DAFTAR REFERENSI

Abbas, M., Raja, U., Darr, W., and Bouckenooghe, D. (2014). Combined Effects of Perceived Politics and Psychological Capital on Job Satisfaction, Turnover Intentions, and Performance. *Journal of Management*, *40*(7), 1813–1830.

Abdirahman, H. I. H., Najeemdeen, I. S., Abidemi, B. T., and Ahmad, R. B. (2020). The Relationship between Job Satisfaction, Work-Life Balance and Organizational Commitment on Employee Performance. *Academic Journal of Economic Studies*, *12*(1), 188–198.

Allen, N. J., and Meyer, J. P. (1990). The Measurement and Antecedents of Affective, Continuance and Normative Commitment to the Organization. *Journal of Occupational Psychology*, *63*(1), 1–18.

Allen, N. J., Meyer, J. P. (1996). Affective, Continuance, and Normative Commitment to the Organization: An Examination of Construct Validity. *Journal of Vocational Behavior*, *49*(3), 252–276.

Allen, T. D. (2001). Family-Supportive Work Environments: The Role of Organizational Perceptions. *Journal of Vocational Behavior*, *58*(3), 414–435.

Anari, N. N. (2012). Teachers: Emotional Intelligence, Job Satisfaction, and Organizational Commitment. *Journal of Workplace Learning*, *24*(4), 256–269.

Aranya, N., and Jacobson, D. (1975). An Empirical Study of Theories of Organizational and Occupational Commitment. *The Journal of Social Psychology*, *97*(1), 15–22.

Asiamah, N., Mensah, H. K., and Ocra, B. (2019). An Assessment of Education, In-Service Training and Tenure Prolongation as Methods for Enhancing Nursing Performance. *International Journal of Health Care Quality Assurance*, *32*(6), 910–926.

Asiamah, N., Mensah, H. K., Oteng-Abayie, E. F. (2016). Health Workers' Emotional Intelligence Development: An Examination of the Potential Roles of Tenure, Education and Training. *International Journal of Research in Nursing*, *7*(1), 24–34.

Asiamah, N. (2017). Journal of Global Responsibility. *Journal of Global Responsibility*, *8*(1), 10–33.

Azim. M. T., Haque, M. M., and Chowdhury, R. A. (2013). Gender, Marital Status and Job Satisfaction An Empirical Study. *International Review of Management and Business Research*, *2*(2), 488–498.

Badawy, T. A. E., and Magdy, M. M. (2015). Assessing the impact of Emotional Intelligence on Job Satisfaction: An Empirical Study on Faculty Members with Respect to Gender and Age. *International Business Research*, *8*(3), 67–78.

Bagger, J., and Li, A. (2014). How does Supervisory Family Support influence Employees' Attitudes and Behaviors? A Social Exchange Perspective. *Journal of Management*, *40*(4), 1123–1150.

Bartol, K. M., and Wortman, M. S. (1975). Male versus Female Leaders: Effects on Perceived Leader Behavior and Satisfaction in a Hospital. *Personnel Psychology*, *28*(4), 533–547.

Bertolino, M., Truxillo, D. M., and Fraccaroli, F. (2013). Age Effects on Perceived Personality and Job Performance. *Journal of Managerial Psychology*, *28*(7/8), 867–885.

Brayfield, A. H., and Rothe, H. F. (1951). An Index of Job Satisfaction. *Journal of Applied Psychology*, *35*(5), 307–311.

Brough, P., Timms, C., O'Driscoll, M. P., Kalliath, T., Siu, O., Sit, C., and 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.

Campbell, A., Converse, P. E., and Rodgers, W. L. (1976). *The Quality of American Life*. Russell Sage Foundation.

Cao, J., Liu, C., Wu, G., Zhao, X., and Jiang, Z. (2020). Work-Family Conflict and Job Outcomes for Construction Professionals: The Mediating Role of Affective Organizational Commitment. *International Journal of Environmental Research and Public Health*, *17*(4), 1–24.

