DAFTAR PUSTAKA

Adam, Irwan dan Khaeryna. 2015. "Metode Partial Least Square (PLS) dan Terapannya." *Jurnal Teknosains* 53-68.

Aditya Alive, Deden Abdul Wahab Sya'roni. 2020. "The Effect of Training and Development on Employee Engagement in The Process of Online Learning at Child Development Center, Bandung Jakarta." *International Conference on Business, Economics, Social Science and Humanities (ICOBEST).* Bandung. 495-499.

Afandi, Pandi. 2018. *Manajemen Sumber Daya Manusia : Teori, Konsep, dan Indikator.* Pekanbaru: Zanafa Publishing.

Alan Aldo Powa, Johannis E.Kawaoan, Fanley N. Pangemanan. 2021. "Pemanfaatan Teknologi Informasi dan Informasi di Dinas Komunikasi dan Informatika Statistik dan Persandian di Kabupaten Minahasa Tenggara." *Jurnal Governance Vol. 1 No.2.*

Anoor Ashwini Anand, Sheetal N. Acharya. 2020. "Employee Engagement in A Remote Working Scenario." *International Research Journal of Business Studies Vol.14 No.2.*

Anuraga, G. dan Otok, B. W. 2013. "Pemodelan Kemiskinan di Jawa Timur dengan Structural Equation Modeling-Partial Least Square." *Jurnal Statistika Universitas Muhammadiyah Semarang* 1 (2).

Arikunto, Suharsimi. 2019. *Prosedur Penelitian Suatu Pendekatan Praktik.* Jakarta: PT Rineka Cipta.

Armstrong, M. 2009. *Armstrong's Handbook of Human Resource Management Practice (11th Ed).* London: Kogan Page.

Astria, Kenny. 2018. "Pengaruh Displin Kerja dan Motivasi Terhadap Kinerja Karyawan Pada PT.Bank Rakyat Indonesia Cabang Pamulang." *Jurnal Mandiri.*

Aulele SN, Hiariey AH, Lesnussa YA, Matdoan MY. 2018. "Analisis Indeks kepuasan Mahasiswa Jurusan Matematika FMIPA UNPATTI Terhadap Operator Simpati Menggunakan Structural Equation Modeling." *Sainmatika: Jurnal Ilmiah Matematika dan Ilmu Pengetahuan Alam* 15 (1).

Badriyah, Mila. 2015. *Manajemen Sumber Daya Manusia.* Bandung: CV.Pustaka Setia.

Bakker, A.B., & Leiter, M.P. 2010. *Work Engagement : A Handbook of Essential Theory and Research.* Psychology Press.

Bakker, Arnold B & Evangelia Demerouti. 2007. "The Job Demands-Resources Model: state of the art." *Journal of Managerial Psychology* 22 (3): 309-328.

Bates, A. W. 2015. *Teaching in a Digital Age: Guidelines for Designing Teaching and Learning.* Tony Bates Associates Ltd.

Byrne, B. M. 2016. *Structural Equation Modeling with AMOS: Basic Concepts, Applications, and Programming.* Routledge.

Christina Amanda Savitri, Ni Luh Putu Nia Anggraeni, Dony Firman Santosa. 2023. "Analisis Faktor Employee Engagement terhadap Kinerja Karyawan di PT. Sinkona Indonesia Lestari." *Jurnal Manajemen dan Organisasi (JMO)* 14 (2): 110-124.

Creswell., J.W. 2014. *Research Design : Qualitative, Quantitative, and Mixed Methods Approaches.* Thousand Oaks: SAGE Publications.

Dahlia. 2021. "Dampak penggunaan teknologi informasi dan komunikasi pada pelaksanaan kegiatan bekerja dari rumah di masa wabah COVID 19." *DiJITAC Vol (2) 1.*

Davenport, T. H., & Harris, J. G. 2007. *Competing on Analytics: The New Science of Winning.* Harvard Business Review Press.

Deci, E. L., & Ryan, R. M. 2000. "The 'What' and 'Why' of Goal Pursuits: Human Needs and the Self-Determination of Behavior." *Psychological Inquiry* 11 (4): 227-268.

Deden Abdul Wahab Sya'roni, Sri Dewi Anggadini, Rio Yunanto, Dedi Sulistiyo Soegoto. 2023. *Ekosistem Bisnis dan Transformasi Digital Perspektif Keberlanjutan Usaha Kecil Kuliner.* Vol. 6. Banten: CV. AA Rizky .

