



Determination of Internship Rules: Analysis Wages, Workload and Working Time

Djoko Setyo Widodo

Lecturer of Economic and Business Faculty, Universitas Guna Dharma Jakarta, email: djokosetyowidodo@gmail.com

*Corresponding Author: Djoko Setyo Widodo

Abstract: Literature Review Article Determination of Internship Regulations: Analysis of Wages, Workload and Working Time is a scientific article that aims to build a research hypothesis on the influence between variables that will be used in further research, within the scope of Human Resource Management. The method of writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this Literature Review article are that: 1) Wages are related to Internship Rules; 2) Workload related to Internship Rules; and 3) Working Time related to Internship Rules. Apart from these 3 exogenous variables that affect the endogenous Internship Rules variables, there are still many other factors including Network, Experience and Training variables.

Keywords: Wages, Workload, Working Time, Internship Rules

INTRODUCTION

The internship program is one of the programs held in the scope of education, especially vocational high schools and universities. As a participant or apprentice, a person is given responsibility according to the chosen program or training. However, there are some companies that are arbitrary towards apprentices by providing workloads or responsibilities that exceed permanent employees. With very minimal wages, some are even not paid and are not given social security.

Formulation of Problem

Based on the background of the problems that have been discussed, the researchers determine the formulation of the problem as follows:

1. Does Wages is relate on Internship Rules ?
2. Does Workload is relate on Internship Rules ?
3. Does Working Time is related on Internship Rules ?

LITERATURE REVIEW

Internship Rules

Internship is a part of job training, internship is carried out by final year students or second grade students of vocational high school as a condition in completing the educational process. Internships are part of a job training system that is held in an integrated manner between training in training institutions and working directly under the guidance and supervision of instructors or workers who are more experienced in the process of producing goods or services in a company. The rights and obligations given to apprentices are: 1) Obtaining occupational safety and health facilities while participating in the apprenticeship; 2) Obtain pocket money which includes transport, meal and incentives; 3) Obtain protection in the form of work accident insurance and death insurance; and 4) Obtaining a certificate.

Internship Rules have been widely studied by previous researchers, among others: (Ilhamalimy & Mahaputra, 2021), (F. Saputra & Mahaputra, 2022b).

Wages

Wages is remuneration in the form of money received by an employee for his contribution in achieving organizational goals (Andrew, S., 2007). Wages is a financial reward that is paid to an employee on a regular basis, either annually, quarterly, monthly, weekly and even daily (Panggabean, 2008). The salary earned by an employee who works in an organization is an important factor in the success of achieving company goals, in addition to other factors. Because the salary obtained by the employee will affect work productivity, stability and employee work.

Wages have been widely studied by previous researchers including: (F. Saputra, 2021), (Mahaputra & Saputra, 2022), (Suharyono & Ali, 2015), (Atika et al., 2021), (Purnomo et al., 2019).

Workload

Workload is a number of activities that require expertise and must be done within a certain period of time in physical and psychological form (Dhania, 2010), Riggio (2000: 250) states that workloads are work tasks that are a source of stress such as work that requires working quickly. , produce something and concentration from work stress. Zaki and Marzolina (2016) regarding workload as a comparison of employee abilities with job demands, which means that if employees have higher work abilities than job demands, boredom will arise, on the contrary if employee abilities are lower than job demands, more feelings of fatigue will arise. The indicators used to determine the workload developed from the results of research by Zaki and Marzolina (2016) consist of: 1) The number of jobs; 2) Work targets; 3) Boredom; 4) Overload; and 5) Working pressure.

Workload has been widely studied by previous researchers, among others: (Hermawan, 2021), (Rony et al., 2019), (Rony et al., 2020), (Hardiansyah et al., 2019), (S. Kuba, 2022b), (Rasyid & Lestari, 2018), (Puspitasari et al., 2020).

Working Time

Working hours are the time you have to complete work, usually carried out during the day or night. Planning future jobs is a step in improving time management. If a work plan has not been made properly, there is nothing that can be used as a guide in determining that the business being carried out is in line with the goals or objectives to be achieved (Su'ud, 2007). Working hours is a time setting for employees to do their work according to their needs (Su'ud, 2007).

Working Time has been widely studied by previous researchers, among others: (H. S. Kuba, 2017), (S. Kuba, 2022a), (Mukti & Istianingsih, 2018), (Istianingsih, 2016), (Setyawati et al., 2018).