Carlson, D. S., Grzywacz, J. G., and Zivnuska, S. (2009). Is Work-Family Balance more than Conflict and Enrichment? *Human Relations*, *62*(10), 1459–1486.

Casper, W. J., Harris, C., Taylor-Bianco, A., and Wayne, J. H. (2011). Work–Family Conflict, Perceived Supervisor Support and Organizational Commitment among Brazilian Professionals. *Journal of Vocational Behavior*, *79*(3), 640–652.

Chaudhry, I. S., and Rahman, S. U. (2009). The Impact of Gender Inequality in Education on Rural Poverty in Pakistan: An Empirical Analysis. *European Journal of Economics, Finance and Administrative Sciences*, (15), 174–188.

Cheah, J. H., Thurasamy, R., Memon, M. A., Chuah, F., and Ting, H. (2020). Multigroup Analysis using SmartPLS: Step-by-Step Guidelines for Business Research. *Asian Journal of Business Research*, *10*(3), I–XIX.

Choong, Y., Tan, C., Keh, C., Lim, Y., and Tan, Y. (2012). How Demographic Factors Impact Organisational Commitment of Academic Staffs In Malaysian Private Universities: A Review and Research Agenda. *International Journal of Academic Research*, *4*(3), 72–76.

Cic, Z. V., Bobek, S., and Zizek, S. S. (2018). IT Employees' Job Satisfaction - Comparative Analysis between Industries. *Journal of Management & Research*, *8*(1), 3–11.

Clarence, M., and George, T. S. (2018). Role of Demographic Variables in Organizational Commitment Among Catholic College Teachers. *Asia Pacific Journal of Research*, *I*(IX), 58–66.

Clark, A. E. (1996). Job Satisfaction in Britain. *British Journal of Industrial Relations*, *34*(2), 189–217.

Clark, S. C. (2001). Work Cultures and Work/Family Balance. *Journal of Vocational Behavior*, *58*(3), 348–365.

Çoğaltay, N. (2015). Organizational Commitment of Teachers: A Meta-Analysis Study for the effect of Gender and Marital Status in Turkey. *Educational Sciences: Theory & Practice*, *15*(4), 911–924.

Coomber, B., and Barriball, K. L. (2007). Impact of Job Satisfaction Components on Intent to Leave and Turnover for Hospital-Based Nurses: A Review of the Research Literature. *International Journal of Nursing Studies*, *44*(2), 297–314.

Crede, M., Chernyshenko, O. S., Stark, S., Dalal, R. S., and Bashshur, M. (2007). Job Satisfaction as Mediator: An Assessment of Job Satisfaction's Position within the Nomological Network. *Journal of Occupational and Organizational Psychology*, *80*(3), 515–538.

Dash, M., Anand, V., and Gangadharan, A. (2012). Perceptions of Work-Life Balance

Among IT Professionals. *The IUP Journal of Organizational Behavior*, *11*(1), 51–65.

Delina, G., and Raya, P. (2013). A study on Work-Life Balance in Working Women. *International Journal of Commerce*, *2*(5), 274–282.

Domínguez-Falcón, C., Martín-Santana, J. D., and Saá-Pérez, P. D. (2016). Human Resources Management and Performance in the Hotel Industry: The role of the Commitment and Satisfaction of Managers versus Supervisors. *International Journal of Contemporary Hospitality Management*, *28*(3), 490–515.

Eisenberger, R., Stinglhamber, F., Vandenberghe, C., Sucharski, I. L., and Rhoades, L. (2002). Perceived Supervisor Support: Contributions to Perceived Organizational Support and Employee Retention. *Journal of Applied Psychology*, *87*(3), 565–573.

Enein, N. Y. A. E., Ghany, A. S. A. E., and Zaghloul, A. A. (2012). Knowledge and Performance among Nurses before and after a Training Programme on Patient Falls. *Open Journal of Nursing*, *2*(4), 358–364.

