DAFTAR PUSTAKA

A Dwi Putro, T., & Riyono, B. (2019). ISLAMIC WORK ETHIC: NILAI-NILAI SPIRITUALITAS ISLAM PADA PT.ANDROMEDA. *PsikoIslamedia Jurnal Psikologi*, *2*, 137–151.

Abbas, Z., Bakar, A., & Akhtar, K. (2025). The Impact of Islamic Spirituality and Spiritual Intelligence on Employee Performance in Public Sector Universities of Pakistan: A Mediating Role of Organizational Citizenship Behavior. *Pakistan Journal of Humanities and Social Sciences*, *13*(1), 433–439. https://doi.org/10.52131/pjhss.2025.v13i1.2689

Abu-Mahfouz, S. (2025). Employee Engagement Mediates Justice and Performance. *International Research Journal of Multidisciplinary Scope*, *6*(4), 535–546. https://doi.org/10.47857/irjms.2025.v06i04.06820

Adams, J. S., & Freedman, S. (1976). Equity theory revisited: Comments and annotated bibliography. *Advances in Experimental Social Psychology*, *9*, 43–90.

Adawiyah, W. R., & Pramuka, B. A. (2017). Scaling the notion of Islamic spirituality in the workplace. *Journal of Management Development*, *36*(7), 877–898. https://doi.org/10.1108/JMD-11-2014-0153

Adenike Faderera Sheyindemi et al. (2023). Effect of Work Life Balance on Employee Engagement of Paramilitary Personnel in Nigeria. *Russian Law Journal*, *11*(9s), 717–730. https://doi.org/10.52783/rlj.v11i9s.1848

Adi Putranto, R., Andikaputra, F. A. T., Pradesa, H. A., & Priatna, R. (2022). Meningkatkan komitmen bagi Aparatur Sipil Negara: Perspektif teori pertukaran sosial dalam akuntabilitas organisasi publik. *Fair Value: Jurnal Ilmiah Akuntansi Dan Keuangan*, *5*(2), 915–926. https://doi.org/10.32670/fairvalue.v5i2.1748

Adnan, N., Bhatti, O. K., & Farooq, W. (2020). Relating ethical leadership with work engagement: How workplace spirituality mediates? *Cogent Business and Management*, *7*(1). https://doi.org/10.1080/23311975.2020.1739494

Aggarwal, A., & Mittal, A. (2021). Modeling the Effect of Organizational Justice on Employee's Well-Being, Organizational Citizenship Behavior and Turnover Intentions through Employee Engagement. *The Open Psychology Journal*, *14*(1), 238–248. https://doi.org/10.2174/1874350102114010238

Ahakwa, I., Yang, J., Agba Tackie, E., & Atingabili, S. (2021). The Influence of Employee Engagement, Work Environment and Job Satisfaction on Organizational Commitment and Performance of Employees: A Sampling Weights in PLS path Modelling. *SEISENSE Journal of Management*, *4*(3), 34–62. https://doi.org/10.33215/sjom.v4i3.641

Ahmad, R., Nawaz, M. R., Ishaq, M. I., Khan, M. M., & Ashraf, H. A. (2023). Social exchange theory: Systematic review and future directions. *Frontiers in Psychology*, *13*(January), 1–13. https://doi.org/10.3389/fpsyg.2022.1015921

Akob, M., Arianty, R., & Putra, A. H. P. K. (2020). The mediating role of distribution Kahns engagement: An empirical evidence of salesforce in Indonesia. *Journal of Asian Finance, Economics and Business*, *7*(2), 249–260. https://doi.org/10.13106/jafeb.2020.vol7.no2.249

Al-Kassem, A., Momani, H. R., Assad, N. F., Alzghoul, A. M., & Bayoumy, M. S. A. (2025). Work-life balance and its impact on employee performance: HR strategies for success. *International Journal of Innovative Research and Scientific Studies*, *8*(5), 646–657. https://doi.org/10.53894/ijirss.v8i5.8807

Alruwayti, H. A., & Sulphey, M. M. (2023). The interconnections of workplace spirituality, mindfulness, subjective well-being, and task performance: A study using structural equation modeling. *Problems and Perspectives in Management*, *21*(4), 616–628. https://doi.org/10.21511/ppm.21(4).2023.46

Alruwayti, H., & Sulphey, M. M. (2024). Can core self-evaluation, workplace spirituality, and mindfulness result in task performance: Evidence from Saudi Arabian organizations. *Problems and Perspectives in Management*, *22*(3), 39–54. https://doi.org/10.21511/ppm.22(3).2024.04

Alviana, R. M. D., & Imron, M. (2024). PENGARUH SELF EFFICACY DAN WORK-LIFE BALANCE TERHADAP EMPLOYEE PERFORMANCE MELALUI MEDIASI EMPLOYEE ENGAGEMENT PADA YAYASAN HASAN KAFRAWI MAYONG. *Jurnal BIna Bangsa Ekonomika*, *18*(1), 408–421. https://doi.org/10.46306/jbbe.v18i1

Alzeaideen, K., Mansour, M. H., & Al-Khalaydeh, M. M. (2026). *The Impact of Organizational Justice on Job Engagement Among Employees BT - Business Resilience and Business Innovation for Sustainability: The Double-Edged Role of Artificial Intelligence and Other Disruptive Technologies* (A. M. A. Musleh Al-Sartawi, A. I. Nour, & I. Abdeljawad (eds.); pp. 1235–1248). Springer Nature Switzerland. https://doi.org/10.1007/978-3-031-87584-7_89

Arianti, A. M., Soekemi, W., & Dewi, R. S. (2022). The Effect of Work Life Balance and Compensation on Employee Performance through Employee Engagement as Intervening Variable (Study on Married Women Employees that Have Children in the Production Section of PT Sukuntex Spinning). *Journal of Human Resource and Sustainability Studies*, *10*(04), 705–718. https://doi.org/10.4236/jhrss.2022.104041

Arief, N. R., Purwana, D., & Saptono, A. (2021). Effect of Quality Work of Life (QWL) and Work-Life Balance on Job Satisfaction through Employee Engagement as Intervening Variables. *The International Journal of Social Sciences World TIJOSSW*, *3*(1), 259–269. https://doi.org/10.5281/zenodo.5068429

Arjuna, R. (2019). BAB V:Pengaruh Keadilan distributif, keadilan prosedural, keadilan interaksional terhadap Employee engagement dan Kinerja pegawai Hotel Grand Inna Malioboro. *UII*.

Ashmos, D., & Duchon, D. (2000). Spirituality at Work: A Conceptualization and Measure. *Journal Of Management Inquiry*, 134–145.

