

DAFTAR PUSTAKA

- Adi, N. P., Da Lopez, A. A. V. P., Diatri, H., Werdhani, R. A., Soemarko, D. S., & Fitriani, D. Y. (2022). Validity and reliability of the Indonesian version of the new brief job stress questionnaire (short version) for work-related stress screening among office workers. *Medical Journal of Indonesia*, 31(3), 193–201. <https://doi.org/10.13181/mji.oa.226316>
- Adrian, P., Ciminelli, G., Judes, A., Koelle, M., Schwellnus, C., & Sinclair, T. M. (2025). Working from home after COVID-19: Evidence from job postings in 20 countries. *Labour Economics*, 96(April 2024), 102751. <https://doi.org/10.1016/j.labeco.2025.102751>
- Aksoy, C. G., Barrero, J. M., Bloom, N., Davis, S. J., Dolls, M., & Zarate, P. (2023). Working from Home Around the World. *Brookings Papers on Economic Activity*, 2022-Fall(June), 281–360. <https://doi.org/10.1353/eca.2022.a901274>
- Arnett, J. J. (2000). Emerging adulthood: A theory of development from the late teens through the twenties. *American Psychologist*, 55(5), 469–480. <https://doi.org/10.1037/0003-066X.55.5.469>
- Ashforth, B. E., Kreiner, G. E., & Fugate, M. (2000). *Ashforth, B Kreiner, G Fugate, M* (p. 21).
- Bakker, A. B. (2021). The social psychology of work engagement: state of the field. *Career Development International*, 27(1), 36–53. <https://doi.org/10.1108/CDI-08-2021-0213>
- Buonomo, I., Vincenzi, C. De, Pansini, M., Anna, F. D., Benevene, P., Vincenzi, C. De, Pansini, M., Anna, F. D., & Benevene, P. (2024). *Feeling Supported as a Remote Worker : The Role of Support from Leaders and Colleagues and Job Satisfaction in Promoting Employees ' Work – Life Balance Feeling Supported as a Remote Worker : The Role of Support from Leaders and Colleagues and Job Satisfac*.
- Creswell, J. W. (2014). *Research Design Qualitative, Quantitative, and Mixed Methods Approaches*.
- Demerouti, E., & Bakker, A. B. (2017). Job Demands-Resources Theory : Taking Stock and Looking Forward Job Demands – Resources Theory : Taking Stock and Looking Forward. *Journal of Occupational Health Psychology*, 22(September 2018), 273–285.

- Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of applied psychology*. In *Journal of Applied Psychology* (Vol. 71, Number 3, pp. 500–507).
- Eisenberger, R., Shanock, L. R., & Wen, X. (2019). Annual Review of Organizational Psychology and Organizational Behavior Perceived Organizational Support: Why Caring About Employees Counts. *Downloaded from Www.Annualreviews.Org. Guest (Guest, 7, 101–125. <https://doi.org/10.1146/annurev-orgpsych-012119>*
- Ferdous, Tahrima, Ali, M., & French, E. (2021). *Use of flexible work practices and employee outcomes : The role of work – life balance and employee age Tahrima Ferdous * QUT Business School , Queensland University of Technology , 2 George Street , Brisbane ,.*
- French, K. A., Agars, M. D., & Arvan, M. L. (2023). The Shift Flextime Scale : a Measure of Flextime Availability , Use , and Consequences for Shift Workers. *Journal of Business and Psychology*, 39(1), 19–44. <https://doi.org/10.1007/s10869-023-09879-7>
- Friebel, G., Lalanne, M., Richter, B., Schwardmann, P., & Seabright, P. (2021). Gender differences in social interactions. *Journal of Economic Behavior and Organization*, 186, 33–45. <https://doi.org/10.1016/j.jebo.2021.03.016>
- Gašić, D., Berber, N., Ćurčić, N., Čudanov, M., Zsigmond, T., & Tomaš, D. (2025). *Unpacking the link between flexible work arrangements and job stress : The mediating role of Job satisfaction among highly educated employees*. 1–17. <https://doi.org/10.1371/journal.pone.0335279>
- Ghozali, imam. (2018). Aplikasi analisis multivariate dengan SPSS. In *Semarang: Badan Penerbit UNDIP* (Vol. 40).
- Jarden, R. J., Siegert, R. J., Koziol-McLain, J., Bujalka, H., & Sandham, M. H. (2023). Wellbeing measures for workers: a systematic review and methodological quality appraisal. *Frontiers in Public Health*, 11. <https://doi.org/10.3389/fpubh.2023.1053179>
- Julious, S. A. (2005). Sample size of 12 per group rule of thumb for a pilot study. *Pharmaceutical Statistics*, 4(4), 287–291. <https://doi.org/10.1002/pst.185>
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692–724. <https://doi.org/10.5465/256287>

- Karaferis, D., Aletras, V., & Niakas, D. (2022). Determining dimensions of job satisfaction in healthcare using factor analysis. *BMC Psychology*, 10(1), 1–13. <https://doi.org/10.1186/s40359-022-00941-2>
- Lee, S. H., Chong, C. W., & Ojo, A. O. (2024). Influence of workplace flexibility on *employee engagement* among young generation. *Cogent Business and Management*, 11(1). <https://doi.org/10.1080/23311975.2024.2309705>
- Logitech. (2023). Hybrid Work Trend Insights Indonesia 2023. *Logitech*.
- Mazzetti, G., Robledo, E., Vignoli, M., Topa, G., Guglielmi, D., & Schaufeli, W. B. (2023). Work Engagement: A meta-Analysis Using the Job Demands-Resources Model. *Psychological Reports*, 126(3), 1069–1107. <https://doi.org/10.1177/003329412111051988>
- Narayanan, V., Olk, P., & Fukami, C. (2010). Determinants of internship effectiveness: An exploratory model. *Academy of Management Annual Meeting Proceedings*, 9(1), 61–80. <https://doi.org/10.5465/ambpp.2006.22898555>
- Ray, T. K., & Pana-Cryan, R. (2021). Work flexibility and work-related well-being. *International Journal of Environmental Research and Public Health*, 18(6), 1–17. <https://doi.org/10.3390/ijerph18063254>
- Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, 87(4), 698–714. <https://doi.org/10.1037/0021-9010.87.4.698>
- Robeta, & Wijono. (2025). Perceived Organizational Support and Employee Well-Being: A Quantitative Study of Employees at CV. X, a Dairy Processing Company in Indonesia. *G-Couns: Jurnal Bimbingan Dan Konseling*, 9(3), 1856–1864. <https://doi.org/10.31316/g-couns.v9i3.7739>
- Sekaran, U., & Bougie, R. (2016). Research Methods for Business: A Skill-Building Approach. *Leadership & Organization Development Journal*, 34(7), 700–701. <https://doi.org/10.1108/lodj-06-2013-0079>
- Sonnentag, S., Tay, L., & Nesher Shoshan, H. (2022). A review on health and well-being at work: More than stressors and strains. *Personnel Psychology*, 76(2), 473–510. <https://doi.org/10.1111/peps.12572>