

Daftar Pustaka

- Adiwaluyo, E. (2022, April 21). *Pascapandemi, model Kerja Hybrid Jadi Pilihan perusahaan*.
<https://www.marketeers.com/pascapandemi-model-kerja-hybrid-jadi-pilihan-perusahaan/>
- Allen, T. D., Johnson, R. C., Kiburz, K. M., & Shockley, K. M. (2013). Work–family conflict and flexible work arrangements: Deconstructing flexibility. *Personnel psychology*, 66(2), 345-376.
- American Psychological Association. (2021). Work and well-being 2021 survey report.
American Psychological Association.
<https://www.apa.org/pubs/reports/work-well-being/compounding-pressure-2021>.
- Anaja, E. O., & Peter, J. T. (2022). Effect of Workplace Flexibility on Employee Performance: a case study of Al Babello Trading Company, Zaria, Nigeria. *Effect of Workplace Flexibility on Employee Performance: a case study of Al Babello Trading Company, Zaria, Nigeria*, 110(1), 12-12.
- Ansong, E. & Boateng, R. (2017). *Organizational adoption of telecommuting: Evidence from a developing country*. Wiley 1-15.
- Apollo Technical. (2023, August 16). Statistics on remote workers that will surprise you. Apollo Technical LLC. <https://www.apollotechnical.com/statistics-on-remote-workers/>
- Ardiansyah, B. N. (2020). *Pengaruh Fleksibilitas Jam Kerja dan Integritas Terhadap Kepuasan Kerja dan Dampaknya Terhadap Kinerja Karyawan di PT Bank Rakyat Indonesia KC Gatot Subroto Denpasar* (Doctoral dissertation, UNIVERSITAS AIRLANGGA).
- Azizah, M. S., Soemaryani, I., & Sartika, D. (2023). The Influence of Flexible Working Arrangement on Job Satisfaction and Its Impact on Productive Behavior in Employees in

- Indonesian E-commerce Companies. *AFEBI Management and Business Review*, 8(2), 125-135.
- Baeza, M. A., Gonzalez, J. A., & Wang, Y. (2018). Job flexibility and job satisfaction among Mexican professionals: a socio-cultural explanation. *Employee Relations*, 40(5), 921-942.
- Baron, R. M., & Kenny, D. A. (1986). The Moderator-Mediator Variable Distinction in Social Psychological Research. *Journal of Personality and Social Psychology*, 51(6), 1173–1182.
<https://doi.org/10.1037//0022-3514.51.6.1173>.
- Castrillon, C. (2022, March 23). Why flexible work boosts employee productivity. *Forbes*.
<https://www.forbes.com/sites/carolinecastrillon/2022/03/23/why-flexible-work-boosts-employee-productivity/?sh=3e12cf536e4b>.
- Chatterjee, S., Chaudhuri, R., & Vrontis, D. (2022). Does remote work flexibility enhance organization performance? Moderating role of organization policy and top management support. *Journal of Business Research*, 139, 1501-1512.
- Chin, W. W. (1998). The Partial Least Squares Approach to Structural Equation Modeling. *Modern methods for business research*. In *psycnet.apa.org* (pp. 295–336.). Lawrence Erlbaum Associates.
- ConsultancyEu. (2023). *Generation Z experiences the most stress at work*. Consultancy.
<https://www.consultancy.eu/news/9112/generation-z-experiences-most-stress-at-work>
- Cooper, D. R., & Schindler, P. S. (2004). *Métodos de pesquisa em Administração* (7th ed., Vol. 1). Bookman.



- Davidescu, A. A., Apostu, S. A., Paul, A., & Casuneanu, I. (2020). Work flexibility, job satisfaction, and job performance among Romanian employees—Implications for sustainable human resource management. *Sustainability*, 12(15), 6086.
- Deloitte. (2020). Workplace flexibility survey. Deloitte United States. <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/workplace-flexibility-survey.html>
- Deloitte. (2022). The Deloitte Global Millennial Survey 2022: Millennials and Gen Zs hold the key to creating a “better normal”. Deloitte United States. <https://www2.deloitte.com/id/en/pages/about-deloitte/articles/millennialsurvey.html>
- Demerouti, E., Bakker, A. B., Nachreiner, F., and Schaufeli, W. B. (2001). The job demands-resources model of burnout. *J. Appl. Psychol.* 86, 499–512. doi: 10.1037/0021-9010.86.3.499
- Deng, J., Guo, Y., Ma, T., Yang, T. and Tian, X. (2019). “How job stress influences job performance among Chinese healthcare workers: a cross-sectional study”, *Environmental Health and Preventive Medicine*, Vol. 24 No.1, pp. 2-6.
- Dessler, Gary. (2017). *Human Resource Management* (15th ed). Boston: Pearson.
- Dihni, V. A. (2022). *Survei: Mayoritas Milenial Dan Gen Z Lebih Suka Pola Kerja Kombinasi: Databoks*. Retrieved from <https://databoks.katadata.co.id/datapublish/2022/07/23/survei-mayoritas-milenial-dan-gen-z-lebih-suka-pola-kerja-kombinasi>
- Findriyani, F., & Parmin, P. (2021). Pengaruh Self Efficacy dan Fleksibilitas Kerja Terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Mediasi. *Jurnal Ilmiah Mahasiswa Manajemen, Bisnis Dan Akuntansi (JIMMBA)*, 3(4), 798-816.



