

DAFTAR PUSTAKA

- Afandi. (2018). Manajemen Sumber Daya Manusia (Teori, Konsep, dan Indikator).Zanafa Publishing.
- Agustian, Ary Ginanjar. (2007). ESQ. Emotional Spiritual Quotient. The ESQ Way 165. 1 Ihsan 6 Rukun Iman 5 Rukun Islam. Jakarta: Arga Publishing.
- Akbarizadeh, F., Jahanpour, F., & Hajivandi, A. (2013). The relationship of general health, hardiness, and spiritual intelligence relationship in Iranian nurses. *Iran J Psychiatry*, 8 (4), 165-167.
- AL-Omari, G. I., Hanandeh, R., Al-Somaidaee, M. M., Al Jarrah, M. A., & Alnajdawi, S. (2020). Work-life balance and its impact on employee satisfaction on five star hotels. *Management Science Letters*, 10(4), 871–880. <https://doi.org/10.5267/j.msl.2019.10.009>
- Aminudin, Suriah, & Asniwati. (2022). The Effect of Organizational Culture, Spiritual Quotient on Job Satisfaction and Performance of State High School Teachers in Jekan Raya District, Palangka Raya. *International Journal of Social and Human Research*. Vol. 05. Hal. 4338-4346. DOI: 10.47191/ijsshr/v5-i9-47, Impact factor- 5.871.
- Amirullah. (2015). Pengantar Manajemen. Jakarta: Mitra Wacana Media.
- Armstrong, M. & Taylor, S., (2020). Armstrong's Handbook of Human Resource Management Practice. 15th ed. London and New York: Kogan Page.
- Angelica, T. L. (2020). Pengaruh Kecerdasan Intelektual, Kecerdasan Emosional,. *Journal Riset Mahasiswa Manajemen (Jrmm)* , Volume: 6, Nomor: 1, Hal 1-7.
- Arifin, Muhammad., & Muharto, Agus. (2022). Pengaruh Worklife Balance Terhadap Kinerja Karyawan (Studi pada PT. Livia Mandiri Sejati Pasuruan). *Jurnal Riset Ekonomi dan Bisnis*. Vol. 15. No. 1. 37-46.
- Aruldoss, A., Berube Kowalski, K., Travis, M. L., & Parayitam, S. (2021). The relationship between work-life balance and job satisfaction: moderating role of training and development and work environment. *Journal of Advances in Management Research*. <https://doi.org/10.1108/JAMR-01- 2021-0002>
- Atom, H. R. A., Andjarwati, Tri., Ardiana, I. D. K. R. (2023). The Effect of Spiritual Quotient, Affective Commitment, and Perceived Organizational Support towards Work Engagement and Employee Performance of the Teacher in Langke Rempong District, Manggarai Region. *International Journal of Economics*. Vol.2., No.2., e-ISSN: 2961-712X. DOI: 10.55299/ijec.v2i2.490

- Ayu, Tirta Sari. (2018). Pengaruh Kecerdasan Intelektual, Kecerdasan Emosional, dan Kecerdasan Spiritual terhadap Kinerja Karyawan (Studi Kasus pada Pondok Pesantren Darunnajah Jakarta). Institutional Repository UIN Syarif Hidayatullah Jakarta. Fakultas Ekonomi dan Bisnis.
- Bangun, W. (2012). Manajemen Sumber Daya Manusia. Jakarta: Erlangga.
- Budiana, I. (2012). Membina Kecerdasan Spiritual Anak Dalam Keluarga. Tangerang: Stit Islamic Village Press.
- Badan Pusat Statistik Provinsi Sumatera Barat. Survei Sosial Ekonomi Nasional (Susenas). 2024. sumbar.bps.go.id. Diakses pada 28 Juli 2024.