Table 1. Relevant Previous Research Results

No	Author (years)	Previous Research Results	Similarity with this article	Difference with this article
1	(Ali et al., 2022)	Measurement of Organizational Citizenship Behavior: Workload, Work Culture and Motivation (Literature Review Study)	Discussing Workload	There are differences in the variables of Work Culture and Motivation
2	(Hermawan, 2022)	Analysis of the Effect of Workload, Work-Family Conflict and Work Stress on the Performance of PT Sakti Mobile Jakarta	Discussing Workload	In this study, there is a research locus, namely PT Sakti Mobile Jakarta
3	(Situmorang & Wardhani, 2022)	the Influence of Transformational Leadership Style, Workload and Job Satisfaction on Turnover Intention	Talking about Workload	There are differences in the variables of leadership style, job satisfaction and turnover intention
4	(Hermawan, 2021)	Literature Review Company Policy: Workload, Work Time and Employee Compensation	Discussing workload and work time	There are differences in the company policy and employee compensation variables
5	(Tualai & Aima, 2022)	The Effect of Work-Family Conflict and Workload on Employee Performance Mediated by Work Stress on Female Employees with Families in the Fiscal Policy	Talking about workloads	There are differences in the variables of work family conflict, employee performance, work stress and fiscal policy
6	(Saputro et al., 2020)	Effect of Work Stress and Work Load on Burnout and Its Implementation in Turnover Intention Erha Clinic Branch Office (Bogor, Depok and Mangga Besar)	Talking about workloads	In this study, there is a research locus, namely the Erha Clinic Branch Office

RESEARCH METHODS

The methods of writing scientific articles are qualitative methods and literature studies or library research. Reviewing theories and reviewing literature books that are in accordance with the theories discussed, especially the scope of human resource management (HRM). Besides that, it also analyzes reputable and unreputed scientific articles and journals. All scientific articles sourced from Google Scholar and Mendeley.

Qualitative research must use a literature review consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory (Ali & Limakrisna, 2013). In the next stage, it will discuss it in-depth in the section entitled "Related literature" or "library review" (Review literature) as the basis for formulating hypotheses. In the final stage, these two

kinds of literature become the basis for comparing the results and findings. -findings revealed in research (Ali, H., & Limakrisna, 2013).

DISCUSSION

Based on relevant theoretical studies and previous research, the discussion of this literature review article in the concentration of Human Resource Management is:

1. Relationship of Wages on Internship Rules

In providing wages or salaries, interns are entitled to various incentives, including: 1) Obtaining occupational safety and health facilities; 2) Obtain pocket money or transport money in accordance with the company's ability; 3) Obtain protection in the form of accident insurance and death insurance (UU BPJS); and 4) Obtain an apprenticeship certificate if passed. There are companies that only provide food allowance to interns and do not provide social security facilities such as BPJS and others. Even in some companies there are interns who are not paid at all.

Wages is related on Internship Rules, this is in line with research conducted by: (Mahaputra & Saputra, 2021b), (Widodo, A., & Permatasari, 2020).

2. Relationship of Workload on Internship Rules

The workload given to interns is excessive with disproportionate salaries. Interns have workloads like permanent employees and have responsibilities like permanent employees.

Workload is related on Internship Rules, this is in line with research conducted by: (Imarah & Jaelani, 2020), (Saputro et al., 2020), (Rajab, 2021), (Sari & Ali, 2022).

3. Relationship of Working Time on Internship Rules

Interns have no obligation to work until weekends or even overtime. Interns only have an obligation to work according to the applicable working hours.

Working Time is related on Internship Rules, this is in line with research conducted by: (Hikmawan & Santoso, 2020), (Mardalena et al., 2020), (Saputro et al., 2020), (Dwinarko, D., Sulistyanto, A., Widodo, A., & Mujab, 2021), (Widodo, 2020).