Ezeja, E. B., Azodo, C. C., Ehizele, A. O., Ehigiator, O., and Oboro, H. O. (2010). Assessment of Job Satisfaction and Working Conditions of Nigerian Oral Health Workers. *International Journal of Biomedical and Health Sciences*, *6*(3), 143–150.

Fiksenbaum, L. M. (2014). Supportive Work–Family Environments: Implications for Work–Family Conflict and Well-Being. *The International Journal of Human Resource Management*, *25*(5), 653–672.

Forgionne, G. A., and Peeters, V. E. (1982). Differences in Job Motivation and Satisfaction among Female and Male Managers. *Human Relations*, *35*(2), 101–118.

Frone, M. R. (2003). Work-Family Balance. *American Psychological Association*, 143–162.

Garson, G. D. (2016). Partial Least Squares: Regression & Structural Equation Models. In *Statistical Asociates Publishing*.

Gibson, K. J., Zerbe, W. J., and Franken, R. E. (1993). The Influence of Rater and Ratee Age on Judgments of Work-Related Attributes. *Journal of Psychology: Interdisciplinary and Applied*, *127*(3), 271–280.

Gilbreath, B., and Benson, P. G. (2004). The Contribution of Supervisor Behaviour to Employee Psychological Well-Being. *Work and Stress*, *18*(3), 255–266.

Glazer, S., and Kruse, B. (2008). The Role of Organizational Commitment in Occupational Stress Models. *International Journal of Stress Management*, *15*(4), 329–344.

Gouldner, A. W. (1960). The Norm of Reciprocity: A Preliminary Statement. *American Sociological Review*, *25*(2), 161–178.

Greenhaus, J. H., and Powell, G. N. (2006). When Work and Family are Allies: A Theory of Work-Family Enrichment. *Academy of Management Review*, *31*(1), 72–92.

Greenhaus, J. H., Ziegert, J. C., and Allen, T. D. (2012). When Family-Supportive Supervision matters: Relations between Multiple Sources of Support and Work-Family Balance. *Journal of Vocational Behavior*, *80*(2), 266–275.

Grover, S. L., and Crooker, K. J. (1995). Who Appreciates Family-Responsive Human Resource Policies: The Impact of Family-Friendly Policies on the Organizational Attachment of Parents and Non-Parents. *Personnel Psychology*, *48*(2), 271–288.

Gulla, A., and Masrur, R. (2019). Effect of Personal Job Fit and Emotional Intelligence of Teachers on their Performance on Gender Basis at Secondary Level. *Journal of Research in Social Sciences*, *7*(1), 2305–6533.

Hair, J. F., Black, W. C., Babin, B. J., and Anderson, R. E. (2014). Multivariate Data Analysis. In *Pearson Education Limited*.

Hair, J. F., Hult, G. T. M., Ringle, C. M., and Sarstedt, M. (2017). A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM). In *Sage Publications*.

Han, H., Kim, W., and Jeong, C. (2016). Workplace Fun for Better Team Performance: Focus on Frontline Hotel Employees. *International Journal of Contemporary Hospitality Management*, *28*(7), 1391–1416.

Hassan, B., and Ogunkoya, O. (2014). Demographic Variables and Job Performance: Any Link? (A case of Insurance Salesmen). *Acta Universitatis Danubius Œconomica*, *10*(4), 19–30.

Hassell, B. L., and Perrewe, P. L. (1995). An Examination of Beliefs about Older Workers: Do Stereotypes still exist? *Journal of Organizational Behavior*, *16*(5), 457–468.

Hayman, J. (2010). Flexible Work Schedules and Employee Well-Being. *New Zealand Journal of Employment Relations*, *35*(2), 76–87.

Hu, L., and Bentler, P. M. (1998). Fit Indices in Covariance Structure Modeling: Sensitivity to Underparameterized Model Misspecification. *Psychological Methods*, *3*(4), 424–453.

Hyman, J., and Summers, J. (2007). Work and Life: Can Employee Representation Influence Balance? *Employee Relations*, *29*(4), 367–384.

