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Analysis of Factors Influencing Employee Performance at The Regional Disaster Management Agency East Lampung Regency

Shinta Lillati[1], Febriansyah[2]
[1]IIB Darmajaya, Lampung, Indonesia, shinta2322311032p@mail.darmajaya.ac.id
[2]IIB Darmajaya, Lampung, Indonesia, febriansyah@darmajaya.ac.id

Corresponding Author: febriansyah@darmajaya.ac.id[2]

Abstract: In order for an agency to carry out the tasks that have been assigned to it, employee performance is required. The study aims to talk about or look at the things that affect how well employees perform at the East Lampung BPBD. The research in this study is quantitative. The East Lampung Regional Disaster Management Agency (BPBD) served as the research site. This study was carried out between April and May 2024. There were 163 people in the study, all of whom worked for ASNs and non-ASNs. The Yamane formula was used to select the research sample, which resulted in 99 respondents. Literature studies, questionnaires, and observations were the methods of data collection. Multiple Linear Regression Analysis was used to analyze the data. At the Regional Disaster Management Agency (BPBD) of East Lampung Regency, the study found that employee competence, work motivation, work discipline, and the work environment had a positive and significant impact on employee performance. At the Regional Disaster Management Agency (BPBD) of East Lampung Regency, this demonstrates that there is a significant causal relationship between employee competence, work motivation, work discipline, and the work environment. If these variables are raised or improved, then employee performance will rise as a result..

Keyword: Disaster Management, Performance, Employees

INTRODUCTION

Human resource management is required in accordance with applicable regulations in order to effectively achieve goals for an organization or agency. HR or for this situation representatives are the primary component in each action that will be conveyed out.Human assets are vital in supporting the advancement of an association, thusly worker execution ought to be offered appropriate and fair consideration, so they can complete their obligations truly and dependably and give great performance.[1] One of the variables in an office that should accept the executives' consideration is representative execution. Work or accomplishment at work results in performance. Performance has a broader meaning because it describes not only the work's outcome but also how it is done. Working hard and getting results are both part of performance. Work and work behavior that has been achieved in completing assigned tasks and responsibilities over a given time period are called performance.[2] Performance is about what is done and how it is done. Work that contributes economically and has a strong connection to the organization's strategic goals, customer satisfaction, and performance.[3]

Effective human resource management at the individual, organizational, and work group levels is directly related to the success of efforts to improve employee performance. Organizational management is heavily influenced by human resources, which means that if people have the power and ability to meet the needs of the organization, they will be able to carry out activities that meet expectations.[4] Employees working for or not for an agency typically perform at different levels, including in agencies and regional apparatus organizations (OPD). The Regional Disaster Management Agency (BPBD) is one of the regional apparatus organizations (OPD) that involve a variety of professional groups and educational backgrounds to provide disaster services.

Disaster management efforts in the region need to start with regional policies aimed at managing disasters in accordance with existing regulations. The strategies set by the region in managing disasters must be in accordance with regional conditions. National disaster management operations must be ensured to run effectively, efficiently and sustainably. One of the agencies formed by the government in an effort to manage the disaster is the East Lampung Regional Disaster Management Agency (BPBD). The East Lampung BPBD institution is a regional institution tasked with managing natural disasters in the region so that its role is very important. In addition, the East Lampung BPBD also has an obligation to create a renstra (strategic plan) as a planning document for a period of 5 (five) years which generally contains the vision, mission, objectives, strategies, policies, programs and development activities.

Based on the level of competence and experience possessed by the relevant employees, it will refer to the insight and capacity that are in line with the work and tasks assigned to them. The time and method of disaster services provided by ASN and Non ASN employees to the community provide an important position or impact. Efforts that can be made by agencies related to this matter will be based on the quality of their human resources so as to form a regional apparatus organization (OPD) that is of positive quality and beneficial to the community so that the performance of its employees is in accordance with their duties and functions. The benchmark in carrying out their duties and functions of BPBD Lampung Timur employees can be assessed through the performance of disaster services to the community or in general employee performance.

