INFLUENCE OF WORK DISCIPLINE, JOB SATISFACTION, AND MOTIVATION WORK ON EMPLOYEE PERFORMANCE AT THE DEPUTY FIELD PROSPEROUS FAMILIES AND FAMILY BUILDING BKKBN

Ade Aisa Kusumaningtyas, Beureukat, Adam Nurkholik, Kumba Digdowiseiso*
Faculty of Economics and Business, National University, Jakarta
Email : adeaisa9@gmail.com, beureukat@civitas.unas.ac.id, adam.nurkholik@civitas.unas.ac.id, kumba.digdo@civitas.unas.ac.id*

Abstract:
This study aims to determine and analyze the influence of work discipline, job satisfaction, and work motivation on employee performance at Deputi Bidang Keluarga Sejahtera dan Pembangunan Keluarga BKKBN. The data source for this research uses primary data in the form of a questionnaire, the research data is given to 80 employee respondents at Keluarga Sejahtera dan Pembangunan Keluarga BKKBN In taking the sample for this study using the Saturation Sampling, the data analysis technique used was multiple linear regression and hypothesis testing using t-statistics processed in SPSS 27 to test the regression coefficients. Based on the partial research results, it was found that work discipline has a positive and significant effect on employee performance, job satisfaction has a positive and significant effect on employee performance, and work motivation has a positive and significant effect on employee performance.

Keywords: *Work Discipline; Job satisfaction; Work motivation; Employee Performance.*

INTRODUCTION

Every company certainly needs quality human resources because human resources are one of the main elements to achieve goals in the company. According to Jordan in (Suriadi 2023), human resource management is the utilization, development, assessment, remuneration, and management of individual members of organizations or groups of workers.

In order for company activities to run well, the company must have qualified employees to manage the company optimally. Performance is the result of work in quality and quantity achieved by employees in carrying out their duties in accordance with the jawafo responsibilities given to them (Mangkunegara in Indrasari 2017).

Employee performance is very necessary in the company because it is related to the survival of the company, if the human resources owned by a company have good quality, the company's goals can be achieved. Vice versa, if the human resources owned by the company are not of sufficient quality, it can hamper the company in achieving its goals. Dessler in (Silaen 2021) performance is a comparison between work results with established standards

There are many factors that affect the decline in employee performance, one of which is work discipline. Having quality work discipline illustrates the amount of responsibility he receives. According to Hasibuan (2002) discipline is an operative function of human resource management. By having a quality work discipline attitude, all businesses that have been built in a company will have quality human resources so that the company can achieve its goals. According to Rivai (2013:

225) work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and efforts to increase one's awareness and willingness to meet all company regulations. A worker must have awareness to improve their work discipline, so that existing company regulations can be implemented properly without any obstacles.

Siagian (2013:305) Defining discipline is a form of training that seeks to improve and shape the knowledge, psychology and behavior of employees so that these employees voluntarily try to work cooperatively with other employees and improve work performance. By implementing a disciplined attitude, employees also comply with company regulations so that employees do not feel burdened so that they can focus on achieving common goals in a company. The next factor is job satisfaction, job satisfaction can also affect the decline in the performance of employees in a company. Because employee dissatisfaction can result in poor quality performance, it is important to pay attention to job satisfaction with employees.

Basically, job satisfaction is an individual thing because each individual will have different levels of satisfaction according to the values that apply in each individual. The more aspects of the job that suit the individual's wishes, the higher the level of satisfaction felt. Job satisfaction is a common attitude towards a person's job that shows a difference between the number of awards workers receive and the amount they believe they should receive (Robbin in Indrasari 2017).

Greenberg and Baron (Indrasari 2017) describe job satisfaction as a positive or negative attitude that individuals make towards their jobs. Job satisfaction provides a response between positive and negative that can affect the results of each individual. In addition, Gibson (Indrasari, 2017) stated job satisfaction as an attitude that workers have about their work. It is the result of their perception of work. Because job satisfaction is so influential on the performance of employees in every company.

