

BAB V

KESIMPULAN DAN SARAN

A. Kesimpulan

Dari hasil pemaparan penelitian mengenai pengaruh *Islamic Work Ethic* dan *Religiosity* terhadap Konflik Kehidupan Kerja karyawan perempuan di Dinas Bina Marga Cipta Karya dan Tata Ruang (BMCKTR) Provinsi Sumatera Barat di Mediasi *Gratitude*. Dari hasil kajian penelitian yang melibatkan 88 responden, dapat ditarik kesimpulan:

1. *Islamic Work Ethic* berpengaruh positif dan signifikan terhadap *gratitude* pada karyawan perempuan di Dinas Bina Marga Cipta Karya dan Tata Ruang (BMCKTR) Provinsi Sumatera Barat
2. *Religiosity* berpengaruh positif dan signifikan terhadap *gratitude* pada karyawan perempuan di Dinas Bina Marga Cipta Karya dan Tata Ruang (BMCKTR) Provinsi Sumatera Barat
3. *Islamic Work Ethic* tidak berpengaruh negatif dan tidak signifikan terhadap Konflik Kehidupan Kerja pada karyawan perempuan di Dinas Bina Marga Cipta Karya dan Tata Ruang (BMCKTR) Provinsi Sumatera Barat.
4. *Religiosity* berpengaruh negatif dan signifikan terhadap konflik kehidupan pada karyawan perempuan di Dinas Bina Marga Cipta Karya dan Tata Ruang (BMCKTR) Provinsi Sumatera Barat.
5. *Gratitude* tidak terdapat pengaruh mediasi yang signifikan terhadap konflik kehidupan kerja pada karyawan perempuan di Dinas Bina Marga Cipta Karya dan Tata Ruang (BMCKTR) Provinsi Sumatera Barat
6. *Islamic Work Ethic* diduga berpengaruh negatif namun tidak signifikan

terhadap konflik kehidupan kerja dan juga tidak terdapat pengaruh mediasi yang signifikan melalui *gratitude* pada karyawan perempuan di Dinas Bina Marga Cipta Karya dan Tata Ruang (BMCKTR) Provinsi Sumatera Barat

7. *Religiosity* diduga berpengaruh negatif namun tidak signifikan terhadap konflik kehidupan kerja dan juga tidak terdapat pengaruh mediasi yang signifikan melalui *gratitude* pada karyawan perempuan di Dinas Bina Marga Cipta Karya dan Tata Ruang (BMCKTR) Provinsi Sumatera Barat.

B. Saran

1. Saran Praktis

Temuan bahwa *Religiosity* (dimensi ritual dan keyakinan) secara signifikan mengurangi konflik kehidupan kerja adalah hal yang penting. Oleh karena itu, Dinas BMCKTR Provinsi Sumatera Barat disarankan untuk:

- a. Meningkatkan Kegiatan Keagamaan, dengan mengintegrasikan kegiatan spiritual atau keagamaan secara rutin di lingkungan kerja, seperti kajian mingguan, salat berjemaah, atau pengajian, untuk memperkuat nilai-nilai religius. Hal ini dapat berfungsi sebagai "ruang relaksasi" yang mengurangi tekanan kerja dan meningkatkan keharmonisan.
- b. Mendorong Pembelajaran Manajemen Stres, dengan mengadakan pelatihan atau seminar tentang manajemen stres dan keseimbangan kehidupan kerja yang didasarkan pada nilai-nilai spiritual. Meskipun *gratitude* (rasa syukur) tidak signifikan secara statistik, penguatan konsep rasa syukur melalui kegiatan-kegiatan ini tetap dapat

membantu individu mengelola stres sehari-hari.

