

The Influence of Social Intelligence and Motivation on The Work Productivity of Organization Members Association of Angkasa Pura II Employee Wives Association Through Organizational Commitment

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Submitted : 16 May 2024, Review : 5 June 2024, Published :30 June 2024

ABSTRACT

PERISWARA II is an organization whose members are the wives of Angkasa Pura II employees. This research aims to analyse the influence of intelligence and motivation on members' work productivity through organizational commitment. This research was conducted at a non-profit organization, namely the Angkasa Pura II Employee Wives Association Organization (Periswara II) with a sample of 100 respondents. The sampling technique uses a random sampling system. The data analysis method uses descriptive analysis and path analysis with the SPSS Version 25 system. The research results show that the total influence between social intelligence and motivation on members' work productivity through organizational commitment shows a coefficient value greater than the coefficient value of the direct influence. Organizational commitment can mediate social intelligence and motivation in influencing members' work productivity.

Keywords: Employee Work Productivity, Social Intelligence, Motivation, Organizational Commitment

INTRODUCTION

In a company, there is an association or union whose members are the wives of employees. The association of employee wives started with several people who formed a forum with the aim of building ties, then grew and created a community which was given names such as the Employee Wives Association (IIK). PERISWARA II is an organization whose members are the wives of Angkasa Pura II employees. This organization can provide insight to employees' wives to be more focused in accompanying their husbands' duties while on duty. (Masni, 2020)

Someone who is good at socializing, can interact well, can embrace someone, means that a person has the ability to socialize, which ability is known as social intelligence. (Mudzakir et al., 2018) If members have social intelligence, motivation and organizational commitment, it will increase productivity in the organization. To increase members' work productivity, sincere performance is needed without expecting any reward, working for the betterment of the organization. Because the Periswara II Organization is a social non-profit organization, members' work productivity must be in line with the regulations contained in the Articles of Association/Bylaws (AD/ART). Whether an organization is successful or not, it needs competent members, who have quality and experience.

There are five basic activities; internal activities, external activities, inviting members to join, paying mandatory fees and being able to produce material work programs where the results of the work become the organization's cash income and non-material work programs where harmony and

Cohesion between members of the organization can be mutually maintained. If the work productivity of members in all branches can increase and not decrease, then the organization can legalize or patent the organization's name, logo or organizational symbol and membership uniforms so that it can synergize with other social organizations and the Periswara II organization can become a Brand Ambassador for the Angkasa Pura Company II, namely maintaining the Company's image. Periswara II can be a companion for the Company in every activity.

Writer tried to compare it with Rachmawati et al's research (September 2019) where the results showed that social intelligence had a significant effect on organizational commitment, social intelligence had a significant effect on employee performance, and organizational commitment had a significant effect on employee performance at the Population Control, Women's Empowerment and Protection Service. Surabaya Children. (Rachmawati et al., 2019)

Apart from that, writer compared it with Intan Nursanti's research (October 2019) where the research results showed that there was a fairly strong correlation between organizational commitment and employee work productivity, which means that there is a significant influence between organizational commitment and employee work productivity. (Nursanti, 2019)

The research gap from several previous studies, there are differences in research results. It is also compared by research by Ratih et al., (2021) which states that intellectual intelligence does not have a partial influence on employee performance. (Andriani & Listiyandini, 2017)

Research from Hendri and Kirana (June 2021) states that organizational commitment has a negative and insignificant effect on employee performance. (Hendri & Kirana, 2021)

According to Wartana (2011), work productivity is a person's ability to produce something from the tasks and work given by the company (Prof. DR. Hj. Sedarmayanti, 2009).

Meanwhile, according to Nitisemito (in Wartana, 2011) the indicators of employee work productivity are as follows: (Fadhli & Khusnia, 2021)

- 1) Ability to motivate yourself
- 2) Build self-confidence
- 3) Be responsible at work
- 4) Enjoy work
- 5) Able to solve problems
- 6) Make a positive contribution
- 7) Have potential in work

Albrecht stated (in Aldily, 2021) that social intelligence is the ability to get along well and invite other people to work together. (Aldily, 2021)

Where the indicator is known as the abbreviation SPACE, namely: (Gerio, 2019)

