

DAFTAR PUSTAKA

- Ainan, M., Hadi, S., & Rahmad Satatoe dan Nova Widjoyo Aryo Wisanggeni Sekolah Tinggi Ilmu Ekonomi Pariwisata Indonesia, Y. (2022). Pengaruh Job Insecurity Terhadap Komitmen organisasional Serta Implikasinya Pada Kinerja Tenaga kesehatan Selama Pandemi Covid 19 Varian Omicro (Studi Kasus pada Tenaga kesehatan Patra Jasa Convention Hotel Semarang) (Vol. 10, Issue 2).
- Aisyah, H. (2020). Pengaruh Kepuasan Kerja dan Komitmen organisasional terhadap Organizational Citizenship Behaviour (OCB): Studi Kasus pada Pegawai STMIK Padang. *Journal Of Enterprise and Development*, 2(1).
- Aisy, S. R., & Archianti, P. (2024). The Influence of Kebahagiaan di Tempat Kerja and Work Spirituality on Organizational Citizenship Behavior in JABODETABEK. *Jurnal Manajemen Bisnis*, 11(1), 352–367. <https://doi.org/10.33096/jmb.v11i1.742>
- Al-shami, S. A., Al mamun, A., Rashid, N., & Cheong, C. B. (2023). Kebahagiaan di Tempat Kerjaplace on innovative work behaviour and organisation citizenship behaviour through moderating effect of innovative behaviour. *Heliyon*, 9(5), e15614. <https://doi.org/10.1016/j.heliyon.2023.e15614>
- Alfiana, D. (2020). Peran Perceived Organizational Support dan Psychological Empowerment terhadap Kinerja Tenaga kesehatan melalui Organizational Citizenship Behavior. *Jurnal Ilmu Manajemen*, 8(3), 839. <https://doi.org/10.26740/jim.v8n3.p839-851>
- Andika, R. (2018). Pengaruh Komitmen organisasional dan pengawasan terhadap disiplin kerja tenaga kesehatan pada pt artha gita sejahtera Medan. *Jumant*, 9(1), 95–103.
- Anurag Kasana, K. N. D. S. R. (2024). The Mediating Role of Work Engagement between Kebahagiaan di Tempat Kerja and Employee Performance: Smart PLS Approach. *Journal of Informatics Education and Research*, 4(1), 123–136. <https://doi.org/10.52783/jier.v4i1.529>
- Ariawaty, R. R. N. (2019). Pengaruh Employee Engagement Terhadap Work-Life Balance Tenaga kesehatan. *Bisma*, 13(2), 97. <https://doi.org/10.19184/bisma.v13i2.9864>
- Astuti, E. I. R., Pangaribuan, N., & Noer, E. (2024). The Influence of Compensation and Career Development on Employees' Organizational Commitment in Class III UPBU Offices in the Merauke Region. *Economit Journal: Scientific Journal of Accountancy, Management and Finance*, 4(1), 52-67.
- Atthohiri, N. A., & Wijayati, D. T. (2021). Pengaruh Employee Engagement terhadap Kepuasan Kerja dengan Work Life Balance sebagai Variabel Intervening. *Jurnal Ilmu Manajemen*, 9(3), 1092–1100. <https://doi.org/10.26740/jim.v9n3.p1092-1100>
- Ayar, D., Karaman, M. A., & Karaman, R. (2022). Work-Life Balance and Mental Health Needs of Health Professionals During COVID-19 Pandemic in Turkey. *International Journal of Mental Health and Addiction*, 20(1), 639–655. <https://doi.org/10.1007/s11469-021-00717-6>
- Bataineh, K. adnan. (2019). Impact of Work-Life Balance, Kebahagiaan di Tempat Kerja, on Employee Performance. *International Business Research*, 12(2), 99. <https://doi.org/10.5539/ibr.v12n2p99>

