

DAFTAR PUSTAKA

- Arnett, J. J., & Tanner, J. L. (2006). *Emerging adults in America : coming of age in the 21st century (Eds 1st)*. Washington, DC: American Psychological Association. <https://doi.org/10.1037/11381-000>
- Azwar, S. (2012). *Penyusunan Skala Psikologi (Edisi 2)*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2015). *Reliabilitas dan Validitas*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2016). *Penyusunan skala psikologi*. Yogyakarta: Pustaka Pelajar.
- Azwar, S. (2022). *Riset-riset konstruksi skala psikologi (Edisi I)*. Yogyakarta: Pustaka Pelajar.
- Badan Pusat Statistik. (2024). Keadaan ketenagakerjaan Indonesia Februari 2024. <https://www.bps.go.id> diakses pada 8 Juni 2025. <https://www.bps.go.id/assets/statistics-table/1/MTkwNCMx/penduduk-berumur-15-tahun-ke-atas-menurut-golongan-umur-dan-jenis-kegiatan-selama-seminggu-yang-lalu--2008---2024.html>.
- BamboorHR. (2023). *Employee Happiness: The Great Gloom: In 2023, Employees Are Unhappier Than Ever. Why?* Bamboorhr.Com. Diakses tanggal 1 mei 2025 dari <https://www.bamboohr.com/resources/data-at-work/employee-happiness-index/q2-2023-the-great-gloom>.
- Bataineh, K. A. (2019). *Impact of Work-life balance, Happiness at work, on Employee Performance. International Business Research*, 12(2), 99–112. <https://doi.org/10.5539/ibr.v12n2p99>.
- Chiumento, S. (2006). *Happiness at work index. London: The Illumination Bussiness*.
- Congrade. (2023). *Happiness at work: Why is Gen Z unhappy at work? Corporate Governance Institute. Retrieved from* <https://www.thecorporategovernanceinstitute.com/insights/news-analysis/why-is-gen-z-unhappy-at-work/>
- Clark, S. C. (2000). *Work/family border theory: A new theory of work/family balance. Human relations*, 53(6), 747-770.
- Deloitte. (2023). 2023 Gen Z and Millennial Survey. Deloitte Global. <https://www2.deloitte.com/global/en/pages/aboutdeloitte/articles/genzmillennialsurvey.html>
- Dewi, E. S., & Anggraeni, D. S. (2025). Hubungan antara *Work Life Balance*

- dengan Kebahagiaan di Tempat Kerja Pada Karyawan di PT. X. *Jurnal Pendidikan Tambusai*, 9(1), 8959–8965. Retrieved from <https://jptam.org/index.php/jptam/article/view/2601>.
- Dimock, M. (2019). *Defining generations: Where Millennials end and Generation Z begins*. *Pew research center*, 17(1), 1-7.
- Elnanto, J. G., & Suharti, L. (2021). *The impact of work from home to work life-balance and its implication to employee happiness*. *International Journal of Social Science and Business*, 5(3), 311-318.
- Fadillah, C. (2024). Gambaran kebahagiaan di tempat kerja pada karyawan generasi Z (Skripsi, Universitas Esa Unggul). Universitas Esa Unggul Institutional Repository.
- Fisher, C. D. (2010). *Happiness at work*. *International journal of management reviews*, 12(4), 384-412.
- 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>.
- Fitriana, N., Hutagalung, F. D., Awang, Z., & Muhammad, S. (2022). Kebahagiaan di tempat kerja: Validasi lintas budaya tentang kebahagiaan di tempat kerja. *Plos One*, 17(1), 1–16. <https://doi.org/10.1371/journal.pone.0261617>.
- Giovanni, V. F., & Le, M. (2022). Pengaruh lingkungan kerja dan kepuasan kerja terhadap loyalitas karyawan di industri kreatif. *Jurnal Manajerial dan Kewirausahaan*, 4(1), 232–242. <https://doi.org/https://doi.org/10.24912/jmk.v4i1.17196>.
- Grandey, A. A., & Cropanzano, R. (1999). *The Conservation Of Resources model applied to work–family conflict and strain*. *Journal of Vocational Behavior*, 54(2), 350–370. <https://doi.org/10.1006/jvbe.1998.1666>.
- 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).
- Haar, J. M., Russo, M., Suñe, A., & Ollier-Malaterre, A. (2014). *Outcomes of work–life balance on job satisfaction, life satisfaction and mental health: A study across seven cultures*. *Journal of Vocational Behavior*, 85(3), 361–373. <https://doi.org/10.1016/j.jvb.2014.08.010>.
- Hadi, S. (2015). *Metodologi riset*. Yogyakarta: Pustaka Pelajar.
- Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). *Business-unit-level relationship*

