



Analysis of the Influence of Work Effectiveness and Culture Work on Employee Performance at PT. Widya Techno Abadi Medan

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Abstract: This research aims to describe the influence of work effectiveness and work culture on employee performance at PT. Widya Techno Abadi Medan. This research was conducted for 6 (Six) months, starting from October 2023 to March 2024. This research used a non-probability sampling method, namely census sampling. The respondents of this research are employees at PT. Widya Techno Abadi Medan, numbering 40 (forty) people. The instrument used is a questionnaire to collect data from work effectiveness variables, work culture variables and employee performance variables. The data analysis techniques used are validity test, reliability test, descriptive analysis, normality test, multiple linear regression analysis, partial hypothesis test or t test and calculation of the coefficient of determination. Determining the results of descriptive analysis for work effectiveness variables, work culture variables and employee performance variables are in the very good category. Based on partial analysis, work effectiveness and work culture have a positive and significant effect on employee performance at PT. Widya Techno Abadi Medan. Based on a simultaneous analysis of work effectiveness and work culture, it has a positive and significant effect on employee performance at PT. Widya Techno Abadi Medan.

Keywords: Work Effectiveness, Work Culture and Employee Performance

INTRODUCTION

Human resources (HR) are the most important assets in an organization and can mobilize other resources. Human resources can indirectly influence the efficiency and effectiveness of a company. Performance is a potential that every employee must have to carry out every task and responsibility given by the organization to employees. With good performance, every employee can solve all organizational burdens effectively and efficiently so that problems that occur in the organization can be resolved well.

The most basic strategic human resource management perspective is the assumption that the success of a company's performance is influenced by the actions and roles of human resource management owned by the company or organization. So whatever strategy is designed

by managers, without full support from colleagues and subordinates, it will certainly not be useful or beneficial for the company. Every organization within a particular company always has a goal and wants success in its business. An organization, both government and private, to achieve its goals. Without good abilities from employees, the goals set will never be achieved. This happens because many employees do not put maximum effort into their work, so that the targets set by the company are not achieved as a result of employee performance that is not optimal.

Performance is a measure that includes effectiveness in achieving goals or efficiency which is the ratio of effective output to the input required to achieve a goal (Robbins, 2017). Employee performance is how much employees contribute to the company including quantity of output, quality of output, time period, presence at work and cooperative attitude (Murti dan Srimulyani, 2013). Performance appraisal and salary determination related to performance are developed in a non-systematic manner. Performance is the implementation of work tasks carried out by a person or group of workers within a certain period of time and the results can be measured (Victor, 2019). This can be related to the quantity and quality of work that a person or individual can complete in a certain time.

One company that needs to improve its company performance is PT. Widya Techno Abadi which is located at Komp, Jl. Brigadier General Katamso Jl. Berlian Sari II No.56-J, Kedai Durian, Kec. Medan Johor, Medan City, North Sumatra 20147. PT. Widya Techno Abadi is a company implementing palm oil factory construction and boilers. PT. Widya Techno Abadi evaluates the results of monitoring and measuring simple statistical methods to show that the quality management system implemented is effective. The company analyzes relevant data and information from the results of supervision to ensure the performance of its employees.

One of the factors that companies need to pay attention to in improving employee performance is that it must be supported by a strong work culture, because work culture can support improving good performance within the company, and work culture can quickly respond and overcome environmental challenges appropriately. Work culture is something that needs to be considered in the activities of a company or organization in building the work achievements and productivity of employees so as to direct the company to success which is carried out with the awareness of each individual, while awareness is the attitude of someone who voluntarily obeys all regulations and is aware of their duties. and responsibilities (Ruliyansa, 2018). Work culture is a way of working every day that is of quality and always

based on meaningful values, so that it becomes motivation, provides inspiration, to always work better, and is satisfying for the people served.

Problems that are often found in the work culture variable are that there are still many employees who have not completed work on time, are not diligent in cleaning the work area after work is finished, are often late for work, are not good at greeting fellow employees and uniforms are still not in accordance with what was made. by the company.

