



The Influence of Work Motivation and Work Discipline on Employee Performance at Delima Asih Sisma Medika Hospital in Karawang Regency

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Abstract: Work motivation and work discipline is one factor that affect employee performance, the purpose of this study was to determine the effect of work motivation and work discipline on employee performance at Delima Asih Sisma Medika Hospital in Karawang Regency. Data collection techniques were through questionnaires using a Likert scale, questionnaires were given to 75 respondents, namely hospital employees, the number of respondents based on the slovin formula with an alpha of 10%. Data analysis techniques with instrument test, classical assumption test, multiple linear regression test and T test and F test. The results of this study indicate that work motivation and work discipline have a positive and significant effect either partially or simultaneously on employee performance at Delima Asih Sisma Hospital Medika in Karawang Regency.

Keywords: Work Motivation, Work Discipline, Employee Performance

INTRODUCTION

Delima Asih Sisma Medika Hospital is located on Jl. Wirasaba No.54 Johar Karawang was formerly a maternity hospital owned by Hj.Emin, a midwife who was quite well known among midwives in Karawang and was liked by patients, due to ineffective and efficient management, the management was handed over to PT Sisma Medika International (SMI) and on the next trip it was fully acquired by Sismadi Group. Delima Asih Sisma Medika Hospital when it was in the form of a maternity home was established with the notary deed of establishment of PT. Delima Abdi Sehati No. 30 dated August 11 2003 and then with a change in management under the Sismadi group, the Delima Asih Sisma Medika Hospital turned into a general hospital with its founding certificate becoming PT. Delima Sisma Medika No. 35 dated 31 July 2007.

The existence of Delima Asih Sisma Medika Hospital is very meaningful for the people of Karawang and its surroundings, supported by equipment that continues to be improved, medical and non-medical personnel who are quite experienced and health services that apply Sismadi Service Excellence, until now Delima Asih Sisma Medika Hospital

continues trying to improve health services for patients and families in accordance with the motto of the hospital.

Delima Asih Sisma Medika Hospital has 221 employees who in completing their work and responsibilities found many problems that could affect the progress and setbacks of employee performance or the results of their work. Of the 221 employees of the Delima Asih Sisma Medika Hospital, only 6.2% of the employees achieved very good ratings, so good, moderate, poor ratings must be improved so that the performance of employees at Delima Asih Sisma Medika Hospital is more advanced. Below is a table of ratings in each work unit.

From the evaluation of the employee performance appraisal above, there are several employees whose ratings fall into the moderate and poor categories, this is caused by problems that affect the performance of these employees. For the motivation of employees at Delima Asih Hospital, it can be called the category of lacking in work, marked by a lack of willingness to work due to a lack of sense of responsibility for their work resulting in an equal evaluation of employees by superiors, no special assessment for old employees. , so that old employees do not try to work as well as possible, instead working only to the extent of their own job responsibilities do not try to develop their abilities in the workplace. Employees who have worked for a long time certainly have more control over and understand the work process and can teach new employees,

For the work environment, it is quite comfortable, apart from cleanliness and tidiness which is very well looked after by the workers, especially the cleaning department, but for hospital facilities, it is inadequate, such as medical devices that support the work of health workers, which are inadequate so that it hinders the performance of the employees themselves, for example small, namely portable incubators that are not yet available to minimize the occurrence of infant mortality at birth in places that are not provided for the birth process, such as in the emergency room and other rooms in hospitals, at this time the incubator is only in the baby room (perinatal), this can lead to the risk of the baby dying,

For the leadership style at Delima asih Hospital, namely that superiors protect subordinates more, everything that employees want in general always tries to be fulfilled according to the needs of employees so that employees feel comfortable and comfortable at work. Only in certain cases sometimes the boss closes cover deficiencies if there is an audit or examination by another superior. It aims to keep everything in good condition. The compensation given to employees is of various kinds, one of which is related to discipline, for employees who are often alpha and permit and late, there is a salary deduction at the intensive post, so this also affects employee motivation to work more diligently so they don't.