Asj'ari, F., Prabowo, T. A., Bagus D, I. M., Lestari, N. D., & Rudiaanto, M. A. (2024). The Effect of Work-Life Balance on Distributive Justice through Role Ambiguity. *JOURNAL OF ECONOMICS, FINANCE AND MANAGEMENT STUDIES*, *07*(01). https://doi.org/10.47191/jefms/v7-i1-26

Asj'ari, F., Prabowo, T. A., Made Bagus D, I., Lestari, D., Rudiaanto, M. A., Pgri, U., & Surabaya, A. B. (2024). The Effect of Work-Life Balance on Distributive Justice through Role Ambiguity. *Journal of Economics, Finance and Management Studies*, *7*, 239–246. https://doi.org/10.47191/jefms/v7-i1-26

UNIVERSITAS ISLAM NEGERI SIBER
SYEKH NURJATI CIREBON

Astuti, R. J., Maryati, T., & Harsono, M. (2020). The Effect of Workplace Spirituality on Workplace Deviant Behavior and Employee Performance: The Role of Job Satisfaction. *Journal of Asian Finance, Economics and Business*, *7*(12), 1017–1026. https://doi.org/10.13106/JAFEB.2020.VOL7.NO12.1017

Asutay, M., Buana, G. K., & Avdukic, A. (2022). The Impact of Islamic Spirituality on Job Satisfaction and Organisational Commitment: Exploring Mediation and Moderation Impact. *Journal of Business Ethics*, *181*(4), 913–932. https://doi.org/10.1007/s10551-021-04940-y

Aswathanarayana K, & Chandrappa. M. (2023). Organizational Behaviour: Theoretical Perspectives, Practical Applications, and Real-World Examples. *ShodhKosh: Journal of Visual and Performing Arts*, *4*(2), 4142–4148. https://doi.org/10.29121/shodhkosh.v4.i2.2023.4743

Augusta-, O., Onyebuchi, M., O, C., & Akunne, J. (2024). *Moderating Roles of Workplace Spirituality on Work-Life Balance and Employee Engagement among Bank Employees in Delta State*. *14*(February), 4–6.

Awu, E., Darius, B., Samuel, D. H., & Lucky, D. J. (2025). *The Impact Of Employee Engagement On Job Performance And Retention Rates : Strategies For Organizational Success*. *9*(5), 36–42.

Azka, M. N., Erlina, R., & Hayati, K. (2025). The Influence of Work Life Balance on Employee Performance with the Mediation of Employee Engagement: A Study at Pt. Hydro Water Technology. *Asian Journal of Economics, Business and Accounting*, *25*(6), 309–320. https://doi.org/10.9734/ajeba/2025/v25i61854

Badaruddin, B., Yusriadi, Y., & Fatmasari, F. (2025). Organizational dynamics of employee performance in Indonesian banking with reference to Islamic work values and workplace engagement. *Discover Global Society*, *3*(1). https://doi.org/10.1007/s44282-025-00328-9

Bakker, A. B., Hakanen, J. J., Demerouti, E., & Xanthopoulou, D. (2007). Job resources boost work engagement, particularly when job demands are high. *Journal of Educational Psychology*, *99*(2), 274.

Baron, R. M., & Kenny, D. A. (1986). The moderator–mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, *51*(6), 1173.

Bataineh, K. A. (2019). *Impact of Work-Life Balance, Happiness at Work, on EmployeePerformance*. http://ibr.ccsenet.org

Beehner, C. G., Beehner, & Ballenger. (2019). *Spirituality, sustainability, and success*. Springer.

Bezuidenhout, A., Johnston, K., Corbett, S., Zyl, D. Van, Bezuidenhout, A., Johnston, K., Corbett, S., & Zyl, D. Van. (2026). Public Money & Management Sustainable management of stress , work – life balance and well-being in the vocational education and training sector. *Public Money & Management*, *46*(1), 89–98. https://doi.org/10.1080/09540962.2025.2490711

Bies, R. J. (2001). Interactional (in) justice: The sacred and the profane. *Advances in Organizational Justice*, *89118*.

Blau, P. M. (1964). Justice in social exchange. *Sociological Inquiry*, *34*(2).

Bougie, R., & Sekaran, U. (2019). *Research methods for business: A skill building approach*. john wiley & sons.

Chang, A., McDonald, P., & Burton, P. (2010). Methodological choices in work-life balance research 1987 to 2006: A critical review. *The International Journal of Human Resource Management*, *21*(13), 2381–2413.

Chen, D., Lin, Q., Yang, T., Shi, L., Bao, X., & Wang, D. (2022). Distributive Justice and Turnover Intention Among Medical Staff in Shenzhen, China: The Mediating Effects of Organizational Commitment and Work Engagement. *Risk Management and Healthcare Policy*, *15*, 665–676. https://doi.org/10.2147/RMHP.S357654

Chin, W. W. (2009). How to write up and report PLS analyses. In *Handbook of partial least squares: Concepts, methods and applications* (pp. 655–690). Springer.

Choi, W., Goo, W., & Choi, Y. (2022). Perceived Organizational Support and Knowledge Sharing: A Moderated-Mediation Approach. *SAGE Open*, *12*(2). https://doi.org/10.1177/21582440221089950

Cindra, W. N. P., & Artha, W. I. M. (2021). *The Role Of Organizational Commitment to Mediate The Influence Of Work Life Balance and Workplace Spirituality On Employee Performance: A Study At PT. Puspasari Perkasa*. *12*(December), 3–15.

Cohen, J. (1988). Set correlation and contingency tables. *Applied Psychological Measurement*, *12*(4), 425–434.

Colquitt, J. A. (2001). On the dimensionality of organizational justice: A construct validation of a measure. *Journal of Applied Psychology*, *86*(3), 386–400. https://doi.org/10.1037/0021-9010.86.3.386

Creswell, J. W., & Creswell, J. D. (2017). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. SAGE Publications. https://books.google.co.id/books?id=KGNADwAAQBAJ

Cropanzano, R., & Mitchell, M. S. (2005). Social exchange theory: An Interdisciplinary review. In *Journal of Management* (Vol. 31, Issue 6, pp. 874–900). https://doi.org/10.1177/0149206305279602

Darmawan, R. (2023). SEIKO : Journal of Management & Business Pengaruh Kompensasi dan Work Life Balance terhadap Kepuasan Kerja dengan Variabel Stres Kerja Sebagai Variabel Mediasi. *SEIKO : Journal of Management & Business*, *6*(1), 547–570.

David, J., Adimasta, B., & Lataruva, E. (2025). Work-Life Balance: The Key to Employee Engagement and Employee Performance. *Arthatama Journal of Business Management and Accounting*, *9*(1), 71–82.

Desastra, Y. Z., Nasrulloh, L. F., & ... (2024). Harnessing ethical leadership and Islamic workplace spirituality to boost workplace engagement. *Enrichment: Journal …*, *14*(3). http://www.enrichment.iocspublisher.org/index.php/enrichment/article/view/1938

Dian Puspita, R., Rachmawati Darmawan, A., Nafa Dilla, S., Satria Aji, R., & Rezeki, F. (2025). *Pengaruh Keadilan Organisasi, Budaya Organisasi, Dan LingkunganKerja Terhadap Kinerja Pegawai Perusahaan Pada BidangElektronik Kawasan EJIP* (Vol. 3, Issue 4). http://jurnal.kolibi.org/index.php/neraca

Dik, B. J., Daniels, D., & Alayan, A. J. (2025). Annual Review of Organizational Psychology and Organizational Behavior Religion, Spirituality, and the Workplace: A Review and Critique. *Annu. Rev. Organ. Psychol. Organ. Behav. 2024*, *11*, 2023. https://doi.org/10.1146/annurev-orgpsych-110721

Dike, G. N., Anetoh, J. C., Eboh, S. O., & Obiorah, K. C. (2021). Performance appraisal methods and employee performance of selected firms in Anambra State of Nigeria. *Journal of Business and African Economy*, *7*(1), 42–57.

