

DAFTAR PUSTAKA

- Ahmad Gunawan, S., Devi Yulianti, N., Nuha Nurrohman Gika, E., & Farida Adi Prawira, I. (2023). Studi Literatur: *Analisis Work Life Balance Dan Human Resource Management di Platform Digital Era Gig Economy*. Journal Of Social Science Research, 3, 5111–5125. <https://j-innovative.org/index.php/Innovative>
- Andrea E. Berndt. (2020). *Sampling Methods*. Journal of Human Lactation, 36(2).
- Aranditio, S., & Arlinta, D. (2024, Agustus 1). Memahami Alasan Gen Z Menuntut "Work Life Balance". Retrieved from Kompas.id: <https://www.kompas.id/baca/humaniora/2024/08/01/memahami-alasan-gen-z-memimpikan-work-life-balance>
- Arraneta, L., Irma Susanty, A., Ilfandy Imran, A., Pradana, M., Renaldi, R., Puang Daud no, J. H., & Sulawesi Selatan, P. (2021). *The Influence of Work Life Balance and Physical Work Environment on Employee Performance at Telkom Bandung Pension Fund Office*.
- Arianti, A. M., Soekemi, W., & Dewi, R. S. (2022). *The Effect of Work Life Balance and Compensation on Employee Performance through Employee Engagement as Intervening Variable (Study on Married Women Employees that Have Children in the Production Section of PT Sukuntex Spinning)*. Journal of Human Resource and Sustainability Studies, 10(04), 705–718. <https://doi.org/10.4236/jhrss.2022.104041>
- Ariq, M. A., Naufal Hanggara Putra Anwar, & Shakila Aulia Rahma. (2023). *Dampak Digitalisasi Terhadap Bisnis dan Perdagangan*. Journal of Comprehensive Science.
- Banjarnahor, A. R., Taruna, S. M., Faried, A. I., Suryani, W., Utama, N. A., Johanis, R. A., Sondakh, E. D., Elmizan, H. G., Jumarlis, M., Pungus, S. R., Syamil, F. A., & Simarmata, J. (2023). *Ekonomi Digital: Transformasi Bisnis di Era Digital (M. J. F. Sirait, Ed.)*. Yayasan Kita Menulis.
- Cijan, A., Jenič, L., Lamovšek, A., & Stemberger, J. (2019). *How digitalization changes the workplace*. Dynamic Relationships Management Journal, 8(1), 3–12. <https://doi.org/10.17708/DRMJ.2019.v08n01a01>
- Cooper, D. R., & Schindler, P. S. (2014). *Business Research Methods* (12th ed.). McGraw-hill Us Higher Ed. https://books.google.co.id/books/about/Business_Research_Methods.html?hl=id&id=AZ0cAAAAQBAJ&redir_esc=y
- Davani, I., & Sulistyaningrum, E. (2022). *Pengaruh Digitalisasi terhadap Penyerapan Tenaga Kerja Perempuan Indonesia* [Universitas Gadjah Mada]. <https://etd.repository.ugm.ac.id/penelitian/detail/214786>

- Deloitte. (2024). 2024 Gen Z and Millennial Survey: Living and working with purpose in a transforming world.
- 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>
- Ghozali, I. (2021). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 26* (10th ed.). Badan Penerbit - Undip.
- Ginting, E. B., Harsasi, M., Khurniawan, A. W., & Yusriani, S. (2024). *Impact of Business Process Digitalization, Work Flexibility, and Family Support on Employee Performance (Case Study in West Sumatra and the Riau Islands)*. Dinasti Publisher. <https://doi.org/10.38035/dijefa.v5i5>
- Gozali, A. (2024). *Pengaruh Digitalisasi Sistem Kerja dan Motivasi Kerja Terhadap Produktivitas Operator Rubber Tyred Gantry Pada PT Berlian Jasa Terminal Indonesia*. STIA dan Manajemen Kepelabuhan Barunawati.
- 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. [https://doi.org/10.1016/S0001-8791\(02\)00042-8](https://doi.org/10.1016/S0001-8791(02)00042-8)
- Handayani, A., Afiati, T., & Adiyanti, M. G. (2015). *Studi Eksplorasi Makna Keseimbangan Kerja Keluarga pada Ibu Bekerja* (Latipun, D. Karmiati, & R. N. Anganthi, Eds.). Psychology Forum.
- Hasibuan, M. S. P. (2018). *Manajemen Sumber Daya Manusia* (22nd ed.). PT Bumi Aksara. <https://www.scribd.com/document/727876687/Hasibuan-Manajemen-Sumber-Daya-Manusia>
- Jakpat. (2024, Juni 21). Infografis mengungkap preferensi Karir Gen Z. Retrieved from validnews.id: <https://validnews.id/infografis/infografis-mengungkap-preferensi-karir-gen-z>
- Kotarba, M. (2017). *Measuring Digitalization-Key Metrics*. Foundations of Management, 9(1), 123–138. <https://doi.org/10.1515/fman-2017-0010>
- LSPR News. (2023, July 23). Manajemen SDM Adalah: Pengertian, Fungsi, dan Tujuan. Diambil kembali dari lspr.ac.id: <https://www.lspr.ac.id/manajemen-sdm-adalah/>
- Mahardika, A. A., Ingarianti, T. M., & Zulfiana, U. (2022). *Work-life Balance pada karyawan generasi Z*. Collabryzk Journal for Scientific Studies, 1–16.
- Mallafi, F. R., & Silvianita, A. (2021). *The Effect Of Flexible Work Arrangement And Work Life Balance On Employee Performance (Study On Employees Of The Internal Audit Department Of Pt. Telkom Indonesia, Tbk Bandung)*. Jurnal Administrasi Binsis.