LITERATURE REVIEW

Human Resources

In the opinion of Bohlarander and Snell, human resources (HR) is a science that studies how to empower employees in companies, create jobs, work groups, develop employees who have abilities, identify an approach to be able to develop employee performance and reward them for business and work. The next definition of Human Resources (HR) is according to CIPD (The Chartered Institute of Personnel and Development) in Mullins (2005), which is a planning, implementation and maintenance strategy that aims to manage people (employees) in order to have maximum business performance including development policies and processes to support the strategy (Larasetiati & Ali, 2019).

Work Motivation

The definition of motivation according to: Jones (2005) argues that motivation is closely related to how the behavior is started, strengthened, supported, directed, stopped and

what kind of subjective reactions arise in the organism when all this takes place. Meanwhile, according to Kartini Kartono (2000). Motivation is defined as the encouragement of a stimulus to take action. Thus the success of encouraging subordinates to achieve work productivity through understanding the motivations that exist within the social worker and understanding the motivation that exists outside the social worker, will greatly help achieve optimal work productivity (Ali, 2019).

Work Discipline

Discipline is the attitude, behavior and actions that are in accordance with company regulations, both written and unwritten. The regulations in question include absenteeism, slow entry, and early return of employees. So this is an employee disciplinary attitude that needs to be addressed properly by the management. Many define discipline as when employees always come and go home on time. That opinion is only one demanded by the organization. Therefore, discipline can be interpreted as behavior that is written or not written. (Hasibuan, 2009:212)

Work discipline can be defined as an attitude of respect, respect, obedience and adherence to applicable regulations, both written and unwritten and able to carry them out and not shy away from accepting sanctions if he violates the duties and authority given to him (Sastrohadiwiryo, 2003: 291).

Performance

According to Robbins (2003) that employee performance is a function of the interaction between ability and motivation. In the study of worker or employee performance management there are things that require important considerations because the individual performance of an employee in an organization is part of the organization's performance, and can determine the performance of the organization. The success or failure of employee performance that has been achieved by the organization will be influenced by the level of performance of employees individually or in groups. Performance (performance) is an organizational behavior that is directly related to the production of goods or delivery of services (Agussalim, Limakrisna, & Ali, 2017).

Performance is often thought of as task achievement, where the term task itself comes from thinking about the activities required by workers (Gibson, 1997). (Ridwan, Mulyani, & Ali, 2020b) uses the term proficiency which has a broader meaning. Performance includes aspects of business, loyalty, potential, leadership, and work morale. Proficiency is seen from three aspects, namely: the behaviors shown by someone at work, the real results or outcomes achieved by workers, and assessments on factors such as motivation, commitment, initiative, leadership potential and work morale. (Ridwan, Mulyani, & Ali, 2020a) defines performance as the result of work related to organizational goals such as quality, efficiency, and other effectiveness criteria. Performance reflects how well and how accurately an individual fulfills job demands (Hairiyah & Ali, 2017).

The Effect of Work Motivation on Employee Performance

Motivation means encouragement or movement. motivation questions how to direct the power and potential of subordinates, so that they want to work together productively to achieve and realize the goals that have been set. The relationship between motivation and performance has a linear form meaning that by providing good work motivation, employee morale will increase and work results will be optimal in accordance with established performance standards.

Motivation on Performance Research conducted by Muhammad Dzulkifli (2013) with the title "The Influence of Leadership Style, Motivation, Work Discipline, Competence and

"Organizational Culture on Employee Performance" states that work motivation has a positive and significant effect on employee performance. From the example of the research results above, the researcher has the opinion that motivation with several indicators in it, namely Powerity, Affiliation, competence, reward, and punishment, greatly influences the performance of employees at Delima Asih Sisma Medika Hospital in Karawang.

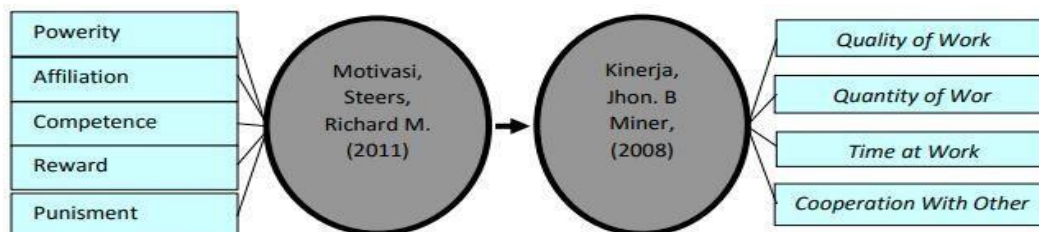


Figure 1: The Effect of Work Motivation on Employee Performance

The Effect of Work Discipline on Employee Performance

Interprets discipline as an attitude, behavior and actions that are in accordance with company regulations, both written and unwritten. Work discipline has an important role in organizational and group life. So as to provide maximum performance results. To achieve common goals, people in the organization must comply with the rules that exist in the organization (Sulistorini & Ali, 2017).

