

## DAFTAR PUSTAKA

- Abendroth, A. K., & den Dulk, L. (2011). Support for the Work Life Balance in Europe: The Impact of State, Workplace and Family Support on Work Life Balance Satisfaction. *Work, Employment and Society*, 25(2), 234–256. <https://doi.org/10.1177/0950017011398892>
- Anggarini Briliani, R. D. (2018). Kontrak Psikologis dan Etos Kerja pada Karyawan Kontrak. *Psycho Idea*, 16(1), 29–38.
- Anggita, E. D., Hoyyi, A., & Rusgiyono, A. (2019). Analisis Structural Equation Modelling Pendekatan Partial Least Square Dan Pengelompokan Dengan Finite Mixture PLS (FIMIX-PLS)(Studi Kasus: Kemiskinan Rumah Tangga di Indonesia 2017). *Jurnal Gaussian*, 8(1), 35-45.
- Animun, J. S. D., Sepang, J., & Uhing, Y. (2017). Analisis Pelaksanaan Promosi Jabatan dan Mutasi Berdasarkan Prestasi Kerja Karyawan pada PT. Bank Rakyat Indonesia (Persero), Tbk Cabang Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, 5(3).
- Aruan, Q. S., & Fakhri, M. (2015). Pengaruh Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Lapangan Departemen Grasberg Power Distribution Pt. Freeport Indonesia. *Modus*, 27(2), 141–162.
- Azwar, S. (2016). Reliabilitas dan Validitas Aitem. *Buletin Psikologi*, 3(1), 19-26.
- BARUS, L. P. B. (2019). ANALISIS KEPUASAN KERJA TERHADAP KINERJA KARYAWAN PADA PT POS INDONESIA (PERSERO) KANTOR POS KABANJAHE (Doctoral dissertation, UNIVERSITAS QUALITY).
- Bhavani, G., Kumar, A., & Mehta, A. (2014). Camparative Analysis of Overall Work Life Balance of Medical Professionals. *International Journal of Management Research and Review*, 4(1), 316–334. [http://www.ijmrr.com/admin/upload\\_data/journal\\_NaserMohammadoghli\\_8sep13mrr.pdf](http://www.ijmrr.com/admin/upload_data/journal_NaserMohammadoghli_8sep13mrr.pdf)
- Boumans, N. P., De Jong, A. H., & Janssen, S. M. (2011). Age-Differences in Work Motivation and Job Satisfaction. The Influence of Age on the Relationships Between Work Characteristics and Workers Outcomes. *The International Journal of Aging and Human Development*, 73(4), 331-350
- Br Brutu, M. (2018). Kepuasan Dalam Komunikasi Organisasi Untuk Meningkatkan Kualitas Kerja Karyawan Pt. Pln (Persero) Wilayah I Sumut (Doctoral dissertation).

- Chin, W. W. 1998. The Partial Least Square Approach for Structural Equation Modeling in G. A. Marcoulides (Ed.), *Modern methods for business research* (pp. 295-236). London: Lawrence Erlbaum Associates.
- Collins, A., & Beauregard, A. (2020). The Effect of Breaches of the Psychological Contract on the Job Satisfaction and Wellbeing of Doctors in Ireland: a Quantitative Study. *Human Resources for Health*, 18(1), 1–8. <https://doi.org/10.1186/s12960-020-00534-3>
- Conway, N., & Briner, R. B. (2009). Contract Research : What Do We Know and What Are the Main Challenges? *International Review of Industrial and Organizational Psychology*, 24(September 2016), 71–131.
- Daipuria, P., & Kakar, D. (2013). Work-Life Balance for Working Parents : Perspectives and Strategies. *Journal of Strategic Human Resource Management*, 2(1), 45–52.
- Darmawan, D. (2013). *Prinsip-Prinsip Perilaku Organisasi*. Pena Semesta.
- Devy Sofyanty. (2017). Pengaruh Kontrak Psikologis Dan Kepuasan Kerja Terhadap Organizational Citizenship Behavior (OCB). *Widya Cipta*, 1(1), 86–91.
- Dhanpat, N., & Parumasur, S. B. (2014). Re-establishing the Psychological Contract as a Precursor to Employee Retention. *Problems and Perspectives in Management*, 12(4), 78–90.
- Dwiyanti, R., Binti Hamzah, H., & Ain Hidayah Binti Abas, N. (2019). *The Correlation Between Organizational Commitment, Psychological Contract And Turnover Intention Of Sales Clerks At Retail Companies In Purwokerto*. 239, 194–197. <https://doi.org/10.2991/upiupsi-18.2019.35>
- Fisher, G. G., Bulger, C. A., & Smith, C. S. (2009). Beyond Work and Family: A Measure of Work/Nonwork Interference and Enhancement. *Journal of Occupational Health Psychology*, 14(4), 441–456. <https://doi.org/10.1037/a0016737>
- Fujiasih, L. (2017). Hubungan Kontrak Psikologis dengan Kepuasan Kerja Pada Karyawan Tetap dan Karyawan Outsourcing di PT. Sucofindo (PERSERO) Sangatta, Kutai Timur, Kalimantan Timur. *E-Journal.Psikologi.Fisip-Unmul.Ac.Id.*, 5(3), 630–641.
- Ganapathi, I. M. D. (2016). Pengaruh Work Life Balance Terhadap Kepuasan Kerja Karyawan (Studi pada PT. Bio Farma Persero). *Fakultas Komunikasi Dan Bisnis, Universitas Telkom*, IV(1), 125–135. <http://www.researchgate.net/publication>
- Garnintya, D. P., Gresik, P. T. S., Pearson, K., & Gresik, P. T. S. (2008). Hubungan

