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**THE IMPACT OF WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT PT. AITI PRIMA INDONESIA SOUTH JAKARTA**

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**ABSTRACT**

The purpose of this study was to determine the effect of Work Motivation and Work Discipline on Employee Performance at PT. Aiti Prima Indonesia South Jakarta. The research method used is a quantitative method. The population and sample amounted to 62 people. The results of the study showed a determination coefficient value of 0.598 or 59.8%. Hypothesis test t count ( $7.813 > 2.000$ ) or sig value  $0.000 < 0.05$ , then  $H_0$  is accepted and  $H_1$  is rejected. Equation  $Y = 14.131 + 0.649X_1$ , The determination coefficient value is 0.684 or 68.4%. Hypothesis test t count ( $11.400 > 2.000$ ) or sig value  $0.000 < 0.05$ , then  $H_0$  is accepted and  $H_2$  is accepted. Regression equation  $Y = 10.323 + 0.750X_2$ , The correlation coefficient value of 0.854 means that the independent variable with the dependent variable has a strong relationship level with a determination coefficient of 0.730% or 73.0%. Hypothesis testing obtained the calculated F value  $> F_{table}$  or ( $79.702 > 3.150$ ). Thus  $H_{03}$  is rejected and  $H_{a3}$  is accepted, this indicates that there is a significant simultaneous influence between the Influence of Work Motivation and Work Discipline on Employee Performance of PT. Aiti Prima Indonesia South Jakarta.

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**Abstract**

The purpose of this study was to determine the effect of Work Motivation and Work Discipline on Employee Performance at PT. Aiti Prima Indonesia South Jakarta. The research method used is a quantitative method. The population and sample amounted to 62 people. The results of the study showed a determination coefficient value of 0.598 or 59.8%. Hypothesis test t count ( $7.813 > 2.000$ ) or sig value  $0.000 < 0.05$ , then  $H_0$  is accepted and  $H_1$  is rejected. Equation  $Y = 14.131 + 0.649X_1$ , The determination coefficient value is 0.684 or 68.4%. Hypothesis test t count ( $11.400 > 2.000$ ) or sig value  $0.000 < 0.05$ , then  $H_0$  is accepted and  $H_2$  is accepted. Regression equation  $Y = 10.323 + 0.750X_2$ , The correlation coefficient value of 0.854 means that the independent variable with the dependent variable has a strong relationship level with a determination coefficient of 0.730% or 73.0%. Hypothesis testing obtained the calculated F value  $> F_{table}$  or ( $79.702 > 3.150$ ). Thus  $H_{03}$  is rejected and  $H_{a3}$  is accepted, this shows that there is a significant simultaneous influence between the Influence of Work Motivation and Work Discipline on Employee Performance at PT. Aiti Prima Indonesia South Jakarta.

Keywords: Work Discipline, Work Motivation and Employee Performance

### Abstract

The purpose of this research is to determine the influence of work motivation and work discipline on employee performance at PT. Aiti Prima Indonesia South Jakarta partially and simultaneously. The research method used is a quantitative method, with the nature of quantitative associative research. The population taken was 62 people. The research variables consist of the independent variables Work Motivation and Work Discipline on Employee Performance with a coefficient of determination of 0.598 or 59.8%. Hypothesis test  $t$  calculated ( $7.813 > 2.000$ ) or sig value  $0.000 < 0.05$ , then  $H_0$  is accepted and  $H_1$  is rejected. Equation  $Y = 14.131 + 0.649X_1$ , The coefficient of determination is 0.684 or 68.4%. Hypothesis test  $t$  calculated ( $11,400 > 2,000$ ) or sig value  $0.000 < 0.05$ , then  $H_0$  is accepted and  $H_2$  is accepted. The regression equation  $Y = 10.323 + 0.750X_2$ . Hypothesis testing obtained a calculated  $F$  value  $> F$  table or ( $79.702 > 3.150$ ). Thus,  $H_0$  is rejected and  $H_3$  is accepted, this shows that there is a significant simultaneous influence between the influence of work motivation and work discipline on employee performance at PT. Aiti Prima Indonesia South Jakarta.

Keywords: Work Discipline, Work Motivation and Employee Performance

### INTRODUCTION

It is known that in 2022 there was a decline in performance at PT Aiti Prima Indonesia South Jakarta. This is clearly related to a decrease in the level of employee responsibility.

