DAFTAR PUSTAKA

Aini, A. (2024, Mei 30). 20 Profesi di Industri Kreatif Ini Menarik dan Menjanjikan, lho! *Glints*. *https://glints.com/id/lowongan/profesi-di-industri-kreatif/*

Al Momani, H. M. (2017). The Mediating Effect of Organizational Commitment on the Relationship between Work-life Balance and Intention to Leave: Evidence from Working Women in Jordan. *International Business Research*, 10(6), 164. doi:10.5539/ibr.v10n6p164

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. *Front. Psychol*. 13:942580. doi: 10.3389/fpsyg.2022.942580

Allen, T. D. (2001). Family-Supportive Work Environments: The Role of Organizational Perceptions. *Journal of Vocational Behavior*. 58(3), 414-435. https://doi.org/10.1006/jvbe.2000.1774

Aryee, S., Chu, C. W. L., Kim, T.-Y., Ryu, S. (2013). Family-Supportive Work Environment and Employee Work Behaviors: An Investigation of Mediating Mechanisms. *Journal of Management*, 39(3), 792–813. doi:10.1177/0149206311435103

Bar-Haim, Aviad (2019). Organizational Commitment: The Case of Unrewarded Behavior. *World Scientific Books*, 10.1142/10768(), 13–19. doi:10.1142/9789813232167_0003

Berk, C. & Gundogmus, F. (2018). The Effect of Work-Life Balance on Organizational Commitment of Accountants. *Management*. 13. 137-159. 10.26493/1854-4231.13.137-159.

Bloom, N., Kretschmer, T., & Van Reenen, J. (2010). Are family-friendly workplace practices a valuable firm resource? *Strategic Management Journal*, 32(4), 343–367. doi:10.1002/smj.879

Brough, P., Timms, C., O'Driscoll, M. P., Kalliath, T., Siu, Oi-Ling., Sit, C., Lo, D. (2014). Work–life balance: a longitudinal evaluation of a new measure across Australia and New Zealand workers. *The International Journal of Human Resource Management*, 25(19), 2724–2744. doi:10.1080/09585192.2014.899262

Chen, Y.-S., & Huang, S. Y. B. (2016). A Conservation of Resources View of Personal Engagement in The Development of Innovative Behavior and Work-Family Conflict. *Journal of Organizational Change Management*, 29(6), 1030–1040. doi:10.1108/jocm-11-2015-0213

Choi, S. B., Cundiff, N., Kim, K., & Akhatib, S. N. (2018). The Effect of Work-Family Conflict and Job Insecurity on Innovative Behaviour of Korean Workers: The Mediating Role of Organisational Commitment and Job Satisfaction. *International Journal of Innovation Management*, 22(01), 1850003. doi:10.1142/S1363919618500032

Djawoto, Setyorini, N., Cahyono, K. E., Widiana, E. (2022). The Effect of Quality of Work-Life and Work-Family Conflict on Organizational Commitment and Employee Performance in Indonesia. *International Journal of Social Science and Human Research*, 4244-4255. doi:10.47191/ijsshr/v5-i9-36

Ernst Kossek, E., & Ozeki, C. (1998). Work-family conflict, policies, and the job-life satisfaction relationship: A review and directions for organizational behavior-human resources research. *Journal of Applied Psychology*, 83(2), 139–149. doi:10.1037/0021-9010.83.2.139

García-Morales, V. J., Jiménez-Barrionuevo, M. M., & Gutiérrez-Gutiérrez, L. (2012). Transformational Leadership Influence on Organizational Performance Through Organizational Learning and Innovation. *Journal of Business Research*, 65(7), 1040–1050. doi:10.1016/j.jbusres.2011.03.005

Greenhaus, J. & Allen, T. D. (2011). Work-Family Balance: A Review and Extension of the Literature. *Occupational Health Psychology*. (9)165-184

Greenhaus, J. H., & Beutell, N. J. (1985). Sources of Conflict between Work and Family Roles. *The Academy of Management Review*, 10(1), 76. doi:10.2307/258214