Conceptual Framework

Based on the problem formulation, theoretical studies, previous research and discussion of the influence between variables, the conceptual framework is obtained as follows:

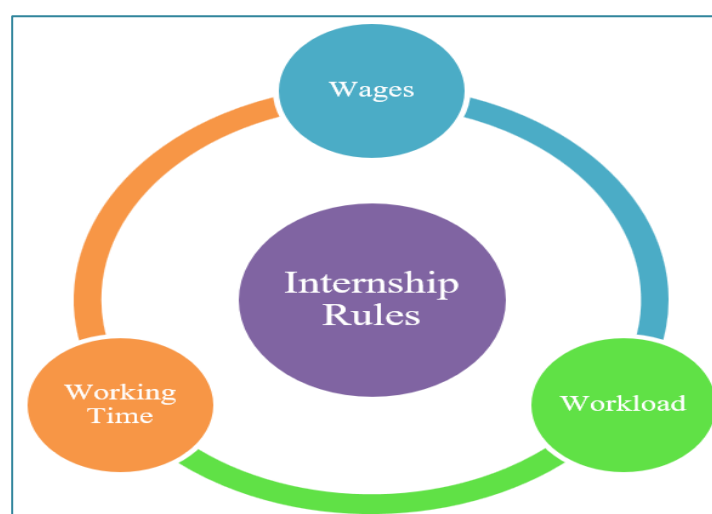


Figure 1. Conceptual Framework

Based on the conceptual framework above, then: Wages, Workload and Working Time relate to Internship Rules.

Apart from the variables of Wages, Workload and Working Time that related on Internship Rules. There are many other factors that relate on Internship Rules, namely:

- 1) Government Policy: (F. Saputra & Ali, 2021), (Karsono, B., & Syauket, 2021a), (F. Saputra & Ali, 2022), (Karsono & Suraji, 2020), (Mahaputra & Saputra, 2022), (F. Saputra, 2022b), (F. Saputra, 2022a), (Karsono, B., & Syauket, 2021b), (F. Saputra & Mahaputra, 2022c).
- 2) Leadership: (F. Saputra, 2021), (Karsono, B., & Syauket, 2021c), (Mahaputra & Saputra, 2021b), (Agussalim et al., 2020), (F. Saputra & Ali, 2021), (Hairiyah & Ali, 2017), (M & Ali, 2017), (Mansur & Ali, 2017), (R. F. A. Saputra et al., 2021), (Bimaruci et al., 2020),
- 3) Education: (F. Saputra, 2022c), (Maharani & Saputra, 2021), (Agussalim et al., 2016), (Assagaf & Ali, 2017), (Mahaputra & Saputra, 2021c)
- 4) Experience: (F. Saputra & Mahaputra, 2022a), (Suharyono & Ali, 2015), (F. Saputra & Saputra, 2021), (Ali, 2020), (Fahmi & Ali, 2022), (Pandiangan et al., 2021), (Wahono & Ali, 2021),
- 5) Organizational Culture: (Mahaputra & Saputra, 2021a), (Ridwan et al., 2020), (F. Saputra & Mahaputra, 2022b), (Richardo et al., 2020),

CONCLUSION AND RECOMMENDATION

Conclusion

Based on the problem formulation, theoretical study and discussion above, the researcher can conclude hypotheses for further research, namely:

1. Wages is related on Internship Rules
2. Workload is related on Internship Rules
3. Working Time is related on Internship Rules

Recommendation

Based on the conclusion above, that Wages, Workload and Working Time are related to Internship Rules. Therefore, companies must pay attention to interns as humanely as possible by providing appropriate wages, workloads and appropriate working hours.

BIBLIOGRAPHY

- Agussalim, M., Ayu Rezkiana Putri, M., & Ali, H. (2016). Analysis work discipline and work spirit toward performance of employees (case study tax office Pratama two Padang). *International Journal of Economic Research*.
- Agussalim, M., Ndraha, H. E. M., & Ali, H. (2020). The implementation quality of corporate governance with corporate values: Earning quality, investment opportunity set, and ownership concentration analysis. *Talent Development and Excellence*.
- Ali, H., & Limakrisna, N. (2013). Metodologi Penelitian (Petunjuk Praktis Untuk Pemecahan Masalah Bisnis, Penyusunan Skripsi (Doctoral dissertation, Tesis, dan Disertasi. In *In Deppublish: Yogyakarta*.
- Ali, H. (2020). *Modul Strategic Management Program Studi Magister Management*.
- Ali, H., Sastrodiharjo, I., & Saputra, F. (2022). Pengukuran Organizational Citizenship Behavior : Beban Kerja , Budaya Kerja dan Motivasi (Studi Literature Review). *Jurnal Ilmu Multidisiplin*, 1(1), 83–93.
- Assagaf, A., & Ali, H. (2017). Determinants of Financial Performance of State-Owned Enterprises with Government Subsidy as Moderator. *International Journal of Economics and Financial Issues*.
- Atika, P. D., Khasanah, F. N., Herlawati, H., Sari, R., Retnoningsih, E., Handayanto, R. T., &