antara Pemenuhan Kontrak Psikologis dengan Kepuasan Kerja Karyawan. 11–12.

Gatot, D. B., & Adisasmito, W. (2005). Hubungan Karakteristik Perawat, Isi Pekerjaan dan Lingkungan Pekerjaan terhadap Kepuasan Kerja Perawat di Instalasi Rawat Inap RSUD Gunung Jati Cirebon. *Makara Kesehatan*, 9(1), 1-8.

Ghozali, I., & Latan, H. (2015). *Partial Least Squares Konsep, Teknik, dan Aplikasi Menggunakan Program SmartPLS 3.0 Untuk penelitian Empiris (II)*. Badan Penerbit Universitas Diponegoro.

Ghozali, I. (2016). Aplikasi Analisis Multivariate.

Gibson, J. L., Ivancevich, J. M., Donnelly, J. H., & Konopaske, R. (2012). *Organizations Behavior, Structure, Processes* (Foirteenth). McGraw-Hill.

Gill, S., Greenberg, M. T., & Vazquez, A. (2002). Changes in the Service Delivery Model and Home Visitors Job Satisfaction and Turnover in an Early Head Start Program. *Infant Mental Health Journal*, 23(2), 182–196. <https://doi.org/10.1002/imhj.10011>

Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The Relation Between Work Family Balance and Quality of Life. *Journal of Vocational Behavior*, 63(3), 510–531. [https://doi.org/10.1016/S0001-8791\(02\)00042-8](https://doi.org/10.1016/S0001-8791(02)00042-8)

Gruman, J. A., & Saks, A. M. (2011). Performance Management and Employee Engagement. *Human Resource Management Review*, 21(2), 123–136. <https://doi.org/10.1016/j.hrmr.2010.09.004>

Hair, J. F., Hult, G. T., Ringle, C. M., Sarstedt, M. 2014. A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). SAGE Publications Ltd California

Handayani, A. (2013). Keseimbangan Kerja Keluarga pada Perempuan Bekerja: Tinjauan Teori Border. *Buletin Psikologi Universitas Gadjah Mada*, 21(2), 90–101.

Harahap, D. S., & Khair, H. (2019). Pengaruh Kepemimpinan dan Kompensasi terhadap Kepuasan Kerja Melalui Motivasi Kerja. *Maneggio: Jurnal Ilmiah Magister Hukum*, 2(1), 69–88.

Hardeba, A. (2017). Kontrak Psikologis Dan Work Engagement Dalam Meningkatkan Kepuasan Kerja Di Pt Adhikarya. *Jurnal Manajemen*, 14(2), 108–125. <https://doi.org/10.25170/jm.v14i2.781>

Hariyono, W., Dyah Suryani, & WUlandari, Y. (2009). Perawat di Rumah Sakit Islam Yogyakarta Pdhi. *Kesmas*, 3(3), 186–197.