Dinh, L. N. (2020). Determinants of employee engagement mediated by work-life balance and work stress. *Management Science Letters*, *10*(4), 923–928. https://doi.org/10.5267/j.msl.2019.10.003

Dison Silalahi, A., & Lubis, R. H. (2022). Pengaruh Kepemimpinan Spiritual terhadap Kinerja Pegawai Melalui Spiritualitas Islam. Impact of Spiritual Leadership on Employee Performance Through Islamic Spirituality in the Workplace. *AFoSJ-LAS*, *2*(4), 113–119. https://doi.org/DOI:https://doi.org/10.58939/afosj-las.v2i4.483

Dwiyanti, R., Herdian, H., Rahman, S. A., Meilani, E. R., & Nuryana, Z. (2025). Islamic Workplace Spirituality and Subjective Career Success Among Indonesian Muslim Teachers: The Mediating Role of Career Commitment. *Islamic Guidance and Counseling Journal*, *8*(1), 1–15. https://doi.org/10.25217/0020258559200

Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, *71*(3), 500.

Eldon, D., Wijaya, L. K., & Nugroho, E. (2024). *Pengaruh Work Life Balance terhadap Kinerja pegawai pada PT Asuransi Jiwa Manulife Indonesia di Surabaya*. *9*(3), 1091–1106.

Erika, L., & Sukmarani. (2023). *Hubungan antara WorkLife Balance dan Work Engagement pada Pegawai di PT X*. *12*(1), 23–37.

Fadhilaini, C. R., Tjahjono, H. K., & Susanto, S. (2021). Improving Employee Engagement of Muhammadiyah Teachers with Organizational Trust, Distributive Justice, and Psychological Empowerment. *The Winners*, *22*(2), 113–122. https://doi.org/10.21512/tw.v22i2.7085

Fadlan, A. F., Sukirman, Nuryadi, S., & Limakrisna, N. (2025). How Work-Life Balance Factors and Employee Performance are Systematically Reviewed Based on Moderation and Mediation Factors in the Digital and Hybrid Work Era? *JBMP (Jurnal Bisnis, Manajemen Dan Perbankan)*, *11*(2), 297–306. https://doi.org/10.21070/jbmp.v11i2.2163

Fanggidae, R. E., Kurniawati, M., & Bahweres, H. (2020). *The Effect of Workplace Spirituality and Employee Performance (Perspective of Islamic Work Ethics Case Study on BTPN Syariah, Kupang)*. *143*(Isbest 2019), 234–239. https://doi.org/10.2991/aebmr.k.200522.045

Fatmasari, F., & Badaruddin, B. (2022). Discipline, motivation, local wisdom, and work environment on performance through job satisfaction. *Jurnal Manajemen*, *26*(3), 492–511.

Fazirah, S., Ahmad, S., Arfifah, N., Sabian, A., Raihan, N., & Nawi, C. (2024). The Impact of Workplace Spirituality on Employee Performance. In *Information Management and Business Review* (Vol. 16, Issue 1). https://doi.org/DOI:10.22610/imbr.v16i1(I)S.3749

Firdaus, & Ida, R. (2025). Literature Review: Implementation of Islamic Values in Work-Life Balance to Improve Employee Performance. *Journal of Learning on History and Social Sciences*, *2*(1), 36–46. https://doi.org/10.61796/ejlhss.v2i1.1135

Fisher, G. G., Bulger, C. A., & Smith, C. S. (2009). Beyond Work and Family: A Measure of Work/Nonwork Interference and Enhancement. *Journal of Occupational Health Psychology*, *14*(4), 441–456. https://doi.org/10.1037/a0016737

Flores, M. V., Cornejo, V. R., Bornay-barrachina, M., & Rodriguez-gonzalez, T. (2026). *Understanding affective organizational commitment in an academic context : Do leader – member exchange and distributive justice play a key role ?* 892–914. https://doi.org/10.1017/jmo.2025.10047

Garg, N. (2017). Workplace Spirituality and Employee Well-being: An Empirical Exploration. *Journal of Human Values*, *23*(2), 129–147. https://doi.org/10.1177/0971685816689741

Gayathri, G., & Savarimuthu, A. (2025). Organizational Justice as a Predictor of Organizational Citizenship Behavior and Employee Engagement in the Healthcare Sector: A conceptual study. *Asia Pacific Journal of Health Management*, 1–4. https://doi.org/10.24083/apjhm.v20i1.3537

Gede, D. U., & Huluka, A. T. (2024). Effects of employee engagement on organizational performance: case of public universities in Ethiopia. *Future Business Journal*, *10*(1), 1–15. https://doi.org/10.1186/s43093-024-00315-7

Gigih, T., Tjahjono, & Susanto. (2022). *The Effect of Distributive Justice and Motivation Intrinsic to Job Satisfaction and Employee Performance in MSMEs in The Culinary Sector in The Special Region of Yogyakarta*. 975–984.

Ginting, S. M., Khairunnisak, & Prayudi, A. (2025). The Influence of Transformational Leadership Style and Employee Engagement on Employee Performance at PT. Perkebunan Nusantara IV Regional I Medan. In *Southeast Asian Journal of Management and Research E* (Vol. 3).

Gomes, J. F. S., & Marques, T. M. G. (2025). The influence of organisational justice on work engagement, organisational commitment, and job satisfaction: A comprehensive study. *Journal of General Management*, *50*(2), 138–149. https://doi.org/10.1177/03063070221140726

Goyal, K., & Lim, W. M. (2026). *How to promote employee engagement ? A comparison of top- down versus bottom-up approaches*. https://doi.org/10.1108/APJBA-10-2024-0551

Greenberg, J., & Cropanzano, R. (1993). The social side of fairness: Interpersonal and informational classes of organizational justice. *Justice in the Workplace: Approaching Fairness in Human Resource Management*.

Greenhaus, J. H., & Allen, T. D. (2011). Work–family balance: A review and extension of the literature. In *Handbook of occupational health psychology, 2nd ed.* (pp. 165–183). American Psychological Association. https://doi.org/10.1037/10474-000

Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between work-family balance and quality of life. *Journal of Vocational Behavior*, *63*(3), 510–531. https://doi.org/10.1016/S0001-8791(02)00042-8

Gupta, M., Arora, R., & Taneja, S. (2023). Bibliometric analysis on employee engagement

UINSSC
UNIVERSITAS ISLAM NEGERI SIBER
SYEKH NURJATI CIREBON

and human resource management. In *Enhancing customer engagement through location-based marketing* (pp. 185–205). IGI Global.

Ha, T. S., & Moon, K. K. (2023). Distributive Justice, Goal Clarity, and Organizational Citizenship Behavior: The Moderating Role of Transactional and Transformational Leadership. *Sustainability (Switzerland)*, *15*(9). https://doi.org/10.3390/su15097403

Hair, Hult, G. T. M., Ringle, C., Sarstedt, M., Danks, N., Ray, S., & St, C. (2022). *Book Partial Least Squares Structural Equation Modeling (PLS-SEM) Using R*. https://doi.org/10.1007/978-3-030-80519-7

Hair, J. J. F., Hult, G. T. M., Ringle, C. M., Sarstedt, M., Danks, N. P., & Ray, S. (2021). *Partial least squares structural equation modeling (PLS-SEM) using R: A workbook*. Springer Nature.

