

REFERENCES

- Alam, M. M. and Mohammad, J. K. (2011), 'Level of Job Satisfaction and Intention to Leave Among Malaysia Nurses', *Business Intelligence Journal*, 3(1): 123-137.
- Allen, P. and Loseby, P. H. (1993), No Layoff Policies and Corporate Financial Performance, *S. A. M. Advance Management Journal*, 58, 1, 44-48.
- Bassi, L. J. and Vanburen, M. E. (1997), Sustaining High Performance in Bad Times, *Training and Development*, 51, 6, 31-42.
- Beutell, N. J. & Greenhaus, J. H. (1982). Interrole conflict among married women, the influence of husband and wife characteristics on conflict and coping behavior. *Journal of Vocational Behavior*, 21, (1) 99-110.
- Bhagat, R., McQuaid, S., Lindholm, H. and Segovis, J. (1985). 'Total life stress: A multimethod validation of the construct and its effects on organizationally valued outcomes and withdrawal behaviors', *Journal of Applied Psychology*, 70, 202-214.
- Blomme, R. J., Rheede, A. V., & Tromp, D. M. (2010). Work-family conflict as a cause for turnover intentions in the hospitality industry. *Tour Hosp Res Tourism and Hospitality Research*, 10(4), 269-285.
- Brotherton, B. and Wood, R.T. C. (2008). The nature and meanings of 'hospitality'. In: B. Brotherton and R.C. Wood (eds.) *The Sage Handbook of Hospitality Management*. London: sage, pp. 37 – 62.
- Bohen H. and Viveros-Long, A. (1981). *Balancing Jobs and Family Life*, Temple University Press, Temple, AZ.
- Bohle, P. Et Al., 'Working Hours, Work-Life Conflict and Health in Precarious and 'Permanent' Employment, *Revista De Saúde Pública*, 38 (Supl.), 2004, Pp. 19–25.
- Brief, A., Schuler, R. and Van Sell, M. (1981). *Managing Job Stress*, Little, Brown, Boston, MA.
- Bruck, C.S., Allen, T.D., & Spector, P.E. (2002). The relationship between work-family conflict and job satisfaction: A finer-grained analysis. *Journal of Vocational Behavior*, 60, 336-353.

- Burke, R. (1986). 'Occupational and life stress and the family: Conceptual frameworks and research findings', *International Review of Applied Psychology*, 35, 347-369.
- Burke, R.J., (1988), 'Some Antecedents and Consequences of Work-family Conflict', *Journal of Social Behavior and Personality*, 3, 287-302.
- Boyar, S.L., C.P. Maertz Jr., and A. Pearson. (2005). 'The Effects of Work-family Conflict and Family-work Conflict on Non-attendance Behaviors', *Journal of Business Research*, 58, 919-25.
- Cohen, S. G., Chang, L., and Ledford, G. E. (1997), A Hierarchical Construct of Self-Management Leadership and its Relationship to Quality of Work Life and Perceived Work Group Effectiveness, *Personnel Psychology*, 50, 2, 275- 308.
- Colwill, N. and Temple, L. (1988). 'Three jobs and two people: The dual-career dilemma', *Business Quarterly*, 52, 12-15.
- Coomber, B. and Barriball, K. L. (2006), '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*. 95
- Eagle, B. W., Miles, E. W., & Icenogle, M. L. (1997). 'Inter role conflicts and the permeability of work and family domains: Are there gender differences?' *Journal of Vocational Behavior*, Vol.50.
- Eder, R., & C. Lundberg. (1990). "Paying Your Dues" in the Hospitality Industry: How Functional is the Belief? *Hospitality Research Journal*, 14, 363-369.
- Fong, Y. (1992), "Women's life stress perceptions and coping: a feministic view", *Taiwanese Journal of Sociology*, Vol. 21, pp. 160-98.
- Frone, M.R., Russell, M. and Cooper, M.L. (1992). Antecedents and outcomes of work-family conflict: testing a model of the work-family interface. *Journal of Applied Psychology*, Vol. 77, No. 1, pp. 65-78.
- Frone, M.R., Russell, M. and Cooper, M.L. (1992a). Antecedents and outcomes of work-family conflict: testing a model of the work-family interface. *Journal of Applied Psychology*, Vol. 77, pp. 65-78.