Goasduff, L. (2021). Digital workers say flexibility is key to their productivity. Gartner.

<https://www.gartner.com/smarterwithgartner/digital-workers-say-flexibility-is-key-to-their-productivity>

Hair, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial Least Squares Structural Equation Modeling (PLS-SEM): An Emerging Tool in Business Research.

European Business Review, 26(1), 106–121. <https://doi.org/10.1108/EBR-10-2013-0128>

Jacobs, K., Hellman, M., Markowitz, J., Wuest, E. (2013). Job Satisfaction/Dissatisfaction. In: Gellman, M.D., Turner, J.R. (eds) Encyclopedia of Behavioral Medicine. Springer, New York, NY. https://doi.org/10.1007/978-1-4419-1005-9_901

Jamal, M., & Baba, V. V. (1992). Shiftwork and department-type related to job stress, work attitudes and behavioral intentions: A study of nurses. Journal of Organizational Behavior, 13, 449–464.

Jogiyanto, H. M., dan Willy Abdillah. 2016. Konsep dan Aplikasi PLS (Partial Least Square) untuk Penelitian Bisnis. Yogyakarta: BPFE.

Jones, L. K. (1992). Job satisfaction. In Encyclopedia of career change and work issues (pp. 142–143). Phoenix: The Oryx Press

Lefter, V.; Casuneanu, I.; Enache, A.O. (2018). Analyzing the Link Between Work Flexibility, Job Satisfaction and Job Performance Among Romanian Employees. Ovidius Univ. Ann. Econ. Sci. Ser. 18, 477–482

Legesse Bekele, A., & Mohammed, A. (2020). Effects of flexible working arrangement on job satisfaction. Business, Management and Economics Research, (610), 135–145. <https://doi.org/10.32861/bmer.610.135.145>

- Lyons, G. and Chatterjee, K. (2008), "A human perspective on the daily commute: costs, benefits and trade-offs", *Transport Reviews*, Vol. 28 No. 2, pp. 181-198.
- Malik, M. I., Hyder, S., Hussain, S., Muhammad, N., Sabir, M., & Saleem, F. (2023). Work stress, office clutter and employees' performance during covid-19 waves. *Journal of Organizational Effectiveness: People and Performance*, 11(1), 35–49.
<https://doi.org/10.1108/joepp-02-2022-0030>.
- Mangkunegara., A. A. (2017). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Remaja Rosda Karya.
- Massie, R. e. (2018). Pengaruh Stres Kerja Terhadap Kinerja Karyawan Pada Kantor Pengelola It Center Manado. *Jurnal Administrasi Bisnis*, Volume 6 No. 2.
- Mazur, C. (2023). 40+ worrisome workplace stress statistics [2023]: Facts, causes, and Trends. Zippia. <https://www.zippia.com/advice/workplace-stress-statistics/>
- Michel, C. E. J. (2015). Work schedule flexibility, work-family enrichment and job satisfaction. *Journal of behavioural sciences*, 25(1), 78.
- Mnif, Y. and Rebai, E. (2022), "Flexibility and job stress in the accounting profession", *Accounting Research Journal*, Vol. 35 No. 2, pp. 261-275.
<https://doi-org.ezproxy.ugm.ac.id/10.1108/ARJ-05-2020-0097>.
- Mustakim, J. (2022). Overview of Job Satisfaction and Flexibility on Employee Performance. *AKADEMIK: Jurnal Mahasiswa Humanis*, 2(2), 82-90.
- Nezich, H. (2023). ASE releases Workplace Flexibility Survey Results – a majority of employers now offer remote work. American Society of Employers.
<https://www.aseonline.org/News-Events/ASE-News/Press-Releases/ase-releases-workplace-flexibility-survey-results-a-majority-of-employers-now-offer-remote-work>.