- Casper, W.J., Vaziri, H., Wayne, J.H., de Hauw, S. and Greenhaus, J. (2018), “The jingle-jangle of work–non work balance: a comprehensive review of its meaning and measurement”, *Journal of Applied Psychology*, Vol. 103 No. 2, pp. 182-214, doi: 10.1037/apl0000259.
- Chelagat, L. J. (2015). Effect Of Organizational Citizenshipbehavior On Employee Performance In Banking Sector,Nairobi County,. International Journal Ofbusiness, Humanities And Technology , Vol. 5 No. 6: 55-61.
- Dessler, G. (2020). Human Resource Management (16th ed.). New York: Pearson Education.
- Dousin, O., Collins, N., & Kler, B. K. (2019). Work-life balance, employee job performance and satisfaction among doctors and nurses in Malaysia. *International Journal of Human Resource Studies*, 9(4), 306–319.
- Dwitanti E., Murwani, F., D., & Siswanto, E. (2023). The Effect of Work-Life Balance on Employee Performance Through Work Stress and Workload. *Internatiomal Journal of Business, law, and Education*. Vol. 4. No. 2.
- Edison, E. Y. (2016). Manajemen Sumber Daya Manusia. Bandung: Alfabeta.
- Eka, P. D. (2017). Analisis Pengaruh Kecerdasan Intelektual, Kecerdasan Emosi dan Kepemimpinan terhadap Kinerja Karyawan (Studi Pada PT Bank BTN Cabang Ciputat). PEKOBIS: Jurnal Pendidikan, Ekonomi, dan Bisnis, 2(3), 65-76.
- Fidiyanto, Dika. (2018). Analisis Pengaruh Organizational Citizenship Behavior Dan Kompensasi Terhadap Kinerja Karyawan (Study Pada Pt Hop Lunindonesia Kab. Semarang). *Jurnal Ekonomi Bisnis* , Vol 4, No 4 : 1-17.
- Fahmi, I. (2015). Pengantar Manajemen Sumberdaya Manusia Konsep & Kinerja. Jakarta: Mirta Wacana Media.

- Farentino, R., Suwarsi, S., & Firdaus,F.S. (2022). Pengaruh Beban Kerja dan *Work Life Balance* terhadap Kepuasan Kerja. In *Bandung Conference Series Bussiness and Management* (Vol. 2, No. 1, pp.201-205).
- Fisher, G. G., Bulger, C. A., & Smith, C. C. (2009). Beyond work and family: a measure pf work/nonwork interference and enhancement. Juornal of occupational Health Psychology, 14(4), 441-456.
- Fisher, S., dkk. (2001). Mengelola Konflik: Ketrampilan dan Strategi Untuk Bertindak. Jakarta: The British Council, Indonesia.
- Ghozali, I & Latan, H. (2015). Partial Least Square: Konsep, Teknik dan Aplikasi Menggunakan Program SmartPLS 3.0. Semarang: Badan Penerbit Universitas Diponegoro.
- Harikaran, S., & Thevanes, N. (2018). The Relationships Among Work-Life Balance, Organizational Citizenship Behavior and Organizational Performance: A Review Literature. IOSR Journal of Business and Management (IOSR-JBM), 20(8), 25-31. doi:10.9790/487X2008052531.
- Hidayah, R. (2019). Pengaruh Kecerdasan Spiritual Terhadap Kinerja Karyawan Melalui Organizational Citizenship Behavior Pada PT. PLN (Persero) Area Bojonegoro. Jurnal Ilmu Manajemen , Vol. 7 No. 1 : 58 -65.
- Hidayah, U. A. (2020). Pengaruh Kecerdasan Spiritual, Kecerdasan Emosional Dan Motivasi Terhadap Kinerja Pegawai Pada Pt. Anugerah Putra Property. Ejrm , Vol. 09 No. 10 : 42-53.
