

## DAFTAR PUSTAKA

- Alexander, A., De Smet, A., Langstaff, M., & Ravid, D. (2021). What employees are saying about the future of remote work. McKinsey & Company. <https://www.mckinsey.com/business-functions/organization/our-insights/what-employees-are-saying-about-the-future-of-remote-work>
- Ali, H., Li, M., & Qiu, X. (2022). Employee engagement and innovative work behavior among Chinese millennials: Mediating and moderating role of work-life balance and psychological empowerment. *Frontiers in Psychology*, <https://doi.org/10.3389/fpsyg.2022.942580>
- Astuti, D., Luthfiana, H., Putri, N. H., Alieviandy, N. S., Sari, N. S., & Pratama, N. A. (2022). Factors affecting work loyalty: Work environment, work stress and incentives (Performance management literature review). *Journal of Applied Management Science*, 4(2), 199-214.
- Atthohiri, N. A., & Wijayati, D. T. (2021). Pengaruh employee engagement terhadap kepuasan kerja dengan work life balance sebagai variabel intervening. *Jurnal Ilmu Manajemen*, 9(3), 1092-1100. <https://doi.org/10.26740/jim.v9n3.p1092-1100>
- Barhate, B., & Dirani, K. M. (2022). Profession/career aspirations of generation Z: A systematic literature review. *European Journal of Training and Development*, 46(1–2), 139–157. <https://doi.org/10.1108/EJTD-07-2020-0124>
- Becker, W. J., Belkin, L. Y., Tuskey, S. E., & Conroy, S. A. (2022). Surviving remotely: How job control and loneliness during a forced shift to remote work impacted employee work behaviors and well-being. *Human Resource Management*, 61(4), 449-464. <https://doi.org/10.1002/hrm.22102>
- Benítez-Márquez, M. D., Sánchez-Teba, E. M., Bermúdez-González, G., & Núñez-Rydman, E. S. (2022). Generation Z within the workforce and in the workplace: A bibliometric analysis. *Frontiers in Psychology*, 12(February), 1–16. <https://doi.org/10.3389/fpsyg.2021.736820>
- Birimoglu, O. C., & Begen, M. A. (2022). Working from home during the COVID-19 pandemic, its effects on health, and recommendations: The pandemic and beyond. *Perspectives in Psychiatric Care*, 58(1), 173-179.
- Cachón-Rodríguez, G., Blanco-González, A., Prado-Román, C., & Diez-Martin, F. (2021). Sustainability actions, employee loyalty, and the awareness: The mediating effect of

organization legitimacy. *Managerial and Decision Economics*, 42(7), 1730-1739. <https://doi.org/10.1002/mde.3340>

Chiwawa, N., & Wissink, H. (2021). Determinants of employee engagement in the South African hospitality industry during COVID-19 lockdown epoch: Employee perception. *African Journal of Hospitality, Tourism and Leisure*, 10(2), 487–499. <https://doi.org/10.46222/ajhtl.19770720.113>

Desti Febrian, W., Mulyati, Lily, Rajab, M., & Thamrin AR, M. (2023). Transactional leadership: Employee performance and organizational performance (Literature review). *East Asian Journal of Multidisciplinary Research*, 2(3), 1129–1142. <https://doi.org/10.55927/eajmr.v2i3.3410>

Ding, L., & Jiang, C. (2023). The effect of perceived collective efficacy and self-efficacy on generation Z restaurant customers' food waste reduction intentions. *Journal of Global Responsibility*, 14(3), 337-359. <https://doi.org/10.1108/JGR-08-2022-0079>

Djafarova, E., & Fooks, S. (2022). Menjelajahi konsumsi etis generasi Z: Teori perilaku terencana. *Young Consumers*, 23(3), 413-431. <https://doi.org/10.1108/YC-10-2021-1405>

Dora, M., Kumar, A., Mangla, S. K., Pant, A., & Kamal, M. M. (2021). Critical success factors influencing artificial intelligence adoption in food supply chains. *International Journal of Production Research*, 60(14), 4621–4640. <https://doi.org/10.1080/00207543.2021.1959665>

Duan, S. X., Deng, H., & Wibowo, S. (2023). Exploring the impact of digital work on work-life balance and job performance: A technology affordance perspective. *Information Technology & People*, ahead-of-print. <https://doi.org/10.1108/ITP-01-2021-0013>

Edward Dian Suwito, Rian Adi Pamungkas, & Ratna Indrawati. (2022). Faktor-faktor yang mempengaruhi work life balance tenaga kesehatan di rumah sakit pada masa pandemi covid-19. *Jurnal Health Sains*, 3(3). <https://doi.org/10.46799/jhs.v3i3.449>

Eka Putri Amelia Surya, & Maghriza Novita Syahti. (2024). Perlunya komunikasi dalam tim kerja remote working: Telaah dimensi. *Jurnal Ilmu Komunikasi Dan Sosial Politik*, 1(3), 428–432. Retrieved from <https://jurnal.ittc.web.id/index.php/jiksp/article/view/782>

Filatrovi, E. W., & Attiq, K. (2021). Managing employee engagement in generation Z. *International Journal of Economics, Business and Accounting Research (IJEBAR)*, 4(4).