2. Saran Akademis

Mengingat temuan bahwa *Islamic Work Ethic* dan *gratitude* tidak memiliki pengaruh signifikan terhadap konflik, ada beberapa arah penelitian yang dapat dieksplorasi lebih lanjut:

a. Menguji Variabel Mediasi Lain

Penelitian selanjutnya dapat menguji variabel mediasi lain yang lebih relevan untuk menjembatani hubungan antara *Islamic Work Ethic* dan Konflik Kehidupan Kerja. Variabel seperti dukungan sosial (*social support*), manajemen waktu, atau kepemimpinan transformasional dapat menjadi prediktor yang lebih kuat dan lebih sesuai dengan konteks penelitian ini. Seperti Dukungan Sosial (*Social Support*) dan Keseimbangan Kehidupan Kerja (*Work-Life Balance*).

b. Memperluas Sampel dan Variabel

Penelitian di masa depan dapat memperluas cakupan dengan melibatkan responden pria, atau membandingkan hasil antara karyawan di sektor publik dan swasta. Hal ini dapat memberikan pemahaman yang lebih komprehensif. Selain itu, menambahkan variabel moderator, seperti budaya organisasi atau jenis pekerjaan, dapat membantu menjelaskan mengapa etika kerja dan religiusitas tidak selalu berhasil mengurangi konflik.

DAFTAR PUSTAKA

- A, Afreiza Octaguna, Ayesha Inaya Putri, Kent Matthew, and Herrenaw Universitas. "Hubungan Tingkat Religiusitas Dengan Kecemasan Moral," 2023, 1–17. <https://doi.org/10.11111/nusantara.xxxxxxx>.
- Abd Aziz, Nurul Nadia, Zaidatul Nadiah Abu Yazid, Nor Tarmuji, Mawarti Samsudin, and Azeman Majid. "The Role of *Religiosity* on Work-Family Conflict, Work-Family Enrichment and Well-Being among Muslim Women Academicians in Malaysia." *International Journal of Academic Research in Business and Social Sciences* 11 (March 16, 2021). <https://doi.org/10.6007/IJARBS/v11-i3/8807>.
- Abd Razak, Siti Suraya, Siti Zaharah Jamaluddin, and Faridah Hanim Jaffri. "Integrating *Islamic Work Ethics* in Work from Home Arrangement." *Akademika* 92, no. 3 (2022): 187–97. <https://doi.org/10.17576/akad-2022-9203-14>.
- Ahmad, Jumal. "Religiusitas, Refleksi Dan Subjektivitas Keagamaan (Studi Kasus Mahasiswa Fakultas Ilmu Tarbiyah Dan Keguruan UIN Syarif Hidayatullah Jakarta)." *Tesis*, 2020, 1–180.
- Ahmad, Muhammad Shakil, Zainab Fakhri, and Jalil Ahmed. "Working Women Work-Life Conflict." *Business Strategy Series* 12, no. 6 (2011): 289–302. <https://doi.org/10.1108/17515631111185923>.
- Ahmad, and Muslimah. "Memahami Teknik Pengolahan Dan Analisis Data Kualitatif." *Proceedings* 1, no. 1 (2021): 173–86.
- Aisyah, Asti, and Rohmatun Chisol. "Rasa Syukur Kaitannya Dengan Kesejahteraan Psikologis Pada Guru Honorer Gratitude in Relation With Psychological Well Being Among Honorary." *Proyeksi* 13, no. 2 (2018): 109–22. <http://jurnal.unissula.ac.id/index.php/proyeksi/article/view/3953>.
- Akbar, Dinnul Alfian. "Double Conflict Role for Female Employees and Work Stress." *An Nisa'a: Jurnal Kajian Gender Dan Anak* 12, no. 1 (2017): 33–48.
- Al-Arimi, Aida A. Aziz Ahmed, Maslin Masrom, and Nik Hasnaa Nik Mahmood. "The Moderating Effect of *Islamic Work Ethics* on the Relationship between Knowledge Management Capabilities and Organizational Performance at the Private Higher Education Institutions in Oman." *Journal of Theoretical and Applied Information Technology* 94, no. 2 (2016): 396–407.
- Al'Fattah, Muhammad Fariz, and Yayuk Sri Rahayu. "Effect of Islamic Work Ethos, Compensation, Work Stress and Work Life Balance on the Performance of Syariah Banking Employees (Case Study on Employees of Bank Muamalat Malang City and Batu City)." *Asian Journal of Economics, Business and Accounting* 23, no. 23 (2023): 144–52. <https://doi.org/10.9734/aje/2023/v23i231177>.
- Ali, Abbas J, and Abdullah Al-Owaidan. "*Islamic Work Ethic*: A Critical Review." *Cross Cultural Management: An International Journal* 15, no. 1 (January 1, 2008): 5–19. <https://doi.org/10.1108/13527600810848791>.