Imron, H., Indradewa, R., Syah, T. Y. R. (2020). Compensation Effects and Organizational Climate on Employees' Performance by Organizational Commitment. *Journal of Multidisciplinary Academic*, *4*(5), 300–307.

Iqbal, A. (2010). An Empirical Assessment of Demographic Factors, Organizational Ranks and Organizational Commitment. *International Journal of Business and Management*, *5*(3), 16–27.

Jankingthong, K., and Rurkkhum, S. (2012). Factors Affecting Job Performance: A Review of Literature. *Silpakorn University Journal of Social Sciences, Humanities, and Arts*, *12*(2), 115–128.

Jarvik, L. F. (1975). Thoughts on the Psychobiology of Aging. *The American Psychologist*, *30*(5), 576–583.

Jayasuriya, R., Whittaker, M., Halim, G., and Matineau, T. (2012). Rural Health Workers and Their Work Environment: The role of Inter-Personal Factors on Job Satisfaction of Nurses in Rural Papua New Guinea. *BMC Health Services Research*, *12*(156), 1–12.

Joiner, T. A., and Bakalis, S. (2006). The Antecedents of Organizational Commitment: The case of Australian Casual Academics. *International Journal of Educational Management*, *20*(6), 439–452.

Kahya, E. (2007). The Effects of Job Characteristics and Working Conditions on Job Performance. *International Journal of Industrial Ergonomics*, *37*(6), 515–523.

Karatepe, O. M., and Kaviti, R. (2016). Test of a Mediational Model of Organization Mission Fulfillment: Evidence from the Hotel Industry. *International Journal of Contemporary Hospitality Management*, *28*(5), 988–1008.

Kaushal, P. (2019). Work Life Balance in Relation to Work Stress: A Study of IT Professionals of Pune City. *BVIMSR's Journal of Management Research*, *11*(2), 114–123.

Kelly, E. L., Moen, P., Oakes, J. M., Fan, W., Okechukwu, C., Davis, K. D., Hammer, L.

B., Kossek, E. E., King, R. B., Hanson, G. C., Mierzwa, F., and Casper, L. M. (2014). Changing Work and Work- Family Conflict: Evidence from the Work, Family, and Health Network. *American Sociological Review*, *79*(3), 485–516.

Khalili, A., and Asmawi, A. (2012). Appraising the Impact of Gender Differences on Organizational Commitment: Empirical Evidence from a Private SME in Iran. *International Journal of Business and Management*, *7*(5), 100–110.

Kim, H. K. (2014). Work-Life Balance and Employees' Performance: The Mediating Role of Affective Commitment. *Global Business and Management Research*, *6*(1), 37–51.

Kishen, Syah, T. Y. R., and Anindita, R. (2020). The Transformational Leadership effect on Job Satisfaction and Job Performance. *Journal of Multidisciplinary Academic*, *4*(1), 47–51.

Kossek, E. E., Colquitt, J. A., and Noe, R. A. (2001). Caregiving Decisions, Well-Being, and Performance: The Effects of Place and Provider as a Function of Dependent Type and Work-Family Climates. *Academy of Management Journal*, *44*(1), 29–44.

Lease, S. H. (1998). Annual Review, 1993-1997: Work Attitudes and Outcomes. *Journal of Vocational Behavior*, *53*(2), 154–183.

Lindsey, L. L. (2016). *Gender Roles: A Sociological Perspective*.

Lynch, P. D., Eisenberger, R., and Armeli, S. (1999). Perceived Organizational Support: Inferior versus Superior Performance by Wary Employees. *Journal of Applied Psychology*, *84*(4), 467–483.

Manasa, K. V. L., and Showry, M. (2018). The Impact of Work-Life Balance Practices on Women Employees in the IT Sector. *IUP Journal of Soft Skills*, *12*(3), 54–68.

Mehrzi, N. A., and Singh, S. K. (2016). Competing through Employee Engagement: A proposed framework. *International Journal of Productivity and Performance Management*, *65*(6), 831–843.