- 1) **Self-awareness** (situational awareness) the ability to understand environmental conditions
- 2) **Presence**, or the ability to carry oneself, namely a person's ability to behave ethically, speak or communicate verbally
- 3) **Authenticity**, namely a person's behavior that makes other people judge whether that person is worthy of trust, honest, open and sincere
- 4) **Clarity**, namely a person's ability to convey ideas clearly
- 5) **Empathy**, namely the ability to understand the feelings and conditions of other people

According to Hamzah B. Uno (2007) motivation is a person's internal and external encouragement which is indicated by desire and interest, encouragement and needs, hopes and ideals, appreciation and respect. (Yateno, 2020)

The motivator indicators according to Herzberg in Hasibuan (2004) are:

- 1) Achievement, namely members get the opportunity to achieve many good results.
- 2) Recognition, namely that members receive recognition from the organization (chairman) that they are people who excel, are said to be good, are given awards, are praised, are humanized and so on.
- 3) Responsibility, namely member involvement in efforts in each activity. Such as self-control in completing the work.
- 4) The work itself, namely to achieve good work results, requires people who have the right abilities.
- 5) Progress, namely an effort to improve members' technical, conceptual and moral abilities in accordance with job requirements through training or education.

Luthans (2001) defines commitment as an attitude that shows member loyalty and is an ongoing process of how a member expresses their concern for the success and good of their organization. (Yuniarti et al., 2021)

The dimensions of organizational commitment developed by Meyer and Allen (1997) can be explained as follows: (Yateno, 2020)

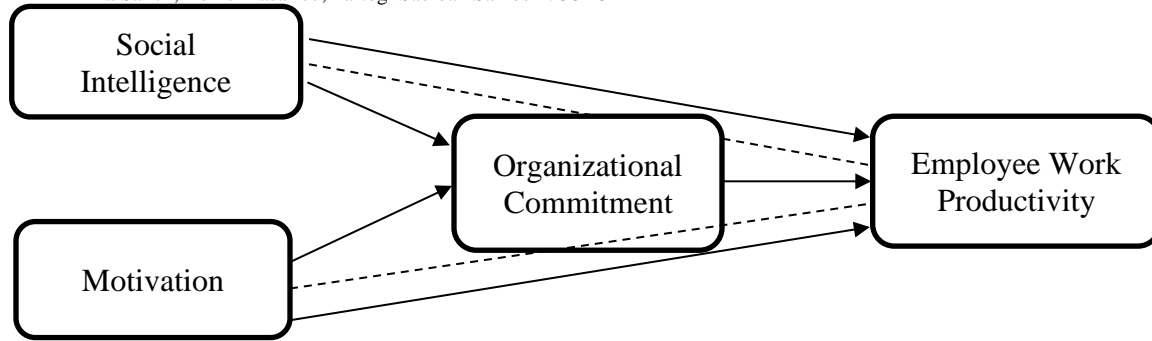
- 1) Affective Commitment, namely a person's desire to maintain their membership in the organization because they feel emotionally attached, identify themselves and are involved with the organization, so that it will make a person have strong beliefs and a great desire to follow all the values of the organization.
- 2) Continuance Commitment, namely, a commitment that is based on consideration of the benefits that have been provided by the organization and the costs that will be borne if you leave the organization. Someone decides to stay with an organization because they consider it to fulfill their needs and develop.
- 3) Normative Commitment, namely, a person's commitment to maintaining their membership in an organization which is based on their belief about responsibility towards the organization. A person stays with an organization because he feels obliged to be loyal to the organization because the organization has provided many benefits

METHODS

In processing the data, the author used several research methods, including:

1. Instrument test data which is divided into two, namely validity test and reliability test.
2. Classic Assumption test which is divided into four, namely normality test, linearity test, multicollinearity test and heteroscedasticity test.
3. Analysis Model which is divided into three, namely descriptive analysis, path analysis and research design.

Conceptual Framework (Dr. Riduwan & Dr. Engkos Achmad Kuncoro, 2017)



POPULATION AND SAMPLE

According to Sugiyono (2012:80) Population is a generalization area consisting of subjects who have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn. In this study, the population taken by researchers was all the wives of Angkasa Pura II employees, 3.828 people in total.

The sample in this study used random sampling technique, meaning that the researcher took random samples from the total population. Meanwhile, the technique for determining the sample size uses the Slovin formula as follows; (Dr. Riduwan & Dr. Engkos Achmad Kuncoro, 2017)

Based on Slovin's results, the sample for this study was as many people (rounded). So, the research sample taken was 100 members of Periswara II.

