REFERENCE:

- Abdu, G., & Purwanto, P. (2013). Analysis of Consumer Behavior Affecting Consumer Willingness to Buy in 7-Eleven Convenience Store. *Universal Journal of Management*, 1(2). https://doi.org/10.13189/ujm.2013.010205
- Adhikusuma, A. D., & Genoveva, G. (2020). The Influence of Entrepreneurial Culture In Indonesia Towards Business Students' Intention To Be An Entrepreneur. *FIRM Journal of Management Studies*, 5(1). https://doi.org/10.33021/firm.v5i1.887
- Ajzen, I. (1991). The Theory of Planned Behavior. Organizational Behavior and Human Decision Processes,. In *University of Massachusetts* (Vol. 50, Issue 2).
- Bai, B., Gopalan, N., Beutell, N., & Ren, F. (2021). Impact of Absolute and Relative Commute Time on Work–Family Conflict: Work Schedule Control, Child Care Hours, and Life Satisfaction. *Journal of Family and Economic Issues*, 42(4). https://doi.org/10.1007/s10834-021-09752-w
- Bakari, H., Hunjra, A. I., & Niazi, G. S. K. (2017). How Does Authentic Leadership Influence Planned Organizational Change? The Role of Employees' Perceptions: Integration of Theory of Planned Behavior and Lewin's Three Step Model. *Journal of Change Management*, 17(2). https://doi.org/10.1080/14697017.2017.1299370
- Bartoll, X., & Ramos, R. (2021). Worked hours, Job Satisfaction and Self-Perceived Health. *Journal of Economic Studies*, 48(1). https://doi.org/10.1108/JES-10-2019-0457
- Bhardwaj, P. (2019). Types of Sampling in Research. *Journal of the Practice of Cardiovascular Sciences*, 5(3). https://doi.org/10.4103/jpcs.jpcs 62 19
- Cash, P., Isaksson, O., Maier, A., & Summers, J. (2022). Sampling in Design Research: Eight key considerations. *Design Studies*, 78. https://doi.org/10.1016/j.destud.2021.101077
- Cheung, C. M., Bowen, P., Cattell, K., & Davis, J. (2022). How the Well-Being of Construction Professionals Mediates the Effect of Work–Life Balance on Their Commitment to the Organization. *Journal of Management in Engineering*, 38(4). https://doi.org/10.1061/(asce)me.1943-5479.0001053
- Dahlgren, A., Tucker, P., Gustavsson, P., & Rudman, A. (2016). Quick Returns and Night Work as Predictors of Sleep Quality, Fatigue, Work-Family

- Balance and Satisfaction with Work Hours. *Chronobiology International*, 33(6). https://doi.org/10.3109/07420528.2016.1167725
- Deery, S., Walsh, J., Zatzick, C. D., & Hayes, A. F. (2017). Exploring The Relationship Between Compressed Work Hours Satisfaction and Absenteeism in Front-Line Service Work. *European Journal of Work and Organizational Psychology*, 26(1). https://doi.org/10.1080/1359432X.2016.1197907
- Demerouti, E., Bakker, A. B., & Halbesleben, J. R. B. (2015). Productive And Counterproductive Job Crafting: A Daily Diary Study. *Journal of Occupational Health Psychology*, 20(4). https://doi.org/10.1037/a0039002
- Diamantopoulos, A., & Siguaw, J. A. (2014, December). Determinants of Export Marketing Research Evaluations: An Exploratory Study of Firms In The UK. *In Proceedings of the 1996 Academy of Marketing Science (AMS) Annual Conference (pp. 155-159).*
- Ding, Z., Sun, Y., Zhang, X., & Zhang, X. (2022). Study on the Realization Dilemma and Guarantee System of Workers' Right to Rest from the Perspective of "996" Working System. *Proceedings of the 2022 7th International Conference on Social Sciences and Economic Development (ICSSED 2022)*, 652. https://doi.org/10.2991/aebmr.k.220405.363
- Dong, X. (2021). Interaction Design Based on Relieving Psychological Pressure of "996" Group. *E3S Web of Conferences*, 257. https://doi.org/10.1051/e3sconf/202125702039
- Jin, Y., Zhang, Z., & Wu, D. (2019). What Happens When Employees Are Treated. Like Robots? The Impact of The 996 Work Schedule on Employees' Mental Health. *International Journal of Environmental Research and Public Health*, 16(23), 4729.
- Hair, J. F., Hult, G. T. M., Ringle, C. M., & Sarstedt, M. (2017). A Primer on. Partial Least Squares Structural Equation Modeling (PLS-SEM) (2nd ed.). *Sage Publications*.
- Hair, J. F., Risher, J. J., Sarstedt, M., & Ringle, C. M. (2018). When to Use And How to Report the Results of PLS-SEM", European Business Review. *European Business Review*, 31(1).
- Hang, Y. (2021). Research on China's Special Working Hours Management System Based on the Background of Internet Industry. *Open Journal of Social Sciences*, 09(04). https://doi.org/10.4236/jss.2021.94025