- Fitri, V. Y., Hartati, R., & Fadhli, M. (2023). Bagaimana efikasi diri bisa meningkatkan work-life balance pada mahasiswa yang bekerja? *Psychopolytan Jurnal Psikologi*, 6(2), 52–59. <https://doi.org/10.36341/psi.v6i2.3168>
- Hasibuan, A. S. T. (2022). Peran kepribadian neuroticism terhadap phubbing pada remaja generasi Z di Kota Medan (Doctoral dissertation, Universitas Sumatera Utara).
- Hakim, M. M. (2024). Work-life balance, take home pay and workplace environment: Which one has the most influence toward employee performance on Gen Z? *JSHP: Jurnal Sosial Humaniora dan Pendidikan*, 8(1), 86-102.
- Huda, M., Ambarwati, T., & Irawati, S. (2022). The effect of self-efficacy and locus of control on MSME entrepreneurs' performance. *Jurnal Manajemen Bisnis dan Kewirausahaan*, 2(03), 273-279.
- Kwannandar, G., Kusumapradja, R., & Nofierni, N. (2023). The role of self-efficacy mediation in increasing organizational citizenship behavior of class C private hospital at Bekasi. *Jurnal Health Sains*.
- Leslie, B., Anderson, C., Bickham, C., Overly, A., Gentry, C., Callahan, C., & King, J. (2021). Generation Z perceptions of a positive workplace environment. *Employee Responsibilities and Rights Journal*, 33(3), 171-187. <https://doi.org/10.1007/s10672-021-09366-2>
- Lee, Y. S., & Liu, W. K. (2021). The moderating effects of employee benefits and job burnout among the employee loyalty, corporate culture and employee turnover. *Universal Journal of Management*, 9(2), 62-69. <https://doi.org/10.13189/ujm.2021.09020>
- Mantha, M. S., & Krishna, P. V. (2024). A literature review of learning preferences, motivational factors and training needs among different generations of baby boomers, Gen X, Gen Y and Gen Z students and professionals.
- Marques, V. C., & Berry, G. R. (2021). Enhancing work-life balance using a resilience framework. *Business and Society Review*, 126(3), 263–281. <https://doi.org/10.1111/basr.12237>
- Mulyanti, R. Y. (2021). Perbedaan nilai-nilai kerja generasi baby boomer, generasi x dan generasi y (survey pada karyawan hotel provinsi jawa barat). *Jurnal Ekobis: Ekonomi Bisnis & Manajemen*, 11(1), 79-91.

Narhadi, M. F., Elda, S., Nurlita, M., & Rahmawati, I. (2023). THE INFLUENCE OF WORK LIFE BALANCE ON EMPLOYEE ENGAGEMENT AND PERFORMANCE AT PT. XYZ. *Journal of Management Research and Strategy*, 14(1).

Ngoc, T. N., Dung, M. V., Rowley, C., & Bach, M. P. (2022). Generation Z job seekers' expectations and their job pursuit intention: Evidence from transition and emerging economy. *International Journal of Engineering Business Management*, 14, 1–13. <https://doi.org/10.1177/18479790221112548>

Novianti, L. (2024). Analisis teoritis tren work from home di era digital: Kelebihan dan kekurangan. *AKADEMIK: Jurnal Mahasiswa Humanis*, 4(1), 31–40. <https://doi.org/10.37481/jmh.v4i1.656>

Pichler, S., Kohli, C., & Granitz, N. (2021). DITTO for Gen Z: A framework for leveraging the uniqueness of the new generation. *Business Horizons*, 64(5), 599-610. <https://doi.org/10.1016/j.bushor.2021.02.021>

Prasad, K., & Satyaprasad, V. (2023). The relationship between remote working and work-life balance with mediating and moderating effects of social support: An empirical study of information technology employees. *International Journal of Organizational Leadership*, 12(3), 235-253. <https://doi.org/10.33844/ijol.2023.60366>

Rashmi, K., Kataria, A., & Singh, R. (2021). Work-life balance: A review and future research agenda. *Prabandhan: Indian Journal Of Management*, 14(2), 8-25. <https://doi.org/10.17010/pijom/2021/v14i2/157690>

Riaz, H., Ali Jinnah, M., Hassaan Ahmed Salim, & Habib University, P. (2021). Mapping the impact of employee engagement on job performance with mediating role of work-life balance: An investigation of private sector organizations in Pakistan. *Market Forces College of Management Sciences*. <https://doi.org/10.51153/mf.v16i2.512>

Roberto, R., Zini, A., Felici, B., Rao, M., & Noussan, M. (2023). Potential benefits of remote working on urban mobility and related environmental impacts: Results from a case study in Italy. *Applied Sciences (Basel, Switzerland)*, 13(1), 607. <https://doi.org/10.3390/app13010607>

Rañeses, M. S., Bacason, E. S., & Martir, S. (2022). Investigating the impact of remote working on employee productivity and work-life balance: A study on the business consultancy industry in Dubai, UAE. *International Journal of Business & Administrative Studies*, 8(2).