- Alimin, Rusman. "Membangun Budaya Kerja Inklusif Dan Multikultur," no. December (2024).
- Alwi, Said. "Perkembangan Religiusitas Remaja." *Kaukaba Dipantara*, 2014, 4.
- Amilin, Amilin. "Measuring the Correlation of Job Satisfaction with Accountants Performance: The Role of *Islamic Work Ethics* as a Moderator." *European Research Studies Journal* 19, no. 4 (2016): 188–201. <https://doi.org/10.35808/ersj/590>.
- Azliyanti, Elfitra, and Purbo Jadmiko. "The Mediating Role of Gratitude in *Islamic Work Ethic* and *Religiosity* on Work Life Conflict Reduce: The Case of Women in Professional Work." *International Journal of Academic Research in Business and Social Sciences* 14, no. 1 (2024): 2997–3011. <https://doi.org/10.6007/ijarbss/v14-i1/20185>.
- Buonomo, Ilaria, Caterina Fiorilli, Luciano Romano, and Paula Benevene. "The Roles of Work-Life Conflict and Gender in the Relationship between Workplace Bullying and Personal Burnout. A Study on Italian School Principals." *International Journal of Environmental Research and Public Health* 17, no. 23 (2020): 1–17. <https://doi.org/10.3390/ijerph17238745>.
- Caniago, Siti Aminah, and Denny Mustoko. "The Effect of *Islamic Work Ethics* on Organizational Commitment, Job Satisfaction, and Turnover Intentions of Islamic Microfinance in Pekalongan." *International Journal of Islamic Business and Economics (IJIBEC)* 4, no. 1 (2020): 30–39. <https://doi.org/10.28918/ijibec.v4i1.1571>.
- Chin, W. W. "The Partial Least Squares Approach to Structural Equation Modeling. In G. A. Marcoulides (Ed.)." *Odern Methods for Business Research* (Pp. 295–336)., 1998.
- Christine W.S., Megawati Oktorina, and Indah Mula. "Pengaruh Konflik Pekerjaan Dan Konflik Keluarga Terhadap Kinerja Dengan Konflik Pekerjaan Keluarga Sebagai Intervening Variabel (Studi Pada Dual Career Couple Di Jabodetabek)." *Jurnal Manajemen Dan Kewirausahaan* 12, no. 2 (2010): pp.121-132. <http://puslit2.petra.ac.id/ejournal/index.php/man/article/view/18170>.
- Cortini, Michela, Daniela Converso, Teresa Galanti, Teresa Di Fiore, Alberto Di Domenico, and Stefania Fantinelli. "Gratitude at Work Works! A Mix-Method Study on Different Dimensions of Gratitude, Job Satisfaction, and Job Performance." *Sustainability (Switzerland)* 11, no. 14 (2019). <https://doi.org/10.3390/su11143902>.
- Cregg, David R., and Jennifer S. Cheavens. *Gratitude Interventions: Effective Self-Help? A Meta-Analysis of the Impact on Symptoms of Depression and Anxiety. Journal of Happiness Studies*. Vol. 22. Springer Netherlands, 2021. <https://doi.org/10.1007/s10902-020-00236-6>.
- Dedi, Rianto, and Dedi Rianto Rahadi. *PENGANTAR PARTIAL LEAST SQUARES STRUCTURAL EQUATION MODEL(PLS-SEM) 2023*, 2023.
- Dewi, Isti Riana, Rut Jeges Michel, and Dewi Anggun Puspitarini. "Pengaruh