Haldorai, K., Kim, W. G., Chang, H. (Sean), & Li, J. (Justin). (2020). Workplace spirituality as a mediator between ethical climate and workplace deviant behavior. *International Journal of Hospitality Management*, *86*. https://doi.org/10.1016/j.ijhm.2019.102372

Harahap, & Khotimah, L. (2020). Analisis SEM (Structural Equation Modelling) dengan SMARTPLS (partial least square). *Fakultas Sains Dan Teknologi Uin Walisongo Semarang*, *1*(1), 1–11.

Hartini. (2024). *PERAN MOTIVASI SEBAGAI MEDIATOR TERHADAP KINERJA PEGAWAI DENGAN SPIRITUALITAS DI TEMPAT KERJA, KEPUASAN KERJA, DAN QUALITY OF WORK LIFE The Role of Motivation as a Mediator on Employee Performance with Workplace Spirituality, Job Satisfaction, and Quality of Work Life Hartini 1*.

Hasibuan, J. S., & Farisi, S. (2025). *Jurnal Ilmiah Manajemen Dan Bisnis Work-Life Balance dan Kepuasan Kerja Terhadap Organizational Citizenship Behavior : Peran Mediasi Work Engagement Jurnal Ilmiah Manajemen Dan Bisnis peran mediasi Work Engagement . dan kehidupan pribadi secara seimbang . 26*(1), 38–56.

Henseler, J., Ringle, C. M., & Sarstedt, M. (2015). A new criterion for assessing discriminant validity in variance-based structural equation modeling. *Journal of the Academy of Marketing Science*, *43*(1), 115–135.

Hewitt Associates. (2004). *Hewitt Associates study shows more engaged employees drive improve business performance and return. Press Release. Lincolnshire: Business Wire.*

Hidayati, T., Erwandha, A. Z., Tito, D. M., Apriliana, D., Anabella, L. V., & Hisana, S. S. (2024). Pengaruh Keterlibatan dan Pemberdayaan Pegawai terhadapKinerja Pegawai. *SOCIETIES: Journal of Social Sciences and Humanities*, *4*, 99–115.

Homans, G. C. (2016). *SOCIAL BEHAVIOR AS EXCHIANGE* (Vol. 12). https://doi.org/https://www.journals.uchicago.edu/doi/pdf/10.1086/222355

Houghton, J. D., Neck, C. P., & Krishnakumar, S. (2016). The what, why, and how of spirituality in the workplace revisited: a 14-year update and extension. *Journal of Management, Spirituality and Religion*, *13*(3), 177–205. https://doi.org/10.1080/14766086.2016.1185292

Hyndman, R. J., & Koehler, A. B. (2006). Another look at measures of forecast accuracy. *International Journal of Forecasting*, *22*(4), 679–688.

UNSIC
UNIVERSITAS ISLAM NEGERI SIBER
SYEKH NURJATI CIREBON

Indradevi, R. (2020). Workplace spirituality: Successful mantra for modern organization. In *Journal of Critical Reviews* (Vol. 7, Issue 6, pp. 437–440). Innovare Academics Sciences Pvt. Ltd. https://doi.org/10.31838/jcr.07.06.77

Indrayani, S., & Mawardi, M. (2025). Konsep Keadilan dalam Ekonomi Syariah (QS. Al-Baqarah: 275-281). *Indonesian Research Journal on Education*, *5*(1), 73–79.

Ismail, Iqbal, T., & Mujiburrahman. (2025). Dampak Digitalisasi, Religiusitas, dan Keterikatan Pegawai terhadap Kinerja Pegawai Keuangan Syariah di Kota Banda Aceh: Peran Kepatuhan Syariah sebagai Variabel Moderator. *Jurnal Manajemen Dan Teknologi*, *2*(1), 46–57. https://doi.org/10.63447/jmt.v2i1.1378

Jaharuddin, N. S., & Zainol, L. N. (2019). The Impact of Work-Life Balance on Job Engagement and Turnover Intention. *The South East Asian Journal of Management*, *13*(1). https://doi.org/10.21002/seam.v13i1.10912

Jeganathan, V., & Navamani, S. G. (2025). Unveiling research patterns in employee engagement and performance: A bibliometric study. *Multidisciplinary Reviews*, *8*(5). https://doi.org/10.31893/multirev.2025145

Jindain, C., & Gilitwala, B. (2024). The factors impacting the intermediating variable of employee engagement toward employee performance in a hybrid working model. *Rajagiri Management Journal*, *18*(2), 167–179. https://doi.org/10.1108/ramj-08-2023-0237

Jnaneswar, K., & Sulphey, M. (2021). A study on the relationship between workplace spirituality, mental wellbeing and mindfulness. *Management Science Letters*, *11*(3), 1045–1054.

Jufrizen, J., & Hamdani, S. (2023). Pengaruh Keadilan Organisasi Terhadap Kinerja Pegawai : Peran Mediasi Organizational Citizenship Behavior. *Jesya*, *6*(2), 1256–1274. https://doi.org/10.36778/jesya.v6i2.1050

Junipriansa, D., & Disastra, G. M. (2025). THE IMPACTS OF ORGANIZATIONAL CITIZENSHIP BEHAVIOR, EMPLOYEE ENGAGEMENT, AND MANAGERIAL DECISION-MAKING ON THE MICROFINANCE INSTITUTIONS PERFORMANCE. *Media Ekonomi Dan Manajemen*, *40*, 213–229.

Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, *33*(4), 692–724.

Kalliath, T., & Brough, P. (2008). Work–life balance: A review of the meaning of the balance construct. *Journal of Management & Organization*, *14*(3), 323–327.

Kalwani, S., & Mahesh, J. (2020). Trends in Organizational Behavior: A Systematic Review and Research Directions. *J. of Business and Management*, *26*(1), 40–78. https://doi.org/10.1504/jbm.2020.141279

Kasmir, Y. (2002). *Membangun kembali pangsa pasar perusahaan multifinance yang mengalami erosi*. Universitas Pelita Harapan.

Kelley, H. H. (1959). *The social psychology of groups*. Transaction Publishers.

Khoiriyyah, A., & Setiawan, N. (2024). *Spiritualitas Islam, Kebahagiaan Pegawai, dan Kinerja Pegawai: Studi Empiris pada Perusahaan Multinasional di Indonesia Islamic Spirituality, Employee Happiness, and Employee Performance: An Empirical Study on*

Multinational Companies in Indonesia (Vol. 1, Issue 2). https://journal.iai-alfatimah.ac.id/index.php/psikoscientia

Kim, J. (Sunny), & Gatling, A. (2018). The impact of using a virtual employee engagement platform (VEEP) on employee engagement and intention to stay. *International Journal of Contemporary Hospitality Management*, *30*(1), 242–259. https://doi.org/10.1108/IJCHM-09-2016-0516

Kişi, N. (2023). Bibliometric Analysis and Visualization of Global Research on Employee Engagement. *Sustainability (Switzerland)*, *15*(13). https://doi.org/10.3390/su151310196

Kumar, S., N, C., Gururaj, Kumuda, Thoti, K. K., & Jonitha. (2025). View of Mediating Influence of Organizational Justice on the Relationship between Work Environment and Work Engagement. *Econimic Sciences*, *21*, 227–245.