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. doi:10.1016/s0001-8791(02)00042-8

Hammer, L. B., Kossek, E. E., Yragui, N. L., Bodner, T. E., Hanson, G. C. (2009). Development and Validation of a Multidimensional Measure of Family Supportive Supervisor Behaviors (FSSB). *Journal of Management*, 35(4), 837–856. doi:10.1177/0149206308328510

Hayes, A. F. (2013). *Introduction to Mediation, Moderation, and Conditional Process Analysis : A Regression-Based Approach*. New York: The Guilford Press

Hill, E. J., Hawkins, A. J., Ferris, M., & Weitzman, M. (2001). Finding an Extra Day a Week: The Positive Influence of Perceived Job Flexibility on Work and Family Life Balance. *Family Relations*, 50(1), 49–58. doi:10.1111/j.1741-3729.2001.00049.x

Huffman, A. H., Culbertson, S. S., Wayment, H. A., & Irving, L. H. (2015). Resource Replacement and Recovery: Clarifying The Theoretical Landscape. *Journal of Management*, 41(7), 2050-2070. doi:10.1177/0149206314557150

Husniati, R., Supriadi, Y. N., Ali, S. (2023). The Work Life Balance and Job Embeddedness on Turnover Intention: The Role of Organizational Commitment as Intervening. *Quality-Access to Success*, 25(198), Synthesis Hub Advance Scientific Research, doi: 10.47750/QAS/25.198.17

Ilmawan, M. R. B., & Fajrianthi, F. (2021). Pengaruh Kualitas Kehidupan Kerja terhadap Perilaku Kerja Inovatif dengan Di mediasi Komitmen Organisasi Pada Karyawan. *Buletin Riset Psikologi Dan Kesehatan Mental* (BRPKM), 1(1), 541–550. https://doi.org/10.20473/brpkm.v1i1.26721

Jafri, M. H., (2010). Organizational Commitment and Employee's Innovative Behavior: A Study in Retail Sector. *Journal of Management Research* Vol. 10

Jeroen De Jong; Deanne Den Hartog (2010). Measuring Innovative Work Behaviour., 19(1), 23–36. doi:10.1111/j.1467-8691.2010.00547.x

Jong, Jeroen P.J. & Den Hartog, Deanne. (2003). Leadership As A Determinant of Innovative Behaviour. EIM Business and Policy Research, *Scales Research Reports*.

Kamran, S. N., Ganjinia, H. (2017). Innovative Behavior and Factors Affecting it: The Importance of Innovative Behavior and its Dimensions. International *Journal of Business Management*, Science Arena Publications.

Kleysen, R. F., & Street, C. T. (2001). Toward a multi-dimensional measure of individual innovative behavior. *Journal of Intellectual Capital*, 2(3), 284–296. doi:10.1108/eum0000000005660

Kopelman, R. E., Greenhaus, J. H., & Connolly, T. F. (1983). A model of work, family, and interrole conflict: A construct validation study. *Organizational Behavior and Human Performance*, 32(2), 198–215. doi:10.1016/0030-5073(83)90147-2

Lapierre, L. M., Spector, P. E., Allen, T. D., Poelmans, S., Cooper, C. L., O'Driscoll, M. P., Sanchez, J. I., Brough, P., Kinnunen, U. (2008). Family-supportive organization perceptions, multiple dimensions of work–family conflict, and employee satisfaction: A test of model across five samples. *Journal of Vocational Behavior*, 73(1), 92–106. doi:10.1016/j.jvb.2008.02.001

Lee, M., & Hwang, C. (2022). "The Effect of Organizational Justice on Innovative Behavior Through Self-efficacy and Organizational Commitment in Local Government". *The Journal of Humanities and Social sciences* 21, 13(4),

2723-2738, ISSN 2951-049X, Asia Culture Academy of Incorporated Association, doi.org/10.22143/hss21.13.4.189

Liu, T., Gao, J., Zhu, M., & Jin, S. (2021). Women's Work-Life Balance in Hospitality: Examining Its Impact on Organizational Commitment. *Frontiers in Psychology*, 12, ISSN 1664-1078, Frontiers Media SA, https://doi.org/10.3389/fpsyg.2021.625550

Lockwood, N. R. (2003). Work/Life Balance: Challenges and Solutions. *Society for Human Resource Management Research Quarterly*.

