

The Effect of Training, Motivation and Work Discipline on Employee Performance at PKMI-1 Medan

Yuli Tripasa Purba^{1*}, Anton A.P. Sinaga², Thomas Sumarsan Goh³

Universitas Methodist Indonesia

Corresponding Author: Yuli Tripasa Purba yulitripasapurba2@gmail.com

ARTICLE INFO

Keywords: Training, Motivation, Work Discipline, Employee Performance

Received : 21, February

Revised : 22, March

Accepted: 28, April

©2026 Purba, Sinaga, Goh: This is an open-access article distributed under the terms of the [Creative Commons Atribusi 4.0 Internasional](https://creativecommons.org/licenses/by/4.0/).



ABSTRACT

The motive of this examine is to find out and examine the effect of training, motivation and paintings area on employee performance at PKMI-1 Medan. The research technique is quantitative facts thru a couple of linear regression analysis. A sampling of 30 respondents turned into used; saturation sampling (all personnel) became applied to the take a look at topics. statistics become accrued via a questionnaire with a Likert scale. The effect of the analysis shows that schooling has a high quality and vast effect on worker performance at PKMI-1 Medan which is indicated through a coefficient cost of 0.245 with a significance fee of 0.05 ($p < 0.05$). the motivation variable has the most dominant impact on employee overall performance with a coefficient fee of 0.215 and a significance fee of 0.033 ($p < 0.05$), and the work area variable has a high-quality and significant effect on employee overall performance with a coefficient value of 0.203 and a significance value of 0.007 ($p < 0.05$). concurrently, education, motivation, and work area significantly have an effect on worker performance, with a coefficient of dedication (R^2) of 0,844. this means that 84.4% of the variant in employee overall performance can be defined by way of these 3 variables, while the closing 15.6% is influenced with the aid of other elements no longer examined in this study.

The findings indicate that enhancing training great, worker motivation, and work field can enhance employee performance. This study is predicted to serve as a reference for PKMI-1 Medan in enhancing the effectiveness of human aid control.

INTRODUCTION

Academic establishments play a strategic position in teaching the state and developing super human resources. To achieve those dreams, instructional institutions are required to have a valid control gadget, such as human aid control. In developing satisfactory academic surroundings, no longer best teachers play a vital position, however all personnel also contribute notably to the easy walking of the instructional manner. faculty employees, which includes administrative workforce, janitors, safety guards, technicians, and different guide staff, are a necessary a part of the instructional system, making sure effective and efficient teaching and studying sports.

Suitable employee performance displays professionalism, responsibility, and dedication to their assigned responsibilities. personnel who are disciplined, prepared, and work in keeping with operational requirements will help create an orderly, safe, smooth, and comfy environment. Conversely, low worker overall performance can at once effect the exceptional of instructional offerings, lessen student pride, and restrict the fulfillment of the company's imaginative and prescient and task. but, in practice, personnel are nevertheless regularly found to be unproductive, undisciplined, and have low work morale. consequently, it is critical to research the extent to which factors can impact employee overall performance.

Training is a systematic manner executed by using an enterprise or business enterprise to improve the expertise, abilities, and abilities of personnel in sporting out their painting's obligations and duties correctly and efficaciously. Human aid improvement efforts are completed through training held by means of the agency, so that skilled human sources have most excellent overall performance. With schooling sports, personnel have the opportunity to absorb new know-how or values, in order that with this new expertise, personnel can improve their performance in wearing out the responsibilities assigned to them. Human useful resource improvement executed through education is an effort to enhance the first-class of human assets. education is very vital for groups in order that employees have the knowledge, abilities and skills to fulfill the wishes of the employer now and inside the future. schooling will carry blessings consisting of growing worker understanding and helping personnel have the competencies to work with new technologies, supporting employees to understand the way to work effectively in teams to provide fine services and products, ensuring that the company lifestyle emphasizes innovation, creativity and mastering, ensuring protection by way of providing new methods for employees to make contributions to the company.

