

Effect of Compensation And Job Satisfaction on Employee Performance at PT. Tata Logam Lestari In Jakarta Barat

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ABSTRACT

This study aims to determine the effect of compensation and job satisfaction on employee performance at PT. Tata Logam Lestari in Jakarta Barat. The method used is explanatory research with analytical techniques using statistical analysis with regression, correlation, determination, and hypothesis testing. The results of this study that compensation has a significant effect on employee performance by 44.4%, hypothesis testing is obtained $t_{count} > t_{table}$ or $(7,100 > 1,998)$. Job satisfaction significantly affects employee performance by 50.6%; hypothesis testing is obtained $t_{count} > t_{table}$ or $(8.040 > 1.998)$. Compensation and job satisfaction simultaneously have a significant effect on employee performance with the regression equation $Y = 6.199 + 0.359X_1 + 0.500X_2$. The contribution of influence is 63.2%, hypothesis testing is obtained by $F_{arithmetic} > F_{table}$ or $(53.181 > 2.750)$.

Keywords: Compensation; Job Satisfaction; Employee Performance.

INTRODUCTION

Competition in the metal industry in Indonesia is getting tougher; companies must have a strategy to survive and compete in the business world (Maddinsyah et al., 2020). The development of an increasingly developing and advanced era requires organizations to carry out organizational goals effectively (H. Akib et al., 2019; Haedar Akib et al., 2016; Fayol, 1916). Therefore, the role of human resources is very much needed in the continuity of the organizational process itself. Human resources are an asset for the company; if the company has good human resources, it will help move other resources to progress and develop to survive amid intense business competition. Thus it is essential to manage human resources in order to realize organizational goals effectively.

Compensation is all compensation received by employees for their work in the organization (Sunarsi, 2018). Compensation can be physical or non-physical and must be calculated and given to employees according to their sacrifices to the organization/company they for work. According to Sunarsi (2018), "compensation is something that employees receive

as a substitute for their service contribution to the company. The provision of compensation is one of the implementations of HR functions related to all types of individual awards as an exchange in carrying out tasks to the organization". It is also in line with the opinion of Dessler (2005), which states that employee compensation refers to all forms of pay or rewards for employees and comes from their work (Bosma et al., 2020; Haris, 2020; Yeh et al., 2020).

From the desire to meet basic needs to the effort to meet higher needs. Therefore, if employees get proper compensation and meet their needs, employees will feel satisfied at work, and employee performance can be reduced. The greater the compensation received by the employee, the greater the job satisfaction felt by the employee, and if the job satisfaction felt by the employee is more than greater, the smaller the employee performance that will occur in the company. The compensation given is about the salary given, but providing incentives, health insurance, social security, and even leave allowances are part of the company's compensation.

Job satisfaction is the level of pleasure that a person feels for his role or work in the organization (Jasmani et al., 2020; Sunarsi, 2020). The degree to which individuals are satisfied that they are getting commensurate rewards from various aspects of the work situation of the organization where they work. Job satisfaction concerns the psychology of individuals within the organization, which is caused by the circumstances that he feels from his environment.

Yucel & Bektas (2012) suggests that job satisfaction (Job Satisfaction) is a pleasant or unpleasant emotional state with employees viewing their work. Time/duration of completion is a reflection of one's feelings towards his work. It can be seen from the positive attitude of employees towards work and everything in their environment.

One of the causes of employee turnover is that employees feel dissatisfied with working for the company; job satisfaction must be created by the company and can be felt by employees; employee job satisfaction can be created if employees' wishes can be fulfilled. A good work environment, a sound compensation system, motivation, and leadership style can create employee job satisfaction.

Performance is generally defined as a person's success in carrying out a job. Employee performance results from work achieved by a person in carrying out the tasks assigned to him to achieve work targets. Employees can work well if they have high performance so that they can produce good work. Employee performance is one of the determining factors for the success of a company or organization in achieving its goals. For this reason, the performance of employees must receive attention from company leaders because the decline in employee performance can affect the company's overall performance. Based on the description of the background above, the authors examine the title "The effect of compensation and job satisfaction on employee performance at PT. Tata Logam Lestari in Jakarta Barat."

According to (Creswell & Creswell, 2017), "The research model is a synthesis that reflects the relationship between the variables studied and is a guide for solving research problems and formulating hypotheses in the form of a flow chart equipped with qualitative explanations." In this study, the research model is made as follows:

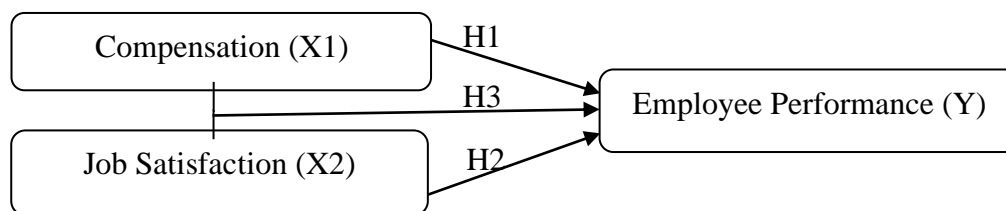


Figure 1. Research Model Paradigm

According to (Fetters et al., 2013), "the hypothesis is a temporary answer to the research problem formulation, where the problem formulation is stated in a statement sentence." Thus, the hypothesis that the researcher proposes is as follows:

H1: It is suspected that there is a significant influence on compensation on employee performance at PT. Tata Logam Lestari in Jakarta Barat.

