

## DAFTAR PUSTAKA

- Aco, Muh. K., Mas'ud, M., & Zakaria, J. (2024). Pengaruh Motivasi Kerja, Kompetensi Digital, dan Lingkungan Kerja Terhadap Kinerja Karyawan Perusahaan Umum daerah Daerah Air Minum (PERUMDA) Tirta Jeneberang Kabupaten Gowa. *Economics and Digital Business Review*, 5(1), 589–604.
- Aden, A. M., & Ali, H. (2024). Pengaruh Budaya Organisasi, Gaya Kepemimpinan dan Keterlibatan Karyawan Terhadap Kinerja Karyawan di UMKM XYZ. *Jurnal Humaniora, Ekonomi Syariah Dan Muamalah (JHESM)*, 2(4), 149–155. <https://doi.org/https://doi.org/10.38035/jhesm.v2i4>
- Ahyat, M. (2024). The Influence of Employee Engagement on Work Efficiency in the Creative Industry in Mataram City: Analysis of Digital Competence, Dedication, and Work Environment Dimensions. *Journal of Management*, 3(2), 748–760.
- Alam, S., Ramadhani, W. P., & Patmaniar. (2023). Transformasi Digital UMKM Di Indonesia Selama Pandemi. *Journal Social Society*, 3(2), 140–156. <https://doi.org/10.30605/jss.3.2.2023.344>
- Aliyyah, N., Prasetyo, I., Rusdiyanto, Endarti, E. W., Mardiana, F., Winarko, R., Chamariyah, Mulyani, S., Grahani, F. O., Rochman, A. S., Kalbuana, N., Hidayat, W., & Tjarka, H. (2021). What affects employee performance through work motivation? *Journal of Management Information and Decision Sciences*, 24(1), 1–14.
- Allen, T. D., Johnson, R. C., Kiburz, K. M., & Shockley, K. M. (2013). Work-Family Conflict and Flexible Work Arrangements: Deconstructing Flexibility. *Personnel Psychology*, 66(2), 345–376. <https://doi.org/10.1111/peps.12012>
- Antonietti, C., Cattaneo, A., & Amenduni, F. (2022). Can teachers' digital competence influence technology acceptance in vocational education? *Computers in Human Behavior*, 132, 1–9. <https://doi.org/10.1016/j.chb.2022.107266>
- Aprilia B, Z. (2025). Pengaruh Kompetensi Digital Dan Budaya Kerja Terhadap Pengembangan Sumber Daya Manusia Pada Pelaku Umkm Di Kota Parepare. *Decision : Jurnal Ekonomi Dan Bisnis*, 6, 181–191. <https://doi.org/10.31850/decision.v6i1.3579>
- Arviansyah, B., & Saraswati, S. D. (2025). Pengaruh Sumber Daya Manusia Ramah Lingkungan (GHRM) Terhadap Kinerja Karyawan Melalui Keterlibatan Kerja Sebagai Variabel Intervening. *Jurnal Maneksi*, 14(1), 162–169.
- Asri, D. H., & Anggraini, R. (2022). Peran Keterlibatan Karyawan Terhadap Kinerja Organisasi yang Dimediasi oleh Manajemen Pengetahuan: Studi Kasus pada Perusahaan Jasa Industri Pariwisata di Kota Batam. *Sang Pencerah: Jurnal Ilmiah Universitas Muhammadiyah Buton*, 8(2), 521–529. <https://doi.org/10.35326/pencerah.v8i2.2215>
- Awlia, M. R., Suwarsi, S., & Firdaus, F. S. (2024). Pengaruh Kompetensi Digital terhadap Produktivitas Kerja Pegawai di CV Duo Pratama Anugrah Bandung. *Bandung Conference Series: Business and Management*, 4(1), 485–491. <https://doi.org/10.29313/bcsbm.v4i1.11168>

- Azza, I. I., & Hendriani, W. (2023). Pengaturan Kerja Fleksibel (FWA) dan Implikasinya: Tinjauan Literatur Sistematis. *Online) Jurnal Ilmiah Fakultas Psikologi Universitas Yudharta Pasuruan*, 10(2), 2715–6206. <https://doi.org/10.35891/jip.v10i2>
- Badan Pusat Statistik Kabupaten Kediri. (2024). *Kecamatan Purwoasri dalam Angka 2024*.
