

REFERENSI

- Aditya, A. (2015, 15 April). *Perusahaan ini beri cuti hamil enam bulan tanpa potongan gaji*. Diunduh 5 Oktober 2016, dari www.jakarta.bisnis.com.
- Afrianty, T. W., Burgess, J., & Issa, T. (2015) Family-friendly support programs and work family conflict among Indonesian higher education employees. *Equality, Diversity and Inclusion: An International Journal*, 34 (8), 726-741. doi:10.1108/EDI-04-2015-0026.
- Agmasari, S. (2015, 3 Agustus). *Luar biasa, CEO ini terapkan cuti hamil di perusahaannya selama 6 bulan*. Diunduh 5 Oktober 2016, dari <http://kaltim.tribunnews.com/2015/08/03/luar-biasa-ceo-ini-terapkan-cuti-hamil-di-perusahaannya-selama-6-bulan>.
- Agmasari, S. (2015, 2 Agustus). *Tetapkan cuti hamil selama enam bulan, Opal Communication kebanjiran pencari kerja*. Diunduh 5 Oktober 2016, dari <http://female.kompas.com/read/2015/08/02/150000820/Tetapkan.Cuti.Hamil.s elama.6.Bulan.Opal.Communication.Kebanjiran.Pencari.Kerja>.
- Ahmad, M. S., Fakhr, Z., & Ahmed, J. (2011). Working women work-life conflict. *Business Strategy Series*, 12 (6), 289-302. doi:10.1108/17515631111185923.
- Aikawa, T., Pavadghul, P., Chongsuwat, R., Sawasdivorn, S., & Boonshuyar, C. (2015). Maternal return to paid work and breastfeeding practices in Bangkok, Thailand. *Asia-Pacific Journal of Public Health*, 27 (2), 1253-1262. doi:10.1177/1010539511419647.
- Allen, T. D., Lapierre, L. M., Spector, P. E., Polemans, S. A. Y., O'Driscoll, M., Sanchez, J. I., Cooper, C. L., Walvoord, A. G., Antoniou, A. S., Brough, P., Geurts, S., Kinnunen, U., Pagon, M., Shima, S., & Woo, J. M. (2012). The link between national paid leave policy and work family conflict among married working parents. *Applied Psychology: An International Review*, 1-36. doi:10.1111/apps.12004.
- Amelia, N., & Nasution, R. A. (2016). Employer branding for talent attraction in the Indonesian mining industry. *International Journal of Business*, 21 (3), 227-241. <http://www.craig.csufresno.edu/ijb/Volumes/Volume%2021/V213-4.pdf>.
- Anastasia, L. (2016, 20 Agustus). *Belum semua instansi dan perusahaan di DIY punya ruang laktasi*. Diunduh 19 Nopember 2016, dari <http://infogunungkidul.com/belum-semua-instansi-dan-perusahaan-di-diy-punya-ruang-laktasi/>.
- Andang, K. (2015, 1 Agustus). *Mau jatah enam bulan cuti, ini dia perusahaannya*. Diunduh 5 Oktober 2016, dari <http://www.kabarhukum.com/tag/opal-communication/>.
- Barret, R., & Mayson, S. (2008). Small firms, the paid maternity leave debate in Australia and the business case. *Equal Opportunities International*, 27 (3), 276-291. doi:10.1108/02610150810860093.