Motivation is vital at work, permitting individuals to perform optimally for themselves and their enterprise. Motivation is an internal or external pressure that fuels enthusiasm, dedication, and willingness to acquire organizational goals by finishing their paintings effectively. Motivation is important for employees to carry out better. paintings motivation is inspired with the aid of several elements, both internal and outside. inner motivation impacts someone's mind and, in flip, their conduct. external motivation, which

include that provided with the aid of the business enterprise, offers a robust impetus for most effective overall performance.

Paintings subject is a manifestation of employee compliance with work regulations and personal duty towards the organisation. true organizational control normally continually has a high stage of subject. subject may be visible in how employees perform their responsibilities in accordance with installed regulations. employee subject plays a completely important function in wearing out each day duties. subject is an operational function of human useful resource management. field is the maximum vital operative function because the better an employee's subject, the better the work field that may be achieved. paintings subject may be described as a form of obedience to someone's behavior in complying with certain regulations and policies associated with work.

PKMI-1 Medan as one of the educational establishments is required to have reliable and capable human sources, which can be a lever for competitive gain, so that the improvement of human useful resource abilities is one of the key elements for success in reaching the vision and venture. education, motivation and additionally paintings discipline are essential to enhance the best of human assets within the academic surroundings. in step with the vision and undertaking of this corporation, particularly to recognise the implementation of dependable, aggressive schooling and offer brought fee in society, it's far essential to put in force extra focused efforts in growing human resources always and constantly.

However, preliminary research on employee performance indicates that several factors contribute to declining employee performance, which, of course, also results in a decline in student enrollment each year. The annual decline in student numbers can be seen in the table below:

Table 1. Number of Students of PKMI-1 Medan

No	Description	TK	SD	SMP	SMA	Amount
1	TP. 2021/2022	20	205	185	344	754
2	TP. 2022/2023	27	188	166	309	690
3	TP. 2023/2024	34	164	153	270	621
4	TP. 2024/2025	25	146	123	216	510
5	TP. 2025/2026	26	137	103	199	465

Source: PKMI-1 Medan Data

The facts indicate that the decline in employee performance has decreased public consider in PKMI-1 Medan. The decline in worker overall performance is likewise seen from the lack of productivity of employees in completing assigned tasks. this is evidenced by way of the truth that there are still employees who do now not have the ability to finish their responsibilities, which reasons the school administration method to be slower. further, the dearth of motivation given to employees causes their overall performance to decline, resulting in a loss of appreciation and recognition for the work they have got executed. As a result, personnel once in a while have to watch for their salaries to be paid, as a result decreasing their enthusiasm for doing their jobs.

similarly, employee paintings field is also known to be very low, in which it is observed that there are still employees who arrive overdue at office hours, are outside the room all through working hours, and leave early from the required operating hours.

LITERATURE REVIEW

1. Human Resource Management

In step with Hasibuan (2017), human useful resource management is the science and artwork of handling relationships and roles of the team of workers to effectively and successfully help reap the desires of the company, personnel, and society. in keeping with Kaswan (2012), human resource management is a management hobby related to the recruitment, improvement, protection, and dismissal of human assets in an agency. Human resource management offers with human resources, specifically folks that are equipped, willing, and capable of contribute to the goals of stakeholders. consistent with Sunyoto (2012:1), "Human resource control is an activity executed to stimulate, develop, encourage, and hold high overall performance in a business enterprise." The definition above method that human useful resource control is one of the crucial resources as a number one component to be considered in an organisation in order that personnel can offer maximum contribution to the enterprise.