- Bakker, A. B., & Demerouti, E. (2008). Towards a Model of Work Engagement. *Career Development International*, 13, 209–223. <https://doi.org/10.1108/13620430810870476>
- Björntoft, S., Hallman, D. M., Mathiassen, S. E., Larsson, J., & Jahncke, H. (2020). Occupational and individual determinants of work-life balance among office workers with flexible work arrangements. *International Journal of Environmental Research and Public Health*, 17(4), 1–15. <https://doi.org/10.3390/ijerph17041418>
- Bloom, N., Liang, J., Roberts, J., & Ying, Z. J. (2015). Does Working from Home Work? Evidence from a Chinese Experiment \*. *The Quarterly Journal of Economics*, 130(1), 165–218. <https://doi.org/10.1093/qje/qju032>
- Brečko, B. N., Ferrari, A., & Punie, Y. (2014). DIGCOMP: a Framework for Developing and Understanding Digital Competence in Europe. *ELearning Papers*, 38, 1–17. [www.openeducationeuropa.eu/en/elearning\\_papers](http://www.openeducationeuropa.eu/en/elearning_papers)
- Chairunnisa, Aji, F., & Wijaya, A. N. (2023). Employee engagement: a literature review. *Psikologia: Jurnal Pemikiran Dan Penelitian Psikologi*, 18(2), 148–163. <https://doi.org/10.32734/psikologia.v18i2.12190>
- Chandani, A., Mehta, M., Mall, A., & Khokhar, V. (2016). Employee Engagement: A Review Paper on Factors Affecting Employee Engagement. *Indian Journal of Science and Technology*, 9(15), 1–7. <https://doi.org/10.17485/ijst/2016/v9i15/92145>
- Chin, W. W. (1998). The Partial Least Squares Approach to Structural Equation Modeling. *Modern Methods for Business Research*, 295 (2), 295–336
- Cuwanditha, I. P. D., & Darma, G. S. (2024). Pengaruh Kerja Fleksibel, Berbagai Pengetahuan, dan Kepercayaan Terhadap Kinerja dan Komitmen Organisasional. *JPEK (Jurnal Pendidikan Ekonomi Dan Kewirausahaan)*, 8(2), 536–548. <https://doi.org/10.29408/jpek.v8i2.25402>
- De Menezes, L. M., & Kelliher, C. (2011). Flexible working and performance: A systematic review of the evidence for a business case. *International Journal of Management Reviews*, 13(4), 452–474. <https://doi.org/10.1111/j.1468-2370.2011.00301.x>
- De-La-Calle-Durán, M. C., & Rodríguez-Sánchez, J. L. (2021). Employee engagement and wellbeing in times of covid-19: A proposal of the 5cs model. *International Journal of Environmental Research and Public Health*, 18(10), 1–15. <https://doi.org/10.3390/ijerph18105470>
- Dunan, H., & Saputri, A. N. (2025). Pengaruh Flexible Working Arrangement dan Job Satisfaction terhadap Produktivitas Karyawan Generasi Z di Bandar Lampung. *ECo-Buss*, 7(3), 1711–1723. <https://doi.org/10.32877/eb.v7i3.2006>
- Dunn, M., Munoz, I., & Jarrahi, M. H. (2023). Dynamics of flexible work and digital platforms: Task and spatial flexibility in the platform economy. *Digital Business*, 3(1), 1–10. <https://doi.org/10.1016/j.digbus.2022.100052>

- Elisnawati, E., Mas'ud, M., & Selong, A. (2023). Pengaruh Kompetensi Digital, Motivasi Kerja dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Badan Pengembangan Sumber Daya Manusia (Bpsdm) Provinsi Sulawesi Selatan. *Journal on Education*, 5(3), 8308–8323.  