**Table 1. Employee Performance Assessment Period 2021-2023**

No	Aspect	Target	Year		
			2021	2022	2023
1	Quality of Work	100%	90%	90%	90%
2	Quantity of Work	100%	90%	90%	90%
3	Advanced Complaint Handling	100%	90%	90%	90%
4	Customer satisfaction	100%	90%	88%	90%
5	Responsibility	100%	77%	78%	78%

Source: PT Aiti Prima Indonesia

employee performance can be seen from the level of satisfaction received by consumers with achievement results  $< 100\%$  so that there are problems in the aspect of employee performance. From the explanation above, it is known that in 2022 there was a decline in performance at PT Aiti Prima Indonesia South Jakarta. This is clearly related to a decrease in the level of employee responsibility, and the lack of motivation obtained by employees as a reference in working. there was a significant decline in several indicators of employee responsibility performance at PT Aiti Prima Indonesia South Jakarta.

**Table 1. Employee Motivation Data in (2021-2023)**

No	Providing Work Motivation	year		
		2021	2022	2023
1	BPJS	There is	There is	There is
2	Holiday allowance (THR)	There is	There is	There is
3	Overtime Pay	There isn't any	There isn't any	There isn't any
4	Meal allowance	There isn't any	There isn't any	There isn't any
5	Long service award	There isn't any	There isn't any	There isn't any
6	Annual Bonus, if Company Target is Achieved	There is	There is	There is

Source: PT Aiti Prima Indonesia

In table 1.2 above, it can be explained that there are still physiological needs that have not been met, such as the absence of overtime pay that is not met by the company, thus motivating employees to work and causing a decline in employee performance.

No	Aspect	Target	Year		
			2021	2022	2023

1	Attendance Rate	100%	90%	92%	95%
2	Obey the Rules	100%	75%	78%	78%
3	Attitude and Behavior	100%	90%	90%	90%
4	Engagement and enthusiasm	100%	90%	90%	90%
5	Commitment to quality work	100%	85%	88%	88%

Source: PT Aiti Prima Indonesia

there is a decrease in employee discipline, especially in obeying regulations with a value of 75% in 2021, 78% in 2022 and 78% in 2023, there are several employees who do not obey the regulations, such as not following the established procedures for absence or not providing adequate notice, and also not complying with the established working hours or leaving the workplace without permission. So that the lack of discipline in working causes a decrease in employee performance at the company PT Aiti Prima Indonesia South Jakarta.

**METHOD**

The type of research used in this study is a quantitative associative research type. This study uses associative with a quantitative approach. According to Sugiyono (2018: 13) Quantitative data is a research method based on positivity (concrete data), research data in the form of numbers that will be measured using statistics as a calculation test tool, related to the problem being researched to produce a conclusion..

The place of this research was conducted at PT Aiti Prima Indonesia South Jakarta Belezza Shopping Arcade, 2nd Floor, Unit 201, No. Arteri Permata Hijau, Jl. Permata Hijau No.34, RT.4/RW.2, North Grogol, Kebayoran Lama District, South Jakarta City, Special Capital Region of Jakarta 12210.

In this study, the population was all employees of PT Aiti Prima Indonesia South Jakarta, totaling 56 respondents. In this study, the instrument used to measure the research variables has a measurement scale. (Sugiyono, 2020: 11), the measurement scale is an agreement used as a reference to determine the length of the interval in the measuring instrument, so that when used it will produce quantitative data. The measurement scale used is the Likert scale.

**RESULTS AND DISCUSSION**

**. Table 4. Results of Simple Linear Regression Testing of Motivation Variable (X1) on Employee Performance (Y)**

Model		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14.131	2,830		4.994	.000
	Motivation the Work	.649	.069	.773	9.444	.000

a. Dependent Variable: Performance

Sumber: Yesyesdiolah , 2024

Berdasarkan hasil uji koefisien regresi diperoleh nilai konstanta sebesar 14,131 dan koefisien regresi sebesar 0,649. Sehingga persamaan regresi linier yang diperoleh adalah  $Y = 14,131 + 0,649X_1$ . Dari persamaan regresi linier ini, dapat disimpulkan sebagai berikut:

a. Nilai konstanta sebesar 14,131, artinya bahwa jika motivasi kerja (X1) bernilai nol, maka kinerja (Y) akan sebesar 14,131 poin.

Nilai koefisien regresi motivasi kerja (X1) sebesar 0,649, artinya bahwa jika motivasi kerja (X1) meningkat satu satuan, maka kinerja (Y) akan meningkat sebesar 0,649 poin.