And finally, the factors that can affect the decline in employee performance in a company include work motivation. Because with work motivation, workers produce quality performance, because workers do their duties seriously. Work motivation is the process of trying to influence someone to do something we want (Heidjrachman and Husnan, 1990).

Quoting from Hamali (2016: 134) motivation is the spirit of bringing personal enthusiasm to work and being able to work effectively, integrating with efforts to work together to get satisfaction. Work motivation is also an employee's effort in earnest in order to achieve the company's goals that have been set. Daft (2010: 373) defines motivation as a force that arises from within or outside oneself and raises enthusiasm and perseverance to achieve something desired. With the motivation in oneself, a person can do something with the spirit of himself, so that he can achieve what he has planned.

Work motivation is very important because it can result in an increase or decrease in the performance of employees of a company, therefore you should have good work motivation so that it can produce optimal performance. Based on employee performance data, the Deputy for Family Welfare and Family Development at BKKBN experienced a decrease in employee performance, as seen from the average achievement of employee performance from 2020 to 2022. In 2020, the average performance achievement was 84.98, which increased in 2021 to 85.70 and decreased in 2022 to 84.17. Therefore, BKKBN management is trying to find solutions to improve employee performance and ways for BKKBN to achieve employee performance targets that have been planned from the beginning.

Based on the inconsistencies in the results of previous research and the application of employee performance of the Deputy for Family Welfare and Family Development BKKBN Inconsistencies in the results of work discipline research on employee performance, job satisfaction on employee performance, and work motivation on employee performance, researchers are

Ade Aisa Kusumaningtyas, Beureukat, Adam Nurkholik, Kumba Digdowiseiso*

interested in researching further in and taking the title "The Effect of Work Discipline, Job Satisfaction, and Work Motivation on Employee Performance in the Deputy for Family Welfare and BKKBN Family Development".

As stated in the background of the problem, the formulation of this research problem is as follows: 1) Does work discipline affect employee performance at the BKKBN Deputy for Family Welfare and Family Development? 2 Does job satisfaction affect the performance of BKKBN Deputy for Family Welfare and Family Development employees? 3) Does work motivation affect the performance of employees at the BKKBN Deputy for Family Welfare and Family Development?

Research Objectives: a) To test and analyze the effect of work discipline on employee performance at the Deputy for Family Welfare and Family Development BKKBN. b) To test and analyze the effect of job satisfaction on employee performance at the BKKBN Deputy for Family Welfare and Family Development. c) To test and analyze the effect of work motivation on employee performance at the BKKBN Deputy for Family Welfare and Family Development.

Research Usefulness: For the Company, this research is needed to assist BKKBN management as a consideration and decisionmaking material for formulating company strategies or policies in the future, especially in work discipline, job satisfaction and work motivation. For academics, the results of this study are expected to add insight into knowledge, as well as be a reference for other researchers who want to carry out research entitled the influence of work discipline, job satisfaction, and work motivation on employee performance.

RESEARCH METHODS

The object of this study is employee performance as a dependent variable or dependent variable which can be influenced by several factors such as work discipline, job satisfaction, and work motivation as an independent variable or independent variable. This research was conducted at BKKBN located on Jl. Permata No.1, Halim Perdana Kusuma, East Jakarta.

The data sources used in this study are primary data and secondary data. Primary data is data obtained by researchers directly from respondents by distributing questionnaires to obtain the data needed from employees. The results of the questionnaire given to respondents will be the primary data in this study, while the secondary data in this study is the power obtained from articles, journals, books, and data related to this study.

This study used quantity data type. Quantitative Descriptive Research is data obtained from a sample of the study population and then tested according to the statistical methods used. Descriptive Research analyzes data systematically, analysis used: percentage analysis and trend analysis. The resulting conclusions are not general, the type of descriptive research is survey research.

