

DAFTAR REFERENSI

- Abdullah, M. R. *Metode Penelitian Kuantitatif*, 2004.
- Agusra, D., & Handayani, S. *Effect of Motivation and Job Satisfaction on Work Productivity of Oil Palm Plantation Employees PT. Four Mighty Agro Lawang in Four Lawang District Pengaruh Motivasi dan Kepuasan Kerja terhadap Produktivitas Kerja Karyawan Perkebunan Kelapa Sawit PT.Em.* 48–56, 2021.
- Ahmadi, A. Konstitusional Review: Suatu Perbandingan Praktek Ketatanegaraan. *Al-Izzah: Jurnal Hasil-Hasil Penelitian*, 9(1), 43-60, 2014.
- Al-Rabiaah, A., Temsah, M. H., Al-Eyadhy, A. A., Hasan, G. M., Al-Zamil, F., Al-Subaie, S., Alsohime, F., Jamal, A., Alhaboob, A., Al-Saadi, B., & Somily, A. M. *Middle East Respiratory Syndrome-Corona Virus (MERS-CoV) associated stress among medical students at a university teaching hospital in Saudi Arabia. Journal of Infection and Public Health*, 13(5), 687–691. <https://doi.org/10.1016/j.jiph.2020.01.005>, 2020.
- Amin, M. Relationship Between Job Satisfaction, Working Conditions, Motivation Of Teachers To Teach And Job Performance Of Teachers In MTs, Serang, Banten. *J. Mgmt. & Sustainability*, 5, 141, 2015.
- Anzar, S. F., & Mardhatillah, M. Analisis Kesulitan Belajar Siswa Pada Pembelajaran Bahasa Indonesia di Kelas V SD Negeri 20 Meulaboh Kabupaten Aceh Barat Tahun Ajaran 2015/2016. *Bina Gogik: Jurnal Ilmiah Pendidikan Guru Sekolah Dasar*, 4(1), 2018.
- Arifin, S., Putra, A. R., & Hartanto, C. F. B. Pengaruh kompetensi, kompensasi dan kepemimpinan terhadap kinerja karyawan. *Ekonomi, Keuangan, Investasi Dan Syariah (EKUITAS)*, 1(1), 22–29, 2019.
- Armstrong, M. *Armstrong's Essential Human Resource Management Practice*. United Kingdom: Kogan Page Limited, 2010.
- Atho, W., & Musafik, M. N. Analisis Sistim Work From Home Dan Motivasi Terhadap Kinerja Guru Pada Saat Pandemi Covid-19 (Studi Kasus Di Yayasan Pendidikan Al Aziz Sawahan Lengkong Nganjuk). *Otonomi*, 21(2), 298-304, 2021.

- Aziri, B. *Job satisfaction: A literature review. Management Research & Practice*, 3(4), 2011.
- Bakotić, D., & Fiskovića, C. *Relationship between Working Conditions and Job Satisfaction : The Case of Croatian Shipbuilding Company*. 4(2), 206–213, 2013.
- Bakri, M., & Yadi, R. Pengaruh Perilaku Kerja, Lingkungan Kerja Dan Interaksi Sosial Terhadap Kepuasan Kerja Pegawai Pada UPT Kementerian Kehutanan Provinsi Aceh. *Serambi Konstruktivis*, 2(4), 2020.
- Baruch, Y. The Status Of Research On Teleworking And An Agenda For Future Research. *International Journal Of Management Reviews*, 3(2), 113-129, 2001.
- Basalamah, M. S. A., & As'ad, A. The Role of Work Motivation and Work Environment in Improving Job Satisfaction. *Golden Ratio of Human Resource Management*, 1(2), 94-103, 2021.
- Bellmann, L., & Hübler, O. Working From Home, Job Satisfaction and Work-Life Balance Robust or Heterogeneous Links? *International Journal of Manpower* 0143-7720, 1-18, 2020.
- Benjamin, L. *Achieving The Dream Through A Screen: Exploring Employee Engagement And Commitment In Virtual Environments*, 2020.
- Bentler, P. M., & Bonett, D. G. Significance Tests And Goodness Of Fit In The Analysis Of Covariance Structures. *Psychological Bulletin*, 1980.
- Branson, D. C. Speed Dating With Older Adults: Reducing Ageism in Social Work Students. *Journal of Social Work Education*, 1-8, 2022.
- Brunetto, Y., & Farr-Wharton, R. Using Social Identity Theory To Explain The Job Satisfaction Of Public Sector Employees. *International Journal of Public Sector Management*, 15(7), 534–551, 2002.
- Burritt, R. L., Herzig, C., Schaltegger, S., & Viere, T. Diffusion Of Environmental Management Accounting For Cleaner Production: Evidence From Some Case Studies. *Journal of Cleaner Production*, 224, 479-491, 2019.
- Cahya, A. D., Astuti, R. D., & Palupi, D. Analisis Beban Kerja Dan Lingkungan Terhadap Kepuasan Kerja Karyawan Masa Pandemi Covid-19 (Studi Kasus

