

## DAFTAR PUSTAKA

- Adhitarma, A. A. B., & Adnyani, I. G. A. D. (2023). Pengaruh work-life balance, kepuasan kerja, dan stres kerja terhadap kinerja pegawai. *E-Jurnal Manajemen*, 12(8), 840–864. <https://ojs.unud.ac.id/index.php/manajemen/article/view/103066>
- Aliya, G. R., & Saragih, R. (2020). Pengaruh work-life balance dan lingkungan kerja terhadap kepuasan kerja karyawan di PT Telkom Divisi Telkom Regional III Jawa Barat. *Repository*.
- Aminah, A., Khotimah, K., Irawan, A., & Mustajab, D. (2024). Pengaruh kompetensi, pengembangan karir, dan kepuasan kerja terhadap kinerja pegawai. *Paradoks: Jurnal Ilmu Ekonomi*, 7(3), 219–237. <https://doi.org/10.57178/paradoks.v7i3.893>
- Amalia, R. (2023). Pengaruh pengembangan karir terhadap kinerja karyawan melalui kepuasan kerja. *Jurnal Manajemen Sumber Daya Manusia*, 7(2), 112–123.
- Boamah, S. A., Laschinger, H. K. S., Wong, C., & Clarke, S. (2023). Effect of transformational leadership on job satisfaction and career development. *Journal of Advanced Nursing*, 79(4), 1234–1246.
- Bui, H. T., & Krajcsák, Z. (2024). Career development in the VUCA world: The role of organizational support. *Human Resource Development International*, 27(1), 45–61.
- Eliyana, A., Ma'arif, S., & Wijaya, A. (2019). Job satisfaction and organizational commitment effect in transformational leadership towards employee performance. *European Research on Management and Business Economics*, 25(3), 144–150.
- Dessler, G. (2020). *Human resource management* (16th ed.). Pearson Education.
- Felicia, M., Pramudita, D. P. D., Palupi, R. D. L. D. R., & Bhimasta, R. A. (2024). Peran kepuasan kerja dan komitmen organisasional terhadap kebahagiaan di tempat kerja. *INOBIIS: Jurnal Inovasi Bisnis dan Manajemen Indonesia*, 8(1), 82–92. <https://doi.org/10.31842/jurnalinobis.v8i1.354>
- Firdaus, V. (2023). Beban kerja, lingkungan kerja, dan turnover intention serta pengaruhnya terhadap kinerja karyawan. *Jurnal Ecoment Global*, 8(1), 1–9. <https://doi.org/10.35908/jeg.v8i1.2244>

- Gardapati, R. M., & Irbayuni, S. (2023). Pengaruh beban kerja terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening. *Jurnal Ilmu Manajemen*, 11(1), 56–68.
- Wahdiniawati, S. A., Dera, F., Karo-karo, A. P., Pujiastuti, E., & Rejeki, S. (2025). Early exploration of employee job satisfaction determinants. *Indonesian Journal Economic Review (IJER)*, 5(2), 107-113. <https://doi.org/10.59431/ijer.v5i2.569>
- Hidayat, A. (2022). Manajemen pengembangan karir dalam organisasi modern. *Jurnal Manajemen dan Bisnis*, 9(2), 89–101.
- Jasmin, A., Ridwan, M., & Asbara, N. W. (2023). Pengaruh beban kerja terhadap kepuasan kerja karyawan. *Jurnal Ekonomi dan Bisnis*, 12(3), 210–220.
- Kreitner, R., & Kinicki, A. (2023). *Organizational behavior* (12th ed.). McGraw-Hill Education.
- Murtadho, R. A., Usdek Riyanto, D. W., & Febriani, R. (2025). The impact of workload and perceived organizational support on work-life balance with job satisfaction as an intervening variable. *International Journal of Economics, Business and Accounting Research (IJEBAR)*, 9(2). <https://doi.org/10.29040/ijebar.v9i2.17305>.
- Manu, Y. A., Rofiq, A., & Hidayat, R. (2022). Pengembangan karir dan pengaruhnya terhadap kinerja karyawan. *Jurnal Administrasi Bisnis*, 15(1), 34–45.
- Melani, T., & Suhaji. (2012). Faktor-faktor yang mempengaruhi kepuasan kerja (Studi pada karyawan Sekolah Tinggi Ilmu Farmasi “Yayasan Pharmasi” Semarang). *Jurnal Akuntansi dan Bisnis*, 1–22.
- Nugraha, R., Wolor, C. W., & Yohana, C. (2022). The effect of work from home, work-life balance, and job satisfaction on employee performance. *Oblik i Finansi*, 95, 103–112.
- Ouritzin, S. (2019). Extent and consequences of faculty members’ workload creep in three Canadian faculties of education. *Canadian Journal of Education*, 42(4), 1092–1120.
- Pertiwi, D. A., Hadi, S., & Welsa, H. (2025). Pengaruh pengembangan karir terhadap kepuasan kerja karyawan. *Jurnal Manajemen dan Organisasi*, 16(1), 1–12.
- Rohadatul, A., Dewi, S., & Agung, W. H. (2022). Pengaruh pengembangan karir