- Heo, S., Diaz Peralta, P., Jin, L., Pereira Nunes, C. R., & Bell, M. L. (2022). Disparities in COVID-19 Impacts on Work Hours and Career Satisfaction by Gender and Race among Scientists in the US: An Online Survey Study. *Social Sciences*, 11(12). https://doi.org/10.3390/socsci11120577
- Hong, Y., Zhang, Y., Xue, P., Fang, X., Zhou, L., Wei, F., Lou, X., & Zou, H. (2022). The Influence of Long Working Hours, Occupational Stress, and Well-Being on Depression Among Couriers in Zhejiang, China. Frontiers in Psychology, 13. https://doi.org/10.3389/fpsyg.2022.928928
- Hsu, Y. Y., Bai, C. H., Yang, C. M., Huang, Y. C., Lin, T. T., & Lin, C. H. (2019). Long Hours' Effects on Work-Life Balance and Satisfaction. *BioMed Research International*, 2019. https://doi.org/10.1155/2019/5046934
- Kaltiainen, J., & Hakanen, J. J. (2023). Why Increase in Telework May Have Affected Employee Well-Being During The COVID-19 Pandemic? The role of work and non-work life domains. *Current Psychology*. https://doi.org/10.1007/s12144-023-04250-8
- Lee, B. Y., Wang, J., & Weststar, J. (2015). Work Hour Congruence: The Effect on Job Satisfaction and Absenteeism. *International Journal of Human Resource*Management, 26(5). https://doi.org/10.1080/09585192.2014.922601
- Li, H. U., Huang, S., Shu, J., & Liu, C. (2018). Employee Work Performance Mediates Empowering Leader Behavior and Employee Voice. *Social Behavior and Personality*, 46(12). https://doi.org/10.2224/sbp.7124
- Luo, L., Chen, Y., & Yan, X. (2020). The Mediating Effect of Perceived. Behavioral Control on Subjective Norm and The Acceptance Of 996 Work System. *Journal of Chinese Human Resource Management*, 11(1), 25-41.
- McEwan, B. (2020). Sampling and validity. In *Annals of the International Communication*https://doi.org/10.1080/23808985.2020.1792793
- Nakata, A. (2017). Long Working Hours, Job Satisfaction, And Depressive Symptoms: A Community-Based Cross-Sectional Study Among Japanese Employees in Small- And Medium-Scale Businesses. *Oncotarget*, 8(32). https://doi.org/10.18632/oncotarget.18084
- Ouyang, W., & Feng, H. (2020). Game Theory Analysis on Behavior Strategy Selections of Employees Under "996" Working System. *DEStech Transactions on Social Science, Education and Human Science, mess.* https://doi.org/10.12783/dtssehs/mess2019/33718