Martins, E. C., & Terblanche, F. (2003). Building Organisational Culture that Stimulates Creativity and Innovation. *European Journal of Innovation Management*, 6(1), 64–74. doi:10.1108/14601060310456337

Maulevrier, S. (2021, Mei 06). *Creativity and innovation in Tourism 2021*. https://www.linkedin.com/pulse/creativity-innovation-tourism-2021-sophie-maulevrier/

McDonald, P., Brown, K., & Bradley, L. (2005). Explanations for the provision-utilisation gap in work-life policy. *Women in Management Review*, 20(1), 37–55. doi:10.1108/09649420510579568

Mengapa Creative Marketing Penting dalam Strategi Pemasaran Bisnis? (n.d.). Ada. https://www.ada-asia.com/insights/id-creative-marketing

Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1(1), 61–89. doi:10.1016/1053-4822(91)90011-z

Meyer, J. P., & Herscovitch, L. (2001). Commitment in the workplace: toward a general model. *Human Resource Management Review*, 11(3), 299–326. doi:10.1016/s1053-4822(00)00053-x

Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment. *Journal of Vocational Behavior*, 14(2), 224–247. doi:10.1016/0001-8791(79)90072-1

Mustika, S. N., Margaretha, M. (2023). Pengaruh Budaya Dukungan Keluarga Terhadap Keseimbangan Kehidupan Kerja (Studi Pada Karyawan Wanita Yang Sudah Menikah Di Kota Bandung). *Jurnal Ilmiah Mahasiswa Ekonomi Manajemen*, 8(1), 174-188

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. doi:10.1037/0021-9010.81.4.400

Nugroho, R. A. (2023). Enhancing Innovation Behavior of Digital Start-up Employees: The Role of Knowledge Sharing and Creativity. *International Research Journal of Economics and Management Studies*, Eternal Scientific Publications. ISSN: 2583–5238. Vol. 2 (2), 50-63. doi: 10.56472/25835238/IRJEMS-V2I2P106

Pradifta, N.B.H. & Subudi, M. (2019). Effect of Work-Family Conflict, Job Stress and Organizational Commitment of Employee Performance on Government Employees in The DPRD Secretariat of Bali Province, Indonesia. Russian *Journal of Agricultural and Socio-Economic Sciences*. 89. 187-197. 10.18551/rjoas.2019-05.23.

Pratiwi, D. A. D. P., & Dewi, I. G. A. M. (2023). How Organizational Commitment Mediates The Effect of Work-Life Balance On Organizational Citizenship *Behavior*. *World Journal of Advanced Research and Reviews*, 2023, 19(01), 1000–1011. doi.org/10.30574/wjarr.2023.19.1.1427

Ramya, R. (2014). Work Life Balance Strategies of Woman. *International Journal of Research and Development*, A Management Review. ISSN. 2319-5479, pp. 21-26.

Renaldo, J. (2023, Mei 15). Job Hopping: Pengertian, Kelebihan, Kekurangan, dan Pertimbangannya. *Glints*. *https://glints.com/id/lowongan/job-hopping-adalah/*

Rene, R., & Wahyuni, S. Pengaruh Work-life Balance terhadap Komitmen Organisasi, Kepuasan Kerja, dan Motivasi Kerja terhadap Kinerja Individu pada Karyawan Perusahaan Asuransi di Jakarta. *Jurnal Manajemen dan Bisnis Sriwijaya*, vol. 16, no. 1, 2018, pp. 53-63, doi:10.29259/jmbs.v16i1.6247.