In this study, the population taken was all employees of BKKBN Deputy for Family Welfare and Family Development totaling 80 employees. The sample is a part of the population that has characteristics similar to the population itself. In this study the sample to be used is a saturated sampling technique. Therefore, the number of samples to be used in this study is all employees of BKKBN Deputy for Family Welfare and Family Development totaling 80 employees. The data collection method used is a questionnaire. This questionnaire will use a Likert scale.

RESULTS AND DISCUSSION

A. Fitur Data Responden

The profile data used in this study amounted to 80 employees working at the Deputy for Family Welfare and Family Development BKKBN. The characteristics of respondents in this study consisted of gender, age, last education and length of work.

a. Respondent Profile Based on Gender

Based on the results of the questionnaire processing collected, results were obtained for the number of respondents based on gender. Based on table 4.1 and figure 4.3, it can be seen that male respondents amounted to 25 employees (31.25%) while female respondents amounted to 55 employees (68.75%). This shows that there are more female respondents compared to male respondents, because the task of BKKBN Deputy for Family Welfare and Family Development employees is to provide counseling to the community so that female employees are considered more suitable to do so.

b. Respondent Profile Based on Age

The results of research that has been conducted on 80 employees in the Deputy for Family Welfare and Family Development BKKBN, found that the number and percentage of respondents' age. Based on table 4.2 and figure 4.4, it is known that respondents with the age group of 21-30 years as many as 18 employees (22.50%), respondents with the age group of 31-40 years as many as 15 employees (18.75%), respondents with the age group of 41-50 years as many as 33 employees (41.25%), and respondents with the age group of >50 years as many as 14 employees (17.50%). Respondents with a group of 41-50 years seemed to dominate the number of employees of the BKKBN Deputy for Family Welfare and Family Development which indicates that employees are still in productive age or working age who can produce goods or services.

c. Respondent Profile Based on Recent Education

The results of the study were through questionnaires from employees of the Deputy for Family Welfare and Family Development BKKBN. Known to respondents with the last education, respondents with the S2 group dominated the Deputy for Family Welfare and Family Development BKKBN.

d. Respondent Profile Based on Long Work

Results of questionnaire data processing from employees of the Deputy for Family Welfare and Family Development BKKBN. It was stated that the group worked for > 10 years was the result of the most employees of the BKKBN Deputy for Family Welfare and Family Development.

B. Full Research Results
1. Descriptive Analysis Method
a. Descriptive Analysis of Work Discipline Variables (X1)

The results of the descriptive analysis of each indicator in the Work Discipline variable (X1) at the Deputy for Family Welfare and Family Development BKKBN. It is known from 80 responses studied on the Work Discipline variable (X1) getting a mean value of 3.81 and a total mean of 19.08. The highest mean value is found in the Obey Other Regulations indicator with a score of 3.91 and the lowest mean value is found in the Obey Company Rules indicator with a score of 3.74.

b. Descriptive Analysis of Job Satisfaction Variables (X2)

The results of the descriptive analysis of each indicator in the variable of Job satisfaction (X2) at the Deputy for Family Welfare and Family Development BKKBN. Based on table 4.6, it is known from 80 responses studied on the variable Job Satisfaction (X2) to get a mean value of 3.97 and a total mean of 27.84. The highest mean value is found in the Job Security indicator and with a score of 4.18 and the lowest mean value is found in the Relationship with Coworkers indicator with a score of 3.78.

c. Descriptive Analysis of Work Motivation Variables (X3)

The results of the descriptive analysis of each indicator in the Work Motivation variable (X3) at the Deputy for Family Welfare and Family Development BKKBN. Based on table 4.7, it is known that from 80 responses studied on the variable Work Motivation (X3) get a mean value of 3.92 and a total mean of 11.76. The highest mean value is found in the Power indicator with a score of 4.00 and the lowest mean value is found in the Security Needs indicator with a score of 3.81.

d. Descriptive Analysis of Employee Performance Variables (Y)

The results of the descriptive analysis of each indicator in the employee work variable (Y) at the Deputy for Family Welfare and Family Development BKKBN. Based on table 4.8, it is known from 80 responses studied on the variable Employee Performance (Y) to get a mean value of 4.00 and a total mean of 20.04. The highest mean value is found in the Work Quality and Work Quantity indicators with a score of 4.09 and the lowest mean value is found in the Effectiveness indicator with a score of 3.78.