<https://doi.org/10.31004/joe.v5i3.1619>
- Fadilah, F. S., & Hikmah. (2024). Urgensi Kompetensi Digital Untuk Kepemimpinan Efektif di Lingkungan Organisasi Mahasiswa Universitas Muhammadiyah Makassar. *Jurnal Komunikasi Dan Organisasi (J-KO)*, 6, 99–105.
- Fadilla, N. (2020). Kesenjangan Digital di Era Revolusi Industri 4.0 dan Hubungannya dengan Perpustakaan sebagai Penyedia Informasi. *LIBRIA*, 12(1).
- Ferrari, A. (2013). *DIGCOMP: A Framework for Developing and Understanding Digital Competence in Europe* (Y. Punie & B. N. Brecko, Eds.).  
<https://doi.org/10.2788/52966>
- Ferrari, A., Neza Brecko, B., & Punie, Y. (2014). DIGCOMP : a Framework for Developing and. *Elearning Papers*, 38(May), 1–15.
- Firjatullah, B., & Ahmadi, M. A. (2025). Peran Penting Pengembangan Karyawan Dalam Peningkatan Kinerja di Era Digital: Literature Review. *Jurnal Ilmiah Ekonomi Manajemen & Bisnis*, 3(2), 74–82.  
<https://doi.org/10.60023/e5aybt70>
- Fornell, C., & Larcker, D. F. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of Marketing Research*, 18(1), 39–50
- Ganyang, M. T. (2018). *Manajemen Sumber Daya Manusia Konsep dan Realita* (First edition). IN MEDIA.
- Gunawan, A., Rizki, A. S., Anindya, T. F., Amalia, A. P., & Setiani, W. F. (2025). Manajemen Sumber Daya Manusia pada Era Digitalisasi. *Pusat Publikasi Ilmu Manajemen*, 3(1), 262–272.
- Hair Jr, J. F., M. Hult, G. T., & Sarstedt, M. (2017). *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)* (Second Edi). SAGE Publication, Inc.
- Handoyo, A. W., & Setiawan, R. (2017). Pengaruh Employee Engagement Terhadap Kinerja Karyawan Pada Pt. Tirta Rejeki Dewata. *Agora*, 5(1), 1–8.
- Hendrawan, A., Suchayowati, H., & Laras, T. (2020). Pengaruh Stres Kerja Terhadap Kreativitas Pada Tenaga Kerja Pada UMKM Di Wilayah Bantarsari Kabupaten Cilaca. *Amanu: Jurnal Manajemen Dan Ekonomi*, 3(1), 55–72.
- 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.
- Hidayat, F., Sumantri, Rumengan, A. E., Wibisono, C., & Khaddafi, M. (2023). The Effect of Digital Leadership, Information Technology and Digital Competency on Employee Performance in the Digital Era: Mediating Role of Job Satisfaction. *International Journal of Advances in Social Sciences*

- and Humanities*, 2(2), 61–68. <https://doi.org/10.56225/ijassh.v2i2.204>
- Hill, E., Hawkins, A., Ferris, M., & Weitzman, M. (2001). Finding An Extra Day A Week: The Positive Influence of Perceived Job Flexibility on Work and Family Life Balance. *Family Relations*, 50(1), 49–58. <https://doi.org/10.1111/j.1741-3729.2001.00049.x>
- Ikhsan, W. N., Mukson, M., & Afrizal, A. (2024). Pengaruh Disiplin Kerja terhadap Kinerja Karyawan PT. Sari Burger King Cabang Pekanbaru. *Socius: Jurnal Penelitian Ilmu-Ilmu Sosial*, 2(3), 115–122. <https://doi.org/https://doi.org/10.5281/zenodo.14823045>
- Ilma, L. N., Dinar, D. E., & Hendriana, E. (2022). The Effect of Flexible Working Arrangement on Organizational Commitment. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 5(1), 5883–5897. <https://doi.org/10.33258/birci.v5i1.4296>
- Kementerian pendayagunaan aparatur negara dan reformasi birokrasi. (2024, August 7). *Kominfo Targetkan 30 Juta UMKM Adopsi Teknologi Digital pada 2024*.
