

DAFTAR PUSTAKA

- [1] S. Idrus, F. Ruhana, M. Rani Amalia, A. Fathor Rosyid, D. Kuswandi, and S. Tinggi Pariwisata Mataram, “Implementasi Kebijakan Manajemen Sumber Daya Manusia Yang Efektif Dalam Meningkatkan Kinerja Organisasi di Era Bisnis Global,” *Jurnal Ilmiah MEA (Manajemen, Ekonomi, dan Akuntansi)*, vol. 7, no. 1, 2023.
- [2] R. Babullah, “Mengenal Sumber Daya Manusia (SDM): Pengertian Dan Fungsinya,” *Jurnal Arjuna : Publikasi Ilmu Pendidikan, Bahasa dan Matematika*, vol. 2, no. 4, pp. 187–204, Jul. 2024, doi: 10.61132/arjuna.v2i4.1104.
- [3] A. Kuancintami and A. Heryjanto, “INCREASE EMPLOYEE RETENTION: IMPACT WORK-LIFE BALANCE, MEANINGFUL WORK, AND JOB SATISFACTION TOWARDS TURNOVER INTENTION,” *Jurnal Indonesia Sosial Sains*, vol. 4, no. 11, p. 1099, 2023, [Online]. Available: <http://jiss.publikasiindonesia.id/>
- [4] S. Wahyuningrum, S. Hartono, and D. Wahyuningsih, “Pengaruh Work Life Balance, Motivasi Kerja, Dan Kepuasan Kerja Terhadap Loyalitas Karyawan Di Rumah Sakit Yasyfin Darussalam Gontor Ponorogo,” *Journal on Education*, Sep. 2024.
- [5] I. S. Sinaga, R. A. T. Hulu, and D. Silalahi, “Pengaruh Gaya Kepemimpinan, Kompensasi, Work-Life Balance terhadap Kinerja Karyawan dengan Kepuasan Kerja sebagai Variabel Interveningnya: Literature Review,” *RIGGS: Journal of Artificial Intelligence and Digital Business*, vol. 4, no. 3, pp. 293–301, Aug. 2025, doi: 10.31004/riggs.v4i3.1923.
- [6] M. Pratama and B. Santoso, “Analisis Work Life Balance, Stres Kerja dan Kepuasan Kerja Terhadap Kinerja Perawat Rumah Sakit Mata Undaan,” *Al-Kharaj: Jurnal Ekonomi, Keuangan & Bisnis Syariah*, vol. 6, no. 11, Nov. 2024, doi: 10.47467/alkharaj.v6i11.3839.
- [7] M. Aulia, T. Hermina, and D. Kurniawan, “PENGARUH WORK LIFE BALANCE DAN BEBANKERJATERHADAP PRODUKTIVITAS KERJA KARYAWAN PADA PD. FORZAK GARUT,” vol. 9, 2025.
- [8] K. Jamillah, S. W. L. Hana Setyanti, and A. Mufidah, “The Effect Of Work Life Balance And Self Efficacy On Employee Performance With Employee Engagement As Intervening Variable,” *JOURNAL OF ECONOMICS, FINANCE AND MANAGEMENT STUDIES*, vol. 06, no. 01, Jan. 2023, doi: 10.47191/jefms/v6-i1-