- Kualitas Produk Terhadap Loyalitas Dengan Mediasi Kepuasan Pelanggan Pada Toko Prima Freshmart Cirebon.” *Jurnal Maneksi* 11, no. 1 (2022): 314–21. <https://doi.org/10.31959/jm.v11i1.1080>.
- Elhoushy, Sayed, and Soo Cheong Jang. *Religiosity and Food Waste Reduction Intentions: A Conceptual Model. International Journal of Consumer Studies*. Vol. 45, 2021. <https://doi.org/10.1111/ijcs.12624>.
- Fauziah, Zulfah Firdayati. “Pengaruh Konflik Peran Ganda Dan Keseimbangan Kehidupan Kerja Terhadap Motivasi Kerja Pada Karyawan Tambang Batu Bara.” *Psikoborneo: Jurnal Ilmiah Psikologi* 8, no. 2 (2020): 255. <https://doi.org/10.30872/psikoborneo.v8i2.4909>.
- Gheitani, Alborz, Saheb Imani, Nader Seyyedamiri, and Pantea Foroudi. “Mediating Effect of Intrinsic Motivation on the Relationship between *Islamic Work Ethic*, Job Satisfaction, and Organizational Commitment in Banking Sector.” *International Journal of Islamic and Middle Eastern Finance and Management* 12, no. 1 (2019): 76–95. <https://doi.org/10.1108/IMEFM-01-2018-0029>.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt. *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM) (3rd Ed.)*. SAGE Publications, 2021.
- Hair, Joseph F, Jeffrey J Risher, Marko Sarstedt, and Christian M Ringle. “When to Use and How to Report the Results of PLS-SEM.” *European Business Review* 31, no. 1 (January 1, 2019): 2–24. <https://doi.org/10.1108/EBR-11-2018-0203>.
- Hairunnisa, Hairunnisa. “Pengaruh Etika Kerja Islam Dan Budaya Organisasi Terhadap Kepuasan Kerja.” *Psikoborneo: Jurnal Ilmiah Psikologi* 8, no. 1 (2020): 134. <https://doi.org/10.30872/psikoborneo.v8i1.4868>.
- Harmanda, Yoga Lamakruna, and Ramadhanita Mustika Sari. “Peran Ganda Perempuan Karier Dan Kesetaraan Gender Berdasarkan Perspektif Teori Pertukaran Sosial.” *Journal of Science and Social Research* 3, no. 1 (2024): 939–46.
- Hera Khairunnisa Dwi Kismayanti Respati Ayatulloh Michael Musyaffi. *Konsep Dasar Structural Equation Model-Partial Least Square (SEM-PLS) Menggunakan Smartpls*. Tangerang Selatan: Pascal Book, n.d.
- Hernanda, Irma, Diah Sofiah, and Etik Darul Muslikah. “Kesejahteraan Psikologis Pada Tenaga Pengajar : Menguji Peranan Rasa Syukur Dan Keseimbangan Kehidupan-Kerja.” *INNER: Journal of Psychological Research* 2, no. 3 (2022): 221–31.
- Hidayah, Fathul. “Gratitude as Predictor of Turnover Intention: In the Context of Javanese.” *Psikologia: Jurnal Psikologi* 4, no. 1 (2021): 1–11. <https://doi.org/10.21070/psikologia.v4i1.702>.
- Huo, Meng Long, and Zhou Jiang. “Work–Life Conflict and Job Performance: The Mediating Role of Employee Wellbeing and the Moderating Role of Trait Extraversion.” *Personality and Individual Differences* 205, no. October 2022