- Ogueyungbo, O.O., Maloma, A., Igbinoba, E., Salau, O., Maxwell, O., et al. (2019). A review of flexible work arrangements initiatives in the Nigerian Telecommunication Industry. *International Journal of Civil Engineering and Technology* 10(03), 934-950.
- Panjaitan, O. W. O., Tambunan, D., & Sulistiyowati, L. H. (2022). Peran job satisfaction dalam memediasi pengaruh flexible working arrangements terhadap employee performance selama masa pandemi covid-19. *JURNAL MANAJEMEN*, 14(4), 792-800.
- Paramita, W. P. (2016). The Influence of Job Stress and Job Satisfaction on Employee'S Organizational Commitment At CV. Dipo Production. *Jurnal Riset Manajemen Sains Indonesia*, 7(2).
- Parker, K., MENASCE HOROWITZ, J., & MINKIN, R. (2022, February 16). Covid-19 pandemic continues to reshape work in America. Pew Research Center's Social & Demographic Trends Project.
<https://www.pewresearch.org/social-trends/2022/02/16/covid-19-pandemic-continues-to-reshape-work-in-america/>.
- Pradipta, H. A., & Martdianty, F. (2023). Effect of Flexible Working Arrangement on Employee Performance: Mediating Role of Work Engagement and Supervisor Support in Indonesia Digital Startup. *Jurnal Aplikasi Bisnis dan Manajemen (JABM)*, 9(2), 512-512.
- Pradita, U. D. M. (2020). Pengaruh Flexible Working Arrangement terhadap Motivasi Kerja Aparatur Sipil Negara (ASN) di Kota Salatiga (Doctoral dissertation).
- Preacher, K. J., & Hayes, A. F. (2008). Asymptotic and Resampling Strategies for Assessing and Comparing Indirect Effects in Multiple Mediator Models. *Behavior Research Methods*, 40(3), 879–891. <https://doi.org/10.3758/brm.40.3.879>

- Rachman, M. M. (2022). The Effect of Compensation on Job Satisfaction and Employee Performance (Study on Employees of PDAM" Delta Tirta" Sidoarjo). *Acitya Wisesa (Journal Of Multidisciplinary Research)*, 1-10.
- Rachman, M. M. (2017). The Influence of Work Culture on Job Satisfaction and Performance: A Study on Employees of Bank Satim in Surabaya, East Java, Indonesia. *European Journal of Business and Management*, 9, 30-39.
- Rahman, M.F. (2019). Impact of Flexible Work Arrangements on Job Satisfaction among the Female Teachers in the Higher Education Sector. *European Journal of Business & Management* 11(18), 97-107.
- Rahmawati, Z., & Gunawan, J. (2019). Hubungan job-related factors terhadap worklife balance dan kepuasan kerja pada pekerja generasi milenial. *Jurnal Sains dan Seni ITS*, 8(2), 2337-3520. <https://doi.org/10.12962/j23373520.v8i2.47782>.
- Ramli, A.H. (2019), "Manage of job stress and measure employee performance in health services", *Business and Entrepreneurial Review*, Vol. 18 No. 1, pp. 53-64.
- Razen, E. R., & Sulistiyaningsih, R. (2023). The Impact of Job Satisfaction on Job Performance of Generation Z Employees in DKI Jakarta After the COVID-19 Pandemic. *KnE Social Sciences*, 1-18.
- Robbins, Stephen P., Judge, Timothy A.. (2019). *Organizational behavior* 18th ed. Harlow: Pearson Education.
- Sabuhari, R., Sudiro, A., Irawanto, D. W., & Rahayu, M. (2020). The effects of human resource flexibility, employee competency, organizational culture adaption and job satisfaction on employee performance. *Management Science Letters*, 10, 1777-1786. <https://doi.org/10.5267/j.msl.2020.1.001>



Sadya, S., & Bayu, D. (2023, January 31). *Mayoritas Perusahaan di Indonesia Kembali WFO PADA 2022/2023*. Data Indonesia: Data Indonesia for Better Decision. Valid, Accurate, Relevant.

<https://dataindonesia.id/tenaga-kerja/detail/mayoritas-perusahaan-di-indonesia-kembali-wfo-pada-20222023>

Schweper Jr, C. H., & Dimitriou, C. K. (2021). Using ethical leadership to reduce job stress and improve performance quality in the hospitality industry. *International Journal of Hospitality Management*, 94, 102860.

Sekaran, U., & Bougie, R. (2016). *Research Methods for Business: A Skill-Building Approach*. In www.scirp.org (7th ed., Vol. 1). Wiley & Sons.