Many factors affect employee performance, including factors from the employee himself, leadership, group or co-workers, the system formed in the organization and the conditions or situations at that time. Each factor has its own influence on each employee, and in each organization each of these factors has a different influence, because it depends on the condition of the organization. Improving employee performance cannot be separated from each employee, to carry out their duties and functions as civil servants in achieving the goals of the agency according to the vision and mission that have been set.[5]

The agency requires employees who are able to work better, faster and more precisely so that their performance assessment will be higher. Factors that can affect employee performance are knowledge, job design, personality, work motivation, leadership, management style, organizational culture, job satisfaction, work climate, loyalty, commitment and work discipline.[6] Other opinions related to factors that affect performance are ability, personality and work interest, clarity and acceptance of a worker, level of worker motivation, competence, work facilities, work culture, leadership and work discipline.[7] There are many elements that can increase employee performance levels and encourage the provision of high-quality services expected by the community. Based on the explanation above, researchers are interested in conducting research related to the analysis of factors that influence the performance level of ASN and non-ASN employees at the Regional Disaster Management Agency (BPBD) of East Lampung Regency.

METHOD

Quantitative research is the type of study in question. In this study, independent variables that have an impact on dependent variables will be tested or analyzed. The Regional Disaster Management Agency (BPBD) of East Lampung Regency served as the setting for the research. This study was carried out between January and February 2050. This study's respondents were East Lampung Regency employees of the Regional Disaster Management Agency (BPBD). The study's population was 163, with 26 Civil Servants (PNS) and 137 non-ASN participants. The Yamane formula was used to determine the total number of samples, with a 5-10% sampling precision for populations with more than 100 participants. The number of samples obtained from this calculation was 99 employees. In this

study, the purposive sampling technique was used to collect samples for BPBD. Purposive sampling is a method of sampling that takes into account a number of factors to ensure that the desired number of samples are collected.[8] The random sampling technique was used for the employees of BPBD. This is a method of sampling the population at random without taking into account the strata that make up the population. This study necessitates the collection of data through a variety of methods, including interviews, observations, and questionnaires. 1). Interview, in other words, the researcher spoke with the Head of General Affairs and Staff of the East Lampung Regency BPBD to learn more about the environment of the BPBD. 2). Observation, or direct research at the East Lampung BPBD by the researcher. 3). Questionnaire, or more specifically, the researcher gave out statements in the form of questionnaires to all East Lampung Regency BPBD employees. A Likert scale with five scales is used in this study, including strongly agreeing (5), agreeing (4), undecided (3), disagreeing (2), and strongly disagreeing (1). The researcher used multiple linear regression analysis, hypothesis testing, research instrument testing (validity and reliability testing), and classical assumption testing (normality, multicollinearity, and heteroscedasticity testing).

RESULTS AND DISCUSSION

Respondent Data Description

The Regional Disaster Management Agency (BPBD) of East Lampung Regency has 122 male employees, or 74.85%, and 41 female employees, or 25.15 percent, according to statistical calculations. Age levels are the categories of young age (0-14 years), productive age (15-64 years), and old age (>65 years).[9] This indicates that the study's respondents are in the productive age category. Another calculation shows that the respondents' age ranges from 21 to 57 years. The level of willingness, enthusiasm, and ability to work tends to be higher in people of productive age. Age is one of the things that affect a person's mental and physical abilities. A person's physical ability affects their ability to work, whereas a person's mental ability affects how they think and make decisions.[10]

Validity and Reliability Test Results

The accuracy of the collected data in relation to the actual data in the study object is the subject of a validity test. A validity test demonstrates an instrument's validity. A validity test is used to see if a set of measuring tools has accurately measured the relevant data. If r-count is greater than r-table, the statement is considered valid or feasible.[11] The term "valid" refers to an instrument that is capable of measuring what ought to be measured. As a result, the r table (5%) can be calculated at 0.361. Because the product moment coefficient is greater than the r-table value of 0.361 and ranges from 0.659 to 0.992, the results of the instrument trial indicate that the compiled questionnaire is valid, as shown in Table 1. This indicates that responses will be trustworthy and that the questionnaire can be used in this study. Reliability is a tool for measuring a questionnaire that is an indicator of a variable or construct.[12] Reliability testing is a series of measurements or a series of measuring instruments that have consistency when the measurements are carried out with the measuring instrument are repeated. Reliability is a measure of a measuring instrument's trustworthiness. or reliable. A construct or variable is said to be reliable if it has a Cronbach alpha value ≥ 0.50. The reliability test in this study was conducted using the Cronbach's Alpha technique. The calculation was carried out with the help of the SPSS computer program. Based on the results of the analysis in Table 2, the results of the analysis show that the instrument has a Cronbach's Alpha value of 0.788 to 0.813 which is greater than 0.61, so that all instruments can be interpreted as reliable.