Research conducted by Petrina Gabriella¹, Hendy Tannady² (Faculty of Technology & Design, Industrial Engineering Study Program, Bunda Mulia University, Indonesia and Faculty of Humanities & Business, Management Study Program, Pembangunan Jaya University, Indonesia entitled "The Influence of Work Motivation and Discipline on Teacher Performance at SMAN 8 Bekasi" states that there is a positive and significant influence between work discipline on employee performance.

From the research example above, researchers have the opinion that work discipline with several indicators in it, namely mental attitude, knowledge, and behavior, greatly influences performance at Delima Asih Sisma Medika Hospital in Karawang.



Figure 2: Effect of Work Discipline on Employee Performance

The Influence of Work Motivation and Discipline on Performance

Quality human resources is only possible to obtain through planned and directed planning and coaching, this can be realized by providing proper motivation and providing rules to employees so that employees are disciplined in doing their work so that it will improve employee performance. Employee performance is an important thing for the organization to pay attention to, because it can affect the achievement of organizational goals and progress in a global competition that often changes. Motivation and Discipline are important things in an organization in the modern era where organizations want good work motivation and good work discipline.

So the frame of mind in this study is that if the motivation and work discipline of the employees of the Delima Asih Sisma Medika Hospital increase, the performance of the

employees will also increase, and vice versa, if the motivation and work discipline of the Delima Asih Sisma Medika Hospital decrease, the performance of employees at the hospital. From the description of work motivation, work discipline, and employee performance above, it can be illustrated that the schematic framework of this study is as follows:

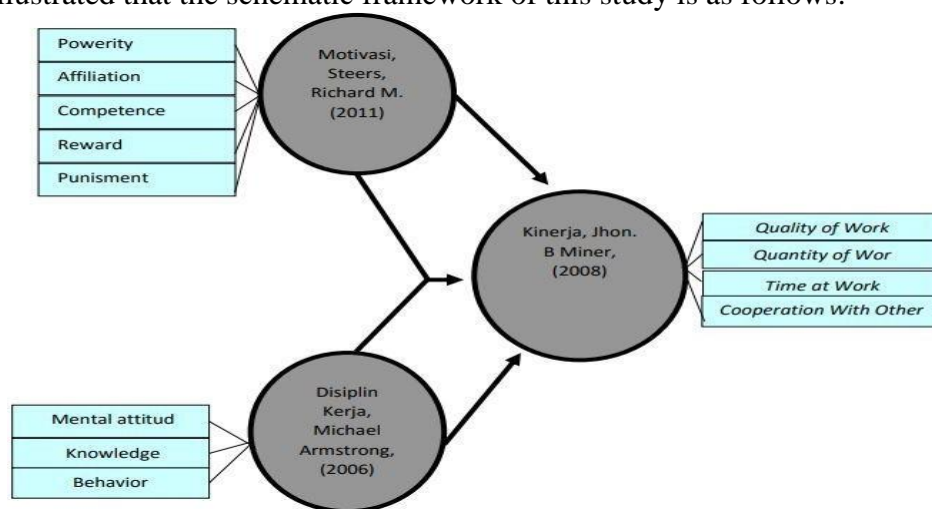


Figure 3: Effect of Work Motivation and Discipline on Employee Performance

There were intensive cuts to the payroll process, in previous years there was a program for selecting exemplary employees, namely by giving prizes and trophies to employees with very good achievements, at the end of this year the program was no longer running. Overall job satisfaction can be said to be good but there are many things that result in disruption of employees in the process of doing work, from the start of entering the workplace to finishing work and going home, employees are difficult with traffic flow in front of the hospital, because the position of the hospital is besides the rice market which sometimes causes traffic jams resulting in employees arriving late and experiencing fatigue before work due to traffic jams as well as the process of returning home from work.