Kurniawan, I. S., & Harsono, M. (2021). Dukungan Organisasi yang Dirasakan: Anteseden, Proses, dan Hasil. *Jurnal Manajemen Dan Organisasi*, *12*(1), 67–80. https://doi.org/10.29244/jmo.v12i1.34092

Kurniawan, W., Andrianto, D., Mu'amalah, H., Sari, N., & Najah, S. (2025). Workplace Spirituality in Islamic Educational Institutions in Central Lampung Regency. *Journal of Management and Islamic Finance*, *5*(1), 78–95. https://doi.org/10.22515/jmif.v5i1.12347

Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2017). Perceived organizational support: A meta-analytic evaluation of organizational support theory. *Journal of Management*, *43*(6), 1854–1884.

Larasati, D. P., & Hasanati, N. (2019). *The Effects of Work-Life Balance towards Employee Engagement in Millennial Generation*.

Lee, E. H., & Yu, H. J. (2023). Effects of perceived spiritual management, work engagement, and organizational commitment on job satisfaction among clinical nurses: the mediating role of perceived spiritual management. *BMC Nursing*, *22*(1). https://doi.org/10.1186/s12912-023-01625-x

Leventhal, G. S. (1980). What should be done with equity theory? New approaches to the study of fairness in social relationships. In *Social exchange: Advances in theory and research* (pp. 27–55). Springer.

Lin, Y., Jiang, C., Pan, Y., & Xu, Z. (2024). The impact of mindfulness on nurses' perceived professional benefits: the mediating roles of workplace spirituality and work-life balance. *Frontiers in Psychology*, *15*. https://doi.org/10.3389/fpsyg.2024.1346326

Lind, E. A., & Tyler, T. R. (1988). *The social psychology of procedural justice*. Springer Science & Business Media.

Luthans, F., & Peterson, S. J. (2002). Employee engagement and manager self-efficacy. *Journal of Management Development*, *21*(5), 376–387.

Maghfiratika, T., & Pujiati, H. (2025). The Effect of Work-Life Balance and Work Engagement on Employee Performance: A Literatur Review. *Dinasti International Journal of Management Science*, *6*(4), 916–926. https://doi.org/10.38035/dijms.v6i4.4354

Manulang, H. (2022). Analysis of The Effect of Organizational Justice, Worklife Balance on

UINSSC
UNIVERSITAS ISLAM NEGERI SIBER
SYEKH NURJATI CIREBON

Employee Engagement and Turnover Intention. *Golden Ratio of Human Resource Management*, *2*(2), 86–97. https://doi.org/10.52970/grhrm.v2i2.169

Margaretha, M., Saragih, S., Zaniarti, S., & Parayow, B. (2021). Workplace spirituality, employee engagement, and professional commitment: A study of lecturers from Indonesian universities. *Problems and Perspectives in Management*, *19*(2), 346–356. https://doi.org/10.21511/ppm.19(2).2021.28

Marianip, K., Asmonyp, T., & Nurmayantip, S. (2020). The Effects of Workplace Spirituality on Employee Engagement And Organizational Citizenship Behavior. In *IJISET-International Journal of Innovative Science, Engineering & Technology* (Vol. 7). www.ijiset.com

Mehmood, N., & Norulkamar, U. (2016). Organizational Justice And Employee Performance: Evidence From Higher Education Sector In Pakistan. *JURNAL KEMANUSIAAN*, *14*, 4856.

Milliman, J., Czaplewski, A. J., & Ferguson, J. (2003). Workplace spirituality and employee work attitudes: An exploratory empirical assessment. *Journal of Organizational Change Management*, *16*(4), 426–447. https://doi.org/10.1108/09534810310484172

Monika Murniati, M. M., Vena Purnamasari, V., Stephana Dyah Ayu, A., Agnes Advensia Chrismastuti, V., Ranto P Sihombing, R., & Yusni Warastuti, Y. W. (2013). *Alat-Alat Pengujian Hipotesis.* Penerbitan Unika Soegijapranata.

Motyka, B. (2018). Employee engagement and performance: a systematic literature review. *International Journal of Management and Economics*, *54*(3), 227–244. https://doi.org/10.2478/ijme-2018-0018

Muafi, M. (2021). Ta' awun behavior, work stress, worklife balance in Islamic perspective and employee performance : investigation in Indonesia. *HOLISTICA – Journal of Business and Public Administration*, *12*(3), 86–100. https://doi.org/10.2478/hjbpa-2021-0024

Mubashar, T., Musharraf, S., Khan, S., & Butt, T. A. (2022). Impact of organizational justice on employee engagement: The mediating role of organizational trust. *Cogent Psychology*, *9*(1). https://doi.org/10.1080/23311908.2022.2080325

Muharto, M. A. dan A. (2022). Pengaruh Worklife Balance Terhadap Kinerja Pegawai Effect Of Worklife Balance On Employee Performance. *Jurnal Riset Ekonomi Dan Bisnis*, *15*(1), 37–46.

Murwaningsih, J., & Liana, L. (2025). *The Effect Of Work Life Balance and Spiritual Intelegence On Organizational Citizenship Behavior Mediated By Organizational Commitment*. *32*(3), 167–186.

Nasr, S. H. (2013). Islamic Spirituality. Foundations. *Taylor & Francis*, *48*.

Nathwani, D. (2021). JOB SATISFACTION AND EMPLOYEE PERFORMANCE: AN EMPIRICAL APPROACH. In *Journal of Applied Management-Jidnyasa* (Vol. 13, Issue 1).

Nelson, A. N., & Angellius, V. (2023). Analysis Of the influence of work life balance, leadership, religiosity and high performance work practices on employee performance mediated by employee engagement. *Enrichment : Journal of Management*, *13*(1), 248–257. https://doi.org/10.35335/enrichment.v13i1.1242

UINSSC
UNIVERSITAS ISLAM NEGERI SIBER
SYEKH NURJATI CIREBON

Neza, C., & Rivai, H. A. (2020). Pengaruh pelatihan terhadap kinerja dengan motivasi kerja sebagai variabel mediasi pada pegawai PT. X. *Journal of Management and Business Review*, *17*(1), 1–25.

Nihayah, A. Z., & Rifqi, L. H. (2023). Analisis Ilmu Ekonomi Syariah dalam Kerangka Filsafat. *Maro: Jurnal Ekonomi Syariah Dan Bisnis*, *6*(2), 210–218. https://doi.org/10.31949/maro.v6i2.4522

Nurgazali, N., Ahmad, M. I., & Salam, J. (2023). PENGARUH SPIRITUALITAS DI TEMPAT KERJA TERHADAP KINERJA PADA PEKERJA PT. MAKASSAR TENE. *ARMADA : Jurnal Penelitian Multidisiplin*, *1*(2), 128–132. https://doi.org/10.55681/armada.v1i2.394

Nurhabiba, M. (2020). *Social Support Terhadap Work-Life Balance Pada Pegawai*. *8*(2), 277–295. http://ejournal.umm.ac.id/index.php/cognicia

Nurhasanah, A. J. (2024). Pengaruh Keadilan Distributif Penilaian Kinerja, Kepuasan Kerja dan Komitmen Organisasional terhadap Kinerja Pegawai PT Shoetown Ligung Indonesia. *Jurnal Syntax Admiration*, *5*(6), 2196–2210.