between employee satisfaction, employee engagement, and business outcomes: a meta-analysis. Journal of applied psychology, 87(2), 268.
<https://doi.org/10.1037/0003-066X.60.5.41>

Hudson, A. (2005). *The case for work/life balance: Closing the gap between policies and practice. index. London: The Illumination Bussiness.*

Indradewa, R., & Prasetio, A. A. (2023). *The influence of flexible working arrangements and work-life balance on job satisfaction: A double-layered moderated mediation model. Jurnal Ekonomi Dan Bisnis*, 26(2), 449–476.
<https://doi.org/10.24914/jeb.v26i2.9551>.

Jannah, F., & Suryani, I. (2020). Pengaruh *work-life balance* terhadap kebahagiaan yang dimediasi oleh self-esteem pada karyawan sektor perbankan kota Banda Aceh. *Jurnal Manajemen Inovasi*, 11(1), 124-137.

Jobstreet Indonesia. (2016). Pencari Kerja Indonesia Tidak *Happy* Oleh Pekerjaan Dalam Negeri. Diakses tanggal 1 Mei 2025 dari
<https://id.jobstreet.com/id/career-advice/article/pencari-kerja-indonesia-tidak-happy-dengan-pekerjaan-di-dalam-negeri>.

Khoiriyah, D., Diah Sari, E. Y., & Widiana, H. S. (2020). Keterikatan kerja perawat: Pengaruh dukungan organisasi, *work-life balance* dan kebahagiaan. *PSYCHE: Jurnal Psikologi*, 2(1), 40–51.
<https://doi.org/10.36269/psyche.v2i1.179>

Lestari, D., & Margaretha, M. (2021). *Work life balance, job engagement and turnover intention: Experience from Y generation employees. Management Science Letters*, 11(1), 157-170.

Lockwood, N. R. (2003). *Work/life balance: Challeng and Solutions. SHRM Research Quarterly, USA*, 2(10), 2073-2079.

Luthfiana, N., Zamralita., & Idulfilastri, R. M. (2024). Keinginan untuk Tetap Bertahan Gen Z: Peran Kesejahteraan di Tempat Kerja. *Psikobuletin: Buletin Ilmiah Psikologi*, 5(1), 86–93.
<https://doi.org/10.24014/pib.v5i1.24542>

Maimunah, F., Kadiyono, A. L., & Nugraha, Y. (2024). Reliabilitas dan Validitas Konstruk *Work-life balance* Pada Remote *Working Employee* di Indonesia. *Tekmapro: Journal of Industrial Engineering and Management*, 19(1), 94–103. <https://doi.org/10.33005/tekmapro.v19i1.387>

Marecki, Ł. (2023). *Impact of work-life balance on employee productivity and well-being. Journal of Management and Financial Sciences*, (50), 165-178.

Masud, A. A., Tenriyola, A. P., & Asike, A. (2022). Peranan Kompetensi SDM Terhadap Peningkatan Kinerja Karyawan. *Amsir Management Journal*,

3(1), 42-48.