- Nuridin, I., & Dra Sri Hartati, Ms. (2019). *Metodologi Penelitian Sosial*. Media Sahabat Cendeki.
- Ozkan, M., & Solmaz, B. (2015). *Mobile Addiction of Generation Z and Its Effects*. *Procedia - Social and Behavioral Sciences*. 92–98.
- PPM SoM. (2024, Mei 24). Manajemen SDM: Pengertian, Tujuan dan Fungsi. Retrieved from PPM School of Management
- Pradana, M., Silvianita, A., Syarifuddin, S., & Renaldi, R. (2022). *The Implication of Digital Organisational Culture on Firm Performance*. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.840699>
- Putra, C., Nindiya, B., Program, E. S., Bimbingan, S., & Konseling, D. (2017). *Peran Bimbingan Dan Konseling Untuk Menghadapi Generasi Z Dalam Perspektif Bimbingan Dan Konseling Perkembangan* *Jurnal Konseling GUSJIGANG*, 3. <https://doi.org/10.24176/jkg.v3i1.1602>
- Putra, I. L. (2024). *Efek Teknologi Informasi dan Work Life Balance Terhadap Kinerja Karyawan Pada New Normal*. *Journal of Management and Business*, 2. <https://jurnalapik.id/index.php/advantage>
- Putri, O. A., Hariyanti, S., & Kediri, I. (2022). *Transformasi Digital Dalam Bisnis Dan Manajemen*. *Proceedings of Islamics Economics, Business, and Philanthropy*. 3, 135–166.
- Rachman, A., Yochanan, E., Samanlangi, A. I., & Purnomo, H. (2024). *Metode Penelitian Kuantitatif, Kualitatif dan R&D* (1st ed.). CV Saba Jaya Publisher.
- Rahmatika, N. (2025, April 10). Bukan Work-Life Balance, Work-life Harmony jadi Pendekatan Baru untuk Hidup Seimbang. *Marketeers.Com*.
- Rainer, Pierre. (2023, Agustus 29). Sensus BPS: Saat Ini Indonesia Didominasi Oleh Gen Z. Retrieved from GoodStats: <https://data.goodstats.id/statistic/sensus-bps-saat-ini-indonesia-didominasi-oleh-gen-z-n9kqv>
- Ramadhina, A. P. (2023). *Penerapan Sistem Kerja Jarak Jauh (Remote Work) dan Dampaknya terhadap Keseimbangan Kerja dan Kehidupan (Work-Life Balance)*. [Universitas Indonesia]. <https://lib.ui.ac.id/detail?id=9999920523537&lokasi=lokal>
- Rani, H. A., & Arlianti, N. (2024). *Dasar-Dasar Statistika Dan Probabilitas Dalam Ilmu Sains*. Deepublish Digital.
- Redaksi Bontang Post. (2023, January 17). Wujudkan Work Life Harmony, Ratusan Karyawan Pupuk Kaltim Ikut Go VIRAL N Run. *BontangPost*.
- Rasyid, N. A. (2024, Maret 19). *Kata Gen Z Tentang Pentingnya Work-Life Balance*. Retrieved from GoodStats: <https://data.goodstats.id/statistic/kata-gen-z-tentang-pentingnya-work-life-balance-nxCE9>