2. Employee performance

In keeping with Mangkunegara (2011:67), the definition of performance (paintings achievement) is the work consequences in phrases of quality and amount finished with the aid of an employee in wearing out his duties in accordance with the responsibilities given to him. in keeping with Kaswan (2012), worker overall performance is an issue that impacts the volume to which they make contributions to the organisation. according to Robbin (2016:260) defines "overall performance is a result completed by way of a worker in his paintings in step with sure criteria that apply to a process." moreover, according to Sutrisno (2010:170) "overall performance is how someone is predicted to function and behave according with the duties which have been assigned to him."

Primarily based at the theories above, it could be concluded that worker overall performance is a measure of the fine and amount of work consequences completed with the aid of an employee in sporting out their duties and obligations consistent with mounted standards.

3. Job Training

In line with Bangun (2012), training is a method to enhance worker work abilities as a way to assist reap employer dreams. in step with Sinambela (2016), schooling is a shared responsibility between personnel and the employer, in which personnel have a duty to layout and take part in education, all of that's to broaden their capabilities so that higher profession paths are extensive open for personnel inside the destiny. Conversely, organizations also are very inquisitive about presenting schooling for his or her personnel, with the intention to work professionally, enthusiastically and with high dedication if you want to optimize employee performance. consistent with Nawawi (2011:215), "schooling

approach the procedure of offering assistance to employees to master specific abilities or assist to correct deficiencies in sporting out their work. the focal point of the hobby is to enhance work capabilities to fulfill the needs of the best work methods these days." in keeping with Dessler (2015:284), education is the manner of coaching new or existing employees the primary capabilities they need to carry out their jobs. training is one effort to enhance the first-rate of human resources within the international of labor.

From the definition of schooling above, it could be concluded that schooling is an academic method for personnel to educate and increase employee talents to enhance worker expertise, talents, attitudes and work skills with a purpose to work greater efficiently, correctly and productively in attaining business enterprise desires.

4. Work motivation

Motivation in step with Hasibuan (2001: 219) is the provision of using force that creates someone's work ardour, in order that they may be willing to cooperate, work efficiently and combine with all their efforts to reap pleasure. Motivation according to Syahyuti (2010: ninety-three) is the availability of riding pressure for someone to do their activity properly. consistent with Mangkunegara (2019) motivation is a condition or electricity that moves personnel who are directed or geared toward reaching organizational dreams. in keeping with Sutrisno (2009, p. 111) "work motivation is the availability of driving force that creates someone's paintings passion, in order that they are inclined to cooperate, work successfully, and combine with all their efforts to gain pleasure."

When employees are influenced to gain their private desires, they have to improve their performance. multiplied worker performance will also improve organizational performance. consequently, elevated employee motivation will improve character, organization, and organizational overall performance. To inspire people to work, each in my view and in agencies, in approaches that produce the excellent outcomes, we need to liberate their very own private motivational energy. The artwork of motivating humans starts with mastering how we can attain the desired blessings for both the organisation and its personnel. (Wibowo, 2017:321).

Based on the theories above, it may be concluded that motivation is a strong drive, each from within and outdoor, which makes someone enthusiastic about carry out a movement with a selected motive.

5. Work Discipline

In step with Hasibuan (2016:193) states that paintings area is "a person's cognizance and willingness to obey all organisation policies and relevant social norms.". in keeping with Siagian (2015:305) also argues that subject is "a form of training that seeks to enhance or shape the knowledge, attitudes, and conduct of employees so they voluntarily try to work productively, obeying all relevant guidelines and norms." (Rivai, 2014), states that paintings field is a device utilized by managers to exchange a behavior and as an effort to growth someone's attention and willingness to obey all employer regulations and relevant social norms. in line with Nawawi (2017) field is "A mindset or

willingness and willingness of a person to obey all organization policies and applicable social norms."

From the diverse definitions above, it is able to be concluded that area is a recognition and willingness for someone to obey all the guidelines that have been made by using the organization and the applicable social norms and if they violate them there may be sanctions for the violation.