RESULTS AND DISCUSSION

1) Respondent Description

A complete description of the identity of the respondents as members of Periswara II is as follows:

1. Characteristics Based on Age

No	Age	Total
1	Under 20 Years Old	0
2	20-30 Years Old	20
3	30-40 Years Old	61
4	40-50 Years Old	12
5	Over 50 Years Old	7
Total		100

2. Characteristics Based on Age of Marriage

No	Age of Marriage	Total
1	1-5 Years Old	16
2	5-10 Years Old	38
3	10-15 Years Old	20
4	16-20 Years Old	14
5	Over 20 Years Old	10
6	False	2
Total		100

3. Based on Membership Period

No	Membership Period	Total
1	1-5 Years Old	58
2	5-10 Years Old	26
3	10-15 Years Old	10
4	Over 5 Years Old	6
Total		100

5. Based on Education Level

No	Pendidikan	Total
1	Senior High School	16
2	Diploma	20
3	Bachelor	57
4	Master	7
Total		100

4. Based on Employment Status

No	Employment Status	Total
1	Working	27
2	Entrepreneur	4
3	Housewife	68
4	False	1
Total		100

6. Based on Position in Periswara II

No	Jabatan	Total
1	Chairman	1
2	Branch Head	9
3	Pengurus Periswara II	20
4	Anggota Periswara II	70
Total		100

1. Data Instrument Test:

a. Validity Test

Variable	Question Item	Person Correlation	Cut Off Score	Decision
Social Intelligence	X1.1 to X1.15	0,571 to 0,815	0,300	Valid
Motivation	X2.16 to X2.30	0,510 to 0,795	0,300	Valid
Organizational Commitment	X3.31 to X3.38	0,389 to 0,755	0,300	Valid
Member Work Productivity	Y39 to Y60	0,577 to 0,826	0,300	Valid

Comparison between R_{count} and cut off value for each statement item for each indicator of all variables can be said that all statement items for each indicator are valid. This can be seen from the comparison between R_{count} and the cut off value for each statement item at $\alpha 0.05 = 0.300$. (Sugiyono, 2013)

Where $R_{count} >$ cut off value which indicates that all statement items from each indicator variable of social intelligence are valid. (Sugiyono, 2012)

b. Reliability Test

In the Reliability Test, the Cronbach's Alpha Reliability (α) method is used because each question uses an interval scale. An instrument is said to be reliable if it has an Alpha (α) value > 0.7 (Nunnally, 1994). (Prof.H.Imam Ghozali, 2018)

Variable	Reliability Coefficient	Cronbach's Alpha	Decision
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Social Intelligence (X1)	15 Question Item	0,921	Valid
Motivation (X2)	15 Question Item	0,886	Valid
Organizational Commitment (X3)	8 Question Item	0,737	Valid
Member Work Productivity (Y)	22 Question Item	0,952	Valid

The Cronbach's Alpha values obtained from all research variables showed values greater than 0.7. Thus, the respondents' answers to all research variables are reliable, so this questionnaire can be used for further research. (Prof. H. Imam Ghozali, 2018)