Another factor that causes an increase in employee performance is work effectiveness. Work effectiveness is a condition that shows the level of success of management activities in achieving goals including work quantity, work quality and timeliness in completing work. The work effectiveness factor is a major consideration for companies because it has a significant effect on improving employee performance. Therefore, work effectiveness is something that companies need to pay attention to.

Work effectiveness is a condition that shows the level of success of management activities in achieving goals including work quantity, work quality and timeliness in completing work (Hasibuan, 2016). Effectiveness is the achievement of targets that have been mutually agreed upon, and the level of achievement of these targets shows the level of effectiveness (Tampubolon, 2017). Based on this statement, effectiveness is related to achieving targets or objectives. Every work carried out by individuals, groups or organizations has a specific purpose. The level of achievement of these goals is what will be called the level of effectiveness.

Problems that are often found in the work effectiveness variable are that there are still employees who are unable to work together in teams, are less able to utilize working time optimally, the facilities and infrastructure provided are less than optimal according to the employees, employees who are less able to adapt and adapt to the work environment, as well as poor facilities and infrastructure

Based on this background, the author is interested in conducting research with the title "Analysis of the Influence of Work Effectiveness and Work Culture on Employee Performance at PT. Widya Techno Abadi Medan" as the title of the thesis.

THEORETICAL BASIS

Work Effectiveness

Effectiveness comes from the word effective which means achieving success in achieving predetermined goals. Effectiveness is always related to the relationship between the

expected results and the results that have been achieved. Effectiveness can be seen from various points of view and can be assessed in various ways and is closely related to efficiency.

Work effectiveness is doing something accurately, on time, objectively and thoroughly in accordance with organizational goals. Every organization is founded or formed to pursue effectiveness, because of its existence and growth it can carry out its mission and carry out its duties with a high level of resilience. The process of a group of people working together to achieve a goal requires an organization as a forum, and to drive this collaboration, management is needed. One of the management functions is supervision (Steer, 2015).

Benchmarks that can be used as indicators of work effectiveness are as follows (Hasibuan, 2016):

1 Goal Achievement

The company's ability to achieve organizational goals in the form of increasing profits, quality and quantity of services. Each individual must be able to complete work according to the targets given so that optimal work effectiveness is achieved.

2 Quality of Work

Work quality is related to the quality of work results provided by employees to the company/employee. Where quality of work is also an attitude shown by employees in the form of work results in the form of neatness, thoroughness, and relevance of results without ignoring the volume of work in carrying out the work.

3 Work Quantity

Work quantity is the volume of work produced under normal conditions. This is obtained from the large workload and conditions that one experiences or experiences while working.

4 Punctual

Complete work on time and achieve targets that have been achieved. This is done to reduce the costs incurred. Every employee must be able to use their time as efficiently as possible by arriving on time and trying to complete the best tasks that have been determined by company policy.

5 Job Satisfaction

Job satisfaction is a factor that is directly related to Human Resources (HR) as employees in achieving organizational goals. Job satisfaction is the level of pleasure a person feels regarding a role or job in an organization. The level of individual satisfaction that they receive adequate rewards from various aspects of their work situation and the organization they are in.

Work Culture

Work culture is a philosophy based on a view of life as a value that is a trait, habit and driving force that is cultivated in a group and is reflected in attitudes that become behavior, ideals, opinions, views and actions that are manifested as work.

Work culture is something that needs to be considered in corporate or organizational activities in building the achievements and work productivity of employees so as to direct the company to success which is carried out with the awareness of each individual, while awareness is the attitude of someone who voluntarily obeys all regulations and is aware of their duties and responsibilities. he answered (Triguno, 2018).

Work culture is a way of daily work that is quality and always based on meaningful values, so that it becomes motivation, provides inspiration, to always work better, and is satisfying for the people served (Triguno, 2018). Work culture is "The way we are doing here" meaning the attitudes and behavior of employees in carrying out their duties (Sulaksono, 2019). Work culture leads to a unified system of shared meaning held by members of an organization that differentiates the organization from other organizations.