- Lestari, T. S. (2021). Pengoptimalan Penggunaan Smartphone Sebagai Digital Marketing Pada SMAN 14 Bekasi. *Journal of Computer Science Contributions (JUCOSCO)*, 1(2), 143–152. <http://ejurnal.ubharajaya.ac.id/index.php/jucosco/article/view/698/551>
- Bimaruci, H., Agung Hudaya, & Hapzi Ali. (2020). MODEL OF CONSUMER TRUST ON TRAVEL AGENT ONLINE: ANALYSIS OF PERCEIVED USEFULNESS AND SECURITY ON RE-PURCHASE INTERESTS (CASE STUDY TIKET.COM). *Dinasti International Journal of Economics, Finance & Accounting*. <https://doi.org/10.38035/dijefa.v1i1.227>
- Dwinarko, D., Sulistyanto, A., Widodo, A., & Mujab, S. (2021). Pelatihan Manajemen Komunikasi pada Badan Permusyawaratan Desa (BPD) dalam Meningkatkan Pemberdayaan Masyarakat. *Yumary: Jurnal Pengabdian Kepada Masyarakat*, 1(4), 217–225.
- Fahmi, I., & Ali, H. (2022). DETERMINATION OF CAREER PLANNING AND DECISION MAKING: ANALYSIS OF COMMUNICATION SKILLS, MOTIVATION AND EXPERIENCE (LITERATURE REVIEW HUMAN RESOURCE MANAGEMENT). *Dinasti International Journal of Management Science*, 3(5), 823–835.
- Hairiyah, S., & Ali, H. (2017). Customer Decision Analysis in Taking Multipurpose Loan : Promotions , Locations and Credit Procedures (A Case of the Bank " PQR Jakarta "). *Saudi Journal of Business and Management Studies*, 2(3), 149–156. <https://doi.org/10.21276/sjbms.2017.2.3.6>
- Hardiansyah, A., Soehardi, & Rony, Z. T. (2019). PENGARUH DISIPLIN KERJA, MOTIVASI KERJA DAN KOMPENSASI TERHADAP KINERJA PEGAWAI BANK OCBC NISP BAGIAN RECORD MANAGEMENT DAN PARTNERSHIP OPERATION. *Jurnal Ilmiah Manajemen Ubhara*, 6(2), 147–161. <https://doi.org/10.36805/manajemen.v5i1.821>
- Hermawan, E. (2021). Literature Review Company Policy : Workload , Work Time and Employee Compensation. *Journal of Law Politic and Humanities*, 1(3), 126–134.
- Hermawan, E. (2022). ANALISIS PENGARUH BEBAN KERJA, KONFLIK PEKERJAAN-KELUARGA DAN STRES KERJA TERHADAP KINERJA PT. SAKTI MOBILE JAKARTA. *Jurnal Ilmu Manajemen Terapan*, 3(4), 372–380.
- Hikmawan, T., & Santoso, B. (2020). Human Resources Information System To Improve Employee Performance. *Dinasti International Journal of Management Science*, 1(4), 578–584. <https://doi.org/10.31933/dijms.v1i4.194>
- Ilhamalimy, R. R., & Mahaputra, M. R. (2021). *Pengaruh Kualitas Pelayanan Dan Kualitas Produk Terhadap Keputusan Pembelian Dan Kepuasan Pelanggan (Literature Review Manajemen Pemasaran)*. 1(1), 85–97.
- Imarah, T. S., & Jaelani, R. (2020). ABC ANALYSIS, FORECASTING AND ECONOMIC ORDER QUANTITY (EOQ) IMPLEMENTATION TO IMPROVE SMOOTH OPERATION PROCESS. *Dinasti International Journal of Education Management And Social Science*, 1(3), 319–325. <https://doi.org/10.31933/DIJEMSS>
- Istianingsih, I. (2016). Deteksi Manajemen Laba Melalui Discretionary Revenue Dan Aktifitas Riil: Implikasi Penerapan Good Corporate Governance. *Jurnal Riset Akuntansi Dan Keuangan*, 4(3), 1125–1142. <https://doi.org/10.17509/jrak.v4i3.4666>
- Karsono, B., & Syauket, A. (2021a). *Buku Ajar Mata Kuliah" Metode Penelitian Hukum dan Teknik Penulisan Skripsi"*.
- Karsono, B., & Syauket, A. (2021b). *Buku Ajar Mata Kuliah" Otonomi Daerah Perspektif Human Security dalam Negara Demokrasi"*.
- Karsono, B., & Syauket, A. (2021c). *Buku Ajar Mata Kuliah Mata Kuliah" Tindak Pidana*