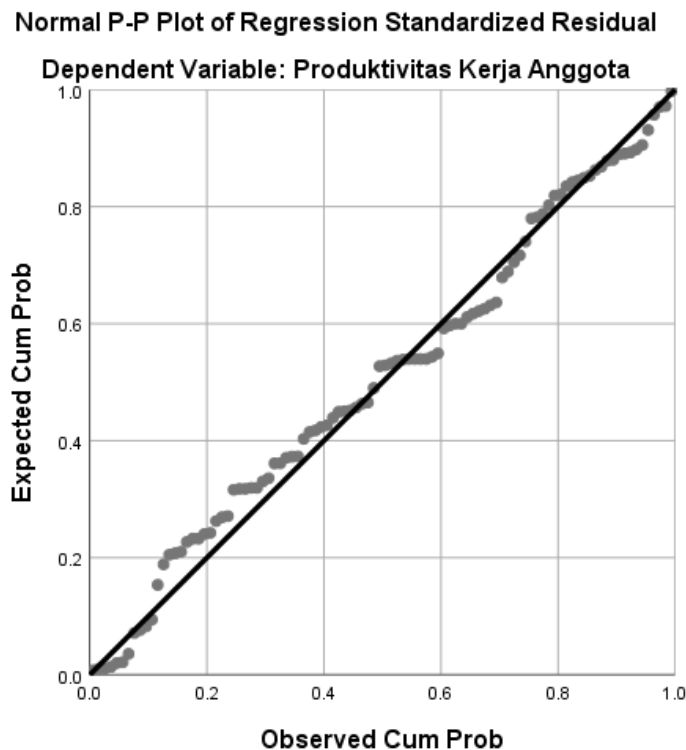
2. Classic Assumption Test

- a. The Normality Test aims to analyze whether the data studied has a normal distribution or not. This Normality Test uses SPSS Version 25 Software with the Kolmogorov-Smirnov Test.

Based on the results of the normality test using the one-sample Kolmogorov-Smirnov test, the Kolmogorov-Smirnov / test statistic value is 0.073 with a significance level of 0.200. In this table the significance value is $0.200 > 0.05$, so it can be concluded that the data is normally distributed.

The Normality Test can also be carried out using a P-Plot, namely if the points appear to approach or follow a diagonal line then the data distribution is said to be normal.

P-Plot Graphic Image of Data Normality Test.



It can be seen in the figure above that the points are spread around the diagonal line and the distribution is close to the diagonal line, so it can be concluded that the data distribution in this study is normal.

b. Linearity Test

There are 2 ways to make testing decisions based on the significance value and f value, namely:

It is known that the way to search for F_{table} is as follows:

$F_{table} = (df \text{ deviation from linearity} : df \text{ Within Groups})$

The linearity test of this research was tested using SPSS version 25 software.

The results of this linearity test can be seen as follows:

F Distribution Percentage Point for Probability = 0.05

Based on the results of the F_{value} , where the F_{count} value is 0.479 and the F_{table} value is 1.72, the value is $0.479 < 1.72$, so it can be said that there is a linear relationship between the social intelligence variable (X1) and the member work productivity variable (Y).

If you look at the results, the significance value is where the value is $0.964 > 0.05$, so it can be concluded that there is a linear relationship between the social intelligence variable (X1) and members' work productivity (Y).

Based on the results of the F_{value} , where the F_{count} value is 0.806 and the F_{table} value is 1.67, the value is $0.806 < 1.67$, so it can be said that there is a linear relationship between the motivation variable (X2) and the member work productivity variable (Y).

If we look at the results of the significance value of $0.713 > 0.05$, it can be concluded that there is a linear relationship between the motivation variable (X2) and members' work productivity (Y).

Based on the results of the F_{value} , where the F_{count} value is 2.214 and the F_{table} value is 2.11, the value is $2.214 > 2.11$, so it can be said that there is no linear relationship between the organizational commitment variable (X3) and the member work productivity variable (Y).

If we look at the significance value of $0.040 < 0.05$, it can be concluded that there is no linear relationship between the organizational commitment variable (X3) and members' work productivity (Y).

c. Multicollinearity Test

A good regression model is characterized by no intercorrelation between independent variables (no symptoms of multicollinearity). One of the most accurate ways to detect the presence or absence of symptoms of multicollinearity is to use the Tolerance and VIF (Variance Inflation Factor) methods.

Based on the results of the multicollinearity test, it can be concluded:

a. If based on the tolerance value

If you look at the table above, where all tolerance values for each variable show a value ≥ 0.10 , then there is no multicollinearity.

b. If based on the VIF value

If you look at the table above, where all VIF values for each variable show values ≤ 10.00 , then multicollinearity does not occur.

Based on the results of the decision on these two values, it can be concluded that there is no multicollinearity, meaning there is a good regression model.