- Breaugh, J. A., & Frye, N. K. (2008). Work-family conflict: The importance of family-friendly employment practices and family-supportive supervisor. *J Bus Psychol*, 22, 345-353. doi:10.1007/s10869-008-9081-1.
- Brown, D. R & Harvey, D. (2006). *An Experiential Approach to Organization Development*. New Jersey: Pearson Prentice Hall.
- Bryman. A, Collinson. D, Grint. K, Jackson. B, & Uhl-Bien. M. (2011). *The SAGE Handbook of Leadership*. London: SAGE Publications Ltd.
- Buzzanell, P., & Liu, M. (2007). Its 'give and take': Maternity leave as a conflict management process. *The Tavistock Institute @ SAGE Publications*, 60 (3), 463-495. doi:10.1177/0018726707076688.
- Buzzanell, P. M., Remke, R. V., Meisenbach, R., Liu, M., Bowers, V., & Conn, C. (2016). Standpoints of maternity leave: Discourses of temporality and ability. *Women's Studies in Communication*, 1-24. doi:10.1080/07491409.2015.1113451.
- Chandra, V. (2012). Work-life balance: Eastern and western perspectives. *The International Journal of Human Resource Management*, 23 (5), 1040-1056. doi:10.1080/09585192.2012.651339.
- Charlesworth, S. (2007). Paid maternity leave in 'best practices' organization: introduction, implementation and organizational context. *Australian Bulletin of Labour*, 33 (2).
- Ching, L. L., & Wah, C. K. (2011). A Family-friendly policy for Hong Kong: Lessons from three international experiences. *International Journal of Sociology and Social Policy*, 32 (½), 82-95. doi:10.1108/01443331211201789.
- Chou, K. L., & Cheung, K. C. K. (2013). Family-friendly policies in the workplace and their effect on work-life conflicts in Hong Kong. *The International Journal of Human Resource Management*, 24 (20), 3872-3885. doi:10.1080/09585192.2013.781529.
- Coyle, A. (1997). *The ASTD Trainer's Sourcebook Leadership. Create Your Own Training Program*. USA: The McGraw-Hill Companies.
- Cummings, T. G., & Worley, C. G. (2008). *Organization development & change*. Canada: South-Western Cengage Learning.
- Creswell, J. W. (2014). *Penelitian kualitatif & desain riset: Memilih di antara lima pendekatan* (Edisi ke 3). Yogyakarta: Pustaka Pelajar.
- Dirgantoro, K. (2015, 16 April). *Mengapa saya berikan cuti enam bulan pada karyawan hamil*. Diunduh 5 Oktober 2016, dari <http://www.rappler.com/world/regions/asia-pacific/indonesia/90048-cuti-hamil-6-bulan-pada-karyawan-hamil>.

- Dirgantoro, K. (2015, 9 November). *Menguji konsistensi kebijakan cuti hamil enam bulan*. Diunduh 5 Oktober 2016, dari <http://voxpath.id/menguji-konsistensi-kebijakan-cuti-hamil-6-bulan/>.
- Feng, J. Y., & Han, W. J. (2010). Maternity leave in Taiwan. *Family Relations*, 59 (3), 297-312. doi:10.1111/j.1741-3729.2010.00603.x.
- Fiedler, F. E. (1967). *A Theory of Leadership Effectiveness*. New York: McGraw-Hill Book Company.
- Fitzenberger, B., Steffes, S., & Srittmatter, A. (2016). Return-to-job during and after parental leave. *The International Journal of Human Resource Management*. 27 (8), 803-831. doi: 10.1080/09585192.2015.1037328.
- Garcia, C. C., & Moran, M. P. (2016). Parental leave policy and gender equity in Europe. *Feminist Economics*, 22 (3), 51-73. doi:10.1080/13545701.2015.1082033.
- Gerber, T.P., & Harris, B. P. (2012). Maternity leave in turbulent times: effects on labour market transitions and fertility in Russia, 1985-2000. *Social Forces*, 9 (4), 1297-1322. doi: 10.1093/sf/sor043.
- Gudono. (2015). *Teori organisasi*. Yogyakarta: BPFE Fakultas Ekonomika dan Bisnis UGM.
- Guendelman, S. (2009). Making decisions on maternity leave and associated mother/child outcomes. *Expert Rev-Obstet-Gynecol*, 4 (3), 227-230. www.expert-reviews.com.
- Gulo, W. (2000). *Metodologi penelitian*. Jakarta: Grasindo.
- Jawa Pos.com. (2016, 25 Agustus). *Baru tujuh SKPD punya ruang laktasi*. Diunduh 19 Nopember 2016, dari <http://www.jawapos.com/read/2016/08/25/46927/baru-7-skpd-di-gresik-punya-ruang-laktasi->.
- Juliyah. (2015, 5 September 2016). *Banyak perusahaan belum sediakan ruang laktasi*. Diunduh 19 Nopember 2016, dari <http://infopublik.id/read/128330/banyak-perusahaan-belum-sediakan-ruang-laktasi.html>.
- Low, H., & Marcos, V. S. (2015). Female labour market outcomes and the impact of maternity leave policies. *IZA Journal of Labor Economics*, 4 (14), 1-22. doi: 10.1186/s40172-015-0029-1.
- Maharani, A. (2015, 15 April). *Kantor dengan aturan paling manusiawi sejagat, di Indonesia ada!*. Diunduh 5 Oktober 2016, dari <http://www.bintang.com/unique/read/2214032/kantor-dengan-aturan-paling-manusiawi-sejagat-di-indonesia-ada>.