6. Conceptual Framework

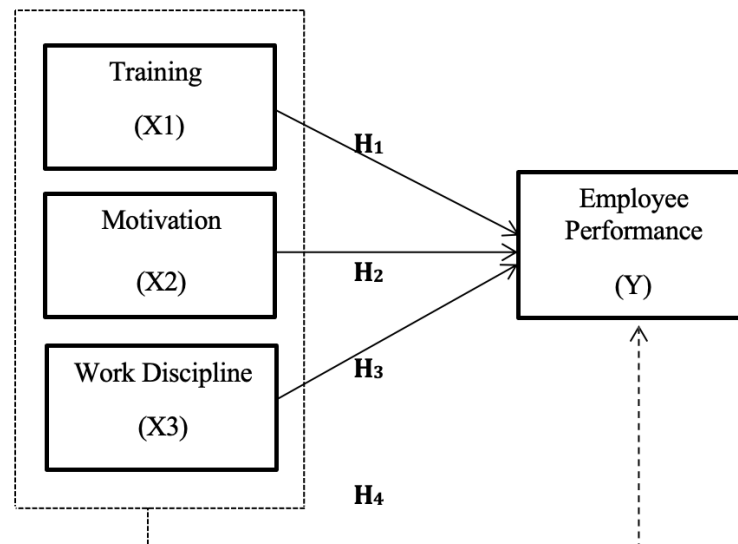


Figure 1. Conceptual Framework

METHODOLOGY

This observe hired quantitative studies, a structured approach that quantifies data for generalizability. The population comprised all 30 employees at PKMI-1 Medan. facts collection techniques had been used to determine the statistics used inside the observe to achieve facts that could be used as goal information and not deviate from the actual records.

RESEARCH RESULT

1. Descriptive Statistical Analysis

Descriptive statistical evaluation will offer a popular assessment of the studies gadgets used as research samples. records rationalization through descriptive facts is anticipated to provide a preliminary overview of the hassle being studied.

Table 2. Descriptive Analysis Results

	N	Minimum	Maximum	Mean	Std. Deviation
Training	30	15.00	60.00	50.6724	5.89355
Motivation	30	17.00	41.00	29.5137	2.54812
Work Discipline	30	18.00	45.00	36.2563	3.31306
Employee Performance	30	23.00	47.00	51.3410	5.43568
Valid N (listwise)	30				

2. Reliability Test

Reliability checking out is the level of stability of a measuring device in assessing a symptom or event. The better the reliability of a measuring

instrument, the stronger it is. To calculate alpha, a pc application called SPSS 26 is used, the usage of the alpha version. In making reliability decisions, an instrument is taken into consideration dependable if the Cronbach's alpha price is greater than 0.6 (Ghozali, 2018:32).

Table 3. Results of Training Reliability Test (X1), Motivation (X2), Discipline (X3), Employee Performance (Y)

Variabel	Cronbach's Item Alpha	Cronbach's Alpha	Description
Training (X1)	0,921	0,6	Reliabel
Motivation (X2)	0,873	0,6	Reliabel
Work Discipline (X3)	0,957	0,6	Reliabel
Employee Performance (Y)	0,939	0,6	Reliabel

3. Multiple Linear Regression

Multiple linear regression evaluation is used to decide whether or not there's a courting or impact between a couple of variables and the structured variable. earlier than checking out the speculation regarding the significance of the connection among the independent and based variables, it's far first important to decide whether or not the version well-knownshows a linear relationship.

Table 4. Multiple Linear Regression Test Results.