- (2023): 112109. <https://doi.org/10.1016/j.paid.2023.112109>.
- Imelia, Lisa, and Heliany Kiswantomo. "Attachment to God Dan Gratitude Pada Mahasiswa Universitas 'x' Bandung." *Indigenous: Jurnal Ilmiah Psikologi* 5 (November 30, 2020): 131–40. <https://doi.org/10.23917/indigenous.v5i2.10284>.
- Ismail, Ilyas. *Metodologi Penelitian*. Makasar: Gunadarma Ilmu, 2018.
- Jadmiko, Azliyanti &. "Islamic Work Ethic Dan Gratitude Tidak Efektif Mengurangi Konflik Kehidupan Kerja Perempuan Profesional. Tekanan Peran Tetap Tinggi." *HRMARS*, 2024.
- Keshky, Mogeda El Sayed El, and Enas Obaid Allah Sarour. "The Relationships between Work-Family Conflict and Life Satisfaction and Happiness among Nurses: A Moderated Mediation Model of Gratitude and Self-Compassion." *Frontiers in Public Health* 12, no. February (2024). <https://doi.org/10.3389/fpubh.2024.1340074>.
- Khalid, Maria, Sajid Bashir, Abdul Karim Khan, and Nida Abbas. "When and How Abusive Supervision Leads to Knowledge Hiding Behaviors: An Islamic Work Ethics Perspective." *Leadership and Organization Development Journal* 39, no. 6 (2018): 794–806. <https://doi.org/10.1108/LODJ-05-2017-0140>.
- Kirkbesoglu, Erdem, and Ali Selami Sargut. "Transformation of Islamic Work Ethic and Social Networks: The Role of Religious Social Embeddedness in Organizational Networks." *Journal of Business Ethics* 139, no. 2 (2016): 313–31. <https://doi.org/10.1007/s10551-015-2637-x>.
- Kong, Feng, Ke Ding, and Jingjing Zhao. "The Relationships Among Gratitude, Self-Esteem, Social Support and Life Satisfaction Among Undergraduate Students." *Journal of Happiness Studies* 16, no. 2 (2015): 477–89. <https://doi.org/10.1007/s10902-014-9519-2>.
- Kraus, Rachel, Scott A Desmond, and Zachary D Palmer. "Being Thankful: Examining the Relationship Between Young Adult Religiosity and Gratitude." *Journal of Religion and Health* 54, no. 4 (2015): 1331–44. <https://doi.org/10.1007/s10943-014-9923-2>.
- Kumar, Dr. Pankaj, Dr. Hemraj Verma, and Dr. Praveen Dube. "Moderating Role of the Gender and Religiosity on the Relationship between Gratitude and Stress." *International Journal of Innovative Technology and Exploring Engineering* 8, no. 9 (2019): 1670–76. <https://doi.org/10.35940/ijitee.i8094.078919>.
- Latan, Hengky, and Imam Ghozali. *Partial Least Squares: Concepts, Techniques and Applications Using SmartPLS* 3, 2015.
- Lee, Ji yeon, and Jimin Kim. "Korean Christian Young Adults' Religiosity Affects Post-Traumatic Growth: The Mediation Effects of Forgiveness and Gratitude." *Journal of Religion and Health* 60, no. 6 (2021): 3967–77. <https://doi.org/10.1007/s10943-021-01213-w>.
- Listiyandini, Ratih Arruum, Andhita Nathania, Dessy Syahniar, Lidwina Sonia, and Rima Nadya. "Mengukur Rasa Syukur: Pengembangan Model Awal Skala