- Bougie, R., & Sekaran, U. (2019). *Research Methods For Business: A Skill Building Approach*. John Wiley & Sons.
- Brown, A. R., Walters, J. E., & Jones, A. E. (2019). Pathways to Retention: Job Satisfaction, Burnout, & Organizational Commitment among Social Workers. *Journal of Evidence-Based Social Work*, 16(6), 577–594. <https://doi.org/10.1080/26408066.2019.1658006>
- Cherif, F. (2020). The role of human resource management practices and employee job satisfaction in predicting organizational commitment in Saudi Arabian banking sector. *International Journal of Sociology and Social Policy*, 40(7–8), 529–541. <https://doi.org/10.1108/IJSSP-10-2019-0216>
- Čikeš, V., Črnjar, K., & Ribarić, H. M. (2024). Effects of job attitudes on withdrawal behavior Evidence from the Croatian hotel industry. *Zbornik Radova Ekonomskog Fakulteta u Rijeci / Proceedings of Rijeka Faculty of Economics*, 42(1), 39–64. <https://doi.org/10.18045/zbefri.2024.1.39>
- Dangaiso, P., Jaravaza, D. C., Mukucha, P., Bowora, A., Hlabiso, G., & Jonasi, K. (2024). More Pay and Benefits or Better Work-Life Balance? Post Pandemic Perspectives on Employee Centricity Among University Frontline Staff. *Journal on Efficiency and Responsibility in Education and Science*, 17(2), 151–163. <https://doi.org/10.7160/eriesj.2024.170205>
- Darmadi. (2018). *Manajemen Sumber Daya Manusia Kekepalasekolahan “Melejitkan Produktivitas Kerja Kepala Sekolah dan Faktor-Faktor yang Memengaruhi”* (Cet. 1). Deepublish.
- Dey, C. (2023). Analyzing the Role of Work-Life Balance on Employee Loyalty in Indian Startups: a Linear Regression-Based Approach. *Journal of Mechanics of Continua and Mathematical Sciences*, 18(2), 45–51. <https://doi.org/10.26782/jmcms.2023.02.00003>
- Eriyanti, H. F., & Noekent, V. (2021). Effect Work-Life Balance on Organizational Commitment: Is The Role of Organizational Citizenship Behavior? *Management Analysis Journal*, 10(4), 376–383.
- 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>
- Ghazali, I. (2011). *Aplikasi analisis multivariate dengan program IBM SPSS 19*. Badan Penerbit Universitas Diponegoro.
- Hadi, N., & Tentama, F. (2020). Affective Commitment, Continuance Commitment and Normative Commitment in Reflecting Organizational Commitment. *American International Journal of Business Management*, 3(8), 148–156. www.aijbm.com
- Hadi, S., Publik, A., No, V., Kompetensi, P., Daya, S., Dan, M., Prasarana, S., & Bojonegoro, D. I. P. (2021). Hariyanto halaman 157-169. *M A P Publik, Administrasi*, 4(2).
- Hermania, P., Heriyadi, H., Daud, I., Ramadania, R., & Fauzan, R. (2023). The Effect Of Kebahagiaan di Tempat Kerja And Organizational Commitment On Employee Performance With Organizational Citizenship Behavior As Intervening Variable.

Jurnal Ekonomi, 12(04), 1880–1888.