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4,233	1,397		3,030	,003
	Training	,245	,085	,264	2,891	,005
	Motivation	,215	,099	,227	2,165	,033
	Work Discipline	,203	,074	,213	2,742	,007

Primarily based on desk three above, there may be a regression coefficient cost by way of looking at the results within the coefficient table within the unstandardized column in column B. in this sub-column there is a consistent value of 4.233 while the regression coefficient fee for Training (X1) = 0.245 with sig 0.5, Motivation (X2) = 0.215 with sig 0.033, field (X3) = 0.203 with sig 0.007. primarily based on these results, a more than one regression equation version can be formulated on this observe in an effort to then be interpreted as follows $Y = 4.233 + 0.245X1 + 0.215X2 + 0.203X3$. the interpretation of the regression equation version is as follows:

a. Worker overall performance schooling

Education acquired a tremendous regression coefficient of 4.245, indicating that education undoubtedly contributed to worker performance at PKMI 1 Medan. which means that if the education

variable will increase, the employee performance variable will also increase.

b. Motivation for worker overall performance

Motivation acquired a fantastic regression coefficient of 0.215, indicating that motivation contributes definitely to worker overall performance at PKMI 1 Medan. which means that if the motivation variable increases, worker overall performance will even boom.

c. Discipline towards employee overall performance

Subject received a tremendous regression coefficient of 0.203, indicating that discipline contributes definitely to worker performance at PKMI 1 Medan. which means if the discipline variable increases, employee performance will also growth.

DISCUSSION

1. The Impact of Training on Employee Performance

The evaluation outcomes show that training has a superb and vast effect on employee performance at PKMI-1 Medan, with a coefficient value of 0.245 and an importance fee of 0.05 ($p < 0.05$). which means the higher the education software supplied by means of the agency, the higher employee performance.

Powerful training can improve employees' expertise, abilities, and paintings attitudes. personnel who get hold of education tailored to their task necessities are higher capable of carry out their tasks efficaciously and productively. At PKMI-1 Medan, the education supplied consists of student carrier education, administration schooling, and monetary structures control schooling.

Theoretically, these effects guide Rivai's (2018) opinion, which states that schooling is a scientific process for changing worker paintings behavior to obtain organizational desires. schooling now not best improves technical competence but also fosters a professional work attitude. This finding aligns with Simamora's (2019:19) principle, which states that schooling improves worker paintings abilities and aligns their talents with organizational desires at the Medan college of Economics.

Practically, training at PKMI-1 Medan has helped employees improve their technical abilities and activity understanding, mainly in production and management. however, regular evaluation is still needed to ensure the schooling cloth stays applicable to technological changes and company operational requirements.

2. The Influence of Motivation on Employee Performance

primarily based on the partial check consequences, the inducement variable has the most dominant have an effect on on employee overall performance with a coefficient price of 0.215 and a importance fee of 0.033 ($p < 0.05$). those results suggest that the higher the worker's work motivation, the better the ensuing performance. Motivation is a force from within (intrinsic) and from outside (extrinsic) that makes someone enthusiastic about working. At PKMI-1 Medan, employees who acquire awards for suitable performance, advertising possibilities, and harmonious running relationships generally tend to reveal better work enthusiasm.

This finding is according with Herzberg's concept about Motivation-Hygiene idea, wherein motivating factors which include success, reputation, and duty play an essential function in improving overall performance.

Furthermore, the effects of this observe guide Putra's (2020) findings, which kingdom that work motivation definitely affects employee productivity on the Medan career training center. sturdy motivation helps personnel cognizance extra on reaching work objectives and take extra duty for their work.

From these outcomes, it can be concluded that motivation is the main issue that drives increased performance of PKMI-1 Medan personnel, as it affects the emotional and psychological factors of people at work

3. The Influence of Discipline on Employee Performance

The effects of the study showed that paintings area had a nice and enormous impact on worker performance, with a coefficient price of 0.203 and an importance cost of 0.007 ($p < 0.05$). which means that the better the level of field, the higher the worker's performance.

paintings area is reflected in adherence to regulations, punctuality, obligation for work, and a pro attitude in sporting out tasks. At PKMI-1 Medan, several guidelines which includes strict attendance, constant operating hours, and each day assessment machine play a position in fostering employee discipline.

This finding aligns with Manurung's (2020) opinion, "The have an impact on of work area on employee overall performance in Medan better schooling institutions. high discipline will create order and work performance.