Dessler, G. 2017. *Human Resource Management (14th.Ed).* Pearson.

Diane E. Bailey, Nancy B. Kurland. 2002. "A Review of Telework Research : Findings, New Directions, and Lesson for The Study of Modern Work." *Jorunal of Organizational Behavior.*

Donald R. Cooper, Pamela S. Schindler. 2017. *Business research methods 12th edition.* McGraw-Hill Education.

Drobnjak, Jereb. 2007. "Telework Indicators : A Case Study Of Slovenia." 1-8.

Earl, M.J. 1993. "Frameworks for Understanding The Diffusion and Adoption of IT. In Information Technology and Change : Organizational Issues and Applications." *Oxford University Press* (Oxford University Press) 1-32.

Edrick Leonardo, Fransisca Andreani. 2015. "Pengaruh Pemberian Kompensasi Terhadap Kinerja Karyawan Pada PT. Kopanitia." *AGORA.*

Ellen Ernst Kossek, Rebecca J. Thompson, Brenda Lautsch. 2015. "Balanced Workplace Flexibility : Avoiding The Traps." *California Management Review* 57 (4).

Ellenia Rahmani Rizky Z, Endang Supardi. 2018. "Sistem Informasi Sumber Daya Manusia Meningkatkan Efektivitas Pengembangan Pegawai." *Jurnal Pendidikan Manajemen Perkantoran* 230.

Eni Indriani, Neng Debi Husnun Salma. 2021. "The Effect of Using Information and Communication Technology on The Performance of SMEs in Bandung During The Covid-19 Pandemic." *International Journal Administration, Business & Organization* 10-22.

Esthi, R.B. 2020. "Strategi Sumber Daya Manusia di Masa Pandemi dan New Normal Melalui Remote Working, Employee Productivity, dan Upskilling for Digital." *JPM: Jurnal Pengabdian Masyarakat* 1 (1): 22-24.

Eva Straus, Lars Uhlig, Jana Kuhnel, Christian Korunka. 2022. "Remote workers' well-being, perceived productivity, and engagement: which resources should HRM improve during COVID-19? A longitudinal diary study." *The International Journal of Human Resource Management.*

Ferida Ning Fitria, Bambang Swasto Sunuharyo. 2017. "Pengaruh Tunjangan Karyawan Terhadap Motivasi Kerja dan Kinerja Karyawan (Studi Pada Karyawan Auto 2000 Malang Sutoyo)." *Jurnal Administrasi Bisnis (JAB).*

Fikri Saefullah, Nizirwan Anwar, Muhammad Bahrul Ulum, Agung Mulyo Widodo, Kundang Karsono Juman. 2022. "Pemanfaatan Teknologi Informasi Dalam Pembelajaran Virtual dan Kerja Jarak Jauh." *Jurnal IKRAITH Informatika Vol. 6 No. 3* .

Fornell, C., & Larcker, D. F. 1981. "Evaluating Structural Equation Models with Unobservable Variables and Measurement Error." *Journal of Marketing Research* 18 (1): 39-50.

Fortuna, Yoga. 2016. "Faktor-Faktor yang Mempengaruhi Kepuasan Kerja Terhadap Kinerja Karyawan Pusat Pendidikan Komputer Akuntansi Inter Nusa di Jakarta." *Jurnal Ekonomi.*

Gallup. 2013. *State of the American Workplace: Employee Engagement Insights for U.S.* Business Leaders.

Ghozali. 2009. *Aplikasi Analisis dengan program SPSS.* Semarang: Universitas Diponogero.

Gordon, L. A., & Loeb, M. P. 2002. "The Economics of Information Security Investment." *ACM Transactions on Information and System Security (TISSEC)* 5 (4): 438-457.

Hafshah, R.N., Hafshah, R.N., Najmaei M., Mansori, S., & Fuchs, O. 2022. "The Impact of Remote Work during COVID-19 Pandemic on Millennial Employee Performance: Evidence from The Indonesian Banking Industry." *Journal of Insurance and Financial Management* 7 (2): 15-39.

Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. 2014. *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM).* Sage Publications.

Haque, Saw. Mu. Shamoel. n.d. "The Impact of Remote Work on HR Practices : Navigating Challanges, Embracing Opportunities." *Europian Journal of Human Resource Management Studies* 7 (1). doi:DOI :10.46827/ejhrms.v7i1.1549.