- Kossek, E. E., & Thompson, R. J. (2016). *Workplace Flexibility : Integrating Employer and Employee Perspectives to Close the Research – Practice Implementation Gap*. Oxford University Press. <https://doi.org/10.1093/oxfordhb/9780199337538.013.19>
- Kurniawati, D., & Judisseno, R. K. (2022). Penggunaan Skala Likert Untuk Menganalisa Efektivitas Registrasi Stakeholder Meeting: Exhibition Industry 2020. *Seminar Nasional Riset Terapan Admi*, 10(1), 142–152.
- Kusuma, F. K. (2021). Implementasi Manajemen Sumber Daya Manusia (Msdm) Berbasis Kompetensi Di Era Digital. *Media Bina Ilmiah*, 15(10), 5579–5590.
- Larasshati, K., & Priyastiwati, P. (2023). Pengaruh Kompetensi Digital Terhadap Kinerja Karyawan. *Jurnal Riset Akuntansi Dan Bisnis Indonesia*, 4(2). <https://doi.org/10.32477/jrabi.v4i2.1026>
- Lawal, N. A., Oduyemi, G. O., Alabi, A. O., & Adediran, T. D. (2024). Resource Rent, Human Capital and Health Outcomes in Nigeria. *Journal of Economics and Financial Issues*, 7(1), 83–107.
- Liana, Y., Kolo, N., Salim, A., & Lating, A. (2023). Kompetensi Digital, Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan Perusahaan Indah Logistik Pekanbaru. *Bening*, 10(2), 50–60.
- Mangifera, L., & Mawardi, W. (2022). *Digital Transfromation and its Impact on Financial Performance: in the Food and Beverage Small Business Sector*. 49–61.
- Mardiyoto, M., Giharjo, & Ristanti, V. (2024). Pengaruh Pengawasan dan Lingkungan Kerja Terhadap Efektivitas Kerja Karyawan Staf Gudang PT. Cepat Nahkoda Setia Singa. *MAPIRA: Jurnal Ilmiah Manajemen Dan Kewirausahaan*, 4(1), 37–49.
- Mendrofa, L., Zendrato, B., & Zai, I. (2025). Pengaruh Digitalisasi Pada Peningkatan Efisiensi Operasional Usaha Mikro, Kecil, Dan Menengah (UMKM) Di Indonesia Tahun 2023. *IDENTIK: Jurnal Ilmu Ekonomi, Pendidikan Dan Teknik*, 2(1), 100–108.