This research additionally aligns with Andriani's (2022) findings, which located that work subject substantially influences the overall performance of Transportation organisation personnel. hence, field is the primary foundation for constructing an effective and included paintings ethic at PKMI-1 Medan.

4. The Simultaneous Effect of Training, Motivation, and Discipline on Employee Performance

The outcomes of the F check show that education, motivation, and paintings field simultaneously have a large effect at the performance of PKMI-1 Medan personnel with an F-matter fee of 113.769 with an importance stage of 0.000 (<0.05). The coefficient of willpower (R^2) fee of 0.844 shows that 84.4% of the variant in worker performance modifications is explained by these three variables, at the same time as the remaining 15.6% is stimulated with the aid of different elements together with management, paintings environment, and repayment.

Those results suggest that worker performance isn't always best prompted via technical competencies acquired from training, however also via internal motivation and area in carrying out responsibilities. those 3 factors supplement every different and together make contributions to growing premiere overall performance. For PKMI-1 Medan, the results of this look at have essential realistic implications, specifically PKMI-1 Medan wishes to maintain schooling frequently and consistent with paintings needs; control ought to continue to

provide motivation, either via awards, recognition, or incentives; Disciplinary regulations must be enforced always to create a positive work lifestyle.

As a result, it may be concluded that schooling, motivation, and paintings discipline have interrelated and inseparable roles in efforts to enhance worker overall performance.

CONCLUSIONS AND RECOMMENDATIONS

1. Training has a high-quality and enormous impact on employee overall performance at PKMI-1 Medan. The evaluation suggests that powerful education can improve worker expertise, capabilities, and work abilities. The more common and applicable the schooling, the higher the worker's overall performance in completing their obligations.
2. Motivation has a high-quality and extensive effect on worker overall performance at PKMI-1 Medan. exceptionally inspired personnel tend to illustrate more willpower and duty of their paintings. Motivational elements along with rewards, recognition, and possibilities for self-improvement are key drivers of advanced overall performance.
3. work area has a wonderful and enormous impact on employee overall performance at PKMI-1 Medan. right field reflects employees' awareness of complying with guidelines and constantly wearing out work duties. Disciplined employees are capable of preserve punctuality, attendance, and the pleasant in their work.
4. Schooling, motivation, and paintings discipline concurrently have a massive influence on employee performance at PKMI-1 Medan. these three variables are interrelated and together form an enormous factor in enhancing performance. The dedication takes a look at results suggest that 84.4% of the variation in worker performance can be defined by training, motivation, and paintings area, even as the last 15.6% is prompted by using other elements including reimbursement, paintings surroundings, leadership fashion, and organizational subculture

REFERENCES

- Bangun, W. (2018). *Manajemen Sumber Daya Manusia*. Penerbit Erlangga.
- Delni Alek Candra. (2022). Pengaruh Motivasi, Pelatihan Dan Disiplin Kerja Terhadap Kinerja Karyawan di Politeknik Pertanian Negeri Payakumbuh. *J- Mabisya*, 3(1), 45-53.
- Dessler, Gary. (2015). *Manajemen Sumber Daya Manusia*. Jakarta: Salemba Empat.
- Ghozali, Imam. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*. Semarang: Badan Penerbit Universitas Diponegoro.
- Hasibuan, Malayu S.P. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Bumi Aksara.