- Hasibuan, M. S. (2016). *Manajemen Sumber Daya Manusi*. Bumi Aksara.
- Hiltrop, J. M. (1995). The Changing Psychological Contract: The Human Resource Challenge of the 1990s. *European Management Journal*, 13(3), 286–294. [https://doi.org/10.1016/0263-2373\(95\)00019-H](https://doi.org/10.1016/0263-2373(95)00019-H)
- Ho, C.-L., & Au, W.-T. (2006). Measuring Job Satisfaction of Teachers. *Educational and Psychological Measurement*, 66(1), 172–185.
- Hui, C., Lee, C., & Rousseau, D. M. (2004). Psychological Contract and Organizational Citizenship Behavior in China: Investigating Generalizability and Instrumentality. *Journal of Applied Psychology*, 89(2), 311–321. <https://doi.org/10.1037/0021-9010.89.2.311>
- Husna, S. A., Istiqomah, E., & Akbar, S. N. (2020). HUBUNGAN ANTARA KONTRAK PSIKOLOGIS DENGAN KETIDAKAMANAN KERJA PADA PEGAWAI KONTRAK DINAS PENDIDIKAN DAN KEBUDAYAAN PROVINSI KALIMANTAN SELATAN. *Jurnal Kognisia*, 2(1), 85-89.
- Juliandi, A., & Manurung, S. (2014). *Metodologi Penelitian Bisnis, Konsep dan Aplikasi: Sukses Menulis Skripsi & Tesis Mandiri*. Umsu Press.
- Junaidi, J. (2021). PENGARUH LINGKUNGAN KERJA DAN KOMPETENSI TERHADAP KEPUASAN KERJA DAN KINERJA PEGAWAI. *Jurnal Ilmu Hukum, Humaniora dan Politik*, 1(4), 411-426.
- Junaidin, Ikham, A. A., & Hardiyono. (2019). Pengaruh Work Life Balance Terhadap Burnout dan Kepuasan Kerja Karyawan (Studi Kasus Pada Perusahaan Listrik Negara ( PLN) Area Makassar Selatan). *MANDAR (Management Development and Applied Research Journal)*, 1(2), 27–34.
- Kanwar, Y. P. S., Singh, A. K., & Kodwani, A. D. (2009). Work—Life Balance and Burnout as Predictors of Job Satisfaction in the IT-ITES Industry. *Vision: The Journal of Business Perspective*, 13(2), 1–12. <https://doi.org/10.1177/097226290901300201>
- Kerlinger, F. N., Lee, H. B., & Bhanthumnavin, D. (2000). Foundations of Behavioral Research: The Most Sustainable Popular Textbook by Kerlinger & Lee (2000). *Journal of Social Development*, 13, 131-144.
- Knights, J., & Kennedy, B. (2005). Psychological Contract Violation: Impacts on Job Satisfaction and Organizational Commitment Among Australian Senior Public Servants. *Applied H.R.M. Research*, 10(2), 57–72.
- Kurniati, A., & Efendi, F. (2012). *Kajian Sumber Daya Manusia Kesehatan di Indonesia*. Ferry Effendi.
- Krejcie, R., V.Morgan, & W., D. (1996). (1970) “Determining sample Size for