- Mutaqin, M. R., Rohandi, M. M. A., & Mahani, S. A. E. (2023). Pengaruh Harga dan Kualitas Pelayanan Terhadap Keputusan Pembelian Transportasi Online Indrive di Bandung. *Jurnal Riset Manajemen Dan Bisnis*, 32, 69–78. <https://doi.org/10.29313/jrmb.v3i2.2824>
- Nandang, Jamaludin, A., & Wanta. (2024). Pengaruh Kepemimpinan Digital dan Komitmen Organisasi Terhadap Kinerja Bisnis pada UKM Teknik di Karawang. *INVEST : Jurnal Inovasi Bisnis Dan Akuntansi*, 5(2), 317–328. <http://journal.al-matani.com/index.php/invest/index>
- Nikmah, W., Mukarromah, A., Widyansyah, D., & Anshori, M. I. (2023). Penggunaan Teknologi dalam Pengembangan SDM. *Mutiara : Jurnal Penelitian Dan Karya Ilmiah*, 1(5), 366–386. <https://doi.org/https://doi.org/10.59059/mutiara.v1i4.511>
- Novia, S., Indriani, E., & Hudaya, R. (2023). Determinan Eterminan Minat Investasi Generasi Z. *Jurnal Riset Mahasiswa Akuntansi*, 3(1), 103–115. <https://doi.org/https://doi.org/10.29303/risma.v3i1.383>
- Okojie, G., Alam, A. S. A. F., Begum, H., Ismail, I. R., & Sadik-Zada, E. R. (2024). Social support as a mediator between selected trait engagement and employee engagement. *Social Sciences and Humanities Open*, 10, 1–8. <https://doi.org/10.1016/j.ssaho.2024.101080>
- Oktavia, R., & Fernos, J. (2023). Pengaruh Lingkungan Kerjaa dan Budaya Organisasi Terhadap Kinerja Pegawai Pada Dinas Kependudukan dan Pencatatan Sipil Kota Padang. *Jurnal Economina*, 2(4), 993–1005. <https://doi.org/https://doi.org/10.55681/economina.v2i4.492>
- Pavani, S., Rao, R. S., Sitara, M., & Padmaja, N. (2024). A Study on Employee Engagement. In *A Modern Approach to AI- Integrating Machine Learning with Agile Practices*. QTanalytics Publication (Books). <https://doi.org/10.48001/978-81-966500-8-7-12>
- Prastika, J., Yulianti, D. R., Skepy, S. N. A., Hidayat, R., & Ikaningtiyas, M. (2024). Transformasi Organisasi: Strategi Adaptasi dalam Menghadapi Perubahan Lingkungan Bisnis. *Jurnal Manajemen Dan Akuntansi*, 1(3), 35–41. <https://doi.org/10.62017/wanargi>
- Puspasari, H., & Puspita, W. (2022). Uji Validitas dan Reliabilitas Instrumen Penelitian Tingkat Pengetahuan dan Sikap Mahasiswa terhadap Pemilihan Suplemen Kesehatan dalam Menghadapi Covid-19. *Jurnal Kesehatan*, 13(1), 65–71. <http://ejurnal.poltekkes-tjk.ac.id/index.php/JK>
- Putri, G. A., Santoso, H. A., & Purwanto. (2023). kontribusi Percepatan Inklusi Dan Literasi Keuangan Bagi Kinerja Umkm Kuliner Di Kota Surakarta. *Jurnal Riset Akuntansi Politala*, 6(1), 10–17. <https://doi.org/https://doi.org/10.34128/jra.v6i1.137>
- Qiao, G., Li, Y., & Hong, A. (2024). The Strategic Role of Digital Transformation: Leveraging Digital Leadership to Enhance Employee Performance and Organizational Commitment in the Digital Era. *Systems*, 12(11). <https://doi.org/10.3390/systems12110457>
- Rajâa, O., & Mekkaoui, A. (2025). Revealing the impact of social exchange theory on financial performance: a systematic review of the mediating role

- of human resource performance. *Cogent Business and Management*, 12(1), 1–30. <https://doi.org/10.1080/23311975.2025.2475983>
- Rezeki, F., Badrianto, Y., Turmudhi, A., & Kosasih. (2023). Pengaruh Gaya Kepemimpinan Situasional Terhadap Kinerja Karyawan Melalui Keterlibatan Karyawan di UD Sukinem. *Jurnal Administrasi Dan Manajemen*, 13(1), 68–73.
- Richman, A. L., Civian, J. T., Shannon, L. L., Hill, E. J., & Brennan, R. T. (2008). The relationship of perceived flexibility, supportive work-life policies, and use of formal flexible arrangements and occasional flexibility to employee engagement and expected retention. *Community, Work, and Family*, 11, 183–197. <https://doi.org/10.1080/13668800802050350>
- Ritawaty, N., Umairah, S., Hadziq, K., Sitorus, F., & Tarigan, S. E. (2024). Analisis Studi Literatur Tantangan Penerapan Flexible Working. *Jurnal Manajemen Bisnis Digital Terkini (JUMBIDTER)*, 1(3), 203–215.
- Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600–619. <https://doi.org/https://psycnet.apa.org/doi/10.1108/02683940610690169>
- Saputra, M., Ratumbusang, M. F. N. G., Rahmattullah, M., & Hasanah, M. (2024). Analisis Faktor- Faktor Keterlambatan Mahasiswa Tingkat Akhir di Program Studi Pendidikan Ekonomi FKIP ULM dalam Menyelesaikan Skripsi. *Jurnal Pendidikan Ekonomi (JUPE)*, 12(2), 183–189. <https://doi.org/10.26740/jupe.v12n2.p183>
- Sari, M., Rachman, H., Juli Astuti, N., Win Afgani, M., & Abdullah Siroj, R. (2022). Explanatory Survey dalam Metode Penelitian Deskriptif Kuantitatif. *Jurnal Pendidikan Sains Dan Komputer*, 3(01), 10–16. <https://doi.org/10.47709/jpsk.v3i01.1953>
- Satata, D. B. M. (2021). Employee Engagement as An Effort to Improve Work Performance: Literature Review. *Ilomata International Journal of Social Science*, 2(1), 41–49. <https://doi.org/10.52728/ijss.v2i1.152>
- Savitri, R., Nadia, F. N. D., & Yogatama, G. A. (2023). Pengaruh Persepsi Dukungan Organisasi untuk Mencapai Komitmen Profesional dengan Keterlibatan Karyawan Sebagai Mediator. *Jurnal Diversita*, 9(1), 140–151. <https://doi.org/10.31289/diversita.v9i1.9131>
- Schaufeli, W. B., & Bakker, A. B. (2004). Job demands, job resources, and their relationship with burnout and engagement: A multi-sample study. *Journal of Organizational Behavior*, 25(3), 293–315. <https://doi.org/10.1002/job.248>
- Sekaran, U., & Bougie, R. (2016). *Research Methods for Business: A skill Building Approach* (7th Editio). John Wiley & Sons Inc.
- Sihombing, P. L. T., & Batoebara, M. U. (2022). Strategi Peningkatan Kinerja Dalam Pencapaian Tujuan. *Jurnal Publik Reform UND HAR MEDAN*, 6, 1–16.
- Sofwatillah, Risnita, Syahrani Jailani, M., & Arestya Saksitha, D. (2024). Teknik Analisis Data Kuantitatif dan Kualitatif Dalam Penelitian Ilmiah. *Journal Genta Mulia*, 15(2), 79–91.

- Stella, I., E.B.J, I., & Chinedu. (2020). Flexible Working Arrangments and Organizational Performance: An Overview. *IOSR Journal Of Humanities And Social Science (IOSR-JHSS)*, 25(6), 50. <https://doi.org/10.9790/0837-2505065059>
- Sucahyowati, H., & Hendrawan, A. (2020). Pengaruh Employee Engagement Terhadap Kinerja Karyawan pada PT MK Semarang. *Jurnal Sains Teknologi Transportasi Maritim*, 2(2), 9–15. <https://doi.org/10.51578/j.sitektransmar.v2i2.21>
- Sucianti, R., Putra, F., Intan Palupi, N. W., & Dela Fortega, G. F. (2024). *Evolusi Msdm Di Era Digital Menghadapi Tantangan Dan Peluang* (1st ed.). PT Media Penerbit Indonesia.
- Sugiyono, & Sulaiman, E. O. P. (2024). Penerimaan Teknologi Pendidikan Dengan Menggunakan Tecnology Acceptance Model (TAM) Studi Kasus Pada Aplikasi Ruang Guru. *Journal of Information Technology and Computer Science (INTECOMS)*, 7(1), 268–281.