- Pada UMKM Kuliner di Yogyakarta). *REVITALISASI: Jurnal Ilmu Manajemen*, 10(1), 87-93, 2021.
- Cbinsights. *Covid & Post Pandemic Education: 6 Ways Tech Could Transform How We Teach & Learn* | CB Insights Research. <https://www.cbinsights.com/research/back-to-school-tech-transforming-education-learning-post-covid-19/>, 2020.
- Creswell, J. W., & Poth, C. N. *Qualitative Inquiry And Research Design: Choosing Among Five Approaches*. Sage Publications, 2016.
- Dalyono. *Psikologi Pendidikan*. Jakarta. Rineka Cipta, 2005.
- Daoed, S. T., & Zega, A. K. *Pengaruh Kepuasan Kerja Dan Motivasi Terhadap Produktivitas Kerja Pegawai Pada Kantor Badan Perencanaan Pembangunan Daerah (Bappeda) Sumut*. 5(1), 26–36, 2020.
- Darmawan, D. Peranan Motivasi Kerja, Komitmen Organisasi dan Budaya Organisasi terhadap Kepuasan Kerja. *Jurnal Ilmiah Manajemen Pendidikan Indonesia*, 2(3), 109-118, 2016.
- Dijkstra, T. K., & Henseler, J. *Consistent Partial Least Squares Path Modeling*. *MIS Quarterly: Management Information Systems*, 39(2), 297–316. <https://doi.org/10.25300/MISQ/2015/39.2.02>, 2015.
- Deloitte. *The Deloitte Global Millennial Survey 2020: Millennials and GenZs hold the key to creating a “better normal.”* <https://www2.deloitte.com/global/en/pages/aboutdeloitte/articles/millennial-survey.html>, 2020.
- Deni, M. Kedisiplinan dan Motivasi Terhadap Kinerja Pegawai Pelayanan Publik. *Jurnal Manajemen dan Bisnis Sriwijaya*, 16(1), 31-43, 2018.
- Diliberti, M. K. A. Y., Schwartz, H. L., & Grant, D. *Stress Topped the Reasons Why Public School Teachers Quit, Even Before Covid-19*. *Stress Topped the Reasons Why Public School Teachers Quit, Even Before Covid-19*. <https://doi.org/10.7249/rra1121-2>, 2021.
- Epi.org.uk. *The Pandemic And Teacher Attrition: An Exodus Waiting To Happen?* *Education Policy Institute*. <https://epi.org.uk/publications-and-research/the-pandemic-and-teacher-attrition-an-exodus-waiting-to-happen/>, 2021.

- Felstead, A., & Henseke, G. Assessing the growth of remote working and its consequences for effort, well-being and work-life balance. *New Technology, Work and Employment*, 32(3), 195–212. <https://doi.org/10.1111/ntwe.12097>, 2017.
- Fernandez, S., & Moldogaziev, T. Employee empowerment and job satisfaction in the US Federal Bureaucracy: A self-determination theory perspective. *The American Review of Public Administration*, 45(4), 375–401, 2015.
- Flexjobs. *Remote Work Statistics: Navigating the New Normal | FlexJobs*. <https://www.flexjobs.com/blog/post/remote-work-statistics/>, 2019.
- Flores, M. F. Understanding The Challenges Of Remote Working And It's Impact To Workers. *International Journal of Business Marketing and Management (IJBMM)*, 4(11), 40-44, 2019.
- Gajendran, R. S., & Harrison, D. A. The Good, The Bad, And The Unknown About Telecommuting: Meta-Analysis Of Psychological Mediators And Individual Consequences. *Journal of Applied Psychology*, 92, 1524-1541. doi:10.1037/0021-9010.92.6.1524, 2007.
- Gazali, M. Hubungan Higiene Perseorangan Anak Sekolah Dasar Dan Kondisi Kesehatan Lingkungan Rumah Dengan Kejadian Penyakit Kecacangan Di Kecamatan Air Periukan Kabupaten Seluma Provinsi Bengkulu. (*Doctoral dissertation, Universitas Gadjah Mada*), 2008.
- Gerding, T., Syck, M., Daniel, D., Naylor, J., Kotowski, S. E., Gillespie, G. L., Freeman, A. M., Huston, T. R., & Davis, K. G. An Assessment Of Ergonomic Issues In The Home Offices Of University Employees Sent Home Due To The Covid-19 Pandemic. *Work*, 68(4), 981–992. <https://doi.org/10.3233/WOR-205294>, 2021.
- Ghozali, I. *Structural Equation Modeling, Metode Alternatif dengan Partial Least Square (PLS), Edisi 4*. Badan Penerbit Universitas Diponegoro, 2014.
- Ghozali, I. *Aplikasi Analisis Multivariate dengan Program IBM SPSS 23*. Semarang: BPFE Universitas Diponegoro, 2016.
- Gorton, R. A. *School Administration Challenge and Opportunity Form Leadership*. Dubuque, Iowa: Wm. C. Brown, 1976.