Dimensions of work culture that every organization must have, namely (Wibowo, 2013):

1. Professionalism means being competent in one's field and continuously developing oneself so as to produce the best performance and provide added value to the company.
2. Collaboration is building sincere and open relationships with all employees and all parties based on an attitude of mutual trust and respect to achieve common goals.
3. Excellent Service is providing service that exceeds customer expectations (internal and external).
4. Innovation is always developing new ideas and continuous improvements that add value to the company.
5. Exemplary is starting from yourself becoming a role model in behavior that reflects the work culture values of an organization or company.

Employee Performance

Performance is the result of a process that is referred to and measured over a certain period of time based on previously established provisions or agreements. Performance is the result of employee work seen from the aspects of quality, quantity, working time and cooperation to achieve the goals set by the organization. (Sutrisno, 2016)

Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

(Mangkunegara, 2014), Performance is the result of a process that is referred to and measured over a certain period of time based on previously established provisions or agreements. (Fahmi, 2017) Performance is the quantity or quality of work results of individuals or groups within an organization in carrying out basic tasks and functions that are guided by norms, standard operating procedures, criteria and measures that have been determined or are applicable in the organization. (Torang, 2014)

Several performance indicator requirements are as follows (Sedarmanti, 2014):

1. Specifications and clarity, so that it can be understood and there is no possibility of errors in interpretation.
2. Can be measured objectively, both quantitatively and qualitatively, namely: two or more measuring performance indicators have the same conclusion.
3. Relevant, must go through relevant objective aspects.
4. Achievable, important and must be useful to demonstrate the success of inputs, outputs, results, benefits, and impacts and processes.
5. Must be flexible and sensitive to changes/adjustments, implementation and results of activity implementation.
6. Effectively, data/information relating to the performance indicators in question can be collected, processed and analyzed at the available costs.

RESEARCH METHOD

The research subject is PT. Widya Techno Abadi Medan. The object of the research is employees at PT Widya Techno Abadi. The types of data used in this research are primary data and secondary data. Primary data is data obtained directly from respondents through distributing questionnaires. Secondary data is data that has been provided by the company, namely a general description of the company and is related to the performance of the employees studied, namely work effectiveness and work culture. The research was conducted at PT Widya Techno Abadi Medan which is located at Jl. Brigadier General Katamso Jl. Berlian Sari II No.56-J, Kedai Durian, Kec. Medan Johor. The research was conducted from October 2023 to March 2024. The respondents of this research were employees of PT. Widya Techno Abadi, numbering 40 (forty) people. The instrument used is a questionnaire to collect data from facility diversity variables, business location variables and business success variables. The data analysis techniques used are validity test, reliability test, descriptive analysis, normality test, multiple linear regression analysis, partial hypothesis test or t test and calculation of the coefficient of determination.

RESULT AND DISCUSSION

Classical Assumption Testing

Normality Test

The results of the normality test can be seen in the normal probability plot analysis below:

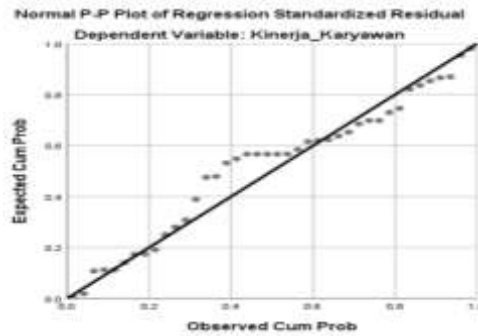


Figure 1. Normality P-Plot Graph

Figure 1 shows the dots spreading and circling around a straight diagonal line so it can be concluded that the data is normally distributed. On the other hand, data is said to be not normally distributed if the data spreads far from the direction of the line or does not follow the diagonal.