Sekhar, C. and Patwardhan, M. (2020), "Flexible working arrangement and job performance: the mediating role of supervisor support", *International Journal of Productivity and Performance Management*, Vol. 72 No. 5, pp. 1221-1238.
<https://doi-org.ezproxy.ugm.ac.id/10.1108/IJPPM-07-2020-0396>.

Shifrin, N. V., & Michel, J. S. (2022). Flexible work arrangements and employee health: A meta-analytic review. *Work & Stress*, 36(1), 60–85.
<https://doi.org/10.1080/02678373.2021.1936287>

Sholihin, M., & Ratmono, D. 2013. *Analisis SEM-PLS dengan WarpPLS 3.0 untuk Hubungan Non Linier dalam Penelitian Sosial dan Bisnis*. Yogyakarta: Penerbit Andi

Shukla, A., & Srivastava, R. (2016). Development of short questionnaire to measure an extended set of role expectation conflict, coworker support and work-life balance: The new job stress scale. *Cogent business & management*, 3(1), 1.



- Siddhartha, V., & Malika, C. (2016). Telecommuting and Its Effects in Urban Planning. *International Journal of Engineering Research & Technology* 5(10), 448-453.
- Silaen, N. R., Syamsuriansyah, S., Chairunnisah, R., Sari, M. R., Mahriani, E., Tanjung, R., Putra, S. (2021). *Kinerja Karyawan*.
- Smith, M. (2022). Remote and hybrid jobs are attracting 7 times more applicants than in-person roles. CNBC.
[https://www.cnbc.com/2022/03/04/flexible-jobs-are-attracting-7-times-more-applicants-t
han-in-person-jobs.html#:~:text=New%20research%20from%20CareerBuilder%20found
.among%20the%20most%20popular%20positions](https://www.cnbc.com/2022/03/04/flexible-jobs-are-attracting-7-times-more-applicants-than-in-person-jobs.html#:~:text=New%20research%20from%20CareerBuilder%20found,among%20the%20most%20popular%20positions)
- Staglin, G. (2022). *The future of work depends on supporting Gen Z*. Forbes.
[https://www.forbes.com/sites/onemind/2022/07/22/the-future-of-work-depends-on-suppo
rting-gen-z/?sh=13df5e40447a](https://www.forbes.com/sites/onemind/2022/07/22/the-future-of-work-depends-on-supporting-gen-z/?sh=13df5e40447a)
- Suslova, A., & Holopainen, L. (2019). Job satisfaction and employee motivation: Case generation Z. KAMK. University of Applied Science.
- Wang, M. L., Narcisse, M. R., Togher, K., & McElfish, P. A. (2024). Job Flexibility, Job Security, and Mental Health Among US Working Adults. *JAMA Network Open*, 7(3), e243439-e243439.
- Wheatley, D. (2017). Employee satisfaction and use of flexible working arrangements. *Work, employment and society*, 31(4), 567-585.
- Wicaksono, I. S. (2019). Pengaruh Kompensasi dan Fleksibilitas Kerja Driver Gojek 111 Terhadap Kinerja dengan Kepuasan Kerja Sebagai Variabel Intervening. In Universitas Islam Indonesia. <https://dspace.uui.ac.id/handle/123456789/13944>.



- Widayati, A. (2022). PENGARUH STRES KERJA TERHADAP KINERJA KARYAWAN DIMEDIASI LINGKUNGAN KERJA DI MASA PANDEMI COVID-19 PADA PT. PABRIK KERTAS TJIWI KIMIA. *Jurnal Ilmiah Mahasiswa FEB*, 10(1).
- Williams, P. (2019), “Dukungan untuk supervisor: SDM memungkinkan kerja yang fleksibel”, *Hubungan Karyawan: The Jurnal Internasional*, Vol. 41 No.5, hal.914-930.
- Yaro, K., Wulandari, P. N., Febriyanti, P., & Azzahra, F. (2023). Kompetensi Sumber Daya Manusia (Sdm), Komitmen Organisasi Dan Kinerja Organisasi Pada Gisbei Iain Syekh Nurjati Cirebon.
- Yucel, D., & Fan, W. (2023). Workplace flexibility, work–family interface, and psychological distress: Differences by family caregiving obligations and gender. *Applied Research in Quality of Life*, 18(4), 1825-1847.
- Zhang, X., Kaiser, M., Nie, P., & Sousa-Poza, A. (2019). Why are Chinese workers so unhappy? A comparative cross-national analysis of job satisfaction, job expectations, and job attributes. *PLoS ONE*, 14(9), 1–16. <https://doi.org/10.1371/journal.pone.0222715>