Classical Assumption Results

Normality Test

Analyzing sample data from a normally distributed population or taken samples that can represent the existing population is done with the normality test. At a significance level of 0.05, the Kolmogorov Smirnov Test is utilized for data normality testing. If the Asymp is true, the data is said to be normally distributed. Sig. (two-tailed) residual value greater than 0.05 Table 1 displays the findings of this study's normality test.

Table 1. Normality Test Results

Description		Unstandardized Residual
		Model I
N		99
Normal Parametersa,b	Mean	.0000000
	Std. Deviation	1.91285012
Most Extreme Differences	Absolute	.123
	Positive	.106
	Negative	-.0123
Test Statistics		1.57
Asymp. Sig. (2-tailed)		,014
Distributed data		Normal

Source: Primary data, processed research results, 2023.

Table 1 shows that the significance value (2-tailed) in the substructure model is 0.014 > 0.05. This can be interpreted that the research data is normally distributed. Therefore, it can be concluded that the sample data taken can represent the existing population.

Multicollinearity Test

Multicollinearity is a situation that indicates a strong correlation or relationship between two or more independent variables in a multiple regression model. A good regression model should not have a correlation between independent variables.[13] Multicollinearity testing is seen from the magnitude of VIF (Variance Inflation Factor) and tolerance. So, a low tolerance value is the same as a high VIF value (because VIF = 1 / tolerance). The cut-off value commonly used to indicate multicollinearity is a tolerance value> 0.01 or the same as a VIF value <10. In detail, the calculation results using SPSS can be seen in Table 2.

Table 2. Results of Multicollinearity Test with SPSS

Variables	Tolerance Value	VIF Value	Information
X1	0.873	1.145	Free from multicollinearity
X2	0.874	1.144	Free from multicollinearity
X3	0.766	1,289	Free from multicollinearity
X4	0.990	1,010	Free from multicollinearity

Source: Primary data, processed research results, 2023.

The results of the multicollinearity test between independent variables in this study indicate that the tolerance value of each independent variable is greater than 0.10 and the VIF value is less than 10.00, which means that there is no multicollinearity. Table 4 shows that all tolerance values in both substructure models are > 0.10 and all VIF values in both substructure models are <10.00. This can be interpreted that there is no multicollinearity problem. Therefore, it can be concluded that there is no correlation between independent variables.

Heteroscedasticity Test

The heteroscedasticity test uses the significance coefficient or probability value to compare with the previously established alpha level, in this case 5%, to determine whether the regression model has unequal variance from the residuals of one observation to another.[14] It is possible to say that homoscedasticity or no heteroscedasticity exists between the observation data if the significance coefficient (probability value) is greater than or equal to, indicating acceptance of H0 or the opposite. The Glejser test, which is performed with SPSS and looks at the significance value (sig) between the independent variables, is one method used to test heteroscedasticity. If the absolute residual is greater than 0.05, heteroscedasticity is not present. Table 3 displays the heteroscedasticity test's findings..

Table 3. Heteroscedasticity Test Results

Variables	Sig	Critical Value	Information
X1	0.065	0.05	Free from heteroscedasticity
X2	0.188	0.05	Free from heteroscedasticity
X3	0.187	0.05	Free from heteroscedasticity
X4	0.422	0.05	Free from heteroscedasticity

Table 3 shows the Significance value is greater than 0.05, which means that there is no heteroscedasticity in each independent variable. Therefore, it can be concluded that there is no similarity in the variance of the residual values.

Multiple Linear Regression Test Results

This hypothesis testing was carried out by calculating using SPSS 25 to obtain the R square (R2) value.The Rsquare value will show how much influence the research factors (X) have on the level of employee performance. The results of the analysis of the influence of variable X on variable Y in this study can be seen in Table 4.

Table 4. Results of analysis of variable X against variable Y

No	Variable X	Variable Y	Coefficient	t-count	*Sig*
	Constant (a)		16.151	3,176	0.002
1.	Competence(X1)	Employee Performance (Y)	0.156	2,423	0.032
2.	Work motivation(X2)		0.254	3,606	0.045
3.	Work discipline(X3)		0.200	1,666	0.016
4.	Work environment(X4)		0.534	3,265	0.013
	R Square : 0.909 F Count : 11,170				

Source: Primary data, processed research results, 2023.