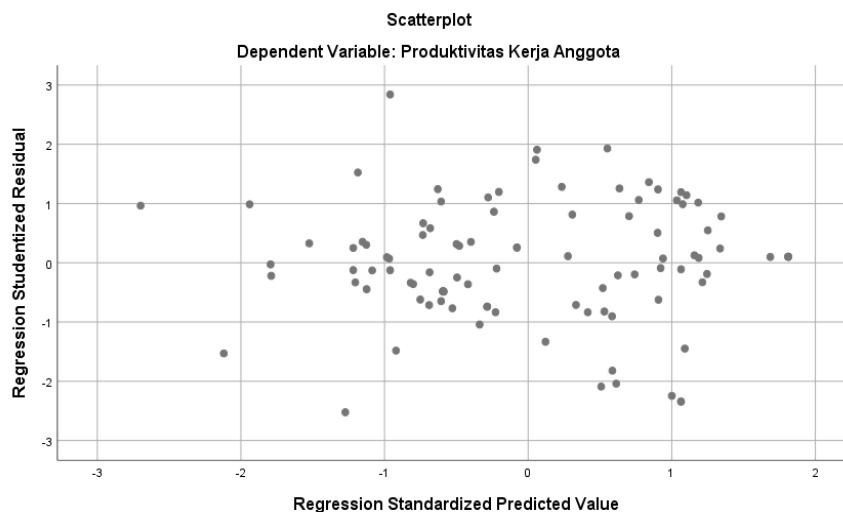
d. Heteroscedasticity Test

Based on the heteroscedasticity test results table, the values:

- If the value of the social intelligence variable is $0.267 > 0.05$ then there are no symptoms of heteroscedasticity in the regression model
- If the motivation variable value is $0.240 > 0.05$ then there are no symptoms of heteroscedasticity in the regression model
- If the value of the organizational commitment variable is $0.184 > 0.05$ then there are no symptoms of heteroscedasticity in the regression model.

It can be concluded that there are no symptoms of heteroscedasticity, which means there is a good regression model.

Heteroscedasticity Test Image



Based on the scatterplot image, there are no symptoms of heteroscedasticity, that is, the image does not form a pattern, the image is irregular. The distribution points are above and below the zero line, the points do not form a particular pattern such as forming waves, widening or narrowing.

PATH ANALYSIS

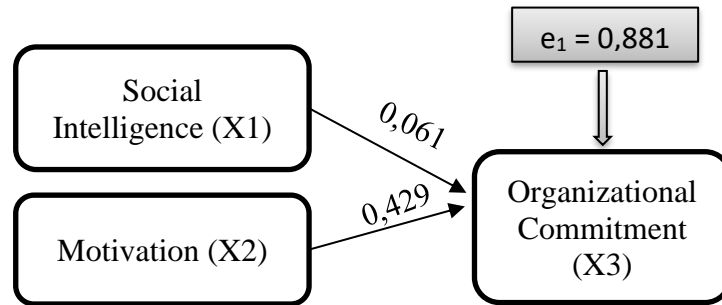
1. Analysis of the Influence of Social Intelligence and Motivation on Organizational Commitment

The R Square (R^2) value of 0.223. This R^2 value is used in calculating the e_1 coefficient value. The e_1 coefficient is a variant of organizational commitment that is not explained by social intelligence and motivation.

The value of the coefficient e_1 using the residual formula:

$$e_1 = \sqrt{(1-R^2)} = \sqrt{(1-0.223)} = \sqrt{0.777} = 0,881$$

So, the coefficient value $e_1 = 0,881$



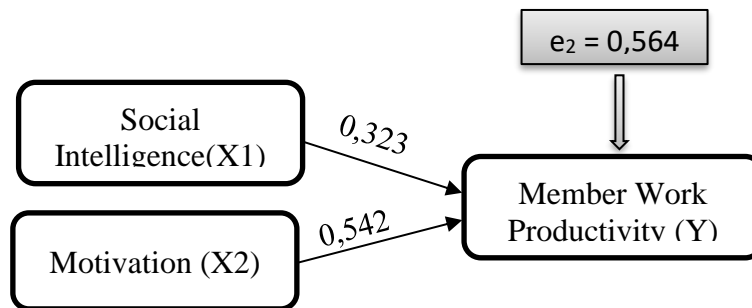
Source: Premier data processed, 2023
Substructure Equation Image 1

- a. Analysis of the Influence of Social Intelligence and Motivation on Members' Work Productivity

The R Square (R^2) value of 0.681. This R^2 value is used in calculating the e_2 coefficient value. The e_2 coefficient is a variance in members' work productivity that is not explained by social intelligence and motivation. The value of the e_2 coefficient using the residual formula:

$$e_2 = \sqrt{(1-R^2)} = \sqrt{(1-0.681)} = \sqrt{0.319} = 0,564$$

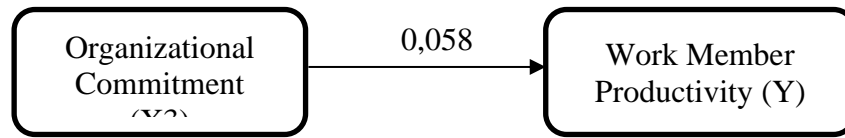
So, the coefficient value $e_2 = 0,564$



Source: Premier data processed, 2023
Substructure Equation Image 2

- b. Analysis of the Effect of Organizational Commitment on Members' Work Productivity