- Ramli, N. A., Latan, H., & Solovida, G. T. (2019). Determinants of Capital Structure And Firm Financial Performance A PLS-SEM Approach: Evidence From Malaysia And Indonesia. *The Quarterly Review of Economics and Finance*, 71, 148-160.
- Relationship Of Job Involvement With Job Satisfaction. (2020). *Adalya Journal*, *9*(7). https://doi.org/10.37896/aj9.7/029
- Sarstedt, M., Ringle, C. M., Smith, D., Reams, R., & Hair Jr, J. F. (2014). Partial. Least Squares Structural Equation Modeling (PLS-SEM): A Useful Tool for Family Business Researchers. *Journal of family business strategy*, 5(1), 105-115.
- Schuster, N. (2022). New Work in China Work From Home, 996 and Employee Motivation. *International Journal of Academic Research in Business and Social Sciences*, 12(3). https://doi.org/10.6007/ijarbss/v12-i3/12885
- Setiawan, C., & Wati, N. P. K. (2019). Factors Affecting the Performance of Sharia Equity Funds in Indonesia. *Iranian Journal of Management Studies*, 12(4).
- Sinval, J., Pasian, S., Queirós, C., & Marôco, J. (2018). Brazil-Portugal Transcultural Adaptation of the UWES-9: Internal Consistency, Dimensionality, and Measurement Invariance. *Frontiers in psychology*, *9*, *353*.
- Suri, H. (2011). Purposeful Sampling in Qualitative Research Synthesis. *Qualitative Research Journal*, 11(2). https://doi.org/10.3316/QRJ1102063
- Sun, Y., Cai, Y., & Yao, T. (2020). Adoption Intention of Internet Financial Products: An Integrated Perspective. *Journal of Business Research*, 110, 1-11.
- Tang, S., Huang, X., & Chen, Z. (2020). Individualism–collectivism and 996. Work Culture in China. *Asian Journal of Social Psychology*, 23(2), 89-97.
- Virtanen, M., Jokela, M., Madsen, I. E. H., Magnusson Hanson, L. L., Lallukka, T., Nyberg, S. T., Alfredsson, L., Batty, G. D., Bjorner, J. B., Borritz, M., Burr, H., Dragano, N., Erbel, R., Ferrie, J. E., Heikkilä, K., Knutsson, A., Koskenvuo, M., Lahelma, E., Nielsen, M. L., ... Kivimäki, M. (2018). Long working hours and depressive symptoms: Systematic review and meta-analysis of published studies and unpublished individual participant data. In *Scandinavian Journal of Work, Environment and Health* (Vol. 44, Issue 3). https://doi.org/10.5271/sjweh.3712

- Wang, J. J. (2020). How Managers Use Culture and Controls to Impose A '996' Work Regime in China that Constitutes Modern Slavery. *Accounting and Finance*, 60(4). https://doi.org/10.1111/acfi.12682
- Wheatley, D. (2017). Employee Satisfaction and Use of Flexible Working Arrangements. *Work, Employment and Society, 31*(4). https://doi.org/10.1177/0950017016631447
- Wilson, J., Hair, C., Knight, R., Catto-Smith, A., Bell, S., Kamm, M., & 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, 115-135.
- Woo, J. M. (2015). The Policies to Support Work–Life Balance and the Impact Of Work Stress on Family Life Among Emotional Labourers in Korea. In *Handbook of Research on Work-Life Balance in Asia*. https://doi.org/10.4337/9781783475094.00018
- Xiao, C., Silva, E. A., & Zhang, C. (2020). Nine-Nine-Six Work System and People's Movement Patterns: Using Big Data Sets to Analyse Overtime Working in Shanghai. *Land Use Policy*, 90. https://doi.org/10.1016/j.landusepol.2019.104340
- Xiaotian, L. (2019). The 996.ICU Movement in China: Changing Employment Relations and Labour Agency in the Tech Industry. *Made in China Journal*, 4(2). https://doi.org/10.22459/mic.04.02.2019.06
- Yang, T., Liu, R., & Deng, J. (2021). Does Co-worker Presenteeism Increase Innovative Behavior? Evidence From IT Professionals Under the 996 Work Regime in China. *Frontiers in Psychology*, 12. https://doi.org/10.3389/fpsyg.2021.681505
- Yang, Y. (2019). 'Developers' Lives Matter' Chinese Software Engineers Use GitHub to Protest Against The Country's 996 Work Schedule. South China Morning Post.
- Yip, W. (2021). China Steps into Regulate Brutal "996" Work Culture. BBC News.
- Yuan, S., & Liao, Y. (2019). Perceived Behavioral Control: A Review of Its Constructs, Measurement, And Application in Health Behavior Research. *Journal of Nursing Education and Practice*, 9(4), 111-118.
- Yuan, Y., Wu, J., & Gao, J. (2019). Understanding Employees' Intention to Work Under The 996 System: A Chinese Perspective. *Asia Pacific Journal of Management*, 36(4), 861-880.

- Zhang, Z. (2020). Isn't" 996" A Good Reason to Quit? A Cross-Cultural Study About the Influence of Work-Life Balance on Turnover Intention.
- Zheng, H., Vatsa, P., Ma, W., & Zhou, X. (2023). Working Hours and Job Satisfaction In China: A Threshold Analysis. *China Economic Review*, 77. https://doi.org/10.1016/j.chieco.2022.101902
- Zhou, S., & Fang, Y. (2019). How Does Long Working Hours Affect Employee Well-Being? A Systematic Review of Overtime Literature. *International Journal of Environmental Research and Public Health*, 16(11), 2102