The following results of the Kolmogorov-Smirnov statistical test can be seen in the table below:

Table 1. Kolmogorov-Smirnov Test Results

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		40
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.18582440
Most Extreme Differences	Absolute	.157
	Positive	.074
	Negative	-.157
Test Statistic		.157
Asymp. Sig. (2-tailed)		.014 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Table 1 shows that the asymp sig (2 tailed) is $0.014 > 0.05$, it can be concluded that the data is normally distributed.

Multicollinearity Test

The results of the multicollinearity test are as in the table below:

Table 2. Multicollinearity Test

Model		Coefficients ^a				Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Tolerance
	B	Std. Error	Beta				
1	(Constant)	1.462	4.053		.361	.720	
	Efektifitas_Kerja	.306	.119	.337	2.571	.014	.924
	Budaya_Kerja	.495	.140	.463	3.537	.001	.924

a. Dependent Variable: Kinerja_Karyawan

Based on table 2, it is known that the tolerance value for the work effectiveness variable (X1) = 0.924 and work culture (X2) = 0.924 is greater than 0.10. Meanwhile, the VIF value of work effectiveness (X1) = 1.082 and work culture (X2) = 1.082 is smaller than 10.00. So it can be said that the regression model does not have multicollinearity.

Heteroscedasticity Test

The results of the heteroscedasticity test are as in the table below:

Table 3. Heteroscedasticity Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.522	2.356		3.193	.003
	Efektifitas_Kerja	-.201	.069	-.447	-2.914	.061
	Budaya_Kerja	.011	.081	.021	.140	.890

a. Dependent Variable: RES_2

Based on table 3 above, it is known that the significance value:

1. Variable X1 (Work Effectiveness) of 0.061 is greater than 0.05, meaning that heteroscedasticity does not occur
2. Variable X2 (Work Culture) of 0.890 is greater than 0.05, meaning that heteroscedasticity does not occur

Based on the comparison between the heteroscedasticity significance value and the probability significance value, it can be concluded that there is no heteroscedasticity between variables X1 (Work Effectiveness) and X2 (Work Culture) with respect to Y (Employee Performance).

Multiple Linear Regression Coefficient Test Result

The results of multiple linear regression analysis are as shown in the table below:

Table 4. Multiple Linear Regression Analysis

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.462	4.053		.361	.720
	Efektifitas_Kerja	.306	.119	.337	2.571	.014
	Budaya_Kerja	.495	.140	.463	3.537	.001

a. Dependent Variable: Kinerja_Karyawan

Based on table 4, the results of multiple regression testing, the influence of work effectiveness variables (X1) and work culture (X2) simultaneously on employee performance variables (Y) using SPSS 25, the following linear regression equation is obtained:

$$Y = a + b_1X_1 + b_2X_2 + \varepsilon$$

$$Y = 1.462 + 0.306 X_1 + 0.495 X_2$$

The explanation of the multiple linear regression analysis above is:

1. If the independent variables, namely work effectiveness and work culture, have a value of 0, then the employee performance value is 1,462 units.
2. If the independent variable work effectiveness increases by 1 unit, then employee performance increases by 0.306 units, while other variables are constant.
3. If the independent variable work culture increases by 1 unit, then employee performance increases by 0.495 units, while other variables experience a constant

Partial test results (t test)

The t-test results are as in the table below

Table 5. Partial Test Results

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.462	4.053		.361	.720
	Efektifitas_Kerja	.306	.119	.337	2.571	.014
	Budaya_Kerja	.495	.140	.463	3.537	.001

a. Dependent Variable: Kinerja_Karyawan

The The results of partial hypothesis testing for the work effectiveness variable showed that the value of tcount (2.571) > ttable (2.026) with a significance level of 0.014 < 0.05, so it can be concluded that work effectiveness has a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan.

The results of partial hypothesis testing for the work culture variable showed that the value of tcount (3.537) > ttable (2.026) with a significance level of 0.001 < 0.05, so it can be

concluded that work culture has a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan.