Based on Table 4, the multiple linear regression equation is obtained as follows:

$$Y = 16.151 + 0.156\,X1 + 0.254\,X2 + 0.200\,X3 + 0.534 \quad (1)$$

The regression equation above has the following meaning numbers:

1. Constant = 16.151, this value shows that if the competency variables (X1), work motivation (X2), work discipline (X3) and work environment (X4) have a value of 0, then the employee performance value (Y) is 6.761.
2. Coefficient X1 = 0.156 means that if there is an increase in variable X1 (competence) by 1 unit, then Y (employee performance) will increase by 0.156 units.
3. Coefficient X2 = 0.254 means that if there is an increase in variable X2 (work motivation) by 1 unit, then Y (employee performance) will increase by 0.254.
4. Coefficient X3 = 0.200 means that if there is an increase in variable X3 (work discipline) by 1 unit, then Y (employee performance) will increase by 0.200 units.
5. The variable with the most dominant influence is the work environment variable which has the largest B (beta) coefficient value, namely 0.534.

Description hthe results of the analysis of the influence between variables X (competence, work motivation, work discipline and work environment)on the Y variable (employee performance) as follows:

DISCUSSION

The Influence of Competence on Employee Performance

Competence is the ability to do or perform an activity and task based on skills and knowledge supported by the work attitude required for the activity.[15] Competence is the fundamental nature of behavior that explains the motivation, personal traits, self-concept, values, knowledge, or skills of a good person in a place. Motives, characteristics, self-perception, knowledge, and skills are some of the indicators of competence.[16] The significance value and the calculated t value were compared in order to test the research hypothesis that employee competence has an effect on employee performance levels. It is possible to conclude that the variables being tested are influenced by one another if the calculated

t table or significance value is less than 0.05. According to Table 100's findings, the competency has a calculated t value of 2.432, which is higher than the t table value (1.654), and a significance value of 0.032, which is lower than 0.05.[17] This demonstrates that the performance of BPBD employees in the East Lampung Regency is influenced in part by competence in a positive and significant way. This study's findings are consistent with previous studies' assertions that employee competence has a real and significant impact on performance levels.[18] The ability, skills, and behavior required to carry out the principal tasks, functions, authority, and responsibilities that have been mandated to him are related to civil servant competency. Additionally, this competency is incorporated into the requirements for becoming a civil servant to ensure that employees with a high level of education, skill, and knowledge will also perform better. Additionally, the employee will be influenced by his or her own performance; a sense of responsibility for the work performed and a desire to advance professionally will motivate the employee to perform to the best of his or her abilities. Personal factors like competence, skills, motivation, and commitment all play a role in how well employees of the Regional Disaster Management Agency (BPBD) of East Lampung Regency perform their jobs. This demonstrates that an employee must possess the ability to perform well through skills and competence. employees. Personal factors are also inseparable from the behavior of the employee concerned, that the factor that drives performance is behavior. Behavior is about how you act, and not about what or who you are. Behavior is a way in which someone acts or does. Because it can determine what will be done in each situation, you can determine your performance.[19]

The Influence of Work Motivation on Employee Performance

A condition known as motivation is one that consciously drives or causes someone to perform a task. Intrinsic motivation, also known as internal motivation, and extrinsic motivation, also known as external motivation, are both types of individual motivation. A person's passion is driven by motivation, which makes them willing to collaborate, work efficiently, and integrate all of their efforts to achieve fulfillment. Motivation asks how to direct subordinates' power and potential so that they are willing to work together productively and successfully achieve the set goals. This study's work-motivation indicators are based on the level of physical and spiritual needs, as well as material and non-material needs.[20] Employee performance levels are thought to be influenced by work motivation. The significance value and calculated t value were compared to test the research hypothesis. It is possible to conclude that the variables being tested are influenced by one another if the calculated t table or significance value is less than 0.05. According to Table 100's findings, work motivation has a calculated t value of 3.606, which is higher than the t table value (1.654), and a significance value of 0.045, which is less than 0.05. This shows thatWork inspiration has a positive and huge fractional impact on the presentation of BPBD representatives in East Lampung Regime. The study's findings are consistent with previous research, namely that employee performance is influenced by the motivation variable. This demonstrates that employee performance will also improve as a result of employee work motivation.[21] Motivation is also thought to have an effect on employee performance, so a company can continue to improve if its employees perform well.[22]