Meyer, J. P., Paunonen, S. V., Gellatly, I. R., Goffin, R. D., and Jackson, D. N. (1989). Organizational Commitment and Job Performance: It's the Nature of the Commitment That Counts. *Journal of Applied Psychology*, *74*(1), 152–156.

Milledzi, E. Y., Amponsah, M. O., and Asamani, L. (2018). Impact of Socio-Demographic Factors on Job Satisfaction among Academic Staff of Universities in Ghana. *International Journal of Research Studies in Education*, *7*(2), 67–88.

Mohan, N., Prabha, N., and Mohanraj, P. (2010). Work Life Balance Through Flexi Work Arrangements: Empirical Study on Bank Employees. *International Journal of Management*, *1*(2), 53–61.

Morgan, M. (1980). Marital Status, Health, Illness and Service Use. *Social Science & Medicine: Medical Psychology and Medical Sociology*, *14*(6), 633–643.

Mowday, R. T., Steers, R. M., and Porter, L. W. (1979). The Measurement of Organizational Commitment. *Journal of Vocational Behavior*, *14*(2), 224–247.

Muse, L., Harris, S. G., Giles, W. F., and Feild, H. S. (2008). Work-Life Benefits and Positive Organizational Behavior: is there a connection? *Journal of Organizational Behavior*, *29*(2), 171–192.

Nasir, R., Fatimah, O., Mohammadi, M. S., Shahrazad, W. S. W., Khairudin, R., and Halim, F. W. (2011). Demographic Variables as Moderators in the relationship between Job Satisfaction and Task Performance. *Pertanika Journal of Social Science and Humanities*, *19*, 33–40.

Ng, T. W. H., and Feldman, D. C. (2009). How Broadly does Education Contribute to Job Performance? *Personnel Psychology*, *62*(1), 89–134.

Ogunleye, A. J., and Osekita, D. A. (2016). Effect of Job Status, Gender, and Employees' Achievement Motivation Behavior on Work Performance: a Case Study of Selected Local Government Employees in Ekiti State, Nigeria. *European Scientific Journal*, *12*(26), 235–248.

Oyewobi, L. O., Oke, A. E., Adeneye, T. D., and Jimoh, R. A. (2019). Influence of Organizational Commitment on Work–Life Balance and Organizational Performance of Female Construction Professionals. *Engineering, Construction and Architectural Management*, *26*(10), 2243–2263.

Pandita, S., and Singhal, R. (2017). The Influence of Employee Engagement on the Work-Life Balance of Employees in the IT Sector. *The IUP Journal of Organizational Behavior*, *16*(1), 38–57.

Pandu, A., and Sankar, R. (2018). The Relationship between Work Life Balance and Job Satisfaction: An Empirical Evidence from Married Women IT Employees and School Teachers in Chennai. *International Journal of Management and Information Technology*, *3*(2), 1–9.

Pandu, A. (2019a). Measuring Work-Life Balance among Married Women IT Professionals, School Teachers and Self-Employed. *Journal of Organisation & Human Behaviour*, *8*(2 & 3), 9–24.

Pandu, A. (2019b). Predictors and Outcomes of Work-Life Balance among IT Employees and School Teachers in Chennai: A SEM Model Approach. *Journal of Strategic Human Resource Management*, *8*(1), 61–71.

Peng, L. M. (2020). The Divergent Influence of Social Responsibility on Employee Engagement through the Lens of Marital Status: Evidence from Higher Education Institutions. *Revista Brasileira de Gestao de Negocios*, *22*(2), 205–231.

Qu, H., and Zhao, X. (2012). Employees' Work-Family Conflict moderating Life and Job Satisfaction. *Journal of Business Research*, *65*(1), 22–28.

Rabindarang, S., Bing, K. W., and Yin, K. Y. (2014). The Impact of Demographic Factors on Organizational Commitment in Technical and Vocational Education. *Malaysian Journal of Research*, *2*(1), 56–61.