- Grant, M. Remote Working and its Impact on Employee Job Satisfaction During COVID-19. *Leadership Education Capstones*. <https://openriver.winona.edu/leadershipeducationcapstones/60>, 2021.
- Hair Jr., J. F., Matthews, L. M., Matthews, R. L., & Sarstedt, M. PLS-SEM or CB-SEM: Updated Guidelines On Which Method To Use. *International Journal of Multivariate Data Analysis*, 1(2), 107. <https://doi.org/10.1504/ijmda.2017.10008574>, 2017.
- Hair, J. F., Anderson, J. R., Tatham, R. E. R. L., & Black, W. C. *Multivariate Data Analysis With Readings*, 1995.
- Hair, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. *Partial Least Squares Structural Equation Modeling (PLS-SEM): An Emerging Tool In Business Research*. *European Business Review*, 26(2), 106–121. <https://doi.org/10.1108/EBR-10-2013-0128>, 2014.
- Han, W. P., & Siregar, A. R. A. Analisis Kepuasan Kerja dan Lingkungan Kerja Karyawan di Sekolah EN Mandarin–Medan. *Jurnal Ilmiah Maksitek*, 4(2), 2019.
- Handoko, T. H. *Manajemen Personalia dan Sumber Daya Manusia*. BPFE, 2015.
- Harpaz, I. Advantages And Disadvantages Of Telecommuting For The Individual, Organization And Society. *Work Study*, 51(2), 74–80. <https://doi.org/10.1108/00438020210418791>, 2002.
- Harrell, A. M., & Stahl, M. J. McClelland's Trichotomy Of Needs Theory And The Job Satisfaction And Work Performance Of CPA Firm Professionals. *Accounting, Organizations and Society*, 9(3–4), 241–252, 1984.
- Helm, S., Eggert, A., & Garnefeld, I. Modeling the Impact of Corporate Reputation on Customer Satisfaction and Loyalty Using Partial Least Squares. *Handbook of Partial Least Squares*, January, 515–534. https://doi.org/10.1007/978-3-540-32827-8_23, 2010.
- Henseler, J., Ringle, C. M., & Sarstedt, M. A New Criterion For Assessing Discriminant Validity In Variance-Based Structural Equation Modeling. *Journal of the Academy of Marketing Science*, 43(1), 115–135. <https://doi.org/10.1007/s11747-014-0403-8>, 2015.

- Hermawan, A., & Yusran, H. L. *Penelitian Bisnis Pendekatan Kuantitatif*. Kencana, 2017.
- Hermawan, H. *Metode Kualitatif untuk Riset Pariwisata*, 2018.
- Hidayat, E. Kepemimpinan Kepala Sekolah dalam Meningkatkan Profesionalisme dan Kepuasan Kerja Guru pada Masa Pandemi Covid-19. *Literacy: Jurnal Ilmiah Sosial*, 3(1), 12-23, 2021.
- Hidayat, F., Suryaman, M., Fitriani, R., & Nugraha, B. Pengaruh Motivasi dan Lingkungan Kerja terhadap Kepuasan Kerja di UKM Nahla Toys Cikampek. *Widya Cipta: Jurnal Sekretari Dan Manajemen*, 5(1), 31–38. <https://doi.org/10.31294/widyacipta.v5i1.9827>, 2021
- Huang, Y. H., Lee, J., McFadden, A. C., Murphy, L. A., Robertson, M. M., Cheung, J. H., & Zohar, D. Beyond Safety Outcomes: An Investigation Of The Impact Of Safety Climate On Job Satisfaction, Employee Engagement And Turnover Using Social Exchange Theory As The Theoretical Framework. *Applied Ergonomics*, 55, 248–257, 2016.
- Hu, L., & Bentler, P. M. Fit Indices In Covariance Structure Modeling: Sensitivity To Underparameterized Model Misspecification. *Psychological Methods*, 3(4), 424–453. <https://doi.org/10.1037//1082-989x.3.4.424>, 1998.
- Hulland, J. Use Of Partial Least Squares (PLS) In Strategic Management Research: A Review Of Four Recent Studies. *Strategic Management Journal*, 20(2), 195–204, 1999.
- Hur, Y. Testing Herzberg’s Two-Factor Theory Of Motivation In The Public Sector: Is It Applicable To Public Managers? *Public Organization Review*, 18(3), 329–343. <https://doi.org/10.1007/s11115-017-0379-1>, 2018.
- Indriantoro, N., & Supomo, B. *Metodologi Penelitian Bisnis untuk Manajemen dan Akuntansi*. Yogyakarta: BPFE, 2002.
- Irawanto, D. W., Novianti, K. R., & Roz, K. Work From Home: Measuring Satisfaction Between Work–Life Balance And Work Stress During The Covid-19 Pandemic In Indonesia. *Economies*, 9(3). 96, <https://doi.org/10.3390/economies9030096>, 2021.
- Jacobson, L. *Survey: Pandemic-Related Stress Tops Teachers’ Reasons for Quitting, But Vaccines, Covid Testing Could Lure Some of Them Back | The*