- Bersyukur Versi Indonesia.” *Jurnal Psikologi Ulayat* 2, no. 2 (2020): 473–96. <https://doi.org/10.24854/jpu39>.
- Loi, Natasha M., and Di Helen Ng. “The Relationship between Gratitude, Wellbeing, Spirituality, and Experiencing Meaningful Work.” *Psych* 3, no. 2 (2021): 85–95. <https://doi.org/10.3390/psych3020009>.
- Ludiya, Hielvita. “Pengaruh Work Life Policies, Work Life Conflict, Job Stress, Dan Loneliness Terhadap Turnover Intentions Pada Sebuah Universitas Swasta Di Kota Batam.” *Jurnal Manajemen Dan Pemasaran Jasa* 9, no. 2 (2018): 299–322. <https://doi.org/10.25105/jmpj.v9i2.2233>.
- Mauliana, and Muhammad Hidayat. “Pengaruh Religiusitas Terhadap Kinerja Karyawan. Pertani (Persero) Wilayah Sulawesi.” *Economix* 10, no. 2 (2022): 46–57.
- Moch. Ikwan. “Penerapan Nilai-Nilai Religiusitas Individu Dalam Mencapai Kepuasan Kerja Dosen.” *Tabyin: Jurnal Pendidikan Islam* 1, no. 2 (2020): 58–74. <https://doi.org/10.52166/tabyin.v1i2.21>.
- Muhammad Al-Fayed¹, Kaila Lutfia Bustamin², Sarinah³, Sri Nurafifah⁴, Sri Wahyu Nengsi⁵. “Penerapan Gratitude Journal Untuk Meningkatkan Kebersyukuran ABH Di Rumah Aman UPTD PPA Kota Makassar,” 2021.
- Muhson, Ali. *Analisis Statistik Dengan SmartPLS*,” Universitas Negeri Yogyakarta, 2022.
- Murtiana, Tri, and Nur Hidayah. “Kompleksitas Peran Wanita Pada Keluarga Dengan Pola Karir Ganda.” *Jurnal Pendidikan Sosiologi*, 2018, 1–17.
- Nelson, James M., and Noelle Canty. *Positive Psychology and the Psychology of Religion and Spirituality in Historical Perspective. Handbook of Positive Psychology, Religion, and Spirituality*, 2022. https://doi.org/10.1007/978-3-031-10274-5_2.
- Noor, J. “Metodologi Penelitian. Jakarta: Kencana,” 2011, 1–23.
- Noprianty, Rusdi Rusli, and Firdha Yuserina. “Hubungan Konflik Peran Ganda Dengan Etos Kerja Pada PNS Wanita Di Kantor Pemerintahan Kota Banjar Masin.” *Kognisia* 1, no. 2 (2018): 77–82.
- Nurlita, Nurlita. “Gratitude Dan Psychological Well-Being Pada Mantan Penderita Obesitas Yang Menjalani Gaya Hidup Sehat.” *Psikoborneo: Jurnal Ilmiah Psikologi* 7, no. 4 (2019): 533–42. <https://doi.org/10.30872/psikoborneo.v7i4.4830>.
- Nuvus, Hayatun. “Pengaruh Organizational Citizenship Behavior (OCB) Terhadap Kinerja PT. Putra Pertiwi” 46, no. 1 (2011): 27–34.
- Palulungan, Lusia, Muhammad Taufan Ramli, and M Ghufuran. *Perempuan, Masyarakat Patriarki & Kesetaraan Gender. BaKTI: Bursa Pengetahuan Kawasan Timur Indonesia*, 2020.
- Pandey, Jatin, and Manjari Singh. “Positive Religious Coping as a Mechanism for Enhancing Job Satisfaction and Reducing Work-Family Conflict: A Moderated Mediation Analysis.” *Journal of Management, Spirituality and*