- Hikmah, Miftahul, dan Hendra Lukito. (2021). Peran Worklife Balance dan Stres Kerja terhadap Kinerja Karyawan dengan Organizational Citizenship Behavior sebagai Variabel Mediasi. Jurnal Bisnis dan Manajemen. Volume 8 No 1. Hlm. 64 - 74
- Hm, Muhdar. (2018). The Effects of Spiritual Intelligence and Organizational Citizenship Behavior to Employees Performance: Study at Sharia Banks in Gorontalo Province, Iain Sultan Amai Gorontalo. Volume 9, Nomor 2 : 179 – 205.
- Indriani, H. (2017). Pengaruh Kecerdasan Spiritual, Kecerdasan Emosi, Sikap Budaya Organisasi, Dankomitmen Organisasi Terhadap Organizational Citizenship Behavior Pada Gurusekolah Menengah Kejuruan Negeri Kelompok Teknologi Dan Industri Dikabupaten Tegal. Jurnal Bisnis Dan Manajemen , Vol. 5, No. 2: 107 – 121.
- Julianti, N. (2018). Pengaruh Kepuasan Kerja Dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada Pt. Rina Mitra Raharja. Skripsi , Universitas Islam Negeri Syarif Hidayatullah.

- Khairat, H. (2017). Pengaruh Kecerdasan Emosional,Kecerdasan Intelektual, Kecerdasan Spritual Dankomitmen Organisasi Terhadap Kinerja Auditor. Jurnalonline Mahasiswa Fakultas Ekonomi Universitas Riau , Vol.4 No. 1: 323-337.
- Kalantarkousheh, Seyed Mohammad. (2014). The Role of Spiritual Intelligence on Organizational Commitment in Employees of Universities in Tehran Province, Iran. Procedia - Social and Behavioral Sciences. Vol. 140 No. 499 – 505.
- Kusmayadi, A. (2020). Organization Citizenship Behavior Guru Dapat Ditingkatkan Dengan Komitmen Organisasi Dan Kecerdasan Spiritual. Jurnal Manajemen Pendidikan , Volume 08, No. 1 : 20-25.
- Lisda, R. (2012). Pengaruh Kecerdasan Intelektual, Kecerdasan Emosional Dan Kecerdasan Spiritual Terhadap Kinerja Karyawan. FE. Universitas AKI.
- Luthans, F. (2012). Perilaku Organisasi. Yogyakarta: Penerbit Andi.Offset.
- Mahmudah, Enny W (2019) Manajemen Sumber Daya Manusia. Surabaya : UBHARA Manajemen Press.
- Malayu, H. S. (2014). Manajemen Sumber Daya Manusia. Jakarta: Bumi Aksara
- Mangindaan, B. (2020). Pengaruh Budaya Organisasi, Komitmen Organisasi, Dan Kompetensi Terhadap Organizational Citizenship Behavior. Jurnal Emba , Vol.8 No.1 : 85 - 96.
- Marshall, Z. D. (2007). Kecerdasan Spiritual. Bandung: PT Mizan Pustaka.
- Montgomery, M. B. (2013). Our Spirits, Ourselves: The Relationships Between Spiritual Intelligence, Self-Compassion, And Life Satisfaction. Yayımlanmamış doktora tezi, Alliant International University, California.
- Muhaimin, A. (2010). Mengembangkan Kecerdasan Spiritual Bagi Anak. Jogjakarta: Kata Hati.
- Murthy, V., & Guthrie, J. (2012). Management control of work-life balance. A narrative study of an Australian financial institution. *Journal of Human Resource Costing & Accounting*, 16 (4).
- <https://doi.org/10.1108/14013381211317248>
- Muztaba, M., Bahri, S., & Farizal, F. (2020). The Effects of Adversity Quotient And Spiritual Quotient on Teacher Performance. Asian Journal of Science Education, 2(1), 64–70. <https://doi.org/10.24815/ajse.v2i1.15983>

- Nadapdap, K. (2017). Pengaruh Komitmen Organisasi Terhadap Kinerja Karyawan Pada PT. Mitra Permata Sari. *Jurnal Ilmiah Methonomi*, Vol. 3 No.1: 1-9.