74. Www.The74million.Org. <https://www.the74million.org/survey-pandemic-related-stress-tops-teachers-reasons-for-quitting-but-vaccines-covid-testing-could-lure-some-of-them-back/>, 2021.
- Jahja, Y. *Psikologi perkembangan*. Kencana. 2011.
- Janssen, O., & Van Yperen, N. W. Employees' Goal Orientations, The Quality Of Leader-Member Exchange, And The Outcomes Of Job Performance And Job Satisfaction. *Academy of Management. Journal*, 47(3), 368–384, 2004.
- Justice, L. M., Petscher, Y., Schatschneider, C., & Mashburn, A. Peer Effects In Preschool Classrooms: Is Children's Language Growth Associated With Their Classmates' Skills?. *Child development*, 82(6), 1768-1777, 2011.
- Kartika, D. T. Pengaruh Kebiasaan Belajar dan Lingkungan Belajar Terhadap Hasil Belajar Siswa Pada Mata Pelajaran Ekonomi Kelas X Di SMA Negeri 1 Jombang. *Jurnal Pendidikan Ekonomi (JUPE)*, 1(3), 2013.
- Karwati, E., & Priansa, D. J. *Kinerja dan profesionalisme kepala sekolah*. Bandung: Alfabeta, 2013.
- Kementerian Pendidikan Dan Kebudayaan RI. *Keputusan Bersama Menteri (Pendidikan Dan Kebudayaan, Agama, Kesehatan, Dalam Negeri) Tentang Penyelenggaraan Pembelajaran Di Masa Pandemi Covid 19*. Paper Knowledge. Toward a Media History of Documents, 12–26, 2021.
- Khan, A. H., Sultana, M. S., Hossain, S., Hasan, M. T., Ahmed, H. U., & Sikder, M. T. The Impact Of Covid-19 Pandemic On Mental Health & Wellbeing Among Home-Quarantined Bangladeshi Students: A Cross-Sectional Pilot Study. *Journal of Affective Disorders*, 277(June), 121–128. <https://doi.org/10.1016/j.jad.2020.07.135>, 2020.
- Kline, R. B. *Principles and Practice of Structural Equation Modeling (3rd ed.)* New York: Guilford Press, 2010.
- Kneschke, R. *Teacher motivation is vital – and Covid-19 may be hurting it*. <https://theconversation.com/teacher-motivation-is-vital-and-covid-19-may-be-hurting-it-149345>, 2020.
- Komala, R. D., & Nellyaningsih. Tinjauan Implementasi Personal Selling Pada PT. Astra Internasional Daihatsu Astra Biz Center Bandung Pada Tahun 2017. *Jurnal Fakultas Ilmu Terapan Universitas Telkom*, 3(2), 330–337, 2017.

- Kompri. *Motivasi Pembelajaran Perspektif Guru dan Siswa*. Bandung: PT. Rosda Karya, 2016.
- Kumar, M. N. Strategi Humas Dalam Membangun Citra Dan Mutu MIN 2 Kolor Sumenep. (*Doctoral dissertation, Institut Agama Islam Negeri Madura*), 2021.
- Kumar, T. K. V. The Influence of Demographic Factors and Work Environment on Job Satisfaction Among Police Personnel: An Empirical Study. *International Criminal Justice Review*, 31(1), 59–83. <https://doi.org/10.1177/1057567720944599>, 2021
- Kumendong, J. J., & Rumagit, M. Pengaruh Lingkungan Kerja Dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan Pada PT. Surya Mustika Nusantara Cabang Kiawa. *Jurnal Manajemen dan Bisnis*, 7(1), 2022.
- Kurniawan, T. Z. A., & Andriani, D. Influence of Organizational Culture, Work Environment and Compensation on Job Satisfaction of Production Sector Employees. *Indonesian Journal of Cultural and Community Development*, 11, 10-21070, 2022.
- Kwong, & Wong. *Mastering Partial Least Squares Structural Equation Modelling (PLS-SEM) with SmartPLS in 38 Hours*. March, 1–172, 2019.
- Labrague, L. J., Al Sabei, S., Al Rawajfah, O., AbuAlRub, R., & Burney, I. Interprofessional Collaboration As A Mediator In The Relationship Between Nurse Work Environment, Patient Safety Outcomes And Job Satisfaction Among Nurses. *Journal of Nursing Management*, 30(1), 268-278, 2022.
- Lestari, A., Fitriah, W., & Hustia, A. Pengaruh Turnover Intention dan Teknologi Informasi terhadap Kepuasan Kerja pada Masa Pandemi Covid-19. *Jurnal Nasional Manajemen Pemasaran & SDM*, 2(1), 15-24. <https://doi.org/10.47747/jnmpsdm.v2i1.207>, 2021
- Lopez, E. M. A Test Of The Self-Consistency Theory Of The Job Performance-Job Satisfaction Relationship. *Academy of Management Journal*, 25(2), 335–348, 1982.
- Lubis, M. Pengaruh Motivasi dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan (Studi Kasus Karyawan Bagian Pelinting Di KSU PERDULA

