

DAFTAR PUSTAKA

- Albion, M. J. (2004). A Measure of Attitudes Towards Flexible Work Options. *Australian Journal of Management*, 29(2), 275–294.
<https://doi.org/10.1177/031289620402900207>
- Allen, T. D., Johnson, R. C., Kiburz, K. M., & Shockley, K. M. (2013). Work-Family Conflict and Flexible Work Arrangements: Deconstructing Flexibility. *Personnel Psychology*, 66(2), 345–376.
<https://doi.org/10.1111/peps.12012>
- Andriani, R. D. F., Sumartik, & Firdaus, V. (2023). Work Family Conflict, Individual Characteristic, and Teamwork on Employee Performance in Transportation Sector. *JENIUS (Jurnal Ilmiah Manajemen Sumber Daya Manusia)*, 6(3), 552–563. <https://doi.org/10.32493/jjsdm.v6i3.29567>
- Aura, N. A. M., & Desiana, P. M. (2023). Flexible Working Arrangements and Work-Family Culture Effects on Job Satisfaction: The Mediation Role of Work-Family Conflicts among Female Employees. *Jurnal Manajemen Teori Dan Terapan | Journal of Theory and Applied Management*, 16(2), 381–398.
<https://doi.org/10.20473/jmtt.v16i2.45960>
- Ayuningtias, H. G., Nurbaiti, A., Hendayani, R., & Setiadi, S. (2023). Survey Impact of COVID on Work-Family Conflict (WFC) and Flexible Work Arrangement (FWA). *Jurnal Manajemen Indonesia*, 23(2), 136–142.
<https://doi.org/10.25124/jmi.v23i2.5488>
- Azwar, S. (2018). *METODE PENELITIAN PSIKOLOGI*.

- Bhowon, U. (2013). Role Saliency, Work-Family Conflict and Satisfaction of Dual-Earner Couples. *Journal of Business Studies Quarterly*, 5(2), 78. <http://search.ebscohost.com/login.aspx?direct=true&db=edb&AN=93458525&site=eds-live&scope=site>
- Chung, H. (2024). National family policies and the association between flexible working arrangements and work-to-family conflict across Europe. *Journal of Family Research*, 36, 229–249. <https://doi.org/10.20377/jfr-1002>
- Çivilidağ, A., & Durmaz, Ş. (2026). The relationship of flexible working arrangements on work-family conflict, work-life balance and organizational commitment: a systematic review and meta-analysis. *BMC Psychology*, 14(1). <https://doi.org/10.1186/s40359-026-04216-y>
- CohenMiller, A. S. (2020). Performing, passing, and covering motherhood in academic spaces: A heartfelt autoethnography. *LEARNING Landscapes*, 13(1), 97–114. <https://doi.org/10.36510/learnland.v13i1.1006>
- Cristy, R., & Jatmika, D. (2019). Hubungan Antara Work Family Conflict Dengan Kualitas Kehidupan Kerja Pada Karyawan Yang Telah Menikah Di Pt. K. *PSYCHE: Jurnal Psikologi*, 1(2), 1–13. <https://doi.org/10.36269/psyche.v1i2.94>
- Farida, N., Damanhuri, D., & Bahrudin, F. A. (2024). The Relationship Between Work Family Conflict and Performance of Female in The Workplace. *Jurnal Pendidikan Sosiologi Dan Humaniora*, 15(1), 323. <https://doi.org/10.26418/j-psh.v15i1.78195>
- Fatmawati, L., & Wicaksono, D. A. (2021). Hubungan Work-Family Culture terhadap Work-Family Conflict pada Karyawan Work From Home. *Jurnal Fenomena*, 30(1), 31–38. <https://doi.org/10.30996/fn.v30i1.5417>

Ferdiansyah, M., & Masfufah, U. (2023). Perkembangan Dewasa Madya Sebuah Studi Kasus. *Flourishing Journal*, 2(9), 598–604.

<https://doi.org/10.17977/um070v2i92022p598-604>

Fitrianti, N. A., & Eryandra, A. (2025). *Peran Pengaturan Kerja Fleksibel dan Motivasi Kerja dalam Meningkatkan Kinerja Karyawan The Role of Flexible Work Arrangements and Work Motivation in Improving Employee Performance karyawan tidak perlu bekerja dalam waktu digunakan. 119(8), 614–623.*

Fitrizqa, T. A. (2024). *WORK-FAMILY CONFLICT TERHADAP TURNOVER INTENTION MELALUI PERAN MEDIASI PSYCHOLOGICAL WELL-BEING PADA PERAWAT PEREMPUAN YANG SUDAH WORK-FAMILY CONFLICT ON TURNOVER INTENTIONS THROUGH THE WORK-FAMILY CONFLICT TERHADAP TURNOVER INTENTION MELALUI PERAN MEDIAS.*

Fitrizqa, T. A., & Siregar, A. Y. M. (2025). Work-Family Conflict on Turnover Intentions Mediating Role of Psychological Well-Being. *Jurnal Ilmiah Manajemen Kesatuan*, 13(4), 2171–2182.
<https://doi.org/10.37641/jimkes.v13i4.3385>

Frezy, P. (2023). Karakteristik Perkembangan Masa Dewasa Awal Developmental Characteristics of Early Adulthood. *Media Online) Journal of Education and Culture (JEaC)*, 3(1), 2986–1012.

Frone, Russel, & Cooper. (1992). *ANTECEDENTS AND OUTCOMES OF WORK-FAMILY CONFLICT: TESTING A MODEL OF THE WORK-FAMILY INTERFACE* (pp. 65–78).