- Goff, S.J., M.K. Mount, and R.L. Jamison. (1990). 'Employer Supported Child Care, Work/family Conflict, and Absenteeism: A Field Study', *Personnel Psychology*, 43, 793-809.
- Greenhaus, J. H. (1988). The Intersection of Work-Family Roles: Individual, Interpersonal, and Organizational Issues. *Journal of Social Behavior and Personality*, 3, 23-44
- Greenhaus, J. H., & Beutell, N. J. (1985). *Sources of conflict between work and family roles*. *Academy of Management Review*, 10(1), 76–88.
- Greenhaus, J. and Kopelman, R. (1981). 'Conflict between work and non-work roles: Implications for the career planning process', *Human Resource Planning*, 4, 1-10.
- Greenhaus, J. and Parasuraman, S. (1986). 'A work-nonwork interactive perspective of stress and its consequences', *Journal of Organizational Behavior Management*, 8, 37-60.
- Greenhaus, J., Bedeian, A. and Mossholder, K. (1987). 'Work experiences, job performance, and feelings of personal and family well-being', *Journal of Vocational Behavior*, 31, 200-215.
- Gupta, N. and Jenkins, D. (1985). 'Stress, stressors, strains, and strategies'. In: Beehr, T. A. and Bhagat, R. S. (Eds) *Human Stress and Cognition in Organizations*, John Wiley, New York, NY, pp. 141-176.
- Guterk, B., Repetti, R. and Silver, D. (1988). 'Non-work Roles and Stress at Work'. In: Cooper, C. and Payne, R. (Eds) *Causes, Coping and Consequences of Stress at Work*, John Wiley, New York, NY, pp. 141-174.
- Guterk, B. A., Searle, S., & Klepa, L. (1991). Rational Versus Gender Role Explanations for Work-Family Conflict. *Journal of Applied Psychology*, 76, (4) 560-568.
- Havlovic, S. J. (1991), Quality of Work Life and Human Outcomes, *Industrial Relations*, 30, 3, 469-79.
- Hepburn, C.G. and L. Barling. (1996). 'Eldercare Responsibilities, Interrole Conflict, and Employee Absence: A Daily Study', *Journal of Occupational Health Psychology*, 1, 311-318.

- Herman, J. and Gyllstrom, K. (1977). 'Working men and women: Inter- and intra-role conflict', *Psychology of Women Quarterly*, 1, 319-333.
- Higgins, C., Duxbury, L. and Irving, R. (In press). Work-family conflict in the dual-career family, *Organizational Behavior and Human Decision Processes*.
- Holahan, C. and Gilbert, L. (1979). 'Interrole conflict for working women: Careers versus jobs', *Journal of Applied Psychology*, 64, 86-90.
- Indonesia Hotel & Hospitality Industry | GBG. (n.d.). Retrieved January 28, 2016, from http://www.gbgingonesia.com/en/services/article/2015/indonesia_s_hotel_andamp_hospitality_industry_has_a_bright_future_11287.php
- Janssen, D. and Nachreiner F., 'Health and psychosocial effects of flexible working hours', *Revista de Saúde Pública*, 38 (Supl.), 2004, pp. 11–18.
- Jensen, A. (2011, July 21). Motivating Employees with Participative Management. Retrieved September 22, 2016, from <http://www.andrewjensen.net/motivating-employees-with-participative-management/>
- Jones, A. and Butler, M. (1980). 'A Role Transition Approach to The Stresses of Organizationally-Induced Family Role Disruption', *Journal of Marriage and the Family*, 42, 367-376.
- Kahn, R. L., Wolfe, D. M., Quinn, R. P., Snoek, J. D., & Rosenthal, R. A. (1964). *Organizational stress: Studies in role conflict and ambiguity*. New York: Wiley.
- Karasek, R. (1979). 'Job demands, job decision latitude and mental strain: Implications for job redesign', *Administrative Science Quarterly*, 24 (2), 285-307.
- Keith, P. and Schafer, R. (1980). 'Role Strain and Depression in Two-Job Families', *Family Relations*, 29, 483-488.
- Kelly, R. and Voydanoff, P. (1985). 'Work/family role strain among employed parents', *Family Relations*, 34, 367-374.
- King, A. S. and Ehrhard, B. J. (1997), Diagnosing Organizational Commitment: An Employee Cohesion Exercise, *International Journal of Management*, 14, 3, 317-25.