- Ngoro Jombang). *BIMA: Journal of Business and Innovation Management*, 4(2), 271-282, 2022.
- Lunn, P. D., Timmons, S., Julienne, H., Belton, C. A., Barjaková, M., Lavin, C., & McGowan, F. P. Using Decision Aids To Support Self-Isolation During The Covid-19 Pandemic. *Psychology and Health*, 36(2), 195–213. <https://doi.org/10.1080/08870446.2020.1849701>, 2021.
- Mahdiana, D., & Ubaidillah, H. The Effect Of Job Stress, Work Environment And Compensation On Job Satisfaction With Motivation As An Intervening Variable At PT. Setia Kawan Grup. *Indonesian Journal of Innovation Studies*, 17, 10-21070, 2022.
- Majid, A. *Strategi Pembelajaran*. Bandung: PT Remaja Rosdakarya, 2013.
- Mangaleswarasharma, R. Teacher Motivation And Job Satisfaction: A Study On Teachers In Three Districts In Northern Sri Lanka. *People: International Journal of Social Sciences*, 3(1), 314–323, 2017.
- Mardikaningsih, R. Variabel Kepemimpinan Dan Lingkungan Kerjasama Pengaruhnya Terhadap Kinerja Karyawan. *Jurnal IKBIS Global*, 01(01), 55–62, 2016.
- Margareth, H. Pengaruh Motivasi Kerja terhadap Kinerja Karyawan (Kasus pada Divisi Network Management PT Indosat, Tbk.). (*Doctoral dissertation, Bakrie University*), 2013.
- Martoyo, S. *Manajemen Sumber Daya Manusia*. BPF. 2008.
- McColl-Kennedy, J. R. *Services marketing*. Australia: John Wiley and Sons.
- McNally, RC, Akdeniz, MB and Calantone, RJ (2011). New Product Development Processes and New Product Profitability: Exploring the Mediating Role of Speed to Market and Product Quality. *Journal of Product Innovation Management*, 28(S1), 63-77, 2003.
- McNeill, L. H., Kreuter, M. W., & Subramanian, S. V. Social Environment And Physical Activity: A Review Of Concepts And Evidence. *Social Science & Medicine*, 63(4), 1011–1022. doi:10.1016/j.socscimed.2006.03.0, 2006.
- Megawaty, M., Hamdat, A., & Aida, N. Examining Linkage Leadership Style, Employee Commitment, Work Motivation, Work Climate on Satisfaction

- and Performance. *Golden Ratio of Human Resource Management*, 2(1), 01-14, 2022.
- Muhammad, I. B. B., & Hajah-Siti, R. B. The Relationship between Remote Work and Job Satisfaction During the Outbreak of Covid-19: The Mediating Roles of Perceived Autonomy and Work-Family Conflict. *Education Sciences and Psychology*, (3), 92-102, 2021.
- Mungkasa, O. Bekerja Dari Rumah (Working From Home/WFH): Menuju Tatanan Baru Era Pandemi Covid 19. *Jurnal Perencanaan Pembangunan: The Indonesian Journal of Development Planning*, 4(2), 126-150, 2020.
- Nakrošienė, A., Bučiūnienė, I., & Goštautaitė, B. Working From Home: Characteristics And Outcomes Of Telework. *International Journal of Manpower*. doi:10.1108/ijm-07-2017-0172, 2019.
- Neufeld, D. J., & Fang, Y. Individual, Social And Situational Determinants Of Telecommuter Productivity. *Information & Management*, 42(7), 1037–1049. doi:10.1016/j.im.2004.12.001, 2005.
- Nur, F., Rahman, U., & Musdalifa, M. Effect of Motivation and Job Satisfaction on Teacher Performance in Private Madrasah Aliyah in Maros Regency. *Jurnal Ilmiah Ilmu Administrasi Publik*, 9(1), 9-18, 2019.
- Palma, R., Crisci, A., & Mangia, G. Public Service Motivation-Individual Performance Relationship: Does User Orientation Matter?. *Socio-Economic Planning Sciences*, 73, 100818, 2021.
- Pangarso, A., & Ramadhyanti, V. *Pengaruh Lingkungan Kerja Non Fisik Terhadap Kepuasan Kerja Dosen Tetap Studi Pada Fakultas Komunikasi Dan Bisnis Universitas Telkom Bandung*, 2015.
- Parada, A. I. O. Factors that influence job satisfaction of teleworkers: evidence from Mexico. *Global Journal of Business Research*, 12(1), 41-49, 2018.
- Parnawi, A. *Psikologi Belajar*. Deepublish, 2019.
- Parris, J. *Remote Work or Telecommute: What's the Difference*. *Work Flexibility*, 2018.
- Perdue, S. V., Reardon, R. C., & Peterson, G. W. Person—Environment congruence, self-efficacy, and environmental identity in relation to job