- McCrindle, M., & Fell, A. (2020). *Generation Z: Understanding the global citizens born in the internet era. McCrindle Research.*
- Miller, J. L. (2011). *The relationship between identity development processes and psychological distress in emerging adulthood. Dissertation for Doctor of Philosophy, George Washington University.* 1–168.
- Muhajirin, M., & Panorama, M. (2017). Pendekatan praktis; Metode Penelitian Kualitatif dan Kuantitatif.
- Mulyani, R. S., & Santosa, A. (2024). Pengaruh *Work Life Balance, Teamwork, Person Job Fit* terhadap Kinerja Karyawan Generasi Z di Kota Yogyakarta. *Journal of Education Technology Information Social Sciences and Health*, 3(2), 1196–1202. <https://doi.org/DOI:10.57235/jetish.v3i2.3217>
- Mumtazah, I. (2025). *The Influence of Work-life balance on Happiness at work Among Nurses. Psikologi Prima*, 8(1), 37-46.
- Netemeyer, R. G., Boles, J. S., & McMurrian, R. (1996). Development and validation of work–family conflict and family–work conflict scales. *Journal of Applied Psychology*, 81(4), 400–410. <https://doi.org/10.1037/0021-9010.81.4.400>
- Ningsih, D. A. (2013). *Subjective well being* ditinjau dari faktor demografi (status pernikahan, jenis kelamin, pendapatan). 1(2).
- Noe, R. A., Hollenbeck, J. R., Gerhart, B., & Wright, P. M. (2020). *Fundamentals of human resource management. McGraw-Hill.*
- Nugraha, S., Sugiarti., & Suhariadi, F. (2022). Gambaran work life balance pada profesi perawat selama masa Pandemi COVID-19, di Rumah Sakit di Jabodetabek. *Jurnal Multidisiplin Ilmu*, 1(2), 1–13. <https://doi.org/10.31004/koloni.v1i2.33>
- Paramata, M. R., Yakup, Y., Abdullah, J., & Runtukahu, R. O. (2024). Pengaruh beban kerja dan *work-life balance* terhadap stres kerja karyawan PT. Bank Danamon Indonesia. *Jurnal Dimensi*, 13(2), 443–452. <https://doi.org/10.33373/dms.v13i2.6290>
- Pitriyani, P., & Halim, A. (2020). Pengaruh pengalaman kerja, latar belakang pendidikan daompensasi terhadap kinerja karyawan pada PT. Pegadaian Persero cabang Rantauprapat. *Ekonomi Bisnis Manajemen dan Akuntansi (EBMA)*, 1(1), 60-68.
- Prayoga, R. A., & Lajira, T. (2021). Strategi pengembangan kualitas sdm “generasi millenial & generasi z” dalam menghadapi persaingan global era 5.0.

In Prosiding Seminar Nasional Manajemen (Vol. 1, No. 1, pp. 37-40).