- Nurcholila, N., Astuti, P., Nurbambang, R., Daniel, D., & Mu'allifah, L. I. (2022). Analisis Dimensi Organizational Citizenship Behavior (OCB) Terhadap Employee Performance Pada Puskesmas Ngadiluwih Kabupaten Kediri. *RISK : Jurnal Riset Bisnis Dan Ekonomi*, 3(2), 75–96. <https://doi.org/10.30737/risk.v3i2.4190>
- Onsardi, O. (2019). Effect Of Empowerment On Employees Performance (No. v7g9t). *Journal of Management and Bussiness (JOMB)*. Center for Open Science. <https://doi.org/10.31539/jomb.v2i1.1215>
- Parkes, L. P., & Langford, P. H. (2008). Work-life balance or work-life alignment? *Journal of Management & Organization*, 14(3).
- Pratama, S. H., Sari, E. Y., & Widiana, H. S. (2022). Keseimbangan Kehidupan-Kerja dan Kebahagiaan di Tempat Kerja, Bagaimana Dampaknya Terhadap Organizational Citizenship Behavior (OCB)? *Psycho Idea*, 20(1), 74-84. doi:<http://dx.doi.org/10.30595/psychoidea.v20i1.12089>.
- Puspitasari & M., Darwin. (2021). Effect of Work-Life Balance and Welfare Level on Millennial Employee Performance Through Work Engagement. *International Journal of Science and Society*. Vol. 3, Issue 1.
- Putra, A. (2020). Pengaruh Kecerdasan Emosional Dan Komitmen Organisasional Terhadap Kinerja Karyawan Bagian Busana Roxy Square Mall Jember Dengan Organizational Citizenship Behavior (Ocb) Sebagai Variabel Intervening. *Jeam*, Vol. 19 No. 1: 15-29.
- Rahayu, E. S. (2017). Pengaruh Komitmen Organisasi Terhadap Organizational citizenship Behavior Dan Kinerja Karyawan(Studi Pada Karyawan Medik Rumah Sakit Fathma Medika Gresik). *Jurnal Administrasi Bisnis*, Vol. 52 No 1: 138-145.
- Ramadhan, Fairicio Putra Dkk (2018). Pengaruh Organizational Citizenship Behavior (OCB) Dan Good Corporate Governance (GCG) Terhadap Kinerja Karyawan (Studi Pada Karyawan PT. Taspen (Persero) Kantor Cabang Malang). *Jurnal Administrasi Bisnis (JAB)* Vol. 55 No. 2 Februari.
- Ramdhani, N., Wimbarti, S., & Susetyo, Y. F. (2018). Psikologi Untuk Indonesia Tangguh dan Bahagia. Yogyakarta: Gadjah Mada University Press.
- Rani, A. A. (2013). The Impact Of Spiritual Intelligence Onwork Performance: Case Studies In Governmenthospitals Of East Coast Of Malaysia. . *Amultidisciplinary Journal Of Global Macro Trends.* , Vol.2 No. 3: 46-59.

- Rezaei. H; A. Kazemi; M. N, Isfahani. (2011). An Analysis Of Spiritual Intelligence Effect On Marketing Performance And Innovation In Sales And Marketing Unit (Case Study: Isfahan Mobarakeh Steel Company). Interdisciplinary Journal of Contemporary Research in Business. 3 (6): 683-692.
- Rifai, Dimas., & D., S., Syahreza. (2024). Analisis Work Life Balance Pengaruhnya Terhadap Kinerja karyawan Bank Sumut dengan Variabel Intervening Organizational Citizenship Behaviour. Vol. 4. No. 1. 281-293.
- Robbin, S. P. (2015). Perilaku Organisasi. Jakarta: Salemba Empat.
- Robbin, S. P. (2008). Perilaku Organisasi. Ed.12. Jakarta: Salemba Empat.