Haque, Shamoel. 2023. "THE IMPACT OF REMOTE WORK ON HR PRACTICES: NAVIGATING CHALLANGES, EMBRACING OPPORTUNITIES." *European Journal of Human Resource Management Studies* 7 (1).

Harrison, Ravi Gajendran & David A. 2007. "he Good, the Bad, and the Unknown About Telecommuting: Meta-Analysis of Psychological Mediators and Individual Consequences." *Journal of Applied Psychology* 92 (6).

Hasibuan. 2012. *Manajemen Sumber Daya Manusia* . Jakarta: Kencana.

Hasibuan, Malayu S.P. 2007. *Manajemen Sumber Daya Manusia. Edisi Revisi.* Jakarta: Bumi Aksara.

Holong Saor Nababan, Ramses Simanjuntak, Diapari S. Putra Pane. 2022. "Peran Keterlibatan Karyawan, Lingkungan Kerja, dan Pembelajaran Organisasi Terhadap Komitmen Organisasi." *Jurnal Bisnis dan Manajemen Vol. 9 No.1* 9-17. doi:https://doi.org/10.26905/jbm.v9i1.6902.

Hull, J. C. 2018. *Risk Management and Financial Institutions.* Wiley.

Husaini, M. 2014. "Pemanfaatan Teknologi Informasi Dalam Bidang Pendidikan (e-Education) Vol.2 No. 1." *Jurnal Mikrotik.*

Hutapea, Parulian, Nurianna Thoha. 2008. *Kompetensi Plus : Teori, Desain,Kasus dan Organisasi yang Dinamis.* Jakarta: Gramedia Pustaka Utama.

Huuhtanen, M. 1997. *Telecommuting and Work-Life Balance : A Study of The Experiences of Teleworkers in Finland.* Tampere University Press.

Ismail Nurdin, Sri Hartati. 2019. *Metodologi Penelitian Sosial.* Surabaya: Media Sahabat Surabaya.

J.P.Decieux, A.Heinen, and H.Willems. 2019. "Social Media And Its Role In Friendship-Driven Interactions Among Young People : A Mixed Methods Study." *Sage Publications and Young Editorial Group* 27 (1): 18-31.

Jensen Perry S, Rubino C dan Hunter E., M.,. 2018. "Stress in Remote Work : Two Studies Testing The Demand Control Person Model." https://www-tandfonline-com.proxy.ub.umu.se/doi/full/10.1080/1359432X.2018.1487402.

Jose Benitez, Ana Castillo, Laura Ruiz, Xin (Robert) Luo, Pedro Prades. 2023. "How have firms transformed and executed IT-enabled remote work initiatives during the COVID-19 pandemic? Conceptualization and empirical evidence from Spain." *Information & Management* .

Khuzaimah, Siti. 2017. "Pengaruh Pengembangan Karir, Kompetensi, dan Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Pada PT. Bank Riau Kepri Kantor Pusat Pekanbaru." *Jurnal Online Mahasiswa Fakultas Ekonomi Universitas Riau* 670.

Lasti Yossi Hastini, Lusy Chairoel, Mellyna Eka Yan Fitri. 2024. "Persepsi Karyawan Terhadap Sistem Kerja Remote Working di Indonesia." *Jurnal Ekonomi dan Bisnis Dharma Andalas* 26 (1).

Laudon, K.C., & Laudon, J.P. 2016. *Management Information Systems : Managing The Digital Firm.* Pearson.

Leemann N., Kanbach D., Stubner S.,. 2021. "Breaking the Paradigm of Sensing, Seizing, and Transforming - Evidence from Axel Springer." *Journal of Business Strategies Vol. 38 No.2* 95-124.

Lia Anggraini, Endang Siti Astuti, Arik Prasetya. 2016. "Faktor-Faktor yang Mempengaruhi Employee Engagement Generasi Y (Studi Pada Karyawan PT.Unilever Indonesia Tbk-Surabaya)." *Jurnal Administrasi Bisnis (JAB)* 37 (2).

Lockwood, Nancy R. 2007. "Leveraging Employee Engagement for Competitive Advantage: HR's Strategic Role ." *Society for Human Resource Managemnet Re-search.*

M.Kadarisman. 2014. *Manajemen Kompensasi* . Jakarta: Rajawali.