Rhoades, L., and Eisenberger, R. (2002). Perceived Organizational Support: A Review of the Literature. *Journal of Applied Psychology*, *87*(4), 698–714.

Rosen, B., and Jerdee, T. H. (1976). The Nature of Job-Related Age Stereotypes. *Journal of Applied Psychology*, *61*(2), 180–183.

Russo, M., Shteigman, A., and Carmeli, A. (2015). Workplace and Family Support and Work–Life Balance: Implications for Individual Psychological Availability and Energy at Work. *The Journal of Positive Psychology*, *11*(2), 173–188.

Salami, S. O. (2008). Demographic and Psychological Factors predicting Organizational Commitment among Industrial Workers. *The Anthropologist*, *10*(1), 31–38.

Salanova, M., Peiró, J. M., and Schaufeli, W. B. (2002). Self-Efficacy Specificity and Burnout among Information Technology Workers: An Extension of the Job Demand-Control Model. *European Journal of Work and Organizational Psychology*, *11*(1), 1–25.

Sarid, A. (2017). A Theory of Education. *Cambridge Journal of Education*, *48*(4), 479–494.

Sarmiento, R., Beale, J., and Knowles, G. (2007). Determinants of Performance amongst Shop-Floor Employees: A Preliminary Investigation. *Management Research News*, *30*(12), 915–927.

Sathyanarayana, S., Gargesha, S., and Bellave, L. (2018). An Empirical Investigation on Determinants of Work Life Balance in IT Sector: Evidence from India. *Arabian Journal of Business and Management Review*, *7*(1), 34–48.

Semlali, S., and Hassi, A. (2016). Work–Life Balance: How can we help Women IT Professionals in Morocco? *Journal of Global Responsibility*, *7*(2), 210–225.

Setyaningrum, R. P. (2017). Relationship between Servant Leadership in Organizational Culture, Organizational Commitment, Organizational Citizenship Behaviour and Customer Satisfaction. *European Research Studies Journal*, *20*(3A), 554–569.

Shmailan, A. S. B. (2016). The Relationship between Job Satisfaction, Job Performance and Employee Engagement: An explorative study. *Business Management and Economics*, *4*(1), 1–8.

Shore, L. M., and Martin, H. J. (1989). Job Satisfaction and Organizational Commitment in Relation to Work Performance and Turnover Intentions. *Human Relations*, *42*(7), 625–638.

Sidabutar, E., Syah, T. Y. R., and Anindita, R. (2020). The impact of Compensation, Motivation, and Job Satisfaction on Employee Performance. *Journal of Multidisciplinary Academic*, *4*(1), 1–5.

Singh, P., Finn, D., and Goulet, L. (2004). Gender and Job Attitudes: A Re-examination and Extension. *Women in Management Review*, *19*(7), 345–355.

Singh, R., and Dubey, K. (2016). An Analytical Study on Work Life Balance in Employee Retention with Special Reference to IT and BPO Sectors. *Journal of Applied Management Science*, *2*(8), 22–34.

Smith, K. T., Smith, L. M, and B. T. R. (2016). How Work-Life Balance, Job Performance, and Ethics Connect: Perspectives of Current and Future Accountants. *Research on Professional Responsibility and Ethics in Accounting*, *20*, 219–238.

Soelton, M., Suatoni, M., Syah, T. Y. R., Ramli, Y., Santoso, P., Amanda, B., and Octaviani, R. (2020). Conceptualizing The Role of Organizational Commitment. *American International Journal of Business Management*, *3*(8), 178–188.

Soomro, A. A., Breitenecker, R. J., and 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.

Steers, R. M. (1977). Antecedents and Outcomes of Organizational Commitment. *Administrative Science Quarterly*, *22*(1), 46–56.

Suryanto, E., Syah, T. Y. R., Negoro, D. A., and Pusaka, S. (2019). Transformational Leadership Style and Work Life Balance: The effect on Employee Satisfaction through Employee Engagement. *Russian Journal of Agricultural and Socio-Economic Sciences*, *7*(91), 310–318.