- Prensky, M. R. (2010). *Teaching digital natives: Partnering for real learning*. Corwin press.
- Priyono, A., & Tampubolon, S. (2023). Pengaruh Job Insecurity dan Beban Kerja terhadap Turnover Intention (Studi Kasus pada Karyawan Milenial dan Gen Z di Bank BJB Cabang Daan Mogot). *Jurnal Manajemen Dan Bisnis Madani*, 5(2), 15-33.
- Pryce Jones, J. (2010a). Happiness at work. Maximizing Your Psychological Capital for Success. <https://doi.org/10.1108/00251741111143676>.
- Putri, M. M., & Simanjorang, C. (2023). Hubungan Beban Kerja Mental Terhadap Kebahagiaan di Tempat Kerja Pada Karyawan PT X. *Jurnal Ilmiah Kesehatan Masyarakat*, 15(2), 87–95. <https://doi.org/https://doi.org/10.52022/jikm.v15i2.450>
- Rahmi, F. (2018). Happiness at workplace. 32–40. <https://doi.org/10.32698/25255>
- Rizqi, A. H., & Qamari, I. N. (2022). *The influence analysis of organizational climate and work-life balance on employee performance through happiness at work as mediation variable*. *Journal of Management and Islamic Finance*, 2(2), 153-170.
- Robbins, S. P., & Judge, T. A. (2012). *Organizational behavior 15th edition*. Prentice Hall.
- Sakitri, G. (2021, July). Selamat Datang Gen Z, Sang Penggerak Inovasi!. *In Forum Manajemen* (Vol. 35, No. 2, pp. 1-10).
- Sali, P. (2023). *Indonesian gen Z work values, preference between startups and corporations, and intention to apply*. *Jurnal Ekonomi dan Kewirausahaan West Science*, 1(3), 236-245.
- Sari, D. A. A., & Prasadjaningsih, M. O. (2023). *Millenial Employees Perception Related to Workload, Work Life Balance, Challenge Leadership on Happiness at work Case Study Kuningan Area South Jakarta*. *Journal of Accounting and Finance Management*, 4(2), 210-219.
- Savickas, M. L., Briddick, W. C., & Watknis Jr, C. E. (2002). *The relation of career maturity to personality type and social adjustment*. *Journal of Career Assessment*, 10(1), 24–49. <https://doi.org/10.1177/1069072702010001002>.
- Schroth, H. (2019). *Are you ready for Gen Z in the workplace?*. *California management review*, 61(3), 5-18
- Seemiller, C., & Grace, M. (2016). *Generation Z goes to college*. John Wiley &

Sons.

- Sekaran, U., & Bougie, R. (2013). Edisi 6. *Research Methods for Business*.
- Seligman, M. E. P., Steen, T. A., Park, N., & Peterson, C. (2005). *Positive psychology progress: empirical validation of interventions*. *The American Psychologist*, 60(5), 410–421.
- Selvi, R. S. A., & Madhavkumar, V. (2023). *The mediating effect of happiness workplace on the relationship between hybrid work model and employee retention in it industry*. *International Journal of Industrial Management*, 17(1), 40–49. <https://doi.org/10.15282/ijim.17.1.2023.9212>.
- Semlali, S., & Hassi, A. (2016). *Work–life balance: how can we help women IT professionals in Morocco?*. *Journal of Global Responsibility*, 7(2), 210–225.
- Simanjuntak, R. (2023). Hubungan antara budaya organisasi dan *happiness at work* pada generasi Z (Skripsi, Universitas Gunadarma). Perpustakaan Universitas Gunadarma. <https://library.gunadarma.ac.id/repository/hubungan-antara-budaya-organisasi-dan-happiness-at-work-pada-generasi-z-skripsi>.
- Stankevičiūtė, Ž., Staniškienė, E., & Ramanauskaitė, J. (2021). *The impact of job insecurity on employee happiness at work: A case of robotised production line operators in furniture industry in Lithuania*. *Sustainability (Switzerland)*, 13(3), 1–20. <https://doi.org/10.3390/su13031563>.
- Stefanny, M., & Putri, H. I. W. (2024, November). The role of emotional intelligence and work-life balance in enhancing job satisfaction among Generation Z employees. In *International Conference of Business and Social Sciences* (pp. 275-283).
- Sugiyono. (2013). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung:
- Sugiyono. (2018). *Metode Penelitian Kombinasi (Mixed Methods)*. Bandung: CV.
- Suojanen, I. (2012). *Work for your happiness - Theoretical and empirical study defining and measuring happiness at work*. 2–139.
- Turner, A. (2015). Generation Z: *Technology and social interest*. *The journal of individual Psychology*, 71(2), 103–113.
- Twenge, J. M. (2017). *iGen: Why today's super-connected kids are growing up less rebellious, more tolerant, less happy--and completely unprepared for adulthood--and what that means for the rest of us*. Simon & Schuster.
- Undang-Undang Republik Indonesia. (1992). Undang-Undang Republik Indonesia tentang Ketenagakerjaan (Nomor 13 Pasal 68 Tahun 2003) diakses tanggal