**Table 5. Results of Simple Linear Regression Testing of Work Discipline Variable (X2) on Employee Performance (Y)**

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,323	2,678		3,854	.000
	Work Discipline	.750	.066	.827	11,400	.000

a. Dependent Variable: Performance

Sumber: Yesyesdiolah , 2024

Berdasarkan hasil analisis regresi linier berganda yang diperoleh dengan persamaan regresi  $Y = 10,323 + 0,750X_2$ . Dari hasil analisis regresi linier berganda ini dapat disimpulkan sebagai berikut:

- Indigo konstanta 10,323 menunjukkan bahwa nilai rata-rata disiplin kerja (X<sub>2</sub>) yang mempengaruhi kinerja (Y) adalah sebesar 10,323 poin.

Indigo koefisien regresi disiplin kerja (X<sub>2</sub>) sebesar 0,750 menunjukkan bahwa jika disiplin kerja (X<sub>2</sub>) meningkat satu poin, maka kinerja (Y) akan meningkat sebesar 0,750 poin. Hal ini menunjukkan bahwa disiplin kerja (X<sub>2</sub>) memiliki pengaruh yang signifikan terhadap kinerja (Y).

**Table 6. Results of Multiple Regression Testing of Work Motivation Variables (X<sub>1</sub>) and Work Discipline (X<sub>2</sub>) on Employee Performance (Y)**

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8,310	2,578		3,224	.002
	Motivation the Work	.281	.089	.335	3,160	.002
	Work Discipline	.516	.096	.569	5,370	.000

a. Dependent Variable: Performance

Sumber: Yesyesdiolah , 2024

Berdasarkan hasil analisis regresi linier berganda yang diperoleh dengan persamaan regresi  $Y = 8,310 + 0,281X_1 + 0,516X_2$ . Dari hasil analisis regresi linier berganda ini dapat disimpulkan sebagai berikut:

- Indigo konstanta 8,310 menunjukkan bahwa nilai rata-rata motivasi kerja (X<sub>1</sub>) yang mempengaruhi kinerja (Y) adalah sebesar 8,310 poin.
- Indigo koefisien regresi motivasi kerja (X<sub>1</sub>) sebesar 0,281 menunjukkan bahwa jika motivasi kerja (X<sub>1</sub>) meningkat satu poin, maka kinerja (Y) akan meningkat sebesar 0,281 poin. Hal ini menunjukkan bahwa motivasi kerja (X<sub>1</sub>) memiliki pengaruh yang signifikan terhadap kinerja (Y).

Indigo koefisien regresi disiplin kerja (X<sub>2</sub>) sebesar 0,516 menunjukkan bahwa jika disiplin kerja (X<sub>2</sub>) meningkat satu poin, maka kinerja (Y) akan meningkat sebesar 0,516 poin. Hal ini menunjukkan bahwa disiplin kerja (X<sub>2</sub>) memiliki pengaruh yang signifikan terhadap kinerja (Y).

#### Correlation Coefficient Analysis (r)

**Table 7. Results of Partial Correlation Coefficient Testing of Work Motivation (X<sub>1</sub>) on Employee Performance (Y)**

Correlations			
		Motivation the Work	Performance
Motivation the Work	Pearson correlation	1	.773**
	Sig. (2-tailed)		.000
	N	62	62

Performance Youranwown	Pearson corollation	.773**	1
	Sig. (2-tailed)	.000	
	N	62	62

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Sumber: Yesyesdiolah , 2024

Berdawitrkan hathe penguinJian payesYesbell 4.19 in ayess, obtained valuei Correlation coefficientthe big oner 0.773 dimathereindigoi saidt fallowyesDadyesIntervall 0.600-0.799 ameaningsecondavahappythe bell has a levelt huma'amnon yesng kuat.

**Table 8. Results of Partial Correlation Coefficient Testing of Work Discipline (X2) on Employee Performance (Y)**

Correlations			
		Work Discipline	Performance Youranwown
Work Discipline	Pearson corollation	1	.827**
	Sig. (2-tailed)		.000
	N	62	62
Performance Youranwown	Pearson corollation	.827**	1
	Sig. (2-tailed)	.000	
	N	62	62

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Sumber: Yesyesdiolah , 2024

Berdawitrkan payesHathe penguinJian payesYes4.20 bell in ayess, obtained valuei Correlation coefficientthe big oner 0.827 dimathereindigoi saidt fallowyesDadyesIntervall 0,800-1,000 ameaningsecondavahappythe bell has a levelt huma'amnon yesng sanot meat.

