeu.go.id*. 13 04 2017.
<https://www.djkn.kemenkeu.go.id/artikel/baca/12547/Pengelolaan-Kekayaan-Negara-Dulu-Kini-dan-Mendatang.html> (Diakses 19 12 2023).
- Djkn. *djkn.kemenkeu.go.id*. 09 04 2020.
<https://www.djkn.kemenkeu.go.id/artikel/baca/13030/Dua-Sisi-Work-Form-Home-WFH.html> (Diakses 24 09 2023).
- Djkn. *djkn.kemenkeu.go.id*. 23 04 2021.
<https://www.djkn.kemenkeu.go.id/artikel/baca/13865/New-Ways-of-Working-Kementerian-Kuangan.html> (Diakses 27 09 2023).

- Djkn. *djkn.kemenkeu.go.id*. 22 07 2022. <https://www.djkn.kemenkeu.go.id/kpknl-makassar/baca-artikel/15238/Work-From-Anywhere-WFA-Sebagai-Pola-Kerja-Baru-Pasca-Pandemi-COVID-19.html> (Diakses 18 10 2023).
- Djkn. *djkn.kemenkeu.go.id*. 22 09 2022. <https://www.djkn.kemenkeu.go.id/kpknl-kendari/baca-artikel/15392/Implementasi-Nilai-Nilai-Kementerian-Kuangan-dengan-Penerapan-Perilaku-Utamanya-Terhadap-Kedisiplinan-Pegawai-Selama-Pelaksanaan-WFHWFHb.html> (Diakses 27 09 2023).
- Djkn. *djkn.kemenkeu.go.id*. <https://www.djkn.kemenkeu.go.id/kantor-vertikal> (Diakses 27 09 2023).
- Felstead, A. dan Henseke, G. (2017), “Assessing the growth of remote working and its consequences for effort, wellbeing and work-life balance”, *New Technology, Work and Employment*, Vol. 32 No. 3, pp. 195-212.
- Fisher, G. G., Bulger, C. A., dan Smith, C. S. (2009). “Beyond Work and Family: A Measure of Work/Nonwork Interference and Enhancement”. *Journal of Occupational Health Psychology*, Vol. 14 No. 4, pp. 441–456. <https://doi.org/10.1037/a0016737>.
- Golden, T. D., dan Veiga, J. F. (2005). “The impact of extent of telecommuting on job satisfaction: Resolving inconsistent findings”. *Journal of Management*, Vol. 31 No. 2, pp. 301–318. <https://doi.org/10.1177/0149206304271768>.
- Grant, C. A., Wallace, L. M., Spurgeon, P. C., Tramontano, C., dan Charalampous, M. (2018). “Construction and initial validation of the E-Work Life Scale to measure remote e-working”. *Employee Relations*, Vol. 41 No. 1, pp. 16–33. <https://doi.org/10.1108/ER-09-2017-0229>.
- Greenhaus, J. H., dan Beutell, N. J. (1985). “Sources of Conflict Between Work and Family Roles”. *Academy of Management Review*, Vol. 10 No. 1, pp. 76–88. <http://amr.aom.org/content/10/1/76>.
- Greenhaus, J. H., Collins, K. M., dan Shaw, J. D. (2003). “The relation between work-family balance and quality of life”. *Journal of Vocational Behavior*, Vol. 63 No. 3, pp. 510–531. [https://doi.org/10.1016/S0001-8791\(02\)00042-8](https://doi.org/10.1016/S0001-8791(02)00042-8).
- Greenhaus, J.H., dan Powell, G.N. (2006). “When work and family are allies: A theory of workfamily enrichment”. *Academy of Management Review*, Vol. 31 No. 1, pp. 72-92.
- Greer, T.W. dan Payne, S.C. (2014), “Overcoming telework challenges: outcomes of successful telework strategies”. *The Psychologist-Manager Journal*, Vol. 17 No. 2, pp. 87-111.