Nusraningrum, D., Rahmawati, A., Wider, W., Jiang, L., & Udang, L. N. (2024). Enhancing employee performance through motivation: the mediating roles of green work environments and engagement in Jakarta's logistics sector. *Frontiers in Sociology*, *9*(May), 1–8. https://doi.org/10.3389/fsoc.2024.1392229

Onyango, R. O., Egessa, R., & Ojera, P. (2022). Effect of Organizational Justice on Employee Engagement in the Hospitality Industri. *European Journal of Business and Management Research*, *7*(4), 6–13. https://doi.org/10.24018/ejbmr.2022.7.4.1259

Orishede, F., & Bello, A. (2019). *Relationship Between Organizational Justice And Employees Performance*.

Özer, Özlem, Uğurluoğlu, Özgür, & Saygili, Meltem. (2017). Effect of Organizational Justice on Work Engagement in Healthcare Sector of Turkey. *Journal of Health Management*, *19*(1), 73–83. https://doi.org/10.1177/0972063416682562

Pakpahan, M., Eliyana, A., Hamidah, Buchdadi, A. D., & Bayuwati, T. R. (2020). The role of organizational justice dimensions: Enhancing work engagement and employee performance. *Systematic Reviews in Pharmacy*, *11*(9), 323–332. https://doi.org/10.31838/srp.2020.9.49

Pandey, A. (2017). Workplace spirituality: Themes, impact and research directions. *South Asian Journal of Human Resources Management*, *4*(2), 212–217. https://doi.org/10.1177/2322093717732630

Pane, A. L., Rachman, N., & Triana, T. (2025). Keadilan Distributif Dalam Perspektif Ekonomi Islam : Implikasi Filosofis dan Praktis. *Jurnal Riset Ilmu Pendidikan Islam*, *2*(2), 134–143. https://doi.org/10.61132/karakter.v2i2.547

Pariyanti, E., Adawiyah, W. R., Wulandari, S. Z., & Febriyanto. (2022). Organizational Justice, Job stress, and Cyberloafing: The Moderating Role of Islamic Workplace Spirituality. *The Journal of Behavioral Science*, *16*(1), 85–100.

Pariyanti, E., & Najmudin. (2021). *EKOMBIS Sains MENGURANGI KONFLIK PEGAWAI MELALUI SPIRITUALITAS ISLAM DI TEMPAT KERJA "MENGANALISIS KINERJA PEGAWAI DI BANK SYARIAH."*

https://doi.org/https://doi.org/10.24967/ekombis.v6i1.1112

Pasaribu, D. M., Suhariadi, F., & Handoyo, S. (2023). Analysis of Islamic Spirituality in the Workplace and Islamic Work Ethics on OCB (Organizational Citizenship Behavior) in an Islamic Perspective. *Psikoborneo: Jurnal Ilmiah Psikologi*, *11*(3), 329. https://doi.org/10.30872/psikoborneo.v11i3.11312

Pasaribu, D. M., Suhariadi, F., Handoyo, S., & Info, A. (2023). Analysis of Islamic Spirituality in the Workplace and Islamic Work Ethics on OCB (Organizational Citizenship Behavior) in an Islamic Perspective Analisis Spiritualitas Islam di Tempat Kerja dan Etika Kerja Islam Terhadap OCB (Organizational Citizenship Behavior) Dalam Perspektif Islam. *Jurnal Imiah Psikologi*, *11*(3), 329–337. https://doi.org/10.30872/psikoborneo.v11i3

Patrick Chinenye, O., Chidi, N., Eucharia Chinwe, O., & Author, C. (2025). Work-Life Balance and Job Security Practices as Correlates of Teachers' Job Performance in Private Secondary Schools in Anambra State. *Journal of Frontiers in Multidisciplinary Research*, 271–276. www.multidisciplinaryfrontiers.com

Pirzada, Z. A., Phulpoto, N. H., & Mahar, S. A. (2024). Cultivating Wellness in Banking: How Organizational Justice and Employee Engagement Combat Job Burnout? *JISR Management and Social Sciences & Economics*, *22*(3), 82–109. https://doi.org/10.31384/jisrmsse/2024.22.3.5

Prabowo, W. A., & Wahyuningtyas, R. (2025). The Influence of Organizational Transformation and Employee Engagement on Employee Performance at PT Dayamitra Telekomunikasi Tbk. In *Enrichment: Journal of Multidisciplinary Research and Development* (Vol. 2, Issue 11).

Pradhan, R. K., Jandu, K., Samal, J., & Patnaik, J. B. (2023). Does practicing spirituality at workplace make teachers more engaged? Examining the role of emotional intelligence. *International Journal of Ethics and Systems*, *39*(4), 859–874. https://doi.org/10.1108/IJOES-05-2022-0105

Pradita, N., & Sugiarto, A. (2025). the Influence of Work-Life Balance and Employee Engagement on Employee Performance At the Defense Resources Potential Development Foundation. *Jurnal Manajemen*, *13*(3), 237–245. https://doi.org/10.36546/jm.v13i3.1652

Prativi, A. Y., & Yulianti, P. (2020). Pengaruh Organizational Justice terhadap Employee Engagement melalui Organizational Identification. *Jurnal Maksipreneur: Manajemen, Koperasi, Dan Entrepreneurship*, *10*(1), 128. https://doi.org/10.30588/jmp.v10i1.592

Preena. (2021). *Impact of Work-Life Balance on Employee Performance: An empirical study on a Shipping Company in Sri Lanka*.

Priambada, A. D., & Wulani, F. (2025). The Effect of Work-Life Balance and Career Development on Work Engagement With Mediated Job Satisfaction of Gen Y and Z Non Academic Staff At University "a." *Research In Management and Accounting*, *8*(1), 1–10. https://doi.org/10.33508/rima.v8i1.7342

Putri Arivani, M., Mujanah, S., & Sumiati. (2023). The Effect of Work Life Balance, Subjective Well Being, Distributive Justice and Self-Efficacy on Organizational Citizenship Behavior (OCB) And Employee Performance at Pt Zaman Group. *International Journal of Social Science And Human Research*, *6*, 1053–1063.

https://doi.org/10.47191/ijsshr/v6-i2-38

Putri, H., Utami, E. M., & Annisa, N. N. (2025). *PENGARUH WORK ENGAGEMENT TERHADAP KINERJA PEGAWAI DENGAN KOMITMEN ORGANISASIONAL SEBAGAI VARIABEL INTERVENING (Studi Pada Pegawai Kantor Pusat Perumdam Tirta Wijaya Kabupaten Cilacap)* (Vol. 7, Issue 1). https://doi.org/https://doi.org/10.37729/volatilitas.v7i1.6121

Putri, M., Absah, Y., & Silalahi, A. S. (2024). The Work-Life Balance and Employee Engagement Effect on Employee Performance at Type A And Type B Branch Office of PT Asabri (Persero) Through Job Satisfaction. *International Journal of Research and Review*, *11*(7), 416–430. https://doi.org/10.52403/ijrr.20240744

Qurnia Sari, & Nasution. (2025). *The Effect of Work Life Balance and Job Crafting on Employee Work Engagement at Rejang Lebong Regional General Hospital*. *7*(4).