Malhotra. 2007. *Marketing Research an Applied Orientation.* New Jersey: Prentice-Hall.

Mangkunegara, Anwar Prabu. 2015. *Manajemen Sumber Daya Manusia Edisi 13.* Bandung : Rosda.

Marakas, James A. O'Brien & George M. 2014. *Manajemen Sistem Informasi edisi IX* . Jakarta: Salemba Empat.

Marta Nasrani Gee, Alwinda Manao, Anskaria Simfrosa Gohae. 2021. "Pengaruh Kompensasi Terhadap Semangat Kerja Pegawai Pada Kantor Camat Telukdalam Kabupaten Nias Selatan." *Jurnal Riset Manajemen dan Bisnis* 67.

Monica Molino, Emanuela Ingusci, Fulvio Signore, Amelia Manuti, Maria Luisa Giancaspro, Vincenzo Russo, Margherita Zito, Claudio G. Cortese. 2020. " Wellbeing Costs of Technology Use during Covid-19 Remote Working : An Investigation Using The Italian Translation of The Technostress Creator Scale." *Sustainability.*

Mr. Karan Kumar, Mr. Shiv Ranjan Saxena. 2024. "Assessing the Impact of Remote Work and Flexible Work Schedule on Employee Engagement in Corporate Organizations." *International Journal of Research Publications and Review* .

Muhammad Ali Adriansyah, Firda Apriliana, Elling Rikza Nadzifah, Annisa Afifah Febrianti, Shinta Aprilia Pramesti. 2023. "Overview Work Engagement with Remote Worker." *International Journal of Science and Business* 124-130.

Muhammad Ali Adriansyah, Firda Apriliana, Elling Rikza Nadzifah,Annisa Afifah Febrianti, Shinta Aprillia Pramesti. 2023. "Overview of Work Engagement with Remote Worker." *International Journal of Social Science and Business Vol. 7 No. 1.*

Muhammad Junaedi, Fitriansyah. 2021. "Pengaruh Tunjangan dan Motivasi Kerja Terhadap Kinerja Karyawan PT.Pos Indonesia (Kantor Pos Samarinda)." *Borneo Student Research.*

Muhammad Muslihudin, Oktavianto. 2016. *Analisis Perancangan Sistem Informasi Menggunakan Model Terstruktur dan UML.* Yogyakarta: CV. Andi Offset.

Muhammad Sholeh, Dian Wahyudin. 2021. "Pengaruh Sistem Informasi Manajemen dan Kompetensi Terhadap Efektifitas Kerja di PT.Citra Solusi Informatika." *Jurnal Abiwara : Jurnal Vokasi Administrasi Bisnis* 28-41.

Muljani, Ninuk. 2002. "Kompensasi Sebagai Motivator Untuk Meningkatkan Kinerja Karyawan." *Jurnal Manajemen & Kewirausahaan* 108-122.

Mulyana, Imam. 2010. *Manajemen Sumber Daya Manusia* . Bandung: Pusat Penerbit Administrasi Niaga.

Mungkasa, Oswar. 2020. "Bekerja Jarak Jauh (Telecommuting) : Konsep, Penerapan, dan Pembelajaran." *Bappenas Working Paper* 3 (1).

Muspawi, Mohamad. 2017. "Menata Pengembangan Karier Sumber Daya Manusia Organisasi." *Jurnal Ilmiah Universitas Batanghari Jambi.*

Nawawi, Hadari. 2012. *Metode Penelitian Bidang Sosial.* Yogyakarta: Gajah Mada University Press.

Ni Luh Putu Eka Yudi Prastiwi, Luh Kartika Ningsih, Ketut Putrini. 2022. "Pengaruh Kualitas Sumber Daya Manusia Dalam Meningkatkan Kinerja Pegawai : Self Esteem Sebagai Variabel Intervening." *Jurnal Ilmiah Manajemen dan Bisnis Vol.7 No.1.*

Nilles, J.M. 1994. *Making Telecommunication Happen : A Guide for Managers.* Jossey-Bass.

—. 1975. *Telecommunications and Organizational Decentralization.* IEEE Transactions on Communications.

Nina S. Greimel, Dominik K. Kanbach, Micahela Chelaru. n.d. "Remote working and team motivation: considerations for The LMX Model." *Italian Labour Law e-Journal Vol. 16* (2). doi:https://doi.org/10.6092/issn.1561-8048/17794 .