The results of the regression analysis of the influence of organizational commitment on members' work productivity can be seen in the table:



Source: Premier data processed, 2023
 Substructure Equation Image 3

c. Analysis of the Influence of Social Intelligence and Motivation on Members' Work Productivity Through Organizational Commitment

Based on equations (1), (2) and (3), a path analysis model is obtained as follows:

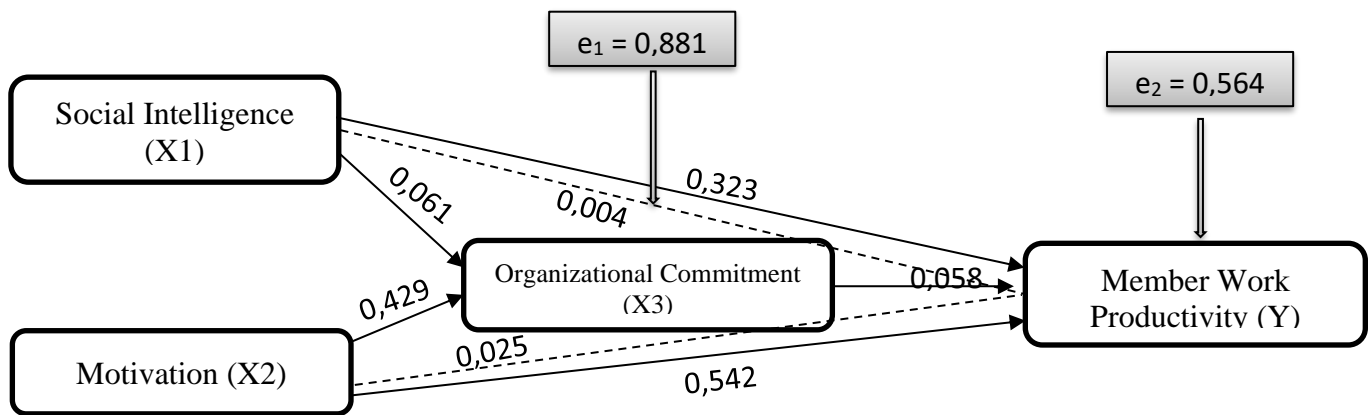


Image of the Influence of Social Intelligence and Motivation on Members' Work Productivity Through Organizational Commitment

The value of the influence of social intelligence and motivation on members' work productivity through organizational commitment is as follows:

$$X_1 \square X_3 \square Y = (\rho_{X_3X_1}) \times (\rho_{YX_3}) = 0,061 \times 0,058 = 0,004$$

$$X_2 \square X_3 \square Y = (\rho_{X_3X_2}) \times (\rho_{YX_3}) = 0,429 \times 0,058 = 0,025$$

Based on the picture above, it can be explained that the direct influence of the social intelligence variable (X_1) on the member work productivity variable (Y) has a coefficient value of 0,323. Meanwhile, the indirect influence through the organizational commitment variable (X_3) has a value of 0,004.

The coefficient value of the direct influence between the motivation variable (X_2) on the member work productivity variable (Y) is 0,542. Meanwhile, the indirect influence through the organizational commitment variable (X_3) has a value of 0,025.

1. Hypothesis Testing

There is a simultaneous influence of Social Intelligence and Motivation on Organizational Work Productivity through Organizational Commitment. To determine the effect simultaneously, it is necessary to use the F test. It is known that the F_{count} value is determined to be 68.441 while the F_{table} is 2.70.

So, the value of $F_{count} > F_{table}$, namely $68.441 > 2.70$. This means that the variables of social intelligence and motivation simultaneously influence members' work productivity through organizational commitment.