dan beban kerja terhadap kepuasan kerja karyawan. *Jurnal Bisnis, manajemen, dan keuangan*  
<https://doi.org/10.21009/jbmk.0303.22>

- Suardi, S. (2022). Faktor-faktor yang mempengaruhi kepuasan kerja karyawan. *Jurnal Ekonomi dan Manajemen*, 6(2), 77–88.
- Talo, S. L., Timuneno, T., & Nursiani, N. P. (2020). Pengaruh beban kerja terhadap kepuasan kerja karyawan pada PT Pos Indonesia (Persero) Cabang Kupang. *Jurnal Ilmiah Manajemen dan Bisnis*, 15(3), 73–91.
- Wang, H., Zhang, Y., Liu, X., & Chen, J. (2025). Exploring the relationship between teachers' perceived workload, challenge-hindrance stress, and work engagement: A person-centered approach. *BMC Psychology*, 13(1).  
<https://doi.org/10.1186/s40359-025-02537-y>
- Yoliza, M., & Marlius, D. (2023). Analisis indikator pengembangan karir terhadap kepuasan kerja karyawan. *Jurnal Manajemen dan Kewirausahaan*, 8(1), 25–36.
- Ziniuk, O., Kovalenko, V., & Petrenko, I. (2022). Digital transformation and career development in organizations. *Journal of Human Resource Management*, 10(4), 301–312.
- Bin Ahmad, A. (2025). A study on the relationship of workload, rewards and career development towards job satisfaction among academic staff in UNIMAS. *International Journal of Academic Research in Progressive Education and Development*, 14(4), 1188–1212.
- Manafe, D. (2025). Workload and organizational culture as predictors of job satisfaction and organizational citizenship behavior: Work engagement as a mediating role. *Jurnal Fokus Manajemen Bisnis*, 15(1), 102–125.  
<https://doi.org/10.12928/fokus.v15i1.12721>
- Murtadho, R. A., Usdek Riyanto, D. W., & Febriani, R. (2025). The impact of workload and perceived organizational support on work-life balance with job satisfaction as an intervening variable. *International Journal of Economics, Business and Accounting Research (IJEBAAR)*, 9(2).  
<https://doi.org/10.29040/ijebar.v9i2.17305>
- Sudiarti, S., Edward, Y. R., Suryani, D. S., & Hartanto. (2025). The effect of career development and work culture on job satisfaction. *Indonesian Journal Economic Review (IJER)*, 5(2), 187–194.  
<https://doi.org/10.59431/ijer.v5i2.596>
- Yunus, M., Adam, M., & Sahputri, Y. (2025). The influence of workload, self-

efficacy, and time management on job satisfaction and its impact on performance. *International Journal of Research and Innovation in Social Science*. <https://doi.org/10.47772/IJRIS.2025.90300329>