- Research Activities”, Educational and Psychological Measurement.  
International Journal of Employment Studies, 18(1), 89–123
- Lazar, I., Osoian, C., & Ratiu, P. (2010). The Role of Work Life Balance Practices in Order to Improve Organizational Performance. *European Research Studies Journal*, 13(1), 201–213. <https://doi.org/10.35808/ersj/267>
- Lockwood, N. R. (2003). Work/Life Balance: Challenges and Solutions for Human Resource Management. *SHRM Research, Research Quarterly*, 1–10.
- Lu, L., & Cooper, C. (2011). Review Article Work Life Balance. *International Journal of Current Research*, 03(04), 186–189.
- Luthans, F. (2010). *Organizational Behavior: An Evidence-Based Approach* (Thelfth Ed). McGraw Hill/Irwin.
- Maiden, K. M., Kaplan, M., Walling, L. A., Miller, P. P., & Crist, G. (2017). A Comprehensive Scoring System to Measure Healthy Community Design in Land Use Plans and Regulations. *Preventive Medicine*, 95, S141-S147.
- Mangkunegara, A.A. Anwar Prabu. 2013. *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: Remaja Rosdakarya.
- Mangundjaya, W. L. H. 2012. Persepsi Dukungan Organisasi Versus Kepuasan Kerja dan Perannya terhadap Perilaku Kewarganegaraan Organisasi. *Jurnal : Psikologi Sosial UI*
- Mariam, R. (2009). Pengaruh Gaya Kepemimpinan Dan Budaya Organisasi Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Karyawan Sebagai Variabel Intervening Studi Pada Kantor Pusat PT. Asuransi Jasa Indonesia (Persero) (Doctoral dissertation, program Pascasarjana Universitas Diponegoro).
- Maslow, A. H., Honigmann, J. J., Carolina, N., Hill, C., Howard, A., & Memorial, S. (1958). *Synergy: Some Notes. Mead 1937*, 320–333.
- Mayangsari, M. D., & Amalia, D. (2018). Keseimbangan kerja-kehidupan pada wanita karir. *Jurnal Ecopsy*, 5(1), 43-50.
- Melani, T., & Suhaji. (2012). Faktor–Faktor yang Mempengaruhi Kepuasan Kerja (Studi pada Karyawan Sekolah Tinggi Ilmu Farmasi ”YAYASAN PHARMASI” Semarang) The Factors that Influence Job Satisfaction (Study On Employee of Pharmacy School" Pharmaceutical FOUNDATION" Semarang). *Jurnal Akuntansi Dan Bisnis*, 1–22.
- Muayyad, D. M. (2016). Pengaruh Kepuasan Kerja Terhadap Produktivitas Kerja Pegawai Bank Syariah X Kantor Wilayah II. *Jurnal Manajemen Dan*

*Pemasaran Jasa*, 9(1), 75–98.

- Munir, M. (2013). Pengaruh Motivasi Kerja, Kepuasan Kerja, Budaya Organisasi dan Kepemimpinan terhadap Kinerja Karyawan Rumah Sakit Umum Daerah Tugurejo Semarang. *Dokumen Karya Ilmiah*, 1–13.
- Nabawi, R. (2019). Pengaruh Lingkungan Kerja, Kepuasan Kerja dan Beban Kerja Terhadap Kinerja Pegawai. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 2(2), 170–183. <https://doi.org/10.30596/maneggio.v2i2.3667>
- Naway, F. A., & Antuke, S. W. (2016). HUBUNGAN PERILAKU ASERTIF DAN SKILL KEPEMIMPINAN KEPALA SEKOLAH DENGAN KEPUASAN KERJA GURU DI SMP NEGERI 1 GORONTALO. *PROSIDING*, 101.
- Noviyanti, R. (2019). Faktor Yang Mempengaruhi Kompetensi Nelayan Di Teluk Banten: Menggunakan Partial Least Square-Structural Equation Modelling (Pls-Sem). *Marine Fisheries: Journal of Marine Fisheries Technology and Management*, 10(1), 33-44
- Parkes, L. P., & Langford, P. H. (2008). Work Life Balance or Work Life Alignment? *Journal of Management & Organization*, 14(3), 267–284.
- Pranindhita, E. Y. P., & Wibowo, D. H. (2020). Hubungan Work Life Balance Dengan Kepuasan Kerja Pada Guru Di SMK Kabupaten Pati. *Psikologi Konseling*, 16(1).
- Pratama, A. (2019). Pengaruh Komitmen Organisasi Dan Kompensasi Terhadap Kepuasan Kerja Serta Dampaknya Terhadap Kinerja Karyawan. *JURNAL SeMaRaK*, 1(3). <https://doi.org/10.32493/smk.v1i3.2255>
- Robbins, S. P. dan Judge, T. A. (2015). *Perilaku Organisasi* (16th ed.). Salemba Empat.
- Rondonuwu, F., Rumawas, W., & Asaloei, S. (2018). Pengaruh Work-life Balance Terhadap Kepuasan Kerja Karyawan Pada Hotel Sintesa Peninsula Manado. *Jurnal Administrasi Bisnis*, 7(2), 30–39. <https://doi.org/10.35797/jab.7.2.2018.22044.30-39>
- Rousseau, D. (1995). *Psychological Contracts in Organizations: Understanding Written and Unwritten Agreements*. Sage Publications.
- Rousseau, D. M. (1989). Psychological and Implied Contracts in Organizations. *Employee Responsibilities and Rights Journal*, 2(2), 121–139. <https://doi.org/10.1007/BF01384942>
- Sarstedt, M, Hair Jr, J. F., Matthews, L. M., & Matthews, R. L. (2017). PLS-SEM or CB-SEM: updated guidelines on which method to use. *International Journal of Multivariate Data Analysis*, 1(2), 107-123.