Original Hypothesis (H₀)

1. There is a positive and significant influence partially between motivation on employee performance at the Delima Asih Sisma Medika Hospital in Karawang Regency
2. There is a positive and significant effect partially between work discipline on employee performance at the Delima Asih Sisma Medika Hospital in Karawang Regency.
3. There is a positive and significant effect simultaneously between work motivation and discipline on employee performance at the Delima Asih Sisma Medika Hospital in Karawang Regency.

Alternative Hypothesis (H_a)

1. There is no partial positive and significant influence between motivation on employee performance at the Delima Asih Sisma Medika Hospital in Karawang Regency.
2. There is no partial positive and significant influence between work discipline on employee performance at the Delima Asih Sisma Medika Hospital in Karawang Regency.
3. There is no simultaneous positive and significant influence between work motivation and discipline on employee performance at the Delima Asih Sisma Medika Hospital in Karawang Regency.

RESEARCH METHODS

The type of research used is descriptive quantitative research. This type of quantitative descriptive research was chosen because the design in this study was to calculate the

relationship and influence between the independent variables on the dependent variable. In this study using primary data, namely data taken from the distribution of questionnaires - questionnaires given to respondents. The population of this study were all employees at the Delima Asih Sisma Medika Hospital in Karawang Regency, totaling 221 people. Determining the number of samples to be examined in this study using the solvin formula (Ali, H., & Limakrisna, 2013).

FINDINGS AND DISCUSSION

Multiple linear regression analysis

Results from multiple linear regression analysis will test how much influence work motivation and work discipline have on employee performance at Delima Asih Sisma Medika Hospital.

Table 1. Results of Multiple Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2,221	2,773		-,801	,426		
	Motivasi kerja	,797	,128	,650	6,210	,000	,388	2,575
	Disiplin Kerja	,259	,124	,219	2,092	,040	,388	2,575

Source: Processed data for 2022

Based on table 4.26 the resulting form of the regression equation is: $Y = -2.221 + 0.797 X1 + 0.259 X2 + e$. Information : Y = employee performance, X1 = work motivation, X2 = work discipline. The multiple regression equation can be interpreted as follows:

For a constant value of -2.221, it means that the performance of employees at Delima Asih Sisma Medika Hospital when it has not been influenced by independent variables such as two of them namely work motivation and work discipline is -2.221, this can mean that the performance is very bad and is in minus position or less. The regression coefficient of work motivation is 0.797 with a positive value indicating that work motivation has a positive effect on employee performance, the better the work discipline the better the employee performance.

The regression coefficient of work discipline of 0.259 has a positive value indicating that work discipline has a positive effect on employee performance, the better the work discipline, the better employee performance will be.

T test

Test the t statistics according to Ghazali (2018: 98) are carried out to be able to determine the effect of each independent variable (work motivation and work discipline) on the dependent variable (employee performance). The basis for decision making used in the t test is as follows: Based on significance:

- a. If the significant value is > 0.05 then the hypothesis is rejected (the regression coefficient is not significant). This means that the independent variables (work motivation and work discipline) do not have a significant effect on the dependent variable (employee performance).
- b. If the significant value < 0.05 then the hypothesis is accepted (significant regression coefficient). This means that the independent variables (work motivation and work discipline) have a significant influence on the dependent variable (employee performance).

Based on t count

- 1. If t (count) < t (table) then there is no influence between the variables of work motivation and work discipline on employee performance.

2. If $t(\text{count}) > t(\text{table})$ then there is influence between the variables of work motivation and work discipline on employee performance.

The determination of $t(\text{table})$ is $t(\text{table}) = t(a/2; nk-1) = t(0.5/2; 75-2-1) = t(0.25; 72) = 1.99346$

Table 2. T Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-2,221	2,773		-,801	,426		
	Motivasi kerja	,797	,128	,650	6,210	,000	,388	2,575
	Disiplin Kerja	,258	,124	,219	2,092	,040	,388	2,575

Source: Processed data for 2022

Based on table 4.27, the significance value of the t test on work motivation is 0.000, which means that it is less than 0.05, meaning that the hypothesis is accepted where the work motivation variable partially has a significant effect on employee performance. And for the significance value of the work discipline t test of 0.040 this means less than 0.05 meaning that the hypothesis is accepted where the work discipline variable partially has a significant effect on employee performance.