- satisfaction: A career decision theory perspective. *Journal of Employment Counseling*, 44(1), 29–39, 2007.
- Prasad, K. D. V., & Mangipudi, M. R. A General Linear Model Approach: Development Of Psychological Well-Being, Remote Working, Employee Engagement, Job Satisfaction, Scales, Data Analysis And Reporting Concerning To Information Technology Sector. *Journal of Contemporary Issues in Business and Government*. Vol, 27(1), 2021.
- Purwanti, D., & Indradewa, R. Influence of Work Environment and Organizational Culture on Turnover Intention is Mediated by Job Satisfaction Type B Private Hospital in Bekasi. *Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences*, 5(1), 2022.
- Purwanto, A., Pramono, R., Asbari, M., Santoso, P. B., Wijayanti, L. M., Choi, C. H., & Putri, R. S. Studi Eksploratif Dampak Pandemi Covid-19 Terhadap Proses Pembelajaran Online di Sekolah Dasar. *EduPsyCouns: Journal of Education, Psychology and Counseling*, 2(1), 1–12. <https://ummaspul.ejournal.id/Edupsyscouns/article/view/397>, 2020.
- Purwanto. *Evaluasi Hasil Belajar*. Surakarta. Pustaka Belajar, 2009.
- Putra, K. C., Pratama, T. A., Linggautama, R. A., & Prasetyaningtyas, S. W. The Impact of Flexible Working Hours, Remote Working, and Work Life Balance to Employee Satisfaction in Banking Industry during Covid-19 Pandemic Period. *Journal of Business and Management Review*, 1(5), 341-353, 2020.
- Ramayah, T., Cheah, J., Ting, F. C. H., & Memon, M. A. Partial Least Squares Structural Equation Modeling (PLS-SEM) using SmartPLS 3.0: An Updated and Practical Guide to Statistical Analysis. *Practical Assessment, Research and Evaluation*, 4 (October), 291, 2017.
- Rand.Co. *Stress Topped the Reasons Why Public School Teachers Quit, Even Before Covid-19*. In *Stress Topped the Reasons Why Public School Teachers Quit, Even Before Covid-19*. RAND Corporation. <https://doi.org/10.7249/RRA1121-2>, 2021.
- Rasyid, M. A., & Tanjung, H. Pengaruh Kompensasi, Lingkungan Kerja dan Motivasi Terhadap Kepuasan Kerja Guru pada SMA Swasta Perkumpulan

- Amal Bakti 4 Sampali Medan. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 3(1), 60–74. <https://doi.org/10.30596/maneggio.v3i1.4698>, 2020.
- Ratna Sari, H. F., Ekawarna, E., & Sulistiyo, U. Pengaruh Stres Kerja, Motivasi Kerja dan Kepuasan Kerja Terhadap Kinerja Guru. *Edukatif: Jurnal Ilmu Pendidikan*, 4(1), 1204-1211, 2022.
- Rialmi, Z., & Ningrum, H. P. The Effect of Work Motivation, Compensation and Work Environment on Job Satisfaction of State Polytechnic Employees Creative Media. *International Journal of Business, Technology and Organizational Behavior (IJBTOB)*, 2(1), 1-13, 2022.
- Risdiany, H. Pengembangan Profesionalisme Guru Dalam Mewujudkan Kualitas Pendidikan. *Jurnal AL-HIKMAH*, 3(2), 194–202. <https://doi.org/10.31958/jt.v14i2.205>, 2021.
- Rivai, A. Pengaruh Pengawasan, Disiplin dan Motivasi Terhadap Kinerja Guru. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 4(1), 11-22, 2021.
- Riyanto, S., Endri, E., & Herlisha, N. Effect Of Work Motivation And Job Satisfaction On Employee Performance: Mediating Role Of Employee Engagement. *Problems and Perspectives in Management*, 19(3), 162-174, 2021.
- Rokhani, C. T. S. Pengaruh Work From Home (WFH) Terhadap Kinerja Guru SD Negeri Dengkek 01 Pati Selama Masa Pandemi Covid-19. *EduPsyCouns: Journal of Education, Psychology and Counseling*, 2(1), 424–437. <https://ummaspul.e-journal.id/Edupsyscouns/article/view/500>, 2020.
- Rosowulan, R. A. Pengaruh Lingkungan Kerja Dan Locus Of Control Terhadap Kepuasan Kerja Guru Honorer SMK Negeri Di Kota Bekasi. *Bionatural: Jurnal Ilmiah Pendidikan Biologi*, 5(1), 73–82, 2019.
- Rugaiyah., Sujanto, B., & Yanti, D. P. Kepuasan Kerja Guru Sekolah Dasar. In *Seminar Nasional Administrasi Pendidikan dan Manajemen Pendidikan* (Vol. 1, Issue 1, pp. 118–126), 2018.
- Sadida, N., & Febriani, Z. Mengikat Karyawan Dengan Telecommuting (Studi Keterikatan Kerja Karyawan Telecommuting). *Journal Psikogenesis*, 4(1), 114-125, 2016.