Raamkhumar, M. H., & Swamy, T. N. V. R. L. (2023). Workplace spirituality: the game changer of 21st century workplace. *Multidisciplinary Reviews*, *6*(4). https://doi.org/10.31893/multirev.2023042

Rahma, A., Tjahjono, H. K., & Rahayu, M. K. P. (2024). Literature Review: Study of the Effect of Distributive Justice on Employee Performance. *Asian Journal of Management Analytics*, *3*(2), 353–366. https://doi.org/10.55927/ajma.v3i2.8592

Rahman, M. T. (2022). Prinsip-prinsip Keadilan Distributif dalam Pemikiran Sayyid Qutb. *Jurnal Iman Dan Spiritualitas*, *2*(2), 211–216. https://doi.org/10.15575/jis.v2i2.17779

Rathee, R., & Rajain, P. (2020). Workplace spirituality: A comparative study of various models. *Jindal Journal of Business Research*, *9*(1), 27–40.

Rhoades, L., & Eisenberger, R. (2002). Perceived organizational support: a review of the literature. *Journal of Applied Psychology*, *87*(4), 698.

Ridwan, M., & Suhartini. (2025). The Influence of Workload and Organizational Culture on Employee Performance with Organizational Learning as A Mediating Variable. *Jurnal Mebis (Manajemen Dan Bisnis)*, *10*(1), 1–10. https://doi.org/10.33005/mebis.v10i1.680

Robbins, S. P., & Judge, T. (2009). *Organizational behavior*. Pearson South Africa.

Robbins, S. P., Judge, T. A., & Boston Columbus Indianapolis New York San Francisco Amsterdam Cape Town Dubai London Madrid Milan Munich Paris Montreal Toronto Delhi Mexico City Sao Paulo Sydney Hong Kong Seoul Singapore Taipei Tokyo, P. (2017). *Thirteenth Edition Global Edition Essentials of Organizational Behavior Acknowledgments 20*. 20–67.

Rohmah, L. A. N., & Ekowati, V. M. (2024). Pengaruh Work-Life Balance Terhadap Job Performance: Mediasi Dan Moderasi Model. *Jurnal E-Bis*, *8*(2), 765–779. https://doi.org/10.37339/e-bis.v8i2.1807

Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, *21*(7), 600–619. https://doi.org/10.1108/02683940610690169

Saks, A. M. (2022). Caring human resources management and employee engagement. *Human Resource Management Review*, *32*(3), 100835. https://doi.org/10.1016/j.hrmr.2021.100835

Saleh, R. M., Alhadar, F. M., & Kamis, R. A. (2025). *The Effect of Work-Life Balance on Employee Performance Mediated by Job Satisfaction at Bela International Hotel Ternate*. *6*(4), 2947–2955.

Samir Salhaoui, Latreche, M., & Benyahia, B. (2025). Workplace spirituality and employee engagement. *Journal of Management, Spirituality and Religion*, *8*(4), 317–340. https://doi.org/10.1080/14766086.2011.630170

Samul, J. (2020). Spiritual leadership: Meaning in the sustainableworkplace. *Sustainability (Switzerland)*, *12*(1). https://doi.org/10.3390/su12010267

Sani, A., & Maharani Ekowati, V. (2020). Spirituality at work and organizational commitment as moderating variables in relationship between Islamic spirituality and OCB IP and influence toward employee performance. *Journal of Islamic Marketing*, *11*(6), 1777–1799. https://doi.org/10.1108/JIMA-08-2018-0140

Sapta, I. K. S., Rustiarini, N. W., Kusuma, I. G. A. E. T., & Astakoni, I. M. P. (2021). Spiritual leadership and organizational commitment: The mediation role of workplace spirituality. *Cogent Business and Management*, *8*(1). https://doi.org/10.1080/23311975.2021.1966865

Schaufeli, W. B., & Bakker, A. B. (2010). Defining and measuring work engagement: Bringing clarity to the concept. *Work Engagement: A Handbook of Essential Theory and Research*, *12*(2010), 10–24.

Schiemann, W. A. (2011). *Alignment Capability Engagement*.

Schierholt, M. I., de Souza, K. F. R., De Queiroz, R. G., & Gimenes, R. M. T. (2023). Impact of organizational justice dimensions on social exchange theory constructs: a literature. *Revista de Gestão e Secretariado*, *14*(12), 21201–21228. https://doi.org/10.7769/gesec.v14i12.2878

Selvarajan, T. T. R., Singh, B., Stringer, D., & Chapa, O. (2020). Work-family conflict and well-being: moderating role of spirituality. *Journal of Management, Spirituality and Religion*, *17*(5), 419–438. https://doi.org/10.1080/14766086.2020.1796768

Setiawan, N., & Khoiriyyah, A. (2026). How Does Islamic Spirituality Enhance Employee Performance? Exploring the Roles of Employee Happiness and Organizational Culture. *Sociological Focus*, *59*(1), 51–65. https://doi.org/10.1080/00380237.2025.2599209

Shanafelt, T., Ripp, J., & Trockel, M. (2020). Understanding and Addressing Sources of Anxiety Among Health Care Professionals During the COVID-19 Pandemic. *JAMA*, *323*(21), 2133–2134. https://doi.org/10.1001/jama.2020.5893

Shoba, D., & Suganthi, G. (2018). the Conceptual Study of Work Life Balance of Bank. *Journal of Management Research and Analysis (JMRA)*, *05*(4(1)), 283–287.

Shore, L. M., Barksdale, K., & Shore, T. H. (1995). Managerial perceptions of employee commitment to the organization. *Academy of Management Journal*, *38*(6), 1593–1615.

Sidharta, G. (2020). *Teori Pertukaran Sosial (Social Exchange Theory) Thibaut & Kelley*. https://www.researchgate.net/publication/344774544

Simamora, B. (2002). *Panduan riset perilaku konsumen*. Gramedia Pustaka Utama.

Sode, R., Chenji, K., & Vijayaraghavan, R. (2024). Exploring workplace spirituality,

mindfulness, digital technology, and psychological well-being: A complex interplay in organizational contexts. *Acta Psychologica*, *251*. https://doi.org/10.1016/j.actpsy.2024.104601

Sony, S. U., Nugroho, D., Seputro, D., Wilyani, D., Kurniasari, I., Bhirawa Dwi, M., Citalada, A., Maghfiroh, R. D., Saputra, V. A., & Majid, N. (2024). The Impact of Work-Life Balance on Job Satisfaction, Job Performance, and Workplace Engagement Among Generation Z Employees: A Comprehensive Analysis. *Universitas Pembangunan Nasional Veteran Jawa Timur*, *4*(4), 107–114.

Sopian, K., Hidayati, T., & Kusumawardani, A. (2022). EFFECT OF WORK-LIFE BALANCE ON EMPLOYEE ENGAGEMENT IN INCREASING EMPLOYEE PERFORMANCE. In *American Journal of Humanities and Social Sciences Research* (Issue 6). www.ajhssr.com

Subarto, & Solihin, D. (2022). The Influence of Employee Engagement and Organizational Culture on Employee Performance through Job Satisfaction. *Business and Management*, *3*(1), 106–124.

Suganda, U. K., & Sibarani, J. (2021). The Effect Of Distributive Perception Of Justice And Procedural Perception Of Justice On Employee Engagement On Health Employees Hospital Garut West Java. In *Turkish Journal of Computer and Mathematics Education* (Vol. 12, Issue 11).

Sugiyono. (2013). *Metode penelitian pendidikan pendekatan kuantitatif, kualitatif dan R&D*. Alfabeta.

Sugiyono. (2017). Metode penelitian bisnis: pendekatan kuantitatif, kualitatif, kombinasi, dan R&D. In *Penerbit CV. Alfabeta: Bandung* (Vol. 225, Issue 87).