Nopri Ariansyah, Mukran Roni. 2023. "Pengaruh Kualitas Sumber Daya Manusia dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT. Cipta Prima Kontrindo." *PUBLIK : Jurnal Manajemen Sumber Daya Manusia, Administrasi dan Pelayanan Publik Vol. 10 No. 2.*

Norris, D. F., & Reddick, C. G. 2012. *E-Government Reconsidered: Renewal of Governance for the Knowledge Age.* Springer.

Nozar, Shokrollahi. 2023. "Employee Engagement in the Era of Remote Work : Strategies for Innovation and Productivity." *International Journal of Innovation Management and Organizational Behavior* 122-128.

Nyathani, Ramesh. 2023. "Preparing for the Future of Work: How HR Tech is Shaping Remote Work." *Journal of Technology and Systems.*

Panjaitan, Mangasa. 2018. "Pengaruh Keterlibatan dan Partisipasi Karyawan Terhadap Kinerja Karyawan." *Jurnal Manajemen Vol. 4 No. 1.* http://ejournal.lmiimedan.net .

Pianese, T., Errichiello, L., & da Cunha, J. V. 2023. "Organizational Control in The Context of Remote Working: A Synthesis of Empirical Findings and A Research Agenda." *European Management Review* 20: 326-345.

Putlely Z, Lesnussa YA, Wattimena AZ, Matdoan MY. 2021. "Structural equation modeling (SEM) untuk mengukur Pengaruh Pelayanan, Harga, Dan Keselamatan Terhadap Tingkat Kepuasan pengguna jasa angkutan umum selama pandemi Covid-19 di Kota Ambon." *Indonesian Journal of Applied Statistics* 4 (1).

Rafael Ferreira, Ruben Pereira, Isaias Scalabrin Bianchi, Miguel Mira Da Silva. 2021. "Decision Factors for Remote Work Adoption: Advantages, Disadvantages, Driving Forces and Challenges." *Journal of Open Innovation : Technology, Market, and Complexity* .

Rahardjo. 2010. *Pengantar Manajemen Sumber Daya Manusia (MSDM).* Jakarta: Pustakaraya.

Rahardjo, M.D. 2010. *Intelektual, Intelegasi dan Perilaku Politik dan Bangsa.* Bandung: Mizan.

Randall S.Schuler, Susan E.Jackson. 1999. *Manajemen Sumber Daya Manusia : Menghadapi Abad ke-21 Jilid 2.* Jakarta: Erlangga.

Riadi, Edi. 2011. *Statistika Penelitian Analisis Manual dan IBM SPSS.* Jogjakarta: Andi.

Riduwan, Indriani Rahma Shintia dan Akhmad. 2021. "Pengaruh Sistem Informasi Akuntansi, Motivasi Kerja, dan Pemanfaatan Teknologi Informasi Terhadap Kinerja Karyawan." *Jurnal Ilmu dan Riset Akuntansi Vol.10 No.3.*

Rivai, Veithzal. 2014. *Manajemen Sumber Daya Manusia Untuk Perusahaan : Dari Teori Ke Praktik, Edisi Ketiga.* Jakarta: PT. Raja Grafindo Persada.

Robbins, S.P., & Judge, T.A. 2013. *Organizational Behavior (15th Ed).* Upper Saddle River, New Jersey: Pearson.

S.Panggabean, Mutiara. 2004. *Manajemen Sumber Daya Manusia.* Bogor: Ghalia Indonesia.

Sanusi, Anwar. 2011. *Metode Penelitian Bisnis.* Jakarta: Salemba Empat.

—. 2014. *Metodologi Penelitian Bisnis.* Jakarta: Salemba Empat.

Sari, Intan Utna. 2018. "Analisis Pengaruh Teknologi Informasi Terhadap Motivasi Belajar Siswa SMK Yaspika di Tanjung Balai Karimun." *JIM UPB Vol. 6 No. 1.*

Schaufeli, W.B. 2013. *What is Engagement?* Routledge.

Seesar, Yolivia Astrianiez. 2010. "Perbandingan Implementasi Insourcing, Co-Sourcing, dan Outsourcing Dalam Pengembangan Sistem Informasi ." *Majalah Ilmiah IPB Bogor.*

Sekaran, U., & Bougie, R. 2010. *Research Methods for Business: A Skill Building Approach.* Chichester: John Wiley & Sons.