- Religion* 16, no. 3 (2019): 314–38. <https://doi.org/10.1080/14766086.2019.1596829>.
- Pesisir, Kabupaten, Selatan B Pendekatan, Penelitian Penelitian, Implementasi Ktsp, Berbasis Islam, and Dengan Pendekatan. “Metodologi Penelitian,” 2020, 61–72.
- Prabowo, Adhyatman. “Gratitude and Psychological Well-Being: Implications for Future Work-Life Balance.” *Jurnal Psikologi*, 10(1), 78-85.” 11, no. 1 (2022): 92–105.
- Prasteyo, Bambang, and Lina Miftahul Jannah. *Metode Penelitian Kuantitatif*, 2014.
- Puji Lestari, Dhea Indah, Susi Retna Cahyaningtyas, and Zuhrotul Isnaini. “Pengaruh Literasi Keuangan Syariah, Pengetahuan, Religiusitas, Dan Uang Saku Terhadap Minat Mahasiswa Menjadi Nasabah Pada Bank Syariah (Studi Kasus Pada Mahasiswa Fakultas Ekonomi Dan Bisnis Universitas Mataram).” *Jurnal Riset Mahasiswa Akuntansi* 3, no. 3 (2023): 68–82. <https://doi.org/10.29303/risma.v3i3.790>.
- Putri, Ni Wayan Krisnitha, and Siti Nurmayanti. “Pengaruh Work-Family Conflict Dan Family-Work Conflict Terhadap Kepuasan Kerja Pada Pekerja Formal Perempuan Etnis Bali Di Kota Praya.” *Jurnal Sosial Ekonomi Dan Humaniora* 10, no. 2 (2024): 145–57. <https://doi.org/10.29303/jseh.v10i2.518>.
- Radhitya, Theresia Vania. “Peran Ganda Yang Dialami Pekerja Wanita K3L Universitas Padjadjaran.” *Focus : Jurnal Pekerjaan Sosial* 1, no. 3 (2019): 204. <https://doi.org/10.24198/focus.v1i3.20497>.
- Rahmad Solling Hamid, Suhardi M Anwar. *Structural Equation Modeling (SEM) Berbasis Varian Konsep Dasar Dan Aplikasi Program Smart PLS 3.2.8. Dalam Riset Bisnis*. Inkubator Penulis Indonesia, 2019.
- Salam, Muhammad Rafli Tarawih Abdul, Aulia Aulia, and Erita Yuliasesti Diah Sari. “Gratitude Dalam Konteks Organisasi.” *Jurnal Diversita* 6, no. 1 (2020): 77–86. <https://doi.org/10.31289/diversita.v6i1.3425>.
- Salamiah, Salamiah, Abd Madjid, and Aris Fauzan. “The Role of Religiosity in Work-Life Balance.” *Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences* 3 (August 19, 2020): 2363–74. <https://doi.org/10.33258/birci.v3i3.1192>.
- Samsidar. “Peran Ganda Wanita Dalam Rumah Tangga.” *An Nisa’* Vol. 12, no. 2 (2019): 655–63.
- Sarstedt, Marko, Christian M. Ringle, and Joseph F. Hair. “Partial Least Squares Structural Equation Modeling.” *Handbook of Market Research*, 2021, 587–632. https://doi.org/10.1007/978-3-319-57413-4_15.
- Shin, Lilian J., Christina N. Armenta, Shanmukh V. Kamble, Sheng Ling Chang, Hsiang Yi Wu, and Sonja Lyubomirsky. “Gratitude in Collectivist and Individualist Cultures.” *Journal of Positive Psychology* 00, no. 00 (2020): 598–604. <https://doi.org/10.1080/17439760.2020.1789699>.
- Shukri Ahmad Associate Professor, Assoc, and Musa Yusuf Owoyemi. “The