Suhartatik, A., Junaedi, C. M., & Novianti, P. M. (2020). The Impact Distributive Justice, Procedural Justice, Interactional Justice, Employee Engagement and Job Satisfaction on Turnover Intention. *Research In Management and Accounting*, *3*(2), 63–73. https://doi.org/10.33508/rima.v3i2.3050

Sunyoto, D., & Saksono, Y. (2022). Anteseden Keterikatan Program Studi Ilmu-Ilmu Sosial PTS diYogyakarta Berbasis Teori Pertukaran Sosial. *JIP: Jurnal Inovasi Penelitian*, *3*(5), 6123–6132.

Suswanto, P., Indarto, Yuli, B., & FM, S. (2023). PENGARUH KEADILAN PROSEDURAL DAN DISTRIBUTIF TERHADAP KINERJA PEGAWAI DIMEDIASI EMPLOYEE ENGAGEMENT PADA KANTOR PELAYANAN PAJAK PRATAMA SALATIGA. *GOVERNANCE:Jurnal Ilmiah Kajian Politik Lokal Dan Pembangunan*, *10*, 83–97.

Sutanto, E. M., Sigiols, P. J., & Wijaya, E. N. (2024). Work-Life Balance, Employee Engagement, Job Satisfaction, and Indonesian Employees' Performance. *International Journal of Business and Society*, *25*(3), 832–851. https://doi.org/10.33736/ijbs.8355.2024

Syahir, A. N. A., Abidin, M. S. Z., Sa'ari, C. Z., & Rahman, M. Z. A. (2025). Workplace Spirituality and Its Impact on Employee Well-Being: A Systematic Literature Review of Global Evidence. In *Journal of Religion and Health* (Vol. 64, Issue 5). Springer US. https://doi.org/10.1007/s10943-025-02350-2

UINSSC
UNIVERSITAS ISLAM NEGERI SIBER
SYEKH NURJATI CIREBON

Syelvy, S., & Siddiq, A. M. (2024). Pengaruh Work Life Balance terhadap Employee Engagement. *Jurnal Ilmu Sosial, Manajemen, Akuntansi, & Bisnis*, *5*(3), 622–638.

Tamunomiebi, M. D., & Oyibo, C. (2020). Work-Life Balance and Employee Performance: A Literature Review. *European Journal of Business and Management Research*, *5*(2), 1–10. https://doi.org/10.24018/ejbmr.2020.5.2.196

Tewari, D. (2026). *Navigating employee diversity : role of demographics in shaping workplace spirituality in non-Western*. *August 2025*. https://doi.org/10.1108/JHTI-06-2025-0659

Thalia, R. D., Aliya, S., Gunarto, M., & Helmi, S. (2024). The Influence of Employee Engagement and Work Environment on Employee Performance at PT. Agronusa Alam Perkasa. *Jurnal Ekonomi*, *13*, 2279–2290. https://doi.org/10.54209/ekonomi.v13i01

Thamrin, M., & Riyanto, S. (2020). The Effect of Work Motivation, Work Environment, and Work Life Balance on Employee Performance at PT. AngkasaPura I (Persero) Sultan Aji Muhammad SulaimanSepinggan Airport-Balikpapan. *IOSR Journal of Dental and Medical Sciences (IOSR-JDMS) e-ISSN*, *19*, 40–47. https://doi.org/10.9790/0853-1906044047

Thevanes, & Mangaleswaran. (2018). Relationship between Work-Life Balance and Job Performance of Employees. *International Journal of Human Resource Management and Research*, *9*(2), 53–58. https://doi.org/10.24247/ijhrmrapr20196

Thibaut, J., & Walker, L. (1978). A theory of procedure. *Calif. L. Rev.*, *66*, 541.

Tok, E., & Yesuf, A. J. (2022). Embedding Value-Based Principles in the Culture of Islamic Banks to Enhance Their Sustainability, Resilience, and Social Impact. *Sustainability (Switzerland)*, *14*(2). https://doi.org/10.3390/su14020916

Tortorella, G. L., Powell, D., Hines, P., Mac Cawley Vergara, A., Tlapa-Mendoza, D., & Vassolo, R. (2025). How does artificial intelligence impact employees' engagement in lean organisations? *International Journal of Production Research*, *63*(3), 1011–1027.

Ugoani, J. (2023). Organizational Behaviour and its Effect on Corporate Effectiveness. *Interantional Journal of Scientific Research in Engineering and Management*, *07*(08), 121–129. https://doi.org/10.55041/ijsrem21471

Ullah, M. S., Hoque, M. R., Aziz, M. A., & Islam, M. (2023). Analyzing students'e-learning usage and post-usage outcomes in higher education. *Computers and Education Open*, *5*, 100146.

Utama, T. P. (2018). Pengaruh Keadilan Distributif, Keadilan Prosedural, dan keadilan interaksional terhadap Employee engagement pada Hotel Merapi Merbabu Yogyakarta. *UII*.

Wijayanto, P., Suharti, L., & Chaniago, R. (2022). PENGARUH WORK LIFE BALANCE TERHADAP EMPLOYEE ENGAGEMENT DAN DAMPAKNYA TERHADAP TURN-OVER INTENTIONS DENGAN JOB CHARACTERISTICS SEBAGAI PEMODERASI (Studi Pada Pegawai Generasi Y di Indonesia). *Jurnal Ekonomi Pendidikan Dan Kewirausahaan*, *10*(1), 83–98. https://doi.org/10.26740/jepk.v10n1.p83-98

Wikarno. (2025). Peran Transformational Leadership dalam Memoderasi Pengaruh Quality of Worklife dan Workplace Spirituality terhadap Kinerja Pegawai Wikarno. *Jurnal*

UINSSC
UNIVERSITAS ISLAM NEGERI SIBER
SYEKH NURJATI CIREBON

Cendekia Ilmiah, *4*(2).

Willmott, C. J., & Matsuura, K. (2005). Advantages of the mean absolute error (MAE) over the root mean square error (RMSE) in assessing average model performance. *Climate Research*, *30*(1), 79–82.

Wood, J., Oh, J., Park, J., & Kim, W. (2020). The Relationship Between Work Engagement and Work–Life Balance in Organizations: A Review of the Empirical Research. *Human Resource Development Review*, *19*(3), 240–262. https://doi.org/10.1177/1534484320917560

Yadav, A., Pandita, D., & Singh, S. (2022). Work-life integration, job contentment, employee engagement and its impact on organizational effectiveness: a systematic literature review. *Industrial and Commercial Training*, *54*(3), 509–527.

Yee, J. K. L., Smith, J., & Robinson, S. (2021). Spiritual well-being and work performance among ground-level employees: Unravelling the connection. *Pertanika Journal of Social Sciences and Humanities*, *29*(3), 1671–1691. https://doi.org/10.47836/pjssh.29.3.11

Yulianto, M. E., & Idris, A. Z. (2023). Pengaruh Keadilan Distributif, Keadilan Prosedural, Dan Keadilan Interaksional Terhadap Kinerja Pegawai (Studi Pada Pegawai PT Lautan Teduh Interniaga Di Bandar Lampung). *Jurnal Riset Manajemen*, *1*(2), 187–203. https://doi.org/10.54066/jurma.v1i2.437

UINSSC
UNIVERSITAS ISLAM NEGERI SIBER
SYEKH NURJATI CIREBON