- Hair, J. F., Black, W. C., Babin, B. J., dan Anderson, R. (2019). *Multivariate Data Analysis Eighth Edition*. United Kingdom: Cengage Learning.
- Hilbrecht, M., Shaw, S.M., Johnson, L.C. dan Andrey, J. (2008), "I'm home for the kids': contradictory implications for work - life balance of teleworking mothers". *Gender, Work and Organization*, Vol. 15 No. 5, pp. 454-476.
- Hill, E. J., Clarke, M. C., Koch, L. C., dan Hill, E. J. (2014). "Family and consumer sciences research the work-family interface: differentiating balance and fit". *Family and Consumer Sciences Research Journal*, Vol. 33 No. 121.
- Hill, E. J., Ferris, M., dan Martinson, V. (2003). "Does it matter where you work? A comparison of how three work venues (traditional office, virtual office, and home office) influence aspects of work and personal/family life". *Journal of Vocational Behavior*, Vol. 63 No. 2, pp. 220-241. [https://doi.org/10.1016/S0001-8791\(03\)00042-3](https://doi.org/10.1016/S0001-8791(03)00042-3).
- Hill, E.J., Grzywacz, J.G., Allena, S., Blanchard, V.L., Matz-Costac, C., Shulkin, S., dan Pitt-Catsouphes, M. (2008). "Defining and conceptualizing workplace flexibility". *Community, Work & Family*. Vol.11, No.2, pp 149-163.
- Hyman, J., Scholarios, D. dan Baldry, C. (2005), "Getting on or getting by? Employee flexibility and coping strategies for home and work", *Work, Employment and Society*, Vol. 19 No. 4, pp. 705-725.
- Indonesia. Undang-Undang Nomor 5 Tahun 2014 tentang Aparatur Sipil Negara. Lembaran Negara RI Tahun 2014 Nomor 6, Tambahan Lembaran RI Nomor 5494. Sekretariat Negara. Jakarta.
- Irawanto, D. W., Novianti, K. R., dan Roz, K. (2021). "Work from home: Measuring satisfaction between work-life balance and work stress during the covid-19 pandemic in Indonesia". *Economies*, Vol. 9 No.3. <https://doi.org/10.3390/economies9030096>.
- Kelliher, C. dan Anderson, D. (2010), "Doing more with less? Flexible working practices and the intensification of work", *Human Relations*, Vol. 63 No. 1, pp. 83-106.
- Kemenkeu. 2019. Keputusan Menteri Keuangan Nomor 302/KMK.01/2019 tentang Implementasi Inisiatif Strategis Program Reformasi Birokrasi dan Transformasi Kelembagaan Kementerian Keuangan. Jakarta
- Kemenkeu. 2020. Keputusan Menteri Keuangan Nomor 223/KMK.01/2020 tentang Implementasi Fleksibilitas Tempat Bekerja (Flexible Working Space) Di Lingkungan Kementerian Keuangan. Jakarta

- KemenPANRB. *menpan.go.id*. 18 11 2020. <https://www.menpan.go.id/site/berita-terkini/strategi-sistem-pelayanan-publik-hadapi-era-vuca> (Diakses 18 10 2023).
- Kim, J., Henly, J.R., Golden, L.M. dan Lambert, S.J. (2019), “Workplace flexibility and worker well-being by gender”, *Journal of Marriage and Family*, Vol. 82 No. 3, pp. 892-910.
- Kinicki, Angelo, 2021. *Organizational Behavior: A Practical, Problem-Solving Approach*. 3 rd ed. New-York: McGraw-Hill Education.
- Lind, D. A., Marchal, W. G., dan Wathen, S. A. (2021). *Statistical Techniques in Business & Economics* 18th Edition. New York: McGraw-Hill Companies, Inc.
- Liputan 6. *liputan6.com/bisnis*. 24 09 2021.
<https://www.liputan6.com/bisnis/read/4666971/aturan-baru-kerja-pns-wfo-tapi-prioritas-yang-sudah-vaksin-covid-19> (Diakses 24 09 2023).
- Liputan 6. *liputan6.com/bisnis*. 11 05 2022.
<https://www.liputan6.com/bisnis/read/4959931/bukan-lagi-wfh-dan-wfo-pns-bakal-bisa-kerja-dari-mana-saja> (Diakses 24 09 2023).
- Madsen, S. (2003), “The effects of home-based teleworking on work-family conflict”. *Human Resource Development Quarterly*, Vol. 14 No. 1, pp. 35-58.
- Mann, S., Varey, R. dan Button, W. (2000), “An exploration of the emotional impact of tele-working via computer-mediated communication”. *Journal of Managerial Psychology*, Vol. 15 No. 7, pp. 668-690.
- Nakrosiene, A., Buciuniene, I. dan Gostautaite, B. (2019). “Working from home: characteristics and outcomes of telework”, *International Journal of Manpower*, Vol. 40 No. 1, pp. 87-101.
- Nitzl, C., Roldan, J. L., dan Cepeda, G. (2016). “Mediation Analysis In Partial Least Squares Path Modelling, Helping Researchers Discuss More Sophisticated Models”. *Industrial Management and Data Systems*, Vol.116 No.9, pp. 1849–1864.
- Olson-Buchanan, J.B. dan Boswell, W.R. (2006), “Blurring boundaries: correlates of integration and segmentation between work and non-work”. *Journal of Vocational Behavior*, Vol. 68 No. 3, pp. 432-445.