- Minichiello, V., Aroni, R., Timewell, E., & Alexander, L. (1995). *In-depth interviewing: Principles, techniques, analysis* (Second edition). Melbourne: Addison Wesley Longman Australia Pty Ltd.
- Mirkovic, K. R, Perrine, C. G., Scanlon, K. S., & Strawn, L. M. G. (2014). In the United State, a mother's plans for infant feeding are associated with her plans for employment. *Journal of Human Lactation*, 30 (3), 292-297. doi:10.1177/0890334414535665.
- Miyake, S., Hashimoto, M., Watanabe, T., Takae, Y., & Shiraishi, Y. (2004). Human responses to a workload change. *Proceeding of the Human Factors and Ergonomics Society 48th Annual Meeting*. 2344-2348.
- Moeheriono. (2012). *Pengukuran Kinerja Berbasis Kompetensi*. Edisi Revisi. Jakarta: PT. RajaGrafindo Persada.
- Moleong, L. J. (2012). *Metodologi penelitian kualitatif*. Bandung: PT. Remaja Rosdakarya.
- Monalisa. (2015, 30 Juli). *AIMI perjuangkan cuti melahirkan selama enam bulan*. Diunduh 5 Oktober 2016, dari <http://www.antaranews.com/berita/509728/aimi-perjuangkan-cuti-melahirkan-selama-enam-bulan>.
- Moon, S. Y., & Roh, J. (2010). Balancing work and family in South Korea's public organizations: Focusing on family-friendly policies in elementary school organizations. *Public Personnel Management*, 39 (2), 117-131. doi:10.1177/009102601003900203.
- Mustafa, H. (2011). Perilaku manusia dalam perspektif psikologi sosial. *Jurnal Administrasi Bisnis*, 7 (2), 143-156. <http://journal.unpar.ac.id/index.php/JurnalAdministrasiBisnis/article/viewFile/410/394>.
- Nabergoj, A. S., Pahor, M., & Adlesic, R. V. (2016). Implementing family-friendly organizational programs: Analyzing the effects on work-family conflict of employees. *The Eleventh International Conference: "Challenge of Europe: Growth, competitiveness and inequality"*, 229-246. <http://search.proquest.com/docview/1815354313/676C6958AE5748A1PQ/23?accountid=13771>.
- Nowak, M., Naude, M., & Thomas, G. (2012). Sustaining career through maternity leave. *Australian Journal of Labour Economics*, 15 (3), 201-216.
- Organisasi Perburuhan Internasional (ILO). 2000. *K 183: Konvensi Perlindungan Maternitas*. Diunduh 5 Oktober 2016 dari http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/legaldocument/wcms_149910.pdf
- Payne, S. (2007). Grounded theory, in E. Lyons & A. Coyle (eds.), *Analysing qualitative data in psychology*. London: Sage Publications, pp. 65-86.

Poerwandari, E. K. (1998). *Pendekatan kualitatif dalam penelitian psikologi*. Jakarta: Lembaga Pengembangan Sarana Pengukuran dan Pendidikan Psikologi (LPSP3) UI.

Poerwandari, E. K. (2007). *Pendekatan kualitatif untuk penelitian perilaku manusia*. Jakarta: Lembaga Pengembangan Sarana Pengukuran dan Pendidikan Psikologi (LPSP3) UI.

Pusat Data dan Informasi Kementerian Kesehatan RI. (2014, ISSN 2442-7659). *Mari dukung! Menyusui dan bekerja: 1-7 Agustus "Pekan ASI Sedunia"*. Diunduh 5 Oktober 2016, dari <http://www.depkes.go.id/folder/view/01/structure-publikasi-pusdatin-info-datin.html>.

Pusat Data dan Informasi Kementerian Kesehatan RI. (2014). *Situasi dan analisis ASI eksklusif: 1-7 Agustus-Pekan ASI Internasional*. Diunduh 5 Oktober 2016, dari <http://www.depkes.go.id/folder/view/01/structure-publikasi-pusdatin-info-datin.html>.