C. Test Instruments
1. Test Validity

The validity test serves to assess the validity or absence of a questionnaire, a questionnaire can say something that the questionnaire wants to examine. The validity test is carried out by looking at the comparison of the calculated value with the rtable value, if the calculated value > rtabel and positive value, the statement can be said to be valid. This validity test is tested using rcalculate 5% or 0.05 with the number n = 80, then obtained rtabel = 0.2199.

a. Work Discipline (X1)

Based on the Work Discipline Validity Test, it can be concluded that the Work Discipline variable (X1) which amounts to 5 statements is declared valid. This can be seen by comparing rcount greater than rtable. Then the Work Discipline statement item (X1) is valid because it counts > rtable.

b. Work Satisfaction (X2)

Based on the Job Satisfaction Validity Test, it can be concluded that the Job Satisfaction variable (X2) which amounts to 7 (seven) statement items is declared valid. This can be seen by comparing rcount greater than rtable. Then the statement item is valid because rcalculate > rtable.

c. Work Motivation (X3)

Based on table 4.11, it can be concluded that the variable Work Motivation (X3) which amounts to 3 (three) points of statements is declared valid. This can be seen by comparing rcount greater than rtable. Then the statement item is valid because rcalculate > rtable.

d. Employee Performance (Y)

Based on table 4.12, it can be concluded that the Employee Performance variable (Y) which amounts to 5 (five) statement items is valid. This can be seen by comparing r_{count} greater than rtable. Then the item of valud statement because rcalculate > rtable.

2. Reliability Test

Based on the Reliability Test, it can be seen that of the four variables studied in this study, overall has a Cronbach's Alpha variable value > a standard value (0.6) which means that the variable already has a high reliability value and can be used for further analysis.

3. Test Classical Assumptions

a. Normality Test

Based on the Normality Test, it can be concluded that the variable Employee Performance (Y) which amounts to 5 (five) statement items declared valid. This can be seen by comparing rcalculate greater than rtabel. Then the item of valud statement because rcalculate > rtable. Based on the Normality Test, the results of residual normality testing can be seen using Kolmogorov Smirnov's formal variable indicator on the asymptotic approach, a variable calculation statistic of 0.076 can be obtained. This value has a p-value (0.200) > alpha (0.05). With these results, it is concluded that at the level of 95% confidence (alpha 5%) is said to have sufficient evidence that residual data has been normally distributed.

b. Uji Multikolinieritas

The multicholinerity test serves to examine whether there is a high or perfect correlation between independent variables. A good regression model should have no correlation between independent variables. To see a regression model free from multicollinearity, which has a Variance Inflation Factor (VIF) value of < 10 and has a Tolerance > 0.10. Based on table 4.15 it can be seen that the VIF value of the Work Discipline variable (X1) is 1.762, the VIF value of the Job Satisfaction variable (X2) is 1.790 and the VIF value of the Work Motivation variable (X3) is 2.171. This proves that there is no 1 (one) independent variable that has a VIF value of <10. Then it can be seen that the tolerance value of the Work Discipline variable (X1) is 0.568, the tolerance value of the Job Satisfaction variable (X2) is 0.559 and the tolerance value of the Work Motivation variable (X3) is 0.461. This proves that there is no 1 (one) independent variable that has a tolerance value of > 0.10. So it can be concluded that the equation model does not occur multicollinearity.