- Korupsi"(Ancaman Terhadap Pengayoman Human Security)".*
- Karsono, B., & Suraji, R. (2020). Factors Influencing Fraud Behavior In State Civil Apparatus. *Psychology and Education ...*, 57(9), 1541–1547. <http://psychologyandeducation.net/pae/index.php/pae/article/view/495>
- Kuba, H. S. (2017). Penanggulangan Terorisme oleh Polri dalam Perspektif Penangkalan (Pre-emptif) dan Pencegahan (Preventif). *Jurnal Kajian Ilmiah*, 17(2), 19–28.
- Kuba, S. (2022a). Optimalisasi Perlindungan Saksi dan Korban Dalam Rangka Memantapkan Penegakan Hukum Di Indonesia. *Jurnal Kajian Ilmiah*, 22(1), 89–100. <https://doi.org/10.31599/jki.v22i1.1020>
- Kuba, S. (2022b). Peranan Kompolnas Dalam Mendukung Upaya Optimalisasi Penegakan Hukum Oleh Polri Terhadap Kejahatan Konvensional Menonjol di Indonesia. *Krtha Bhayangkara*, 16(1), 51–64. <https://doi.org/10.31599/krtha.v16i1.1051>
- M, A., & Ali, H. (2017). MODEL KEPUASAN PELANGGAN: ANALISIS KUALITAS PRODUK DAN KUALITAS LAYANAN TERHADAP CITRA MEREK PADA GIANT CITRA RAYA JAKARTA. *Jurnal Manajemen*. <https://doi.org/10.24912/jm.v21i3.254>
- Mahaputra, M. R., & Saputra, F. (2021a). Application Of Business Ethics And Business Law On Economic Democracy That Impacts Business Sustainability. *Journal of Law Politic and Humanities*, 1(3), 115–125.
- Mahaputra, M. R., & Saputra, F. (2021b). Literature Review the Effect of Headmaster Leadership on Teacher Performance , Loyalty and Motivation. *Journal of Accounting and Finance Management*, 2(2), 103–113.
- Mahaputra, M. R., & Saputra, F. (2021c). RELATIONSHIP WORD OF MOUTH , ADVERTISING AND PRODUCT QUALITY TO BRAND AWARENESS. *Dinasti International Journal of Digital Business Management*, 2(6), 1099–1108.
- Mahaputra, M. R., & Saputra, F. (2022). Determination of Public Purchasing Power and Brand Image of Cooking Oil Scarcity and Price Increases of Essential Commodities. *International Journal of Advanced Multidisciplinary*, 1(1), 36–46.
- Maharani, A., & Saputra, F. (2021). Relationship of Investment Motivation , Investment Knowledge and Minimum Capital to Investment Interest. *Journal of Law Politic and Humanities*, 2(1), 23–32.
- Mansur, S., & Ali, H. (2017). Impact of customer engagement to reputation of the Bri Syariah Indonesia. *International Journal of Economic Research*.
- Mardalena, Sarinah, & Endang Solichin. (2020). the Influence of Work Motivation, Work Discipline on Employee Performance (Case Study At Merangin Regency Settlement Area Office Employees). *Dinasti International Journal of Management Science*, 1(5), 769–774. <https://doi.org/10.31933/dijms.v1i5.336>
- Mukti, A. H., & Istianingsih. (2018). The Impact of Ownership Structure on Intellectual Capital Disclosure. *International Business Management*, 12(3), 337–345.
- Pandiangan, K., Masiyono, M., & Dwi Atmogo, Y. (2021). Faktor-Faktor Yang Mempengaruhi Brand Equity: Brand Trust, Brand Image, Perceived Quality, & Brand Loyalty. *Jurnal Ilmu Manajemen Terapan*, 2(4), 471–484. <https://doi.org/10.31933/jimt.v2i4.459>
- Purnomo, R., Fathurrozi, A., Ismaniah, & Lestari, T. S. (2019). Sukses Belajar Mengajar Menggunakan Mind Mapping dengan Aplikasi FreeMind. *Abdimas UBJ*, 2(1), 34–40.
- Puspitasari, R. A., Atika, P. D., & Lestari, T. S. (2020). Sistem Informasi E-Repair Peralatan Elektronik Rumah Tangga Berbasis Android. *Journal of Students' Research in Computer Science*, 1(1), 55–66. <https://doi.org/10.31599/jsrsc.v1i1.79>
- Rajab, M. (2021). INDIVIDUAL BEHAVIOR MEASUREMENT MODEL : INDIVIDUAL CHARACTERISTICS , WORK CULTURE AND WORKLOAD (LITERATURE