- Rohmatiah, A., Widodo, M., & Mutmainah. (2023). Dampak Work Life Balance terhadap Kinerja Melalui Organizational Citizenship Behaviour. Jurnal Manajerial. Vol. 10. No. 02.
<http://dx.doi.org/10.30587/manajerial.v10i02.5453>
- Rojikinnor, R., Gani, A.J.A., Saleh, C. and Amin, F. (2023), "The Role of Compensation As a Determinant of Performance and Employee Work Satisfaction: A Study at The PT Bank Rakyat Indonesia (Persero) Tbk", Journal of Economic and Administrative Sciences, Vol. 39 No. 4, pp. 943-956. <https://doi.org/10.1108/JEAS-06-2020-0103>
- Rostiawati, E. (2020). Meningkatkan Organizational Citizenship Behavior pada Aparatur Sipil Negara. Bandung: Widina Bhakti Persada & STIDEF Research & Consulting.
- Makiah, T., Asmony, & Nurmayanti, S. (2018). Effect of Work Life Balance, Workplace Spirituality of Organizational Citizenship Behaviour (OCB) Through Organizational Commitment as Intervening variables (Study on Teacher Generation Y in Islamic Boarding School District West Lombik, Indonesia). International Journal of Economics, Commerce and Management. Vol. VI. Issue. 7.
- Samsuar. (2019). Atribusi. Jurnal Network Media. Vol. 2. No. 1. ISSN : 2569 – 6446.
- Saputri, Z. R., & I., Helmy. (2021, Oktober). Pengaruh Motivasi Intrinsik Dan Work Life Balance Terhadap Organizational Citizenship Behavior Dengan Komitmen Organisasi Sebagai Variabel Intervening (Studi Pada Pegawai Non PNS Di Dinas Tenaga Kerja dan Koperasi, Usaha Kecil dan Menengah Kab. Kebumen. Jurnal Ilmiah Mahasiswa Manajemen, Bisnis dan Akuntansi, Vol 3 No 5.
- Shalahuddin, A. (2021). Pengaruh Gaya Kepemimpinan Transformasional dan Work Life Balance Terhadap Organizational Citizenship Behavior Pegawai Kantor

- Pertanahan Kabupaten Kubu Raya. *Equator Journal of Management and Entrepreneurship* 9(2), 107-117. Doi: <http://dx.doi.org/10.26418/ejme.v9i2>
- Shweta, J. A. (2019). Determinants Of Organizational Citizenshipbehavior . Journal Of Management And Public Policy , Vol 1 No 2, Pp. 27-36.
- Siddiq, M. (2018). Pengaruh Organizational Citizenship Behavior. Skripsi , Universitas Sumatera Utara.
- Siswanto, W. (2012). Membentuk Kecerdasan Spiritual Anak. Jakarta: Amzah
- 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). <https://doi.org/10.1108/SAJBS -02-2017-0018>
- Subejo, E. A. (2013). . The Effect Oforganizational Commitment Andorganization Identity Strength Tocitizenship Behaviour (Ocb) Impact Onfire Department And Disaster Employee Performance In Jakarta Indonesia. *Journal of Business And Management* , E-Issn:2278-487x.
- Sugiyono. (2018). Metode Penelitian Kuantitatif. Bandung: Alfabeta
- Sugiyono. (2013). Metode Penelitian Kuantitatif, Kualitatif Dan R&D. Bandung: Alfabeta.Cv.
- Sulastri. (2020). The Effect of Work Stress and Workload on Employee Performance. *Journal of Management and Bussiness (JOMB)*. <https://doi.org/10.31539/jomb.v2i1.1215>
- Susita, D. (2020). Pengaruh Motivasi Kerja Dan Komitmen Organisasi Pada Kinerja Karyawan Pt X. *Jurnal Riset Manajemen Sains Indonesia (Jrmsi)* , | Vol 11, No. 1:185-200.