c. Uji Heterokedastisitas

The heterokedacity test is carried out to examine on regression moel whether there is an inequality of variance from the residual of one observation to another. If the variance from the residual of one observation to another observation is still considered homokedasticity, while if different is declared heterokedasticity. If the significance value > 0.05, then the data does not contain heterokedasticity. Conversely, if the significance value < 0.05, the data contains heterokedasticity. Based on table 4.16, it is known that the heterokedasity test using the Glacier method obtained the significance value of the Work Discipline variable (X1) was 0.383 > 0.05, the significance value of the Job Satisfaction variable (X2) was 0.569 > 0.05 and the significant value of the Work Motivation variable (X3) was 0.471 > 0.05. This proves that heterokedasity does not occur.

d. Uji Autokorelasi

To determine the presence or absence of autocorrelation is used in the Durbin Watson test method. If the value of prob. If > 0.05 then it can be interpreted that there is no autocorrelation, and vice versa. Source: Data from the questionnaire was processed with SPSS version 27, 2023. Based on table 4.17 that Durbin Watson gets a value of 1.961. Furthermore, the Durbin Watson value will be compared with the Durbin Watson table value at 5% significance with the number of samples (N) = 80 respondents and the number of independent variables (K) = 3. So in the Durbin

Watson table obtained dL = 1.4250 and the value of dU = 1.8614 if the formula dU < DW < 4-dU then 1.8614 < 1.961 < 2.1386 which means no autocorrelation occurs.

4. Analisis Regresi Linier Berganda

Multiple linear regression analysis is a form of analysis that discusses the extent of the influence of the independent variable (X) on the dependent variable (Y). Where the independent variable consists of Work Discipline (X1), Job Satisfaction (X2), and Work Motivation (X3) and the dependent variable consists only of Employee Performance (Y).

5. Test Model Eligibility
a. F Test (Simultaneous)

The f test serves to examine all independent variables that have a joint influence on the dependent variable. Test f in this study is used to test all independent variables, namely work discipline, job satisfaction, and work motivation against the dependent variable, namely employee performance. If the sig value < 0.05 or Fcalculate > Ftable then there is a simultaneous influence of variable X on Y and if the value of sig > 0.05 or Fcalculate > Ftable then there is no simultaneous influence of variable X on variable Y. Formula F table = F (k; n − k) = F (3; 77) = 2.72.

Based on Test F, it was found that the F-count value was 59.603 and the p-value was 0.001. In the 95% confidence range, it was concluded that there was sufficient evidence to say that the independent variables in the model together (simultaneously) had a significant effect on employee performance.

b. Coefficient of Determination (R2)

The coefficient of determination (R2) is a statistical value that can be used to determine how much influence the variable X has on variable Y. The coefficient of determination of the model is 0.702. The value of this coefficient of determination is the contribution of a variable to the formation of its dependent value. From this value it can be concluded that Work Discipline, Job Satisfaction and Work Motivation have contributed 70.2% to the formation of Employee Performance value variables while the remaining 29.8% is explained by other factors outside the model.

6. Hypothesis Test Results
a. Test t (Partial)

In general, the t test is used to examine the effect of each independent variable on the dependent variable. In this study, the t test serves to examine the presence or absence of a significant influence of each independent variable, namely work discipline, job satisfaction, and work motivation on the dependent variable, namely employee performance. If the sig value < 0.05 or t calculate > t table then there is an influence of variable X on Y and if the value of sig > 0.05 or t calculate > t table then there is no effect of variable X on Y. The formula t table (α / 2; n − k -1) = t (0.025 ; 76) = 1.995.