Republik Indonesia. (2004). *Keputusan Menteri Kesehatan Nomor 450/MENKES/SK/VI/2004 tentang Pemberian ASI Secara Eksklusif di Indonesia*. Diunduh 7 Oktober 2016, dari <http://www.depkes.go.id/index.php>.

Republik Indonesia. (2008). *Peraturan Bersama Menteri Negara Pemberdayaan Perempuan (Nomor 48/Men.PP/XII/2008), Menteri Tenaga Kerja dan Transmigrasi (Nomor PER.27/MEN/XII/2008), dan Menteri Kesehatan (Nomor 1177/Menkes/PB/XII/2008) tentang Peningkatan Pemberian Air Susu Ibu Waktu Kerja di Tempat Kerja*. Diunduh 7 Oktober 2016, dari <http://www.depkes.go.id/index.php>.

Republik Indonesia. (2016). *Pencari Kerja Terdaftar, Lowongan Kerja Terdaftar, dan Penempatan/Pemenuhan Tenaga Kerja Menurut Provinsi dan Jenis Kelamin, 2000-2015*. Diunduh 7 Oktober 2016, dari <https://www.bps.go.id/linkTabelStatis/view/id/984>.

Republik Indonesia. (2012). *Peraturan Pemerintah RI Nomor 33 Tahun 2012 tentang Pemberian ASI Eksklusif*. Diunduh 7 Oktober 2016, dari <http://www.depkes.go.id/index.php>.

Republik Indonesia. (2003). *Undang-Undang Nomor 13 Tahun 2003 tentang Ketenagakerjaan*. Diunduh 6 Oktober 2016, dari <http://jdih.kemnaker.go.id/undang-undang.html>.

Republik Indonesia. (2009). *Undang-Undang Nomor 36 Tahun 2009 tentang Kesehatan*. Diunduh 6 Oktober 2016, dari <http://jdih.kemnaker.go.id/undang-undang.html>.

Robbins, S. P., & Judge. (2007). *Perilaku organisasi*. Jakarta: Salemba Empat.

- Rogers, K. M., & Ashforth, B. E. (2014). Respect in organizations: feeling as “we” and “me”. *Journal of Management*, 20 (10), 1-31. doi: 10.1177/0149206314557159.
- Ruhm, C. J. (2011). Policies to assist parents with young children. *The Future of Children*, 21 (2), 37-68. doi:10.1353/foc.2011.0015.
- Staehelin, K., Berte, P. C., & Stutz, E. Z. (2007). Length of maternity leave and health of mother and child-a review. *Int J Public Health*, 52, 202-209. doi: 10.1007/s00038-007-5122-1.
- Subramaniam, G., & Selvaratnam, D. P. (2010). Family friendly policies in Malaysia: Where are we?. *Journal of International Business Research*, 9 (1), 43-56.
<http://search.proquest.com.ezproxy.ugm.ac.id/docview/747991400/92D4ACA31114DE6PQ/1?accountid=13771>.
- Sugiyono. (2015). *Metode penelitian kombinasi (Mixed methods)*. Bandung: Penerbit Alfabeta.
- Sukandarrumidi. (2012). *Metodologi penelitian: Petunjuk praktis untuk peneliti pemula*. Yogyakarta: Gadjah Mada University Press.
- Tempo. (2015, 1 Agustus). *Simak alasan perusahaan ini beri cuti melahirkan 6 bulan*. Diunduh 5 Oktober 2016, dari <https://m.tempo.co/read/news/2015/08/01/090688348/simak-alasan-perusahaan-ini-beri-cuti-melahirkan-6-bulan>.
- Vujinovic, N. (2014). ‘...There’s no substituting actual time with your child’: Understanding first-time mothers’ readiness to return to work. *Journal of Industrial Relations*, 56 (4), 488-507. doi:10.1177/0022185613509624.
- Wickramasinghe, V. (2012). Article information: *International Journal of Workplace Health Management*, 5(1), 44-55. doi:10.1108/17538351211215384.
- Yanadori, Y., & Kato, T. (2009). Work and family practices in Japanese firms: their scope, nature and impact on employee turnover. *The International Journal of Human Resource Management*, 20 (2), 439-456. doi: 10.1080/09585190802673494.
- Yin, R. K. (1994). *Case study research, design and methods* (2nd ed). London: Sage Publications.