- Hasibuan, Malayu S.P., (2017). Manajemen Sumber Daya Manusia. Jakarta: PT Bumi Aksara
- Hasibuan, Malayu S.P., (2018). Manajemen Sumber Daya Manusia. Edisi Revisi. Jakarta: Penerbit PT Bumi Aksara
- Hendra, H. (2020). Pengaruh Budaya Organisasi, Pelatihan dan Motivasi Terhadap Kinerja Karyawan pada Universitas Tjut Nyak Dhien Medan. Maneggio: Jurnal Ilmiah Magister Manajemen, 3(1), 1-12.
- Ijonris, Y., Naibaho, J. F., & Sihombing, S. H. (2026). Scratch-Based Animation Design on Students' Learning Interests at SMP Negeri 1 Dolok Sanggul in Informatics Subjects. International Journal of Integrative Sciences, 5(2), 385-396
- Kaswan (2018). Manajemen Sumber Daya Manusia untuk Keunggulan Bersaing Organisasi. Graha Ilmu, Yogyakarta.
- Mangkunegara, Anwar Prabu, (2017). "Manajemen Sumber Daya Manusia Perusahaan". Bandung PT Remaja Rosdakarya
- Mangkunegara, Anwar Prabu, (2019). Evaluasi Kinerja Sdm. Bandung: PT Refika Aditama.
- Mangkunegara, Anwar Prabu. (2016). Sumber Daya Manusia Perusahaan. Bandung.
- Mondy, R.W., (2019), Manajemen Sumber Daya Manusia Jilid 2, Edisi 10, Penerbit Erlangga, Jakarta.
- Nawawi, Hadari, (2017). Manajemen Sumber Daya Manusia untuk bisnis yang kompetitif. Gadjah Mada University Press
- Nawawi, Hadari. (2016). Manajemen Sumber Daya Manusia Untuk Bisnis Yang Kompetitif. Yogyakarta: Gadjah Mada University Press.
- Rivai, Veithzal dan Ella Jauvani Sagala. (2017). Manajemen Sumber Daya Manusia untuk perusahaan. Jakarta: Raja Grafindo Persada
- Robbins, S. P, (2016), Human Resources Management, Edisi 16, Jilid 1, Salemba Empat, Jakarta.
- Robbins, S. P. (2016). Perilaku Organisasi. Jakarta: PT. Indeks, Kelompok Gramedia.
- Siagian, P. S. (2015). Manajemen sumber daya manusia. Jakarta: Bumi Aksara
- Simamora, Henry. 2004. Manajemen Sumber Daya Manusia. Yogyakarta: STIE YKPN.

- Simamora, Henry. (2016). *Manajemen Sumber Daya Manusia*. Yogyakarta: Bagian Penerbitan Sekolah Tinggi Ilmu Ekonomi YKPN.
- Sinambela, L. P. (2016). *Manajemen Sumber Daya Manusia Membangun Tim Kerja Yang Solid Untuk Meningkatkan Kinerja*. Jakarta: PT Bumi Aksara.
- Sofyandi, Herman. (2018). *Manajemen Sumber Daya Manusia*. Yogyakarta: Graha Ilmu.
- Sugiyono, (2017). *Metode Penelitian*. Bandung: Alfabeta. Sugiyono, 2017. *Statistika Untuk Penelitian*, Bandung: Alfa Beta.
- Sugiyono, (2018). *Metode Penelitian Kombinasi (Mixed Methods)*. Bandung: CV Alfabeta.
- Sugiyono. (2016). *Metodelogi Penelitian Kuantitatif, Kualitatif Dan R&D*. Bandung: Alfabeta.
- Sunyoto D. (2018). *Manajemen Sumber daya Manusia*. CAPS. Yogyakarta.
- Sutrisno, Edy. (2009). *"Manajemen Sumber Daya Manusia"*. Jakarta: Kencana Prenada Media Group
- Sutrisno, Edy, (2017). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana Pernada Media Group
- Sutrisno, Edy, (2019). *Manajemen Sumber Daya Manusia*, Jakarta: Kencana Prenada Media Group.
- Sutrisno, Edy. (2016). *"Budaya Organisasi"*. Jakarta: Kencana Prenada Media Group
- Syahyuti. (2017). *Defenisi, Variabel, Indikator dan Pengukuran dalam Ilmu Sosial*, Bina Rena Pariwara, Jakarta
- Wibowo. (2017). *Manajemen Kinerja (5th ed.)*. Kharisma Putra Utama