Meanwhile t count variable work motivation 6.210 is greater than t table 1.99346 this means that work motivation variable partially has a positive effect on employee performance and t count work discipline variable 2.092 is greater than t table 1.99346 this means that work discipline variable also partially positive effect on employee performance.

So it can be concluded that work motivation partially has a positive and significant effect on employee performance at Delima Asih Sisma Medika Hospital in Karawang Regency and work discipline also partially has a positive and significant effect on employee performance at Delima Asih Sisma Medika Hospital in Karawang Regency.

F test

According to Sunyoto (2016: 179), the F test is used to test the effect of all independent variables (work discipline and work environment) simultaneously on the dependent variable (employee performance) in the study. The standard in the F test for decision making based on significance:

1. If the significant value is > 0.05 then the hypothesis is rejected (the regression coefficient is not significant). This means that the independent variables (work motivation and work discipline) simultaneously do not have a significant effect on the dependent variable (employee performance).
2. If the significant value < 0.05 then the hypothesis is accepted. This means that the independent variables (work motivation and work discipline) simultaneously have a significant influence on the dependent variable.

Basis for decision making based on F count:

1. If the value of F count $> F \text{ table}$ then H^0 rejected and H^1 received. This means that all independent/free variables simultaneously have a significant influence on the dependent/dependent variable.
2. If the calculated F value $< F \text{ table}$, then H_0 is accepted and H_1 means that all the independent/free variables simultaneously have no significant effect on the dependent/dependent variable. Determination f (table) is $f \text{ table} = f(k; nk) = f(2; 75-2) = f(2; 73) = 3.12$

Table 3. F Test

Model		Sum of Squares	Df	MeanSquare	F	Sig.
1	Regression	807,656	2	403,828	81,460	,000b
	residual	356,931	72	4,957		
	Total	1164,587	74			

a. Dependent Variable: TOTALLY

b. Predictors: (Constant), TOTALX2, TOTALX1

Source: SPSS 2022 processed data

Based on table 4.28 the significance value of the F test is 0.000 which means more less than 0.05 means that the hypothesis is accepted where the variables of work motivation and work discipline simultaneously have a significant effect on employee performance variables. While F count 81.460 is greater than F table 3.12 this means that the variables of work motivation and work discipline simultaneously have a positive effect on employee performance variables. So it can be concluded that work motivation and discipline simultaneously have a positive and significant effect on employee performance at the Delima Asih Sisma Medika Hospital in Karawang Regency.

DISCUSSION

Effect of work motivation on employee performance.

Based on the results of the analysis of the research results of multiple linear regression tests and the t test that the significance value of the t test on work motivation is 0.000, this means that it is less than 0.05 meaning that the hypothesis is accepted where the work motivation variable partially has a significant effect on employee performance. While the t count variable work motivation 6.210 is greater than t table 1.99346 this means that the variable work motivation partially also has the same significant effect on employee performance. While the contribution of the influence of work motivation on employee performance is 53.40% This is in accordance with the second hypothesis where partially there is a positive and significant effect of work discipline on employee performance. And in line with the research conducted by Yanti Komala Sari, Director of PT. Patra Komala, Vol. VI No. 2 May 2014 *Tepak Journal of Business Management*. Titled: "The Influence of Leadership, Motivation and Work Discipline on Employee Performance at PT. Patra Komala in Dumai" (Suharyono & Ali, 2015).

Effect of work discipline on employee performance

Based on the results of the analysis of the research results of multiple linear regression tests and t tests that the significance value of the work discipline t test is 0.040 this means less than 0.05 meaning that the hypothesis is accepted where the work discipline variable partially has a significant effect on employee performance. and t count variable work discipline 2.092 greater than t table 1.99346 this means that the variable work discipline partially also has the same significant effect on employee performance. While the contribution of the influence of work discipline on employee performance is 16.00%.

And in line with research conducted by a). Lily Setyawati Kristianti from Pamulang University, Tangerang, Banten, Indonesia, b) Azhar Affandi from Pasundan University, Bandung, West Java, Indonesia, c) Nurjaya from Suryakencana University, Cianjur, West Java, Indonesia, d) Denok Sunarsi Pamulang University, Tangerang, Banten, Indonesia, e)

Achmad Rozi from Primagraha University, Serang, Banten, Indonesia. Volume 1, Number 1, January 2021. Titled: "The Influence of Work Motivation and Discipline on Employee Performance at the Purwakarta Tourism Office" (S & Ali, 2022).