- Sutrisno, A. (2019). Pengaruh Komitmen Organisasi Terhadap Kinerja Yang dimediasi Oleh Organizational Citizenship Behavior (Ocb) Studi Pada Pendamping Desa Kabupaten Wakatobi. *Jurnal Progres Ekonomi Pembangunan* , Vol. 4 No 1: 114-131.
- Syamsuar. (2019). Atribusi. *Jurnal Network Media*. Vol. 2. No. 1. ISSN: 2569-6446.
- Tafathona, A. A. (2019). Analisis Pengaruh Kecerdasan Spiritual, Komunikasi, Dan Organizational Citizenship Behavior (Ocb) Terhadap Kinerja Pelayanan Di Pt Pln (Persero) Rayon Karanganyar. Skripsi , Universitas Muhammadiyah Surakarta.
- Titisari, P. (2014). Peranan Organizational Citizenship Behavior (Ocb). Jakarta: Mitrawacana Media.

- Tufiqurrohman. (2020). Pengaruh Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Karyawan Dengan Organizational Citizenship Behavior (Ocb) Sebagai Variabel Intervening(Studi Pada Bri Syariah Kc Semarang). Skripsi , Institut Agama Islam Negeri Salatiga.
- Upadhyay, Shalini & Upadhyay Nitin. (2018). Fuzzy Multi-Criteria Framework for Measuring Spiritual Intellegence in a Data Driven Organization. The International Academy of Information Technology and Quantitative Management, the Peter Kiewit Institute, University of Nebraska. Vol 139 204-211.
- Wibowo. (2011). Manajemen Kinerja. Jakarta: Pt. Raja Grafindo Persada.
- Wicaksono, W., Sudarso, A. P., & Suyatin, S. (2023). Pengaruh Budaya Organisasi Dan Motivasi Terhadap Kinerja Pegawai Yayasan Ta'dibul Ummah Bogor. JISIP (Jurnal Ilmu Sosial dan Pendidikan), 7(1), 389-390.
- Widiaspono, Sapto., & Priyono, Suko Bambang. (2022). Pengaruh *Quality the Work Life (QWL)* dan Permberdayaan terhadap *Organizational Citizenship Behaviour (OCB)* dengan Mediasi Kepuasan Kerja (Studi pada Tenaga Pendukung Kegiatan Penegakan Perda dan Perkada di Instansi SATPOL PP Kota Pekalongan). Jurnal Ekonomi dan Bisnis. Vol. 25. No. 01.
- Widiyanto, A. (2021). Pengaruh work-life balance, Lingkungan Kerja dan Kompensasi terhadap Kinerja karyawan PT Gunanusa Eramandiri. Jurnal Ekonomi & Ekonomi Syariah, Vol 4 No 2.
- Yudhinta, A., S., Titisari, P., & Prihatini, D. (2023). The Effect of Spiritual Intellegence, Employee Engagement, and Organizational Commitment on Employee Performance Through Organizational Citizenship Behaviour (OCB) as Intervening Variables for Employee of The Cooperatives and Micro Enterprises Office In Jember Regency. IOSR Journal of Bussiness and Management (IOSR-JBM). Vol. 25. Issue. 4. Ser. VI. pp. 22-26.
- Zacharias, T. (2022). Spiritual Intellegence and Emotional Intelegence on Employee Performance: Analysis of Organizational Citizenship Behaviour as aMediating Variabel. Jurnal IICET. Jurnal Konseling dan Pendidikan. Vol. 10. No. 2. pp. 199-207. DOI: <https://doi.org/10.29210/180700>
- Zohar, D. & I. Marshall. (2002). SQ : Memanfaatkan SQ dalam Berpikir Holistik untuk Memaknai Kehidupan. Cetakan Kelima. Mizan, Bandung. Diterjemahkan oleh Rahmani Astuti, Ahmad Nadjib Burhani & Ahmad Baiquni dari SQ : Spiritual Intelligence—The Ultimate Intelligence, 2000.