- REVIEW MSDM). *Dinasti International Journal of Management Science*, 2(4), 703–712.
- Rasyid, A., & Lestari, T. S. (2018). Penentuan Produktivitas Zona Minyak Dengan Menggunakan Modular Formation Dynamic Technology. *Jurnal Kajian Ilmiah*, 18(1), 67–74. <https://doi.org/10.31599/jki.v18i1.179>
- Richardo, Hussin, M., Bin Norman, M. H., & Ali, H. (2020). A student loyalty model: Promotion, products, and registration decision analysis-Case study of griya english fun learning at the tutoring institute in wonosobo central Java. *International Journal of Innovation, Creativity and Change*.
- Ridwan, M., Mulyani, S. R., & Ali, H. (2020). Perceived organizational support in efforts to improve organizational commitments and its impact on employee performance(study at SPMI private university in West Sumatra). *Talent Development and Excellence*.
- Rony, Z. T., Lubis, F. M., & Rizkyta, A. (2019). Job shadowing as one of the effective activities in the promotion process creates quality managers. *International Journal of Recent Technology and Engineering*, 8(2 Special Issue), 388–396.
- Rony, Z. T., Lubis, F. M., Santoso, B., & Rizkyta, A. (2020). The relevance of political skills for leaders and managers in the industrial revolution 4.0: A case study of the Indonesian private television industry. *International Journal of Innovation, Creativity and Change*, 12(1), 447–465.
- Saputra, F. (2021). Leadership , Communication , And Work Motivation In Determining The Success Of Professional Organizations. *Journal of Law Politic and Humanities*, 1(2), 59–70.
- Saputra, F. (2022a). Analysis Effect Return on Assets (ROA), Return on Equity (ROE) and Price Earning Ratio (PER) on Stock Prices of Coal Companies in the Indonesia Stock Exchange (IDX) Period 2018-2021. *Dinasti International Journal of Economics, Finance and Accounting*, 3(1), 82–94. <http://repository.uph.edu/41805/%0Ahttp://repository.uph.edu/41805/4/Chapter1.pdf>
- Saputra, F. (2022b). Analysis of Total Debt , Revenue and Net Profit on Stock Prices of Foods And Beverages Companies on the Indonesia Stock Exchange (IDX) Period 2018-2021. *Journal of Accounting and Finance Management*, 3(1), 10–20. <https://doi.org/https://doi.org/10.38035/jafm.v3i1>
- Saputra, F. (2022c). The Role of Human Resources , Hardware , and Databases in Mass Media Companies. *International Journal of Advanced Multidisciplinary*, 1(1), 45–52.
- Saputra, F., & Ali, H. (2021). THE IMPACT OF INDONESIA ' S ECONOMIC AND POLITICAL POLICY REGARDING PARTICIPATION IN VARIOUS INTERNATIONAL FORUMS: G20 FORUM (LITERATURE REVIEW OF FINANCIAL MANAGEMENT). *Journal of Accounting and Finance Management*, 1(4), 415–425.
- Saputra, F., & Ali, H. (2022). PENERAPAN MANAJEMEN POAC: PEMULIHAN EKONOMI SERTA KETAHANAN NASIONAL PADA MASA PANDEMI COVID-19 (LITERATURE REVIEW MANAJEMEN POAC). *Jurnal Ilmu Manajemen Terapan*, 3(3), 316–328. <https://doi.org/10.31933/jimt.v3i3>
- Saputra, F., & Mahaputra, M. R. (2022a). Building Occupational Safety and Health (K3): Analysis of the Work Environment and Work Discipline. *Journal of Law Politic and Humanities*, 2(3), 105–114.
- Saputra, F., & Mahaputra, M. R. (2022b). EFFECT OF JOB SATISFACTION , EMPLOYEE LOYALTY AND EMPLOYEE COMMITMENT ON LEADERSHIP STYLE (HUMAN RESOURCE LITERATURE STUDY). *Dinasti International Journal of Management Science*, 3(4), 762–772.
- Saputra, F., & Mahaputra, M. R. (2022c). Relationship of Purchase Interest , Price and