2. Total Influence

The results of the calculations that have been carried out can be concluded in a matrix as follows:

Path Coefficient of Direct Influence, Indirect Influence and Total Influence Social Intelligence, Motivation, Organizational Commitment and Work Productivity of Members

Variable	Path Coefficient	Influence			R ²	F
		Direct	Indirect	Total		
Social Intelligence (X1)	$X_1 \rightarrow Y$	0,323	0,004	0,327	-	
Motivation (X2)	$X_2 \rightarrow Y$	0,542	0,025	0,567	-	
Organizational Commitment (X3)	$X_3 \rightarrow Y$	0,058	-	-	-	
Member Work Productivity(Y)	-	-	-	-	-	-
Coefficient e_1	0,881	-	-	-	-	
Coefficient e_2	0,564	-	-	-	-	
$X_1X_2X_3$	-	-	-	-	0,223	13,903
X_1X_2Y	-	-	-	-	0,681	68,441

Source: Primary data processed, 2023

Based on the table above, if you look at the total influence, namely the sum of the direct influence and indirect influence, the total value is greater than the direct influence value, namely 0.327 for the social intelligence variable, and for the value of the motivation variable it is 0.567. So, it can be interpreted that organizational commitment can mediate social intelligence and motivation in influencing members' work productivity.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of research that have been carried out to test the hypothesis and answer to the proposed problem formulation, the author can draw the following conclusions:

1. Social intelligence has no effect on organizational commitment at Periswara II.
2. Motivation influences organizational commitment at Periswara II.
3. Social intelligence and motivation influence the work productivity of members at Periswara II.
4. Organizational Commitment has no effect on the work productivity of members at Periswara II.
5. Organizational commitment can mediate social intelligence and motivation in influencing members' work productivity because the total influence coefficient value is greater than the direct influence coefficient value.

6. Preliminary observations in this research provide the assumption that organizational commitment can mediate social intelligence and motivation, where social intelligence and motivation can increase members' work productivity through organizational commitment. In line with the results which show that organizational commitment can be a mediating (intervening variable) for social intelligence and motivation, this is because Periswara II members in carrying out various activities carry their husband's name as a Company employee and can maintain the Company's image.

A. Suggestion

From the discussion of research results and conclusions above, the author provides suggestions that might be followed up, including:

1. It is hoped that the results of this research can contribute to the development of knowledge, insight and experience of researchers in the field of human resource management, especially those related to social intelligence, motivation, organizational commitment and work productivity of members. Suggestions for further research are to use communication in organizations as an intervening variable, so that the goals of the organization can be conveyed well from the wives of top management to the wives of ordinary employees.
2. It is hoped that the results of this research can provide input and references for the Periswara II organization, especially in terms of:
 - a. In the social intelligence variable, the indicator that gives the lowest value is empathy, namely always being present to visit, visit members who are experiencing a disaster or after giving birth, meaning that the sense of empathy between members has not been well formed because it is possible that all the employees' wives have not joined the Periswara II organization so they are still there are those who don't know each other yet and there hasn't been a high level of caring for fellow members.
 - b. In the motivation variable, the indicator that gives the lowest value is job interest (the job itself), namely being ready to carry out tasks when elected to the activity committee or as a section in the management, meaning that some members in principle don't really like to be bothered, so in every activity they don't want to become an administrator or committee member in an organization with minimal experience in the organization.
 - c. In the organizational commitment variable, the indicator that gives the lowest value is affective commitment, namely joining as a member of Periswara II as a form of support system in supporting the husband's career. This shows that actually Periswara II does not influence the husband's career, but Periswara II can provide direction and guidance to the members when accompanying her husband on duty at his official place, as well as preparing if later the members' husbands receive a higher mandate from the Company.
 - d. In the member work productivity variable, the indicator that gives the lowest value is the ability to motivate oneself, namely joining Periswara II because she likes organizing. This proves that the member only joined because she abandoned her responsibilities as an employee's wife.
 - e. Organizational commitment has a significant mediating influence, especially factors that support organizational commitment, where in the Periswara II organization, knowledge or express education such as training must be given to all employee wives so that they have strong ties to organizations that carry their husband's name.

In line with Presidential Decree no. 1 of 2023 concerning the National Productivity Institute, where increasing productivity can synergize with the world of government, the world of higher education, training and vocation, the world of business and industry and the community environment. Therefore, the author in his research regarding the work productivity of Periswara II members also refers to Presidential Decree No.1 of 2023. (Prof. DR. H. Bomer Pasaribu, 2022)

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