- Palumbo, R., Flamini, G., Gnan, L., Pellegrini, M. M., Petrolo, D., dan Fakhar Manesh, M. (2021). "Disentangling the implications of teleworking on work– life balance: a serial mediation analysis through motivation and satisfaction". *Journal of Organizational Effectiveness*. <https://doi.org/10.1108/JOEPP-08-2020-0156>.
- Palumbo, R., Manna, R., dan Cavallone, M. (2020). "Beware of side effects on quality! Investigating the implications of home working on work-life balance in educational services". *TQM Journal*, Vol. 33 No. 4, pp. 915–929. <https://doi.org/10.1108/TQM-05-2020-0120>.
- Pemerintah Indonesia. 2006. Peraturan Presiden Republik Indonesia PP No. 57 Tahun 2020 tentang Kementerian Keuangan. Jakarta.
- Peters, P., Poutsma, E., Van Der Heijden, B.I., Bakker, A.B. dan Bruijn, T.D. (2014), "Enjoying new ways to work: an HRM-process approach to study flow". *Human Resource Management*, Vol. 53 No. 2, pp. 271-290.
- Pratt, J.H. (1984), "Home teleworking: a study of its pioneers". *Technological Forecasting and Social Change*, Vol. 25 No. 1, pp. 1-14.
- Schindler, P. S. (2019). *Business Research Methods* (13th ed.). McGraw-Hill International Edition.
- Sekaran, U., dan Bougie, R. (2016). *Research Methods for Business: A SkillBuilding Approach* (7th Edition). John Wiley & Sons Ltd.
- Sullivan, C., dan Lewis, S. (2001). "Home-based Telework, Gender, and the Synchronization of Work and Family: Perspectives of Teleworkers and their Co-residents". *Gender, Work & Organization*, Vol. 8 No. 2, pp. 123–145. <https://doi.org/10.1111/1468-0432.00125>.
- Sullivan, C. (2012), "Remote working and work-life balance", in Reilly, N., Sirgy, M. and Gorman, C. (Eds). *Work and Quality of Life. International Handbooks of Quality-of-Life*, Springer, Dordrecht, pp. 275-290.
- Vayre, E. (2019), "Impacts of telework on the worker and his professional, family and social spheres". *Le Travail Humain*, Vol. 82 No. 1, pp. 1-39.
- Vega, R.P., Anderson, A.J. dan Kaplan, S.A. (2015), "A within-person examination of the effects of telework". *Journal of Business and Psychology*, Vol. 30 No. 2, pp. 313-323.
- Wheatley, D. (2012), "Work-life balance, travel-to-work, and the dual career household". *Personnel Review*, Vol. 41 No. 6, pp. 813-831

World Health Organization. 11 03 2020. Diakses pada tanggal 14 04 2023.
<https://www.who.int/director-general/speeches/detail/who-director-general-s-opening-remarks-at-the-media-briefing-on-covid-19---11-march-2020>.