The Influence of Work Discipline on Employee Performance

Discipline is a management strategy for enforcing an organization's operational standards. Additionally, work discipline is an order or regulation issued by an organization's management or group that members of the organization can comply with. As a result, a series of behaviors that demonstrate the values of obedience, obedience, order, and order emerge and are formed. The dimensions of time compliance, which include indicators of arriving on time, making efficient use of time, and never being absent or not working, and the dimension of work responsibility, which includes indicators of complying with all organizational or company regulations, setting company goals, and completing daily work reports, are the work discipline indicators used in this study.[23] The significance value and the calculated t value were compared in order to test the research hypothesis that work discipline has an effect on employee performance levels. It is possible to conclude that the variables being tested are influenced by one another if the calculated t table or significance value is less than 0.05. Work discipline has a calculated t value of 1.666, which is higher than the t table value (1.654), and a significance value of 0.016, which is lower than 0.05, according to Table 100's findings. This demonstrates that BPBD employees in East Lampung Regency perform better when they are subjected to work discipline. Work

discipline is very important in the efforts that can be made by employees of an agency in order to ensure the maintenance of order and the smooth implementation of each task that has been assigned to employees. The findings of the study are consistent with the findings of previous research that suggests that work discipline has a positive and significant effect on employee performance.[24,25] It is difficult for an agency to effectively carry out its responsibilities if it lacks high levels of work discipline. Sanctions, ranging from mild to severe, may be imposed on employees who fail to adhere to the agency's rules and regulations. The level of employee performance in an agency will also rise if employees have demonstrated good performance through effective discipline.[26]

The Influence of Work Environment on Employee Performance

The atmosphere or conditions surrounding the workplace are referred to as the work environment. These conditions can take the form of rooms, floor plans, infrastructure, and working relationships with coworkers. Additionally, the work environment encompasses everything in the vicinity of employees that has the potential to influence how well they complete their responsibilities, such as facilities, infrastructure, and so on. Facilities and infrastructure, the atmosphere of the workplace, and relationships with coworkers are all indicators of the work environment.[27] Employee performance levels are thought to be influenced by the work environment. The significance value and the calculated t value were compared to test the research hypothesis. It is possible to conclude that the variables being tested are influenced by one another if the calculated t table or significance value is less than 0.05. According to Table 100's findings, the work environment has a calculated t value of 3.265, which is higher than the t table value (1.654), and a significance value of 0.013, which is less than 0.05. This demonstrates that BPBD employees in East Lampung Regency perform better when they have a positive and significant partial effect on their work environment. The study's findings are consistent with previous studies' assertions that the work environment has a significant and positive impact on employee performance.[28,29,30]

Hypothesis Testing

t-Test (Partial)

The t-test is a test used in research to determine whether or not there is a partial (separate) influence given by variable X to variable Y. The following are the results of the t-test in this study.

Table 5. t-Test (Partial)

Model		Standardized coefficients	t	Sig.
		Beta		
1	(Constant)	16.151	3,176	0.002
	Competence	0.156	2,423	0.032
	Work motivation	0.254	3,606	0.045
	Work discipline	0.200	1,666	0.016
	Work environment	0.534	3,265	0.013

Based on Table 5 above, it shows that the t-count values are respectively 2.423, 3.606, 1.666 and 3.265 < t-table (1.654) or the sig values are respectively 0.032, 0.045, 0.016 and 0.013 < 0.05, then H0 is accepted and Ha is rejected. This means that the independent variables or competency variables, work motivation, work discipline and work environment partially have a positive and significant effect on employee performance.

F-Test (Simultaneous)

The F test in research is used to determine whether or not there is a simultaneous (overall) influence given by variable X on variable Y. The following are the results of the F test in this research.

Table 6. F-Test (Simultaneous)

Model		df	F	Sig
1	Regression	4	11,170	0.033a
	Residual	158		
	Total	162		

a. Predictors: (Constant), COMPETENCE, MOTIVATION, WORK DISCIPLINE, WORK ENVIRONMENT
b. Dependent Variable: EMPLOYEE PERFORMANCE
Source: Primary data, processed research results, 2023.

Based on the results of the F-test in Table 6, the Fcount value = 11.170 > Ftable (2.43) or a sig value of 0.033, which is less than 0.05, then the H0 hypothesis is rejected and Ha is accepted. This means that the variables of competence, work motivation, work discipline and work environment simultaneously have a positive and significant effect on employee performance variables.

CONCLUSION

Employee performance at the Regional Disaster Management Agency (BPBD) of East Lampung Regency is positively and significantly influenced by employee competence, work motivation, work discipline, and work environment, according to the discussion of the research results. At the Regional Disaster Management Agency (BPBD) of East Lampung Regency, this demonstrates that there is a significant cause-and-effect relationship between employee competence, work motivation, work discipline, and the work environment. If these variables are increased or improved, then an increase in the stimulus will be followed by an increase in employee performance..

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