Satata, D. B. M. (2021). Employee engagement as an effort to improve work performance: Literature review. *Ilomata International Journal of Social Science*, 2(1), 41-49. <https://doi.org/10.52728/ijss.v2i1.152>

Savitri, C. A., Anggraeni, N. L. P. N., & Santosa, D. F. (2023). Analisis faktor employee engagement terhadap kinerja karyawan di PT Sinkona Indonesia Lestari. *Jurnal Manajemen Dan Organisasi*, 14(2), 110-124. <https://doi.org/10.29244/jmo.v14i2.44680>

Schunk, D. H., & DiBenedetto, M. K. (2021). Self-efficacy and human motivation. In A. J. Elliot (Ed.), *Advances in motivation science* (pp. 153–179). Elsevier Academic Press. <https://doi.org/10.1016/bs.adms.2020.10.001>

Shirmohammadi, M., Au, W. C., & Beigi, M. (2022). Remote work and work-life balance: Lessons learned from the COVID-19 pandemic and suggestions for HRD practitioners. *Human Resource Development International*, 25(2), 163-181.

Sofiyan, S., Agustina, T., Siahaan, R., Simatupang, S., & Sudirman, A. (2022). Testing the relationship between employee engagement and employee performance: The urgency of self-efficacy and organizational justice as predictors. *KnE Social Sciences*, 7(10), 425-440. <https://doi.org/10.18502/kss.v7i10.11382>

Saputra, F., & M Rizky Mahaputra. (2022). Effect of job satisfaction, employee loyalty and employee commitment on leadership style (human resource literature study). *Dinasti International Journal of Management Science*, 3(4), 762–772. <https://doi.org/10.31933/dijms.v3i4.1324>

Saputra, F., Putri, G. A. M., Puspitasari, D., & Danaya, B. P. (2024). Pengaruh pengembangan karier dan budaya kerja terhadap loyalitas karyawan dengan kepuasan kerja sebagai variabel intervening pada PT Graha Sarana Duta Cabang STO Gambir. *Trending: Jurnal Manajemen dan Ekonomi*, 2(1), 168-186.

Saputri, Z., & Helmy, I. (2021). Pengaruh motivasi intrinsik dan work-life balance terhadap organizational citizenship behavior dengan komitmen organisasi sebagai variabel intervening.

Jurnal Ilmiah Mahasiswa Manajemen, Bisnis dan Akuntansi (JIMMBA), 3(5), 933-959.  
<https://doi.org/10.32639/jimmba.v3i5.945>

Siregar, P. I. K., & Rachmawati, R. (2023). The effect of telework and social isolation on job satisfaction mediating job stress and work-life balance in Indonesia. *JRMSI - Jurnal Riset Manajemen Sains Indonesia*, 14(01), 35-47. <https://doi.org/10.21009/JRMSI.014.1.05>

Umesh, U., Brindha, S., Sofia Ahmed Sait, Meena Sunildutt Sharma, & K. Suresh Kumar. (2023). The role of organizational culture in promoting work-life balance: A literature review.

Valentina, N. K. D. P., & Putra, M. S. (2024). Pengaruh leadership satisfaction terhadap employee loyalty dimediasi employee engagement. *Expensive: Jurnal Akuntansi Dan Keuangan*, 3(1), 14-26. <https://doi.org/10.24127/exclusive.v3i1.5365>

Widjaja, D., Mbulu, Y. P., & Anggiani, S. (2021). Peranan budaya organisasi dalam membangun loyalitas karyawan: Studi kasus Grand Hyatt Jakarta. *Journal of Tourism Destination and Attraction*, 9(2), 125–134.

Wu, L., Rusyidi, B., Claiborne, N., & McCarthy, M. L. (2013). Relationships between work-life balance and job-related factors among child welfare workers. *Children and Youth Services Review*, 35(9), 1447-1454. <https://doi.org/10.1016/j.chilyouth.2013.05.017>

Yang, A. A., & Dini, Y. I. F. (2023). Factors influencing employee loyalty among Gen Z: Job satisfaction as intervening. *Jurnal Manajemen Maranatha*, 23(1), 1–14. <https://doi.org/10.28932/jmm.v23i1.7022>

Zaytuna, A. Di., Dwarawati, D., & Psikologi, F. (2024). Pengaruh work life balance terhadap work engagement pada guru SLB (Studi pada guru tetap SLB). *Bandung Conference Series: Psychology Science*, 4(1), 7–14. <https://doi.org/10.29313/bcsps.v4i1.9117>