- Sahu, P. Closure of Universities Due to Coronavirus Disease 2019 (Covid-19): Impact on Education and Mental Health of Students and Academic Staff. *Cureus*, 2019(4), 4–9. <https://doi.org/10.7759/cureus.7541>, 2020.
- Saputra, A. A. (2021). Pengaruh Kompensasi, Lingkungan Kerja dan Beban Kerja Terhadap Kepuasan Kerja Karyawan. *Technomedia Journal*, 7(1), 68-77. <https://doi.org/10.33050/tmj.v7i1.1755>
- Sarstedt, M., & Cheah, J. H. Partial Least Squares Structural Equation Modeling Using Smart-PLS: A Software Review. *Journal of Marketing Analytics*, 7(3), 196–202, 2019.
- Schall, M. A. The Relationship Between Remote Work And Job Satisfaction: The Mediating Roles Of Perceived Autonomy, Work-Family Conflict, And Telecommuting Intensity. (*Doctoral dissertation, San Jose State University*), 2019.
- Selby, C., F. Wilson, W. Korte, J. Millard., & W. Carter *Flexible Working Handbook*. <http://www.flexwork.org.uk/members/downloads/HBv1en.pdf>, 2001.
- Seniwoliba A. J. (2013). Teacher Motivation And Job Satisfaction In Senior High Schools In The Tamale Metropolis Of Ghana. *Merit Research Journal of Education and Review*, 1(October 2013), 181–196. <https://erl.ucc.edu.gh/jspui/handle/123456789/2837>
- Setiadi, E. M., & Kolip, U. *Pengantar Sosiologi: Pemahaman Fakta Dan Gejala Permasalahan Sosial: Teori, Aplikasi Dan Pemecahannya*. Kencana, 2011.
- Setiawan, F. J. D. *Will Covid-19 Ultimately Change The Way We Work? - Opinion - The Jakarta Post*. The Jakarta Post. <https://www.thejakartapost.com/academia/2020/04/05/will-covid-19-ultimately-change-the-way-we-work.html>, 2020.
- Shareena, P., & Shahid, M. Work From Home During Covid-19: Employees Perception And Experiences. *Global Journal For Research Analysis*, 9(5), 7-10, 2020.

- Sholihin, U. Dampak Kompensasi Kerja terhadap Kinerja Karyawan di Masa Pandemi Covid 19 dengan Kepuasan Kerja Sebagai Variable Intervening. (*JMK) Jurnal Manajemen dan Kewirausahaan*, 6(1), 86-99, 2021.
- Sinaga, S. Peranan Balas Jasa dan Insentif Terhadap Motivasi Kerja pada PT. Sony Gemerlang Medan. *Jurnal Darma Agung*, 28(1), 132-144, 2020.
- Sirait, J., & Siburian, P. The Impact Of Transformational Leadership, Job Satisfaction, And Achievement Motivation On Performance Of State Primary School Principals In Deli Serdang North Sumatera, Indonesia. *Multicultural Education*, 7(04), 59-71, 2021.
- Sobaya, S., Hidayanto, M. F., & Safitri, J. Pengaruh Literasi Keuangan Dan Lingkungan Sosial Terhadap Perencanaan Keuangan Pegawai Di Universitas Islam Indonesia Yogyakarta. *Madania: Jurnal Kajian Keislaman*, 20(1), 115-128, 2016.
- Sooriyapperuma, S. A. A. W., & Nawarathna, C. L. K. Determinants of Employees' Job Satisfaction when Working from Home; With Particular Reference To The Telecommunication And Software Companies In Colombo District Sri Lanka. *Asian Journal of Social Science and Management Technology*, 3(2), 2313–7410. www.ajssmt.com, 2021.
- Subagio, S. Pengaruh Lingkungan Sosial Terhadap Perilaku Konsumtif Mahasiswa Fakultas Pendidikan Olahraga Dan Kesehatan (FPOK) IKIP Mataram. *JISIP (Jurnal Ilmu Sosial dan Pendidikan)*, 3(3), 2019.
- Sugiyono. *Statistik Untuk Penelitian*. Bandung: Alfabeta, CV, 2007.
- Sugiyono. *Metode Penelitian Kombinasi*. Bandung, Alfabeta, 2016.
- Sugiyono. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta, 2017.
- Suharti, S. I. P. Kepuasan Kerja Pustakawan Universitas Islam Indonesia Yogyakarta. *UNILIB: Jurnal Perpustakaan*, 1-13, 2009.
- Sukmadinata. *Perencanaan Pengajaran*. Jakarta: Rineka Cipta, 2009.
- Sumarlin, S., & Suhartono, S. Pengaruh Faktor Intrinsik Dan Ekstrinsik Terhadap Kepuasan Kerja Pegawai Ptkin Remunerasi Di Indonesia. *Assets: Jurnal Ekonomi, Manajemen dan Akuntansi*, 11(2), 289-308, 2021.
- Sutrisno, E. *Manajemen Sumber Daya Manusia. Edisi Pertama. Cetakan Kelima*, Jakarta: Kencana Prenada Media Group, 2009.