- Rupianti, R., Setiawan, M. M. A., Kom, S., Sarce, M. T. L., Sapari, J., & Oktarianti, M. S. N. (2023). *Manajemen Bisnis Dalam Era Digital Pendekatan Teoritis Dan Praktis*. PT. Literasi Nusantara Abadi Grup. www.penerbitlitnus.co.id
- Santosa, E. T. (2015). *Raising Children in Digital Era*. Elex Media Komputindo. https://books.google.co.id/books/about/Raising_Children_in_Digital_Era.html?id=3E1JDwAAQBAJ&redir_esc=y
- Schongen, S. (2023). *Digitalisation as a Prospect for Work–Life Balance and Inclusion: A Natural Experiment in German Hospitals*. *Social Inclusion*, 11(4), 225–238. <https://doi.org/10.17645/si.v11i4.7117>
- Setianto, D. K., Budiman, A., Febrian, W. D., Demmanggasa, Y., Lokita, Rd. D., Dewi, P., & Widyastuti, I. (2024). *Pengaruh Keseimbangan Kerja-Hidup Terhadap Kesejahteraan dan Produktivitas Karyawan*. *Jurnal Review Pendidikan Dan Pengajaran*, 7 Nomor 3.
- Sharma, S., Sharma, K., & Saini, A. (2024). *Work life balance in the Digital Era: Is it Associated with work load and Pressure from digitalisation? A descriptive study* (pp. 593–603). https://doi.org/10.2991/978-94-6463-544-7_39
- Simbolon, A. R., & Nasution, M. I. P. (2024). *Peran Kualitas Informasi Terhadap Perkembangan Teknologi Informasi Gen Z*. 212–219. <https://doi.org/https://doi.org/10.61722/jinu.v2i2.3630>
- Siswanti, I., Riyadh, H. A., Nawangsari, L. C., Mohd Yusoff, Y., & Wibowo, M. W. (2024). *The impact of digital transformation for sustainable business: the meditating role of corporate governance and financial performance*. *Cogent Business and Management*, 11(1). <https://doi.org/10.1080/23311975.2024.2316954>
- SPR MUM. (2024, July 10). *Disiplin dan Fleksibilitas: Kunci Kesuksesan Gen Z di Era Digital*. Mum.Id. <https://mum.id/news/disiplin-dan-fleksibilitas-kunci-kesuksesan-gen-z-di-era-digital>
- Stillman, D. (2017). *Gen Z @ Work: How the Next Generation Is Transforming the Workplace* Front Cover David Stillman, Jonah Stillman. HarperCollins. https://books.google.co.id/books?redir_esc=y&id=OoaIDAAAQBAJ&q=millennial#v=onepage&q=millennial&f=false
- Subalya, S., & Khannan, K. (2022). *Impact of digitalization on work life balance of employees in police department in Chennai*. *International Journal of Health Sciences*, 6387–6395. <https://doi.org/10.53730/ijhs.v6ns1.6355>
- Sugiyono, P. D. (2024). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta, Cv.

- Sutrisno, E. (2020). *Manajemen Sumber Daya Manusia*. Kencana.
https://books.google.co.id/books/about/Manajemen_Sumber_Daya_Manusia.html?id=OhZNDwAAQBAJ&redir_esc=y
- Syam, M. R. P. (2020). *Pengaruh Work-Life Balance dan Pengembangan Karir terhadap Produktivitas Kerja Karyawan pada PT. Bank Mandiri (Persero), Tbk. Kcp Gowa*. Universitas Islam Negeri Alauddin.
- Tohir, M., Primadi, A., & Budianti, S. P. (2023). *Analisis Pengaruh Perkembangan Teknologi Digitalisasi pada Bidang Transportasi dan Logistik Terhadap Sumber Daya Manusia*. 1(2). <https://doi.org/10.38035/jpmpt.v1i2>
- Tri Tungga Dewi, C., & Krisnadi, H. (2023). *The Effects of Using Digitalization, Work Life Balance and Work Engagement on Employee Performance Through Job Satisfaction at PT Waskita Karya Infrastruktur*. 8(2), 1197–1207.
- Wardhana, A., & Iba, Z. (2024). *Operasional Variabel, Skala Pengukuran & Instrumen Penelitian Kuantitatif (Pradana Mahir, Ed.)*. Eureka Media Aksara.
- Widodo, S. D., Rubiyanti, N., Widodo, A., & Silvianita, A. (2024). *The Role of Digital Transformation in Improving Employee Performance*. *Journal of International Conference Proceedings*, 7(1), 109–118. <https://doi.org/10.32535/jicp.v7i1.3181>
- Wiedmer, T. (2015). *Generations Do Differ: Best Practices in Leading Traditionalists, Boomers, and Generations X, Y, and Z*.
- Wilton, N. (2016). *An Introduction to Human Resource Management (K. Smy, Ed.; third edition)*. SAGE Publications Ltd.
- Yulianti, Cicin. (2024, Juni 27). *Studi: Mayoritas Gen Z Incar Work Life Balance dan Jam Kerja Fleksibel*. Retrieved from DetikEdu: <https://www.detik.com/edu/detikpedia/d-7410162/studi-mayoritas-gen-z-incar-work-life-balance-dan-jam-kerja-fleksibel>
- Zahra, A. (2024). *Pengaruh Digitalisasi Dalam Kehidupan Kerja Dan Burnout Terhadap Kepuasan Kerja Melalui Work-Life Balance Di Bkpsdm Malang*. Universitas Islam Negeri Maulana Malik Ibrahim.