- Kopelman, R. E., Greenhaus, J. H., & Connolly, T. F. (1983). A model of work, family and interrole conflict: A construct validation study. *Organizational Behavior and Human Performance*, **32**, 198–215.
- Major, V. S., Klein, K. J., & Ehrhart, M. G. (2002). Work time, work interference with family, and psychological distress. *Journal of Applied Psychology*, *87*(3), 427-436.
- Marks, S.R. (2006). Understanding diversity of families in the 21st century and its impact on the work-family area of study. In M. Pitt-Catsouphes, E.E. Kossek & S. Sweet (Ed.), *The work and family handbook: Multidisciplinary perspectives, methods, and approaches* (pp. 67-71). New Jersey, NJ: Erlbaum.
- Mazerolle, S. M., Bruening, J. E., Casa, D. J., Burton, L., and Heest, J. V. (2006), 'The Impact of Work-family Conflict on Job Satisfaction and Life Satisfaction in Division 1-A Athletic Trainers. Paper presented at the NATA Annual Meeting and Clinical Symposia, Atlanta, GA.
- Meyer, D. G. and Cooke, W. N. (1993), US Labor Relations in Transition: Emerging Strategies and Company Performance, *British Journal of Industrial Relations*, *31*, 4, 531-52.
- Munck, B. (2001). Changing a culture of face time. *Harvard Business Review*, *79*, 125–131.
- Near, J., Smith, C., Rice, R. and Hunt, R. (1985). 'A comparison of work and non-work predictors of life satisfaction', *Academy of Management Journal*, *27*, 184-190.
- Parasuraman, S., Greenhaus, J., Rabinowitz, S., Bedeian, A. and Mossholder, K. (1989). 'Work and family variables as mediators of the relationship between wives' employment and husbands' well-being', *Academy of Management Journal*, *32*, 185-201.
- Parasuraman, S., Purohit, Y.S. and Godshalk, V.M. (1996). Work and family variables, entrepreneurial career success, and psychological well-being. *Journal of Vocational Behavior*, Vol. 48, pp. 275-300.

- Pitt-Catsouphes, M., Kossek, E. E., and Sweet, S. (2006). *The Handbook of Work-Family: Multi-Disciplinary Perspectives, Methods, And Approaches*. Mahwah, N.J.: Lawrence Erlbaum Associates (Lea) Press.
- Pleck, J. H., Staines, G. L., & Lang, L. (1980). Conflicts between work and family life. *Monthly Labor Review*, 103, 29–32.
- Repetti, R. (1988). 'Family and occupational roles and women's mental health'. In: Schwartz, R. (Ed.) *Women at Work*, Centre for the Study of Women, UCLA, CA, pp. 97-129.
- Robbins, Stephen P. (2006). "Perilaku Organisasi". (Ed.) 10. PT. Indeks, Jakarta.
- Sekaran, U. (1985). 'The path to mental health: An exploratory study of husbands and wives in dual career families', *Journal of Occupational Psychology*, 58, 129-138.
- Shamir, B. and Salomon, I. (1985). 'Work-at-home and the quality of working life', *Academy of Management Review*, 10, 455-464.
- Staines, G. and O'Connor, P. (1980). 'Conflicts among work, leisure and family roles', *Monthly Labor Review*, 103, 35-39.
- Terborg, J. (1985). 'Working women and stress'. In: Beehr, T. A. and Bhagat, R. (Eds) *Human Stress and Cognition in Organizations*, Wiley, New York, NY, pp. 245-286.
- Voydanoff, P. (1988). Work Role Characteristics, Family Structure Demands, and Work/Family Conflict. *Journal of Marriage and the Family*, 50, 749–761.
- Whitely, W. and England, G.W. (1977). Managerial values as a reflection of culture and the process of industrialization. *Academy of Management Journal*, Vol. 20, pp. 439-53.
- Yang, N., C.C. Chen, J. Choi, and Y. Zou, 2000, 'Sources of Work-family Conflict: A Sino-US Comparison of the Effects of Work and Family Demands', *Academy of Management Journal*, 43, 113-123.