- Suwatno, & Priansa, D. *Manajemen SDM Dalam Organisasi Publik Dan Bisnis*. Alfabeta, 2011.
- Tabancali, E. The Relationship between Organizational Justice Perceptions and Job Satisfaction Levels. *Procedia - Social and Behavioral Sciences*. 46. 5777-5781. 10.1016/j.sbspro.2012.06.513, 2012.
- Telavox. 25 Remote Work Statistics You Need To Know. <https://blog.telavox.com/en/25-remote-work-statistics-you-need-to-know>, 2019.
- Toropova, A., Myrberg, E., & Johansson, S. Teacher Job Satisfaction: The Importance Of School Working Conditions And Teacher Characteristics. *Educational Review*, 73(1), 71–97. <https://doi.org/10.1080/00131911.2019.1705247>, 2021.
- Tramontano, C., Grant, C., & Clarke, C. Development And Validation Of The E-Work Self-Efficacy Scale To Assess Digital Competencies In Remote Working. *Computers in Human Behavior Reports*, 4, 100129, 2021.
- Tukiyo. Motivasi dan Kepuasan Kerja Guru Sekolah Dasar di Kabupaten Klaten. *Seminar Nasional Pendidikan “Meretas Sukses Publikasi Ilmiah Bidang Pendidikan Jurnal Bereputasi,”* November, 158–168, 2015.
- Umar, H. *Riset Perilaku Konsumen*. 2007.
- Umpung, F. D., Pertiwi, J. M., & Korompis, G. E. C. Faktor-Faktor yang Mempengaruhi Motivasi Kerja Tenaga Kesehatan di Puskesmas Kabupaten Minahasa Tenggara Pada Masa Pandemi Covid 19. *Indonesian Journal of Public Health and Community Medicine*, 1(4), 18-27, 2020.
- Uno, H. B. *Teori Motivasi dan Pengukurannya: Analisis di Bidang Pendidikan*. Bumi Aksara, 2014.
- Van Meel, J. *The Origins Of New Ways Of Working: Office Concepts In The 1970s*. Facilities, 2011.
- Vettori, G., Bigozzi, L., Vezzani, C., & Pinto, G. The Mediating Role Of Emotions In The Relation Between Beliefs And Teachers' Job Satisfaction. *Acta Psychologica*, 226, 103580, 2022.

- Wibiseno, Q., & Dewi, I. G. A. M. Dampak Motivasi Kerja, Iklim Organisasi, Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Lembaga Perkreditan Desa Pecatu. *E-Jurnal Manajemen*, 7(12), 6759-6785, 2018.
- Winata, H. Media Pembelajaran Mempunyai Pengaruh Terhadap Motivasi Belajar Siswa. *Jurnal Pendidikan Manajemen Perkantoran (JPManper)*, 2(1), 27-33, 2017.
- Wojčák, E., & Baráth, M. National Culture And Application Of Telework In Europe. *European Journal of Business Science and Technology*, 3(1), 65-74, 2017.
- Wong, R. C. P., Szeto, W. Y., Yang, L., Li, Y. C., & Wong, S. C. Public transport policy measures for improving elderly mobility. *Transport Policy*, 63, 73–79. doi:10.1016/j.tranpol.2017.12.015, 2018.
- Yanindrawati, K. *Hubungan Kepuasan Kerja dengan Kinerja Perawat di Ruang Rawat Inap RSUD Kabupaten Bekasi*. 18, 2012.
- Yulifar, L. Pemberdayaan Sumber Daya Manusia Indonesia Di Tengah Krisis Global. *Jurnal Geografi Gea*, 9(1), 2009.
- Yulizar, B. Hubungan Penempatan Dengan Kepuasan Kerja Pegawai Pada Kantor Dinas Sosial Provinsi Sumatera Barat. *Jurnal Bahana Manajemen Pendidikan*, 2(1), 92-99, 2020.
- Zahrotin, S., & Ismahmudi, R. *Studi Fenomenologi Gambaran Perilaku Terhadap Kesehatan Mental Anak Sekolah Dasar di SD Negeri 010 Palaran*, 2018.