Table

4.1

Results of Simultaneous Correlation Coefficient Testing of Motivation (X1) and Work Discipline (X2) on Employee Performance (Y)

Model Summary				
Model	R	R Sqare	Adjusted R Square	Std. Error of the Estimayou
1	.854a	.730	.721	3.117

a. Predictors: (Constant), Work Discipline, Motivationthe Work

Sumber: Yesyesdiolah , 2024

Berdawitrkan payesHathe penguinJian payesYesbell 4.21 in ayess, obtained valuei Correlation coefficientthe big oner 0.854 dimathereindigoi saidt fallowyesDadyesIntervall 0,800-1,000 ameaningvahappymotivational bellsi (X1) dan work discipline(X2) sorasimuitan able tohisi levelt huma'amnon yesng sanot meat terhayesp performance karyanwown (Y)

**Determination Coefficient Analysis**

**Table 9. Results of Partial Determination Coefficient Testing of Work Motivation (X1) on Employee Performance (Y)**

Model Summary				
Model	R	R Sqare	Adjusted R Square	Std. Error of the Estimayou
1	.773a	.598	.591	3,771

a. Predictors: (Constant), Motivationthe Work

Sumber: Yesyesdiolah , 2024

Berdawitrkan hathe penguinJian payesyesbell 4.22, obtained valuei coefficient of determinationthe big oner 0.598 points. Withn thusn, yesDadt concludedlkan bahwawahappymotivational bellthe work(X1) has a roleruh terhayesp vahappyperformance bellyouranwown (Y) as much asr 59.8%, sedangkan remainderas big asr (100% - 59.8%) = 40.2% of the varianceruhi by fathe ctorin.

**Table 10. Results of Partial Determination Coefficient Testing of Work Discipline (X2) on Employee Performance (Y)**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimayou
1	.827a	.684	.679	3.342

a. Predictors: (Constant), Work Discipline

Sumber: Yesyesdiolah , 2024

Berdawitrkan hathe penguinJian payesyesbell 4.22, obtained valuei coefficient of determinationthe big oner 0.684 points. Withn thusn, yesDadt concludedlkan bahwawahappywork discipline bell(X2) has a roleruh terhayesp vahappyperformance bellyouryanwown (Y) as much asr 68.4%, sedangkan remainderas big asr (100% - 68.4%) = 31.6% of the varianceruhi by fathe ctorin.

**Table 11. Results of Testing the Determination Coefficient of Work Motivation (X1) and Work Discipline (X2) on Employee Performance (Y)**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimayou
1	.854a	.730	.721	3.117

a. Predictors: (Constant), Work Discipline, Motivationthe Work

Sumber: Yesyesdiolah , 2024

Berdawitrkan hathe penguinJian payesyesbell 4.26, didaDadtkan valuei coefficient of determinationthe big oner 0.730 points. Withn thusn, yesDadt concludedlkan bahwawahappymotivational bellsi (X1) dan work discipline(X2) has a roleruh terhayesp vahappyperformance bellyouryanwown (Y) as much asr 73.0%, whileraremainderhisas big asr (100% - 73.0%) = 27% controlruhi by fathe ctoryesng nok researched

**Partial Hypothesis Testing (t-Test)**

**Table 12. Results of Hypothesis Test (t-Test) of Work Motivation Variable (X1) on Employee Performance (Y)**

Coefficientsa						
Model		Unstayourdized Coefficients		Stayourdized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constannt)	14.131	2,830		4.994	.000
	Motivationthe Work	.649	.069	.773	9.444	.000

a. Dependent Vahappyble: PerformanceYouryanwown

Sumber: Yesyesdiolah , 2024

Berdawitrkan hathe penguinJian payesyesbell 4.25, obtained valueit's hitng > t tabell, yeahThat(9,444 > 2,000). Hal this is jugal strengthenedat withn valuei ρ vayoue < Sig. 0.050, yesThat(0.000 < 0.050). Withn thusn, H01 is rejectedk dan Ha1 accepted, menunjukkathereyeshisthe teacherruh yesng significanttherentaraWork motivation (X1)yesp Performance karyanwown (Y).

**Table 13. Results of Hypothesis Test (t-Test) of Work Discipline Variable (X2) on Employee Performance (Y)**

Coefficientsa						
Model		Unstayourdized Coefficients		Stayourdized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constannt)	10,323	2,678		3,854	.000
	Work Discipline	.750	.066	.827	11,400	.000

a. Dependent Vahappyble: PerformanceYouryanwown

Sumber: Yesyesdiolah , 2024

Berdawitrkan hathe penguinJian payesyesbell 4.26, obtained valueit's hitng > t tabell, yeahThat(11,400>2,000). Hal this is itnostrengthenedat withn valuei ρ vayoue < Sig. 0.050, yesThat(0.000 < 0.050). Withn thusn, H02 is rejectedk dan Ha2 accepted,



menunjukkan bahwa terdapat pengaruh yang signifikan terhadap kerja disiplin (X2) terhadap kinerja karyawan (Y).