Effect of work motivation and work discipline on employee performance

Based on the results of the research analysis by looking at the results of the multiple regression test and the F test stating that work motivation and work environment simultaneously have a positive and significant effect on employee performance at Delima Asih Sisma Medika Hospital in Karawang, the higher work motivation and work discipline, the higher it will be employee performance at the Delima Asih Sisma Medika Hospital in Karawang. The significance value of the F test is 0.000, this means less than 0.05 meaning that the hypothesis is accepted where the variables of work motivation and work discipline simultaneously have a positive and significant effect on employee performance variables. While F count 81.460 is greater than F table 3.12 this means that the variables of work motivation and work discipline simultaneously have a positive and significant effect on employee performance variables.

The total effect of these two variables is work motivation and work discipline, namely 53.40% plus 16.00%, which is 69.40%, while the other 30.60% is influenced by other variables not discussed by researchers. The contribution of work motivation and work discipline to employee performance is 69.4%, this is based on the results of the R square value, while the remaining 30.6% comes from other factors not examined in this study, such as leadership style, work environment, employee ability to work, concessions, and so on (Sudiantini & Saputra, 2022).

This is in accordance with the first hypothesis, namely simultaneously there is a positive and significant influence of work discipline and work environment on employee performance. And in line with research conducted by Petrina Gabriella¹, Hendy Tannady² (Faculty of Technology & Design, Industrial Engineering Study Program, Bunda Mulia University, Indonesia and Faculty of Humanities & Business, Management Study Program, Pembangunan Jaya University, Indonesia, ISBN:978-602- 52720-2-8, July 2019, Hal: 121 – 124). Entitled: "The Influence of Work Motivation and Discipline on Teacher Performance at SMAN 8 Bekasi" (Khalik, Musyaffa, & Ali, 2021).

Problem Analysis

Based on the results of the analysis of the test results that work motivation has a greater effect than work discipline where work motivation has an effect of 53.40% while work discipline only has an effect of 16.00%, meaning that employee motivation at Delima Asih Sisma Medika Hospital in Karawang is already good, but it must be increased again so that employee performance is increased, while the work discipline at the Delima Asih Sisma Medika Hospital in Karawang is not good and must be improved and repaired, which only has an effect of 16%. The problems that arise are regulations that are still considered ineffective, rules on uniformity and attributes of personal protective equipment that are not yet strict, there is no incentive for employees to excel at work, licensing regulations if leaving work during working time.

CONCLUSION

Kindly partially that work motivation has a positive and significant effect on employee performance at the Delima Asih Sisma Medika Hospital in Karawang Regency, this can be seen from the constant value of positive work motivation which is 0.797 and the sig T test value is 0.000. That way the better work motivation at Delima Asih Sisma Medika Hospital in

Karawang Regency, the performance of employees at Delima Asih Sisma Medika Hospital in Karawang Regency will also increase, but vice versa if work motivation decreases, employee performance at Delima Asih Hospital will also decrease Sisma Medika in Karawang Regency.

Kindly partial that work discipline has a positive and significant effect on employee performance at the Delima Asih Sisma Medika Hospital in Karawang regency, this can be seen from the positive work discipline constant value of 0.259 and the sig T test value of 0.040. That way the better the work discipline at the Delima Asih Sisma Medika Hospital in Karawang Regency, the performance of employees at the Delima Asih Sisma Medika Hospital in Karawang Regency will also increase, but vice versa if the work discipline decreases, the performance of employees at the Delima Hospital will also decrease Asih Sisma Medika in Karawang Regency.

Kindly simultaneously there is a positive and significant influence of work motivation and work discipline on employee performance at the Delima Asih Sisma Medika Hospital in Karawang Regency, this is based on the results of multiple linear regression tests and the F test, where the F test results have a significance value of $0.000 < 0, 05$. work discipline and work environment variables affect employee performance by 69.4% this is in accordance with the value of the R square test results, and the remaining 30.6% is influenced by other factors not examined in this study.

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