- Hermawan, F., Purnomo, H., Kusumastuti, D., Fitriana, R., Octaleny, E., Ie, M., & Sudadi. (2024). The role of transformational leadership, job satisfaction and organizational commitment on organizational citizenship behavior (OCB) of SMEs employees in the digital era. *Journal of Infrastructure, Policy and Development*, 8(7), 1–16. <https://doi.org/10.24294/jipd.v8i7.5194>
- Hermawati, R., Moeins, A., & Suhardi, E. (2023). Organizational Citizenship Behavior and the Impact of Organizational Commitment and Work-Life Balance With Job Satisfaction As an Intervening Variable. *Journal of Entrepreneurship*, 2(January), 54–68. <https://doi.org/10.56943/joe.v2i1.248>
- Hidayat, A. (2021). Pengaruh Komitmen organisasional Dan Kepuasan Kerja Terhadap Organizational Citizenship Behavior(Ocb) DI Pt. Argamukti Pratama Semarang.
- Hosen, S., Hamzah, S. R., Arif Ismail, I., NoormiAlias, S., Faiq Abd Aziz, M., & Rahman, M. M. (2023). Training & development, career development, and organizational commitment as the predictor of work performance. *Heliyon*, e23903
- Isnaeni, N., Parimita, W., & Rahmadania, R. F. (2023). Pengaruh Work-Life Balance Terhadap Kebahagiaan Yang Dimediasi Oleh Self-Esteem Pada Guru Smk Swasta Di Kecamatan Mampang Prapatan. *Indonesian Journal of Economy, Business, Entrepreneurship and Finance*, 3(3), 480–490. <https://ijebef.escid.org/index.php/home/article/view/119>
- Iswahyuni Rina Astuti, E., Nurmala Pangaribuan, & Elly Noer. (2024). The Influence of Compensation and Career Development on Employees' Organizational Commitment in Class III UPBU Offices in the Merauke Region. *Economit Journal: Scientific Journal of Accountancy, Management and Finance*, 4(1), 52–67. <https://doi.org/10.33258/economit.v4i1.1089>
- Keltu, T. T. (2024). The effect of human resource development practice on employee performance with the mediating role of job satisfaction among Mizan Tepi University's academic staff in Southwestern Ethiopia. *Heliyon*, 10(8).
- Khaerunisah, S. M., Widiana, H. S., & Sari, E. Y. D. (2021). Sebuah Studi Perilaku Kewarganegaraan Organisasi (OCB) dan Dimensinya: Tinjauan Literatur. *Jurnal Diversita*, 7(2), 133–140. <https://doi.org/10.31289/diversita.v7i2.4493>
- Klein, H. J., de Aguiar Rodrigues, A. C., & Zhan, Y. (2025). Community and organizational commitment: Understanding the effects of organizational investments on worker behavior. *Journal of Business Research*, 186(September 2023). <https://doi.org/10.1016/j.jbusres.2024.115023>
- Komala, I., Nursifa, D., Khodijah, S., Mardhotillah, A., & Setyaningrum, R. P. (2023). Pengaruh Servant Leadership, Organizational Commitment Terhadap Employee Performance Serta Work Life Balance Sebagai Mediator Pada Universitas Pelita Bangsa. *Jurnal Ekonomi Syariah Pelita Bangsa*, 8(02), 166–175.
- Laily, N., & Rahmawati, S. (2024). THE EFFECT OF WORKPLACE HAPPINESS ON PERFORMANCE THROUGH JOB SATISFACTION AS AN INTERVENING VARIABLE. *Jurnal Distribusi, Fakultas Ekonomi Dan Bisnis Universitas Mataram*, 12(2), 185–194. <https://doi.org/10.29303/distribusi.v12i2>