**Simultaneous Hypothesis Testing (F Test)**

**Table 14. Hypothesis Results (F Test) Simultaneously Work Motivation (X1) and Work Discipline (X2) on Employee Performance (Y)**

ANOVA						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1548.348	2	774.174	79,702	.000b
	Residual	573,087	59	9,713		
	Total	2121.435	61			
a. Dependent Variable: Performance Karyawan						
b. Predictors: (Constant), Work Discipline, Motivation the Work						

Sumber: Yesyesdiolah, 2024

Berdasarkan hasil pengujian diperoleh nilai F hitung > F tabel (79,702 > 3,150). Hal ini menunjukkan bahwa nilai p < Sig 0.050 (0.000 < 0.050). Oleh karena itu, H03 ditolak dan Ha3 diterima. Hal ini menunjukkan bahwa terdapat pengaruh simultan yang signifikan terhadap motivasi dan disiplin kerja terhadap kinerja karyawan.

**CONCLUSION**

Penelitian ini bertujuan untuk menganalisis pengaruh motivasi (X1) dan disiplin kerja (X2) terhadap kinerja karyawan (Y). Hasil penelitian menunjukkan bahwa terdapat pengaruh signifikan dari kedua variabel independen tersebut terhadap variabel dependen.

- Motivasi (X1) diperoleh nilai  $F_{hitung} > F_{tabel}$  (0.2500) maka dapat disimpulkan bahwa model regresi yang digunakan valid, reliabilitas Cronbach Alpha 0.930 > 0.600. Pengaruh signifikan terhadap kinerja karyawan dengan persamaan regresi linier sederhana  $Y = 14.131 + 0.649X1$ , nilai koefisien korelasi yang diperoleh sebesar 0.827 yang menunjukkan bahwa hubungan antara motivasi dan kinerja karyawan sangat kuat. Nilai determinan kontribusi hanya sebesar 0.598 atau 59.8%, sedangkan sisanya sebesar 40.2% dipengaruhi oleh faktor lain. Uji hipotesis diperoleh nilai  $F_{hitung} > F_{tabel}$  (9,444 > 2,000). Dengan demikian H01 ditolak dan Ha1 diterima, yang berarti terdapat pengaruh yang signifikan motivasi terhadap kinerja karyawan.
- Work Discipline (X2) diperoleh nilai  $F_{hitung} > F_{tabel}$  (0.2500) maka dapat disimpulkan bahwa instrumen pertanyaan yang digunakan valid, reliabilitas Cronbach Alpha 0.917 > 0.600. Pengaruh signifikan terhadap produktivitas karyawan dengan persamaan regresi linier sederhana  $Y = 10.323 + 0.750X2$ , nilai koefisien korelasi yang diperoleh sebesar 0.827, yang menunjukkan bahwa hubungan antara disiplin kerja dan kinerja karyawan sangat kuat. Nilai determinan kontribusi hanya sebesar 0.684 atau 68.4%, sedangkan sisanya sebesar 31.6% dipengaruhi oleh faktor lain. Uji hipotesis diperoleh nilai  $F_{hitung} > F_{tabel}$  (11,400 > 2,000). Dengan demikian H02 ditolak dan Ha2 diterima, yang berarti terdapat pengaruh yang signifikan disiplin kerja terhadap kinerja karyawan.
- Motivasi dan disiplin kerja (X1) dan (X2) secara simultan memiliki pengaruh signifikan terhadap kinerja karyawan (Y) dengan persamaan regresi linier berganda  $Y = 8.310 + 0.281X1 + 0.516X2$ , di mana reliabilitas Cronbach Alpha 0.896 > 0.600. Nilai koefisien determinan yang diperoleh sebesar 0.854, yang menunjukkan bahwa hubungan antara motivasi dan disiplin kerja terhadap kinerja karyawan sangat kuat. Nilai koefisien determinan kontribusi hanya sebesar 0.730 atau 73.0%, sedangkan sisanya sebesar 27% dipengaruhi oleh faktor lain. Uji hipotesis diperoleh nilai F hitung > F tabel (79,702 > 3,150). Dengan demikian H03 ditolak dan Ha3 diterima. Artinya terdapat pengaruh yang signifikan secara simultan motivasi dan disiplin kerja terhadap kinerja karyawan.

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