Sutanto, E. M. (1999). The Relationship between Employee Commitment and Job Performance. *Jurnal Manajemen Dan Kewirausahaan*, *1*(1), 47–56.

Syrek, C. J., Apostel, E., and Antoni, C. H. (2013). Stress in Highly Demanding IT Jobs: Transformational Leadership Moderates the Impact of Time Pressure on Exhaustion and Work–Life Balance. *Journal of Occupational Health Psychology*, *18*(3), 252–

261.

Talukder, A. K. M., Vickers, M., and Khan, A. (2018). Supervisor Support and Work-Life Balance: Impacts on Job Performance in the Australian Financial Sector. *Personnel Review*, *47*(3), 727–744.

Thompson, C. A., Beauvais, L. L., and Lyness, K. S. (1999). When Work-Family Benefits are not enough: The influence of Work-Family Culture on Benefit Utilization, Organizational Attachment, and Work-Family Conflict. *Journal of Vocational Behavior*, *54*(3), 392–415.

Trivellas, P., Kakkos, N., Blanas, N., and Santouridis, I. (2015). The impact of Career Satisfaction on Job Performance in Accounting Firms. The mediating effect of General Competencies. *Procedia Economics and Finance*, *33*, 468–476.

Valaei, N., and Jiroudi, S. (2016). Job Satisfaction and Job Performance in the Media Industry: A synergistic application of Partial Least Squares Path Modelling. *Asia Pacific Journal of Marketing and Logistics*, *28*(5), 984–1014.

Viswesvaran, C., and Ones, D. S. (2000). Perspectives on Models of Job Performance. *International Journal of Selection and Assessment*, *8*(4), 216–226.

Walia, P. (2015). Gender and Age as Correlates of Work-Life Balance. *Journal of Organisation and Human Behaviour*, *4*(1), 13–18.

Wang, P., and Walumbwa, F. O. (2007). Family-Friendly Programs, Organizational Commitment, and Work Withdrawal: The Moderating Role of Transformational Leadership. *Personnel Psychology*, *60*(2), 397–427.

Wardana, M. C., Anindita, R., and Indrawati, R. (2020). Work Life Balance, Turnover Intention, and Organizational Commitment in Nursing Employees at X Hospital, Tangerang, Indonesia. *Journal of Multidisciplinary Academic*, *4*(4), 221–228.

Warrier, U. (2013). A Study on Work-Life Balance as a Function of Demographic Variables at an IT Company in Bangalore. *Journal of Organisation & Human Behaviour*, *2*(3), 40–48.

Weaver, C. N. (1974). Correlates of Job Satisfaction: Some evidence from the National Surveys. *Academy of Management Journal*, *17*(2), 373–375.

Williams, L. J., and Anderson, S. E. (1991). Job Satisfaction and Organizational Commitment as Predictors of Organizational Citizenship and In-Role Behaviors. *Journal of Management*, *17*(3), 601–617.

Wright, T. A., Cropanzano, R., and Bonett, D. G. (2007). The Moderating Role of Employee Positive Well Being on the Relation between Job Satisfaction and Job Performance. *Journal of Occupational Health Psychology*, *12*(2), 93–104.

Zahrah, N., Hamid, S. N. B. A., Rani, S. H. B. A., and Kamil, B. A. B. M. (2017). The mediating effect of Work Engagement on the relationship between Islamic Religiosity and Job Performance. *Global Business and Management Research*, *9*(1s), 271–280.

Zain, A. N. D., and Setiawati, T. (2019). Influence of Work Family Conflict and Job Satisfaction on Medical Employee Performance through Organizational Commitment. *Review of Integrative Business and Economics Research*, *8*(1), 1–19.

Zhou, Q., Martinez, L. F., Ferreira, A. I., and Rodrigues, P. (2016). Supervisor Support, Role Ambiguity and Productivity Associated with Presenteeism: A Longitudinal Study. *Journal of Business Research*, *69*(9), 1–8.