Shahriar, S. B., Alam, M., & Khan, S. I. 2022. "Remote Work and Changes in Organizational HR Practices During Corona Pandemic: A Study from Bangladesh." *The Journal of Business Perspective.*

Sindy Wahyu Anggraini, Olievia Prabandini Mulyana. 2022. "Hubungan Antara Tuntutan Kerja dengan Keterikatan Kerja Pada Karyawan Tetap PT. X." *Jurnal Penelitian Psikologi Vol.2 No.7.*

Sofiyandi, Herman. 2008. *Manajemen Sumber Daya Manusia.* Jakarta: Graha.

Sucahyowati H, Hendrawan A. 2020. "Pengaruh employee engagement terhadap kinerja karyawan pada pt mk Semarang." *Jurnal Sains Teknologi Transportasi Maritim Vol.2 No.2* 9-15.

Sudjana. 2005. *Metode Statistika.* Bandung: Tarsito.

Sugiyono. 2013. *Metode Penelitian Bisnis.* Bandung: Alfabeta.

—. 2019. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D.* Bandung: CV. Alfabeta.

—. 2017. *Metode Penelitian Kuantitatif, Kualitatif, dan R&D.* Bandung: CV. Alfabeta.

Sutabri, Tata. 2014. *Pengantar Teknologi Informasi.* Yogyakarta: C.V Andi Offset (Penerbit Andi).

Sutarman. 2012. *Buku Pengantar Teknologi Informasi.* Jakarta: Bumi Aksara.

—. 2009. *Pengantar Teknologi Informasi* . Jakarta: Sinar Grafika Offset.

Sutrisno, Edy. 2009. *Manajemen Sumber Daya Manusia.* Jakarta: Kencana.

Sutrisno, Edy. 2016. *Manajemen Sumber Daya Manusia. Cetakan Kedelapan.* Jakarta: Prenadamedia Group.

Syaiful Bahri, Yuni Chairatun Nisa. 2017. "Pengaruh Pengembangan Karir dan Motivasi Kerja Terhadap Kepuasan Kerja Karyawan." *Jurnal Ilmiah Manajemen dan Bisnis* 9-15.

Thompson, R.L., Higgins, C.A., and Howell, J.M. 1994. ""Influence of Experience on Personal Computer Utilization : Testing a Conceptual Model,"." *Journal of Management Information Systems* 167-187.

Trinovela Simanjuntak, Vera Sylvia Saragi Sitio. 2021. "Pengaruh Knowledge Sharing dan Employee Engagement Terhadap Kepuasan Kerja Karyawan Narma Toserba, Narogong Bogor." *JIMEN Jurnal Inovatif Mahasiswa Manajemen* 44.

Turban, E., & Volonino, L. 2011. *Information Technology for Management: Improving Strategic and Operational Performance.* John Wiley & Sons.

Umi Narimawati, Sri Dewi A., dan Lina Ismawati. 2011. *Penulisan Karya Ilmiah.* Bekasi: Genesis.

Verhoef, P. C., Franses, P. H., & Hoekstra, J. C. 2002. "The effect of relational construct of customer referrals and number of services purchased from a multiservice provider : Does age relationship matter?" *Journal of The Academy of Marketing Science* 30 (3): 2002-2216.

Vittorio Di Martino, Linda Wirth. 1990. "Telework : A New Way of Working and Living." *International Labour Review Vol. 129 No. 5* 529-554.

Y, Syaharuddin. 2016. "Faktor-Faktor yang Mempengaruhi Kepuasan Kerja dan Kinerja Karyawan Bank Muamalat Cabang Samarinda." *Jurnal Ekonomi dan Manajemen.*

Yovita Riski Aulia Dindi, Riski Damastuti. 2022. "Pola Komunikasi Pekerja Full Remote Working (Studi Kasus Pada Pekerja Visualabs)." *MASSIVE : Jurnal Ilmu Komunikasi Vol. 2 No.1* .

Yoyo Sudaryo, Agus Aribowo, Nunung Ayu Sofiati. 2018. *Manajemen Sumber Daya Manusia : Kompensasi Tidak Langsung dan Lingkungan Kerja Fisik.* Yogyakarta: ANDI.

Z., Arifin. 2017. *SPSS untuk penelitian skripsi.* Jakarta: PT Elex Media Komputindo.