- Sartika, D. (2014). Pengaruh Kepuasan Kerja dan Gaya Kepemimpinan Transformasional terhadap Keinginan Keluar Karyawan dengan Komitmen Organisasi sebagai Variabel Mediasi (Studi Kasus Di CV. Putra Tama Jaya). *Management Analysis Journal*, 3(2). <https://doi.org/10.15294/maj.v3i2.3940>
- Scholarios, D., & Marks, A. (2004). Work-life Balance and the Software Worker. *Human Resource Management Journal*, 14(2), 54-74.
- Shabrina, Dewi, and I. Z. R. (2019). Hubungan Antara Work Life Balance Dengan Kepuasan Kerja Pada Karyawan Pt. Pertani (Persero). *Empati*, 8(1), 27–32.
- Sholeha, M. A. (2015). Kepuasan Kerja Karyawan Gogo Cafe di Hotel Oval Surabaya. *Jurnal Hospitality dan Manajemen Jasa*, 3(1), 396-409.
- Siagian, S. P. (2008). *Manajemen Sumber Daya Manusia*. Asdi Mahasatya.
- Soomro, A. A., Breitenecker, R. J., & Shah, S. A. M. (2018). Relation of Work Life Balance, Work Family Conflict, and Family Work Conflict with the Employee Performance Moderating Role of Job Satisfaction. *South Asian Journal of Business Studies*, 7(1), 129–146. <https://doi.org/10.1108/SAJBS-02-2017-0018>
- Spector, P. E. (1985). Measurement of Human Service Staff Satisfaction: Development of the Job Satisfaction Survey. *American Journal of Community Psychology*, 13(6), 693–713. <https://doi.org/10.1007/BF00929796>
- Sugiyono. (2015). *Metode Penelitian Pendidikan (Pendekatan Kuantitatif, Kualitatif, dan R&D)*. ALFABETA.
- Sutrisno, E. (2009). *Manajemen Sumber Daya Manusia*. Kencana Prenada Media.
- Sutton, G., & Griffin, M. A. (2004). Integrating Expectations, Experiences, and Psychological Contract Violations: A Longitudinal Study of New Professionals. *Journal of Occupational and Organizational Psychology*, 77(4), 493–514. <https://doi.org/10.1348/0963179042596487>
- Tendean, J. C., Palar, S. W., & Tolosang, K. D. (2014). Pengaruh Jumlah Wisatawan Terhadap Pendapatan Asli Daerah (PAD) Kota Manado Melalui Pajak Hotel Sebagai Intervening Variabel. *Jurnal Fakultas Ekonomi Dan Bisnis Universitas Sam Ratulangi*, 14(3), 1–15.
- Tumbel, T. M. (2017). Pengaruh Work-Life Balance Dan Burnout Terhadap Kepuasan Kerja. *None*, 5(003), 1–8. <https://doi.org/10.35797/jab.5.003.2017.16718>.
- Undang Undang Tenaga Kesehatan. (2014). *UNDANG-UNDANG REPUBLIK INDONESIA NOMOR 36 TAHUN 2014 TENTANG TENAGA KESEHATAN. 1.*

- Van Teijlingen, E. R., & Hundley, V. (2001). The Importance of Pilot Studies.
- Wellin, M. (2007). *Managing the Psychological Contract*. Gower.
- Widiyaningsih, E. (2016). *Rumah Sakit Islam*. 893535(19), 893535. [eprints.walisongo.ac.id/6259/2/BAB I.pdf](http://eprints.walisongo.ac.id/6259/2/BAB%20I.pdf)
- Yusnani, E., & Prasetyo, A. P. (2018). Kontribusi Work Life Balance terhadap Job Satisfaction pada Karyawan Dinas Koperasi dan Usaha Kecil. *Jurnal Penelitian Pendidikan*, 18(2), 135–143. <https://doi.org/10.17509/jpp.v18i2.12954>