Robbins, S., T. A. Judge. (2017). *Organizational Behaviour*. 14th ed., Global ed. New Jersey: McGraw-Hill.

Ryan, B., Ma, E., Hsiao, A., Ku, M. (2015), The work-family conflict of university foodservice managers: An exploratory study of its antecedents and consequences, *Journal of Hospitality and Tourism Management*. doi: 10.1016/j.jhtm.2014.12.005

Scott, S.G & Bruce, R. A. (2013). Determinants of Innovation Behavior: A Patch Model of Individual Innovation In The Workplace. *Academy of Management Journal*.

Shabir, S., Gani, A. (2020). Impact of work-life balance on organizational commitment of women health-care workers. *International Journal of Organizational Analysis*, 28(4), 917–939. doi:10.1108/ijoa-07-2019-1820

Smeltzer, S. C., Cantrell, M. A., Sharts-Hopko, N. C., Heverly, M. A., Jenkinson, A., Nthenge, S. (2016). Psychometric Analysis of the Work/Life Balance Self-Assessment Scale. *Journal of Nursing Measurement*, 24(1), 5–14. doi:10.1891/1061-3749.24.1.5

Sokół (Sokol), A. & Figurska, I.. (2021). The Importance of Creative Knowledge Workers in Creative Organization. *Energies*. 14(20). 6751. 10.3390/en14206751.

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. doi:10.1108/sajbs-02-2017-0018

Suryani, I. (2018). Factors Affecting Organizational Commitment. JMI, *Jurnal Manajemen dan Inovasi*, Vol 9(1) : 26–34.

Susanto P, H. ME., Jannat. T., Emely, B., Zona, MA., & Islam, MA. (2022). Work-Life Balance, Job Satisfaction, and Job Performance of SMEs Employees: The Moderating Role of Family-Supportive Supervisor Behaviors. *Front. Psychol*. 13:906876. doi: 10.3389/fpsyg.2022.906876

Talukder, A. K. M. M. H. (2019). Supervisor Support and Organizational Commitment: The Role of Work–Family Conflict, Job Satisfaction, and Work–Life Balance. *Journal of Employment Counselling*, 56(3), 98–116. doi:10.1002/joec.12125

Tanzeh, A. (2009). *Pengantar Metode Penelitian*. Yogyakarta: Teras

Thomas, L. T. (1991). *The relationship between work-family role conflict, family-supportive policies, and stress: A control perspective*. Unpublished doctoral dissertation, University of Nebraska—Lincoln.

Thomas, L. T., & Ganster, D. C. (1995). Impact of family-supportive work variables on work-family conflict and strain: A control perspective. *Journal of Applied Psychology*, 80(1), 6–15. doi:10.1037/0021-9010.80.1.6

Wang, R. Shi, H. (2022). A Review of Work Family Conflict Research. *School of Economics and Management*, Harbin Institute of Technology, Weihai Shandong, China

Wayne, J. H., Casper, W. J., Matthews, R. A., & Allen, T. D. (2013). Family-supportive organization perceptions and organizational commitment: The mediating role of work–family conflict and enrichment and partner attitudes. *Journal of Applied Psychology*, 98(4), 606–622. doi:10.1037/a0032491

West, M. A. (2002). Sparkling Fountains or Stagnant Ponds: An Integrative Model of Creativity and Innovation Implementation in Work Groups. *Applied Psychology*, 51(3), 355–387. doi:10.1111/1464-0597.00951

Wima, P. (2022, April 01). Fenomena Job Hopping Kaum Millennials, Masih Ada Stigma? *https://www.idntimes.com/life/career/tyas-hanina-1/fenomena-job-hopping-bagi-kaum-millennials*.

Yuan, F., & Woodman, R. W. (2010). Innovative Behavior in the Workplace: The Role of Performance and Image Outcome Expectations. *Academy of Management Journal*, 53(2), 323–342. doi:10.5465/amj.2010.49388995