- Concept of *Islamic Work Ethic*: An Analysis of Some Salient Points in the Prophetic Tradition.” *International Journal of Business and Social Science* 3, no. 20 (2012): 116. www.ijbssnet.com.
- Stellar, Jennifer E., Amie M. Gordon, Paul K. Piff, Daniel Cordaro, Craig L. Anderson, Yang Bai, Laura A. Maruskin, and Dacher Keltner. “Self-Transcendent Emotions and Their Social Functions: Compassion, Gratitude, and Awe Bind Us to Others Through Prosociality.” *Emotion Review* 9, no. 3 (2017): 200–207. <https://doi.org/10.1177/1754073916684557>.
- Sugiyono. “Metode Penelitian Kuantitatif, Kualitatif Dan R&D.” Bandung: Alfabeta, 2016.
- , ed. *Metode Penelitian Pendidikan: (Pendekatan Kuantitatif, Kualitatif Dan R & D)*. Bandung: Alfabeta, 2018.
- Suminta, Rini Risnawita, and M. Nur Ghufro. “The Gratitude and Marital Satisfaction in the Infertile Spouses.” *Psikis : Jurnal Psikologi Islami* 8, no. 2 (2022): 192–202. <https://doi.org/10.19109/psikis.v8i2.7480>.
- Szcześniak, Małgorzata, Katarzyna Szmuc, Barbara Tytonik, Anna Czaprowska, Mariia Ivanytska, and Agnieszka Malinowska. “Moderating Effect of Help-Seeking in the Relationship between *Religiosity* and Dispositional Gratitude among Polish Homeless Adults: A Brief Report.” *International Journal of Environmental Research and Public Health* 19, no. 3 (2022). <https://doi.org/10.3390/ijerph19031045>.
- Takdir, Mohammad. “Kekuatan Terapi Syukur Dalam Membentuk Pribadi Yang Altruis: Perspektif Psikologi Qur’ani Dan Psikologi Positif.” *Jurnal Studia Insania* 5, no. 2 (2017): 175. <https://doi.org/10.18592/jsi.v5i2.1493>.
- Udin, Udin, Radian Dananjoyo, Mohsin Shaikh, and Densy Vio Linarta. “*Islamic Work Ethics*, Affective Commitment, and Employee’s Performance in Family Business: Testing Their Relationships.” *SAGE Open* 12, no. 1 (2022). <https://doi.org/10.1177/21582440221085263>.
- Usman, Muhammad Lulu Latif, and Muhamad Azrino Gustalika. “Pengujian Validitas Dan Reliabilitas System Usability Scale (SUS) Untuk Perangkat Smartphone.” *Jurnal Ecotipe (Electronic, Control, Telecommunication, Information, and Power Engineering)* 9, no. 1 (2022): 19–24. <https://doi.org/10.33019/jurnalecotipe.v9i1.2805>.
- Wang, Tsung-hsien. “Makna Syukur Berdasarkan Kajian Tematik Digital Al-Quran Dan Implikasinya Dalam Pendidikan Akhlak Di Sekolah Dasar” 1 (2019): 235–44.
- Willy Abdillah, Jogiyanto HM., Dwi Prabantini. *Partial Least Square (PLS): Alternatif Structural Equation Modeling (SEM) Dalam Penelitian Bisnis*. Andi Offset, 2015. http://digilib.uki.ac.id/index.php?p=show_detail&id=17856.
- Yuniwati, I., Faturrahman, F., & Yulianto, H. “The Mediating Role of Gratitude in *Islamic Work Ethic* and *Religiosity* on Work Life Conflict Reduce: The Case of Women in Professional Work.” *Nowledge Words Publications*, 2024.
- Yusuf., Syahrir; Danial;Eni Yulinda; Muhammad. *Aplikasi Metode SEM-PLS* :

Dalam Pengelolaan Sumberdaya Pesisir Dan Lautan. Jakarta: Papas Sinar Sinanti, 2020.

Zhang, Shihang, Rolf Moeckel, Ana Tsui Moreno, Bin Shuai, and Jie Gao. "A Work-Life Conflict Perspective on Telework." *Transportation Research Part A: Policy and Practice* 141, no. September (2020): 51–68. <https://doi.org/10.1016/j.tra.2020.09.007>.