- Lestari, E. R., Kholifatul, N., & Ghaby, F. (2018). Pengaruh Organizational Citizenship Behavior (OCB) terhadap Kepuasan Kerja dan Kinerja Tenaga kesehatan The Influence of Organizational Citizenship Behavior (OCB) on Employee's Job Satisfaction and Performance. *Jurnal Teknologi Dan Manajemen Agroindustri*, 7, 116–123.
- Liu, E., & Huang, J. (2019). Occupational self-efficacy, organizational commitment, and work engagement. *Social Behavior and Personality*, 47(8). <https://doi.org/10.2224/sbp.8046>
- Loan, L. T. M. (2020). The influence of organizational commitment on employees' job performance: The mediating role of job satisfaction. *Management Science Letters*, 10(14), 3307–3312. <https://doi.org/10.5267/j.msl.2020.6.007>
- Lumiu, C. A., Pio, R. J., & Tatimu, V. (2019). Pengaruh Karakteristik Pekerjaan, Pengembangan Karir Dan Kompensasi Terhadap Loyalitas Tenaga kesehatan. *Jurnal Administrasi Bisnis*, 9(3), 93. <https://doi.org/10.35797/jab.9.3.2019.25518.93-100>
- Ningsih, H. L., Perizade, B., Hanafi, A., & Widiyanti, M. (2020). Pengaruh Stres Kerja dan Kepuasan Kerja terhadap Komitmen organisasional pada PT Semen Baturaja Tbk. *Andalas Management Review*, 4(2), 32–45. <https://doi.org/10.25077/amar.4.2.32-45.2020>
- Nuansa, R., Thatok, A., & Siti, N. (2018). The role of organizational commitment mediation on the effect of person-organization fit and job satisfaction to turnover intention. *Russian Journal of Agricultural and Socio-Economic Sciences*, 74(2), 33–40.
- Nurjanah, S., Pebianti, V., & Handaru, A. W. (2020). The influence of transformational leadership, job satisfaction, and organizational commitments on Organizational Citizenship Behavior (OCB) in the inspectorate general of the Ministry of Education and Culture. *Cogent Business and Management*, 7(1). <https://doi.org/10.1080/23311975.2020.1793521>
- Nursalita, D., & Soliha, E. (2024). Pengaruh Lingkungan Kerja dan Keterlibatan Tenaga kesehatan terhadap Organizational Citizenship Behavior pada Tenaga kesehatan Rumah Sakit Islam Sunan Kudus. *Journal of Economic, Bussines and Accounting (COSTING)*, 7(3), 4408–4421. <https://doi.org/10.31539/costing.v7i3.9082>
- Pratama, S. H., Sari, E. Y. D., & Widiiana, H. S. (2022). Keseimbangan Kehidupan-Kerja dan Kebahagiaan Di Tempat Kerja, Bagaimana Dampaknya Terhadap Organizational Citizenship Behavior (OCB)? *Psycho Idea*, 20(1), 74. <https://doi.org/10.30595/psychoidea.v20i1.12089>
- Priyandini, L., Nurweni, H., & Hartati, R. (2020). Pengaruh Komitmen organisasional, Lingkungan Kerja, dan Motivasi Terhadap Organizational Citizenship Behavior (OCB) Tenaga kesehatan PT Sport Glove Indonesia Cabang Wonosari. *Cakrawangsa Bisnis*, 1(2), 153–162. <http://journal.stimykpn.ac.id/index.php/cb/article/view/186>
- Qurtubi, A. (2022). The Effects Of Transformational Leadership And Organizational Citizenship Behavior (Ocb) On Islamic School Teachers' Satisfaction. *Journal of Positive School Psychology*, 2022(7), 2744–2753. <http://journalppw.com>
- Rahmawati, Z., & Gunawan, J. (2020). Hubungan Job-related Factors, Work-life Balance dan Kepuasan Kerja pada Pekerja Generasi Milenial. *Jurnal Sains Dan Seni ITS*, 8(2),

3–8. <https://doi.org/10.12962/j23373520.v8i2.47782>

Robbins, S. P., & Judge, T. A. (2016). *Organizational Behavior*, Global Edition. Pearson Education. https://books.google.co.id/books?id=7_LjCwAAQBAJ

Rukmini, A., Hadhienata, S., & Retnowati, R. (2017). The Relationship of Organizational Culture, Transformational Leadership, and Personality to Organizational Citizenship Behaviour (OCB). *International Journal of Managerial Studies and Research*, 5(4), 10–16. <https://doi.org/10.20431/2349-0349.0504003>

Salas-vallina, A., Simone, C., & Fernández-guerrero, R. (2020). *The human side of leadership: Inspirational leadership effects on follower characteristics and Kebahagiaan di Tempat Kerja (KDK) ☆. October.* <https://doi.org/10.1016/j.jbusres.2018.10.044>

Salsyabila, N., Winbaktianur, W., & Ruaidah, R. (2023). Hubungan Quality Of Work Life Dengan Kebahagiaan Di Tempat Kerja Pada Pegawai Kantor Wilayah Kementerian Agama Provinsi Sumatera Barat. *Jurnal Ekonomika Dan Bisnis (JEBS)*, 3(1), 47–57. <https://doi.org/10.47233/jrebs.v3i1.513>

Sandhika, D., & Sobandi, A. (2018). Perilaku Kewargaan Organisasi (Organizational Citizenship Behavior) Sebagai Faktor Yang Mempengaruhi Kinerja Pegawai. *Jurnal MANAJERIAL*, 17(2), 174. <https://doi.org/10.17509/manajerial.v17i2.11787>

Sari, S., Kurniawan, I. S., & Purnamarini, T. R. (2024). Pengaruh Servant Leadership , Perceived Organizational Support , Leader Member Exchange , Dan Psychological Empowerment Pada Organizational Citizenship Behavior. *JPEK (Jurnal Pendidikan Ekonomi Dan Kewirausahaan)*, 8(1), 90–99. <https://doi.org/10.29408/jpek.v8i1.24154>

Sekaran, U., & B. R. (2017). *Metode Penelitian Untuk Bisnis_ Pendekatan Pengembangan Keahlian Buku 2.* (2nd ed.). Salemba Empat.