- Purchase Decisions to IMEI Policy (Literature Review Study). *Journal of Law Politic and Humanities*, 2(2), 71–80.
- Saputra, F., & Saputra, E. B. (2021). Measures of Corruption : Needs , Opportunity and Rationalization. *Journal of Law Politic and Humanities*, 2(1), 42–50.
- Saputra, R. F. A., Pranoto, C. S., & Ali, H. (2021). FAKTOR PENGEMBANGAN ORGANISASI PROFESIONAL: LEADERSHIP/KEPEMIMPINAN, BUDAYA, DAN IKLIM ORGANISASI (SUATU KAJIAN STUDI LITERATUR MANAJEMEN PENDIDIKAN DAN ILMU SOSIAL). *Jurnal Manajemen Pendidikan Dan Ilmu Sosial*, 2(2), 629–639. https://id.wikipedia.org/wiki/Organisasi_profesional
- Saputro, R., Muhammad Havidz Aima, & Farida Elmi. (2020). Effect of Work Stress and Work Load on Burnout and Its Implementation in Turnover Intention Erha Clinic Branch Office (Bogor, Depok and Mangga Besar). *Dinasti International Journal of Management Science*, 1(3), 362–379. <https://doi.org/10.31933/dijms.v1i3.137>
- Sari, D. P., & Ali, H. (2022). LITERATURE REVIEW MEASUREMENT MODEL OF INDIVIDUAL BEHAVIOR AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR : INDIVIDUAL CHARACTERISTICS , WORK CULTURE AND WORKLOAD. *Dinasti International Journal of Management Science*, 3(4), 647–656.
- Setyawati, I., Suroso, S., Rambe, D., Damayanty, P., & Lestari, T. S. (2018). Upaya Peningkatan Pengelolaan Koperasi Simpan Pinjam Pada Sekolah Menengah Umum Di Kecamatan Jagakarsa. *Jurnal Pengabdian Kepada Masyarakat UBJ*, 1(1), 1–22. <https://doi.org/10.31599/jabdimas.v1i1.238>
- Situmorang, E. D., & Wardhani, N. K. (2022). the Influence of Transformational Leadership Style, Workload and Job Satisfaction on Turnover Intention. *Dinasti International Journal of Management Science*, 3(3), 463–476. <https://doi.org/10.31933/dijms.v3i3.1092>
- Suharyono, & Ali, H. (2015). PENGARUH MOTIVASI, KEDISIPLINAN DAN GAYA KEPEMIMPINAN TERHADAP PRESTASI KERJA PEGAWAI PADA DINAS SOSIAL TENAGA KERJA DAN TRANSMIGRASI KABUPATEN BATANG HARI. *Jurnal Ilmiah Universitas Batanghari Jambi*, 15(2), 78–86.
- Tualai, M. M., & Aima, M. H. (2022). THE EFFECT OF WORK-FAMILY CONFLICT AND WORKLOAD ON EMPLOYEE PERFORMANCE MEDIATED BY WORK STRESS ON FEMALE EMPLOYEES WITH FAMILIES IN THE FISCAL POLICY. *Dinasti International Journal of Management Science*, 3(4), 668–681.
- Wahono, S., & Ali, H. (2021). Peranan Data Warehouse, Software Dan Brainware Terhadap Pengambilan Keputusan (Literature Review Executive Support Sistem for Business). *Jurnal Ekonomi Manajemen Sistem Informasi*, 3(2), 225–239. <https://doi.org/10.31933/jemsi.v3i2.781>
- Widodo, A., & Permatasari, D. A. (2020). Strategi Komunikasi Pemerintah Kota Bekasi Dalam Program Bekasi Smart City. *ETTISAL: Journal of Communication*, 5(1), 79–89.
- Widodo, A. (2020). Model Komunikasi Pemeriksaan Dalam Sidang Agenda Pembuktian Perkara di Pengadilan. *Jurnal Komunikasi*, 12(2), 157. <https://doi.org/10.24912/jk.v12i2.8447>