- Suhayati, M. (2023). Digitalisasi Usaha Mikro Kecil Menengah. *Bidang Ekonomi, Keuangan, Industri, Dan Pembangunan*, 15(24), 16–20. [www.djpb.kemenkeu](http://www.djpb.kemenkeu).
- Sukma, D., Hardianto, R., & Filtri, H. (2021). Analisis Tingkat Kepuasan Mahasiswa Terhadap Perkuliahan Daring Pada Era Pandemi Covid-19. *Jurnal Sistem Informasi*, 3(2), 130–142.
- Suwali, Afifah, H., Sumaya, P. S., Hasirun, Handayani, J., & Hasibuan, R. R. (2024). peningkatan kemampuan digitalisasi pemasaran pada UMKM gula semut kelapa di banyumas untuk meningkatkan daya saing di era digital. *Adidama Awatara Pengabdian Kepada Masyarakat Jurnal*, 2(4), 25–23. <https://doi.org/10.61434>
- Syahroni, M. I. (2022). Prosedur Penelitian Kuantitatif. *Jurnal Al-Musthafa STIT Al-Aziziyah Lombok Barat*, 43(3), 43–56.
- Tambunan, C. A. (2022). *Hubungan Antara Employee Engagement Dengan Kinerja Karyawan Pada PDAM Tirtanadi Cabang Tuasan*. Universitas Medan Area.
- Triyono, M. B., Mutohhari, F., Kholifah, N., Nurtanto, M., Subakti, H., & Prasetya, K. H. (2023). Examining the Mediating-Moderating Role of Entrepreneurial Orientation and Digital Competence on Entrepreneurial Intention in Vocational Education. *Journal of Technical Education and Training*, 15(1), 116–127. <https://doi.org/10.30880/jtet.2023.15.01.011>
- Utami, N., Oktaviani, N., Rohaeni, S., & Yuliyana, V. (2024). peran tranfromasi digital bagi keberlanjutan usaha mikro di era modern. *Jurnal Ekonomi Dan Bisnis Digital*, 2(1), 423–431.
- Waruwu, M. (2023). Pendekatan Penelitian Pendidikan: Metode Penelitian Kualitatif, Metode Penelitian Kuantitatif dan Metode Penelitian Kombinasi (Mixed Method). *Jurnal Pendidikan Tambusai*, 7(1), 2896–2910.
- Wibowo, W. S., & Kusdiyanto. (2024). Pengaruh Beban Kerja Dan Fleksibilitas Kerja Terhadap Work-Life Balance Karyawan (Studi Pada Karyawan Industri Umkm Di Kota Surakarta). *SEIKO : Journal of Management &*

*Business*, 7(2), 980–989

- Wicaksono, E., Maya Safitri, E., Ailza Sifaul Anam, M., & Alamsyah Bimantara, R. (2023). Analisis Kepuasan Pengguna pada Aplikasi Gojek Menggunakan Pendekatan Metode Delone- Mclean. *Prosiding Seminar Nasional Teknologi Dan Sistem Informasi (SITASI)*, 3(1), 207–216.  
<https://doi.org/https://doi.org/10.33005/sitasi.v3i1.615>
- Widosari, G. S. A., Rahmanie, W. N., & Dasmadi. (2023). Pengaruh Era Digital Pada Manajemen Sumber Daya Manusia. *Jurnal Cahaya Mandalika (JCM)*, 3(2), 1166–1171.
- Winnie, C. M., Kasih, F., & Nita, R. W. (2024). Rancangan Pelaksanaan Layanan Konseling Individual Berbasis Pendekatan Behavioral Dengan Menggunakan Teknik Assertive Training Bagi Peserta Didik Korban Bullying (Studi Analisis Deskriptif di SMA N 8 Padang). *Jurnal Penelitian Tindakan Kelas Dan Pengembangan Pembelajaran*, 7(2), 189–196.  
<https://doi.org/http://dx.doi.org/10.31604/ptk.v7i2.189-196>