- Ghonim, A., Awad, A., Shemais, M., Shma, T., & Aziz, A. (2025). Exploring the impact of flexible work arrangements on employee engagement in telecommunications: case of Egypt. *Problems and Perspectives in Management*, 23(2), 198–207. [https://doi.org/10.21511/ppm.23\(2\).2025.13](https://doi.org/10.21511/ppm.23(2).2025.13)
- Greenhaus, J. H., & Beutell, N. J. (1985). Sources of Conflict between Work and Family Roles. *The Academy of Management Review*, 10(1), 76. <https://doi.org/10.2307/258214>
- Gunaprasida, N., & Wibowo, A. (2019). The effect of work-family conflict and flexible work arrangement on turnover intention: do female and male employees differ? *Jurnal Siasat Bisnis*, 23(1), 27–36. <https://doi.org/10.20885/jsb.vol23.iss1.art3>
- Hadi, S. (2016). *Metodologi penelitian*. Yogyakarta: Pustaka Pelajar.
- Halim, N. H., Razak, A., & Nur, H. (2023). Inovasi Pengaruh Dukungan Sosial dan Kepuasan Pernikahan terhadap Work- family Conflict pada Ibu yang Bekerja. *KREASI: Jurnal Kreativitas Dan Inovasi*, 1(1), 23–32.
- Harrop, N., Jiang, L., & Overall, N. (2025). A Meta-Analysis of Antecedents and Outcomes of Flexible Working Arrangements. *Journal of Organizational Behavior*, 1–29. <https://doi.org/10.1002/job.2896>
- Hyland, M. A. M. (2001). FLEXIBILITY IN WORK ARRANGEMENTS: HOW AVAILABILITY, PREFERENCES AND USE AFFECT BUSINESS OUTCOMES. *Dissertation*, 274.
- Jamunarani, H. S., & Syed, R. (2025). Flexible work arrangements and their impact on women's job satisfaction and quality of life: The mediating role of work-life balance. *Problems and Perspectives in Management*, 23(3), 130–

144. [https://doi.org/10.21511/ppm.23\(3\).2025.10](https://doi.org/10.21511/ppm.23(3).2025.10)

Mamatha, M., & Lakshmi, B. (2020). Influence of employees' perception on the use of flexible work arrangements. *International Journal of Scientific and Technology Research*, 9(3), 4135–4142.

Maxwell, G., Rankine, L., Bell, S., & MacVicar, A. (2007). The incidence and impact of flexible working arrangements in smaller businesses. *Employee Relations*, 29(2), 138–161. <https://doi.org/10.1108/01425450710719987>

Mee Choo, J. L., Desa, N. M., & Abu Hassan Asaari, M. H. (2016). Flexible Working Arrangement toward Organizational Commitment and Work-Family Conflict. *Studies in Asian Social Science*, 3(1), 21–36.
<https://doi.org/10.5430/sass.v3n1p21>

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>

Nur, M., & Agustin, L. (2025). *Work-Family Conflict (WFC) pada Ibu yang Bekerja: Tinjauan Literatur*.

Nuryanti, S., Taufiqurrohman, M. H., & Asyifa, L. F. (2023). Work from Home at New Normal, Why Not? Peran Mediator Work-Life Balance pada Flexible Work Arrangement Terhadap Life Satisfaction Karyawan. *Journal of Psychological Science and Profession*, 7(2), 27.
<https://doi.org/10.24198/jpsp.v7i2.45311>

Pratiwi, R. S. I., & Wartini, S. (2025). Flexible Working Arrangements: Fleksibilitas Kerja dalam Pengelolaan Sumber Daya Manusia (SDM)

Modern. *Bookchapter Manajemen SDM*, 91–116.

<https://doi.org/https://doi.org/10.15294/msdm.v1i1.304>

Putra, A. R., Utari, P., & Sudarmo. (2023). Flexible Work Arrangement, Work-Life Balance and Communication: a Systematic Literature Review. *Russian Journal of Agricultural and Socio-Economic Sciences*, 135(3), 25–34.

<https://doi.org/10.18551/rjoas.2023-03.04>

Rahmat, A., Syam, R., Jufri, M., & Zakiyah, S. N. (2025). Mapping work–family conflict as an indicator of work–life balance among employees. *SOCIETIES Journal*, 5(2)(2), 215–222.

Rau, B. L., & Hyland, M. A. M. (2002). Role conflict and flexible work arrangements: The effects on applicant attraction. *Personnel Psychology*, 55(1), 111–136. <https://doi.org/10.1111/j.1744-6570.2002.tb00105.x>

Richman, A. L., Civian, J. T., Shannon, L. L., Jeffrey Hill, E., & Brennan, R. T. (2008). The relationship of perceived flexibility, supportive work-life policies, and use of formal flexible arrangements and occasional flexibility to employee engagement and expected retention. *Community, Work and Family*, 11(2), 183–197. <https://doi.org/10.1080/13668800802050350>

Shandu, R. B., Nzimakwe, T. I., & Utete, R. (2024). Analysing the effects of flexible working conditions in the workplace: An exploratory study. *International Journal of Business Ecosystem & Strategy* (2687-2293), 6(6), 109–120. <https://doi.org/10.36096/ijbes.v6i6.553>

Sihotang. (2023). *METODE PENELITIAN KUANTITATIF* (Vol. 2).

Sirait, E. (2021). the Effectiveness of Flexible Working Arrangements As a Form of Digital Transformation From the Perspective of Indonesian Government Employees. *Journal of Information Technology and Its Utilization*, 4(2), 42–50. <https://doi.org/10.56873/jitu.4.2.4178>

Yusuf, R. M., & Hasnidar. (2020). Research in Business & Social Science Work-family conflict and career development on performance of married women employees : Case of bank employees, Indonesia. *International Journal of Research in Business and Social Science*, 9(1), 151–162. <https://www.ssbfnct.com/ojs/index.php/ijrbs/article/view/601/516>