- [9] O. Tumanggor, *KEPUASAN KERJA DAN SUBJECTIVE WELL-BEING DARI PERSPEKTIF PSIKOLOGI INDUSTRI DAN ORGANISASI*. 2020.
- [10] E. Muwanguzi, E. Ezati, and C. B. Mugimu, "Job Satisfaction among Employees: A Review of Theories," *Quest Journals Journal of Research in Humanities and Social Science*, vol. 10, no. 3, pp. 2321–9467, 2022, [Online]. Available: www.questjournals.org
- [11] L. Yiming, L. Yan, and Z. Jinsheng, "Effects of organizational climate on employee job satisfaction and psychological well-being: the role of technological influence in Chinese higher education," *BMC Psychol*, vol. 12, no. 1, Dec. 2024, doi: 10.1186/s40359-024-01992-3.
- [12] M. Halim and H. Winoto, "Kepuasan Kerja Karyawan yang Dipengaruhi Oleh Lingkungan Kerja dan Work Life Balance," *Jurnal Pendidikan Tambusai*, vol. 7, 2023.
- [13] E. Adriani, Y. Surono, D. Putri Budiningtyas, S. Al Maududi, and A. Fahmi, "Lingkungan Kerja dan Kepuasan Kerja Pengaruhnya Terhadap Motivasi Serta Dampaknya pada Kinerja Pegawai," Nov. 2023.
- [14] S. A. Khoiriyah and R. Puspita Adiati, "PENGARUH KEPUASAN KERJA DAN STRUCTURAL EMPOWERMENT TERHADAP LOYALITAS KARYAWAN MILENIAL," *Jurnal Ilmu Psikologi dan Kesehatan (SIKONTAN)*, vol. 2, no. 1, pp. 69–78, Jul. 2023, doi: 10.47353/sikontan.v2i1.852.
- [15] P. Wijayanti and M. D. Mustika, "Role of Workplace Spirituality in Employee Loyalty among Indonesian Millennial Employees," *Jurnal Diversita*, vol. 7, no. 2, pp. 249–258, Dec. 2021, doi: 10.31289/diversita.v7i2.5183.
- [16] A. Febriyanti and U. Izzati, "Hubungan antara Budaya Organisasi dengan Loyalitas pada Karyawan Bagian Produksi Relationship between Organizational Culture and Loyalty in Production Employees," vol. 11, no. 01, pp. 241–255, 2024, doi: 10.26740/cjpp.v11i1.61274.
- [17] R. Sukmara, S. Priadana, and S. Machmud, "The Influence of Human Resource Capacity Development on Loyalty and Its Implications for Employee THE INFLUENCE OF HUMAN RESOURCE CAPACITY DEVELOPMENT ON LOYALTY AND ITS IMPLICATIONS FOR EMPLOYEE PERFORMANCE," *Jurnal Ekonomi*, vol. 12, no. 03, p. 2023, 2023, [Online]. Available: <http://ejournal.seaninstitute.or.id/index.php/Ekonomi>

- [18] A. Setiyono, H. Mulyadi, and G. Atikah Hasni, "Benefit: Jurnal Manajemen dan Bisnis Pengaruh Lingkungan Kerja, Gaya Kepemimpinan Islami dan Kompensasi Terhadap Loyalitas Kerja Karyawan," *Tahun 2024*, vol. 9, no. 1, pp. 39–54, 2024.
- [19] I. Ahmaddien, "EFFECT OF WORK-LIFE BALANCE ON EMPLOYEE PERFORMANCE MEDIATED BY JOB SATISFACTION," vol. 8, no. 1, 2023.
- [20] F. S. A. Pekei and M. Setiawan, "Analisis Faktor-Faktor Yang Mempengaruhi Loyalitas Karyawan," *Jurnal Kewirausahaan dan Inovasi*, vol. 01, no. 2, pp. 136–143, 2022, doi: 10.21776/jki.
- [21] A. Ragil Sugiarto, V. P. Lengkong, M. H. Pandowo, J. Manajemen, and F. Ekonomi dan Bisnis, "THE EFFECT OF LEADERSHIP AND WORK DISCIPLINE ON THE PERFORMANCE OF CV ARMADA SIAGA EMPLOYEES DURING THE COVID-19 PANDEMIC," vol. 10, no. 1, pp. 191–201, 2022.
- [22] D. Hermina, N. Huda, and Mushofa, "Memahami Populasi dan Sampel: Pilar Utama dalam Penelitian Kuantitatif," *Syntax Admiration*, vol. 5, no. 12, 2024.
- [23] D. Pilipus, A. Harefa, and A. Harefa, "KECENDERUNGAN TERJADINYA DEPRESI PADA GENERASI Z AKIBAT KEMAJUAN MEDIA INTERNET," vol. 7, 2024.
- [24] M. Y. Setiawan and U. D. Raharjo, "Rancangan Kuesioner Literasi Digital untuk Staf Institusi Kesehatan Digital Literacy Questionnaire Design for Health Institution Staff," 2025.
- [25] P. Diawati, R. R. Putri, H. Sugesti, L. Hakim, and R. Farizki, "Pengaruh brand ambassador dan viral marketing terhadap proses keputusan pembelian pada konsumen marketplace," *JPPI (Jurnal Penelitian Pendidikan Indonesia)*, vol. 7, no. 4, p. 560, Dec. 2021, doi: 10.29210/020211245.
- [26] M. Wardi, N. Supeni, and H. Yusuf, "PENGARUH TINGKAT PENDIDIKAN, KESELAMATAN KERJA, LINGKUNGAN KERJA, DAN MOTIVASI KERJA TERHADAP PRODUKTIVITAS KERJA KARYAWAN DI PT. GAS PRIMA ARTA CURAH TEBU II GRUJUGAN," *Jurnal Manajemen Bisnis dan Manajemen Keuangan*, vol. 4, 2023.