Simultaneous Test (f test)

The results of the F test can be seen in the table below:

Table 6. F Test Results

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	131.565	2	65.782	13.062	.000 ^b
	Residual	186.335	37	5.036		
	Total	317.900	39			

a. Dependent Variable: Kinerja_Karyawan

b. Predictors: (Constant), Budaya_Kerja, Efektifitas_Kerja

The results of simultaneous hypothesis testing showed that the value of Fcount (13.062) > Ftable (3.25) with a significance level of 0.000 < 0.05, so it can be concluded that work effectiveness and work culture have a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan.

Coefficient Of Determination Test Results

The results of the coefficient of determination test are as in the table below:

Table 7. Testing the Coefficient of Determination

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.643 ^a	.414	.382	2.244	

a. Predictors: (Constant), Budaya_Kerja, Efektifitas_Kerja

b. Dependent Variable: Kinerja_Karyawan

The magnitude of the coefficient of determination can be seen from the R Square value of 0.414, meaning that work effectiveness and work culture can explain employee performance by 41.4% and the remaining 58.6% is influenced by other variables outside of this research such as compensation style, work discipline, workload, , work conflict etc

DISCUSSION

The results of partial hypothesis testing for the work effectiveness variable showed that the value of tcount (2.571) > ttable (2.026) with a significance level of 0.014 < 0.05, so it can be concluded that work effectiveness has a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan.

The results of partial hypothesis testing for the work culture variable showed that the value of tcount (3.537) > ttable (2.026) with a significance level of 0.001 < 0.05, so it can be concluded that work culture has a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan.

The results of simultaneous hypothesis testing showed that the value of F_{count} (13.062) $>$ F_{table} (3.25) with a significance level of $0.000 < 0.05$, so it can be concluded that work effectiveness and work culture have a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan. The magnitude of the coefficient of determination can be seen from the R Square value of 0.414, meaning that work effectiveness and work culture can explain employee performance by 41.4% and the remaining 58.6% is influenced by other variables outside of this research such as compensation style, work discipline, workload, work conflict etc

CONCLUSIONS AND RECOMMENDATIONS CONCLUSIONS

After conducting research, conclusions were obtained from the variables of entrepreneurial spirit and motivation for business success, namely:

1. Work effectiveness has a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan. The results of partial hypothesis testing for the work effectiveness variable showed that the value of t_{count} (2.571) $>$ t_{table} (2.026) with a significance level of $0.014 < 0.05$, so it can be concluded that work effectiveness has a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan.
2. Work culture has a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan. The results of partial hypothesis testing for the work culture variable showed that the value of t_{count} (3.537) $>$ t_{table} (2.026) with a significance level of $0.001 < 0.05$, so it can be concluded that work culture has a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan.
3. Work effectiveness and work culture have a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan. The results of simultaneous hypothesis testing showed that the value of F_{count} (13.062) $>$ F_{table} (3.25) with a significance level of $0.000 < 0.05$, so it can be concluded that work effectiveness and work culture have a positive and significant effect on the performance of PT employees. Widya Techno Abadi Medan.
4. The coefficient of determination can be seen from the R Square value of 0.414, meaning work effectiveness and work culture can explain employee performance by 41.4% and the remaining 58.6% is influenced by other variables outside of this research such as compensation style, work discipline, workload, work, work conflict etc..

Recommendations

Some suggestions to consider for development include:

1. For companies, in order to further improve employee performance in the company, employees should be given training on how to utilize work effectiveness in the work environment so that working time is more effective and efficient and also the work culture in the company must be carefully considered so that the company is able to obtain high potential from employee performance in the company.
2. For future researchers who wish to conduct research related to employee performance, it is hoped that they will add other variables to examine the factors that influence employee performance, because the results of this research are only able to show the variables used to see the influence on business success of 41.4 % and the remaining 58.6% is influenced by other factors not explained in this research such as compensation style, work discipline, workload, work conflict etc.

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