Based on the table Test t can be described with the following explanation.
(a) Testing the First Hypothesis (H1), it is known that the Sig value for the effect of X1 on Y is 0.001 < 0.05 and the calculated value is 3.469 > table 1.995 so that it can be concluded that H1 ditierima which means there is a significant influence (partially) between X1 and Y.
(b) Testing the Second Hypothesis (H2), it is known that the Sig value for the effect of X2 on Y is 0.001 < 0.05 and the calculated t value is 3.671 > table 1.995 so that it can be concluded that

H2 is accepted which means that there is a significant (partially) influence between X2 and Y. (c) And testing the Third Hypothesis (H3), it is known that the Sig value for the effect of X3 on Y is 0.001 < 0.05 and the calculated t value is 4.082 > table 1.995 so that it can be concluded that H3 is accepted which means there is a significant influence (partially) X3 and Y.

D. The Effect of Work Discipline on Employee Performance

Based on the results of this study, it provides clues that the results of the descriptive analysis of the majority of employees of the Deputy for Family Welfare and Family Development BKKBN conducted a Work Discipline assessment with the highest average mean score found in the indicator of Compliance with Other Regulations. Based on these results, it can be interpreted that employees obey agency regulations. While the lowest average mean score is found in the indicator of Compliance with Company Rules, this can be interpreted that employees obey company regulations.

The direction of the coefficient is marked positive, this can be interpreted that increasing Work Discipline for employees positively can improve the performance of the employees themselves. The results of this study are also reinforced by the results of Hasibuan's research (2019), which says that Work Discipline has a positive and significant effect on employee performance.

E. The Effect of Job Satisfaction on Employee Performance

Based on the results of this study, it provides clues that the results of the descriptive analysis of the majority of employees of the Deputy for Family Welfare and Family Development BKKBN conducted a Job Satisfaction assessment with the highest average mean score found in the Job Security indicator, based on these results it can be interpreted that employees feel safe at work so as to provide a sense of satisfaction. While the lowest average mean score is found in the Relationship with Coworkers indicator, this can be interpreted that the relationship between colleagues has not been as expected.

The direction of the coefficient is marked positive, this can be interpreted that increasing Job Satisfaction for employees positively can improve the performance of the employees themselves. The results of this study are also reinforced by the results of Mirandani's research (2020) which says that Job Satisfaction has a positive and significant effect on employee performance.

F. The Effect of Work Motivation on Employee Performance

Based on the results of this study, it provides clues that the results of the descriptive analysis of the majority of employees of the Deputy for Family Welfare and Family Development BKKBN conducted a Work Motivation assessment with the highest average mean score found in the Power indicator, based on these results it can be interpreted that employees are more motivated if given power or authority without coercion. While the lowest average mean score is found in the Security Needs indicator, this can be interpreted that employees feel that they are not enough.

The direction of the coefficient is marked positive, this can be interpreted that increasing Work Motivation for employees positively can improve the performance of the employees themselves. The results of this study are also reinforced by the results of Faisal's research (2023) which says that Work Motivation has a positive and significant effect on employee performance.

Ade Aisa Kusumaningtyas, Beureukat, Adam Nurkholik, Kumba Digdowiseiso*

CONCLUSION

This study aims to study the Effect of Work Discipline, Job Satisfaction, and Work Motivation on Employee Performance at the Deputy for Family Welfare and Family Development BKKBN. From the results of problem formulation and discussion.

The results of the first hypothesis test are that work discipline has a positive and significant effect on employee performance at the BKKBN Deputy for Family Welfare and Family Development, then the work discipline applied produces good values for BKKBN employees in accordance with the accepted hypothesis test

The results of the second hypothesis test are that job satisfaction has a positive and significant effect on employee performance at the BKKBN Deputy for Family Welfare and Family Development, then aspects that encourage employee performance include compensation received, relationships with colleagues, and working conditions given to BKKBN employees have a positive influence on employee performance and are in accordance with the second hypothesis test to be accepted.

The results of the third hypothesis test are that work motivation has a positive and significant effect on employee performance at the BKKBN Deputy for Family Welfare and Family Development, therefore the work motivation issued by BKKBN employees such as feeling honored, feeling motivated, and getting a sense of security gives good results. This is in accordance with the third hypothesis test to accept.

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