Silaen, N. R., Syamsuriansyah, S., Chairunnisah, R., Sari, M. R., Mahriani, E., Tanjung, R., ... & Putra, S. (2021). Kinerja Tenaga kesehatan.

Singh, A., & Banerji, R. (2022). Kebahagiaan di Tempat Kerja, organization citizenship behaviour and workplace diversity: a study on Indian private sector bank employees. *Industrial and Commercial Training*, 54(3), 460–475. <https://doi.org/10.1108/ICT-05-2021-0037>

Sismawati, W., & Lataruva, E. (2020). TENAGA KESEHATAN GENERASI Y DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING (Studi pada PT Bank Tabungan Negara Syariah Semarang). *Diponegoro Journal of Management*, 9(3), 1–11. <http://ejournal-s1.undip.ac.id/index.php/dbr>

Soelton, M. (2023). How Did It Happen: Organizational Commitment and Work-Life Balance Affect Organizational Citizenship Behavior. *Jurnal Dinamika Manajemen*, 14(1), 149–164. <https://doi.org/10.15294/jdm.v14i1.41493>

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. <https://doi.org/10.1108/SAJBS-02-2017-0018>

- Sugiyono. (2016). *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Alfabeta, Bandung.
- Syarifi, H., Lengkong, V. P. K., & Saerang, R. (2019). Hubungan Antara Kebahagiaan Di Tempat Kerja Dengan Kinerja Tenaga kesehatan KFC Di Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 7(4), 5773–5782.
- Tjiabrata, W., Lengkong, V. P. K., & Sendow, G. M. (2021). Pengaruh Kecerdasan Emosional, Kualitas Kehidupan Kerja Dan Kebahagiaan Di Tempat Kerja Terhadap Keterikatan Tenaga kesehatan Pada Pt Pln (Persero) Up3 Manado. *Jurnal EMBA*, 9(2), 458–468.
- Victor, F., Onyemah, T. N., Samiat, I., Raji, N. A., Sylvester, A. O., & Adewuyi, H. O. (2023). Enhancing Teaching Productivity Among University Staffers: The Influence of Organizational Commitment and Workload. *Journal of General Education and Humanities*. <https://api.semanticscholar.org/CorpusID:265701507>
- Wicaksana, S. A., & Asrunputri, A. P. (2020). Identification of Work-Life Balance Dimensions in Millennial Generation Employees in the Banking Sector. *Widya Cipta: Jurnal Sekretari Dan Manajemen*, 4(2), 137–143.
- Widyanti, R., Basuki, B., & Ratnasari, S. L. (2021). Gaya Kepemimpinan Transformasional Dan Kepuasan Kerja Pengaruhnya Terhadap Komitmen organisasional. *Jurnal Dimensi*, 10(2), 255–268. <https://doi.org/10.33373/dms.v10i2.3071>
- Wijaya Gede Frisna, I. K. W. D. S. (2024). *View of KEBAHAGIAAN DI TEMPAT KERJA, WORK LIFE BALANCE, AND JOB SATISFACTION TERHADAP KINERJA TENAGA KESEHATAN BAYANG CAFE JIMBARAN.pdf*.
- Yuesti, A., & Adnyana, I. (2022). The role of organizational commitment mediation on career development and employee performance. *NEXO Revista Cientifica*, 35(01), 306-315.
- Yusuf, R. M., & Syarif, D. (2018). *Komitmen organisasional*. Nas Media Pustaka.
- Zalfa, Y., & Sugesti, H. (2020). Pengaruh Komitmen organisasional Terhadap Organizational Citizenship Behavior Di Topas Galeria Hotel. *Competitive*, 15(2), 129–136. <https://doi.org/10.36618/competitive.v15i2.927>