H2: It is suspected that there is an influence significant job satisfaction on employee performance at PT. Tata Logam Lestari in Jakarta Barat.

H3: It is suspected that there is an influence which significant compensation and job satisfaction simultaneously on the performance of employees at PT. Tata Logam Lestari in Jakarta Barat.

METHOD

Types of research

This type of research is quantitative; according to Sugiyono (2018:8), quantitative research is: "Research methods based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative or statistical, with the aim of to test the established hypothesis." The approach in this study used descriptive and verification. The type of research used is quantitative, where the aim is to find out the relationship between the independent variables and the dependent variable.

Population and sample

The population is a set of determined objects through specific criteria categorized into objects to be studied. (Sugiyono, 2017) defines "population as the number of generalization areas consisting of objects or subjects that have the qualities and characteristics set by the researcher and then draw conclusions." The population in the study amounted to 65 respondents PT. Tata Logam Lestari in Jakarta Barat

According to (Creswell, 2010), "The sample is the number and characteristics possessed by the population." Meanwhile, (Arikunto, 2019) argues that "The sample is part or representative of the population being studied." The sampling technique used in this study is a saturated sample, where all members of the population are used as samples. Thus the sample in this study amounted to 65 respondents.

Data analysis technique

In analyzing the data used instrument test, classical assumption test, regression, correlation coefficient, coefficient of determination, and hypothesis testing.

1. Instrument Test

In this test, validity and reliability tests are used.

1) Validity test.

The validity test is intended to determine the data accuracy regarding the suitability of the measured and the measurement results. According to Sugiyono (2018), "Valid means that there is a similarity between the data collected and the actual data." To test the validity, the significance value of 2 tailed is compared to 0.05 with the following conditions:

(a) if the significance value of 2 is < 0.05 , then the instrument is valid,

(b) if the significance value of 2-lined > 0.05 , then the instrument is not valid,

2) Reliability Test.

A reliability test is a series of measurements or a series of measuring instruments that have consistency if the measurements made with the measuring instrument are repeated.

A good instrument will not tend to lead respondents to choose a particular answer.

According to Sugiyono (2017), "a reliable instrument, if used several times to measure the same object, will produce the same data. The criteria used are as follows:

- (a) If Cronbach's Alpha > 0.60 , then the instrument is reliable.
- (b) If Cronbach's Alpha < 0.60 , then the instrument is not reliable.

2. Classic assumption test

A classical assumption test is intended to determine the accuracy of data. "A regression model will be used for forecasting; a good model is a model with minimal forecasting errors." Therefore, a model before being used should meet several assumptions, which are commonly called classical assumptions. In this study, the classical assumption tests used include Normality Test, Multicollinearity Test, Autocorrelation Test, and Heteroscedasticity Test. The results are as follows:

1) Normality test

Normality test is used to test whether in a regression model, the dependent variable, the independent variable, or both have a normal distribution or not. (Creswell, 1999) argues that "a good regression model is normally distributed or close to normal." Normality test using the Kolmogorov-Smirnov test, with the following conditions:

- (a) If the significance value is < 0.05 , then the data is not normally distributed.
- (b) If the significance value is > 0.05 , then the data is usually distributed.

2) Multicollinearity Test

This multicollinearity test aims to test whether in the regression model there is a correlation between independent variables. According to (Creswell & Clark, 2017), "the multicollinearity test aims to test whether in the regression model there is a correlation between the independent (independent) variables." In this study, the tolerance limit and its opposite, the variance inflation factor (VIF), is used with the following conditions:

- (a) If the tolerance value is < 1 and the Variance Inflation Factor (VIF) < 1 , there is no multicollinearity.
- (b) If the tolerance value is more than one and the Variance Inflation Factor (VIF) value is > 1 , then multicollinearity occurs.

3) Autocorrelation Test

The autocorrelation test is used to determine whether or not there is a deviation from the classical assumption of autocorrelation, namely the existence of a correlation between sample members. According to (Creswell, 1999) argues that "the autocorrelation test aims to test whether in the linear regression model there is a correlation between the confounding error in period t and the confounding error in period $t-1$ ". In this study, the Durbin Watson Test was used.

4) Heteroscedasticity Test

According to (Creswell, 2010), the "heteroscedasticity test aims to find out whether in the regression model there is an inequality of variance from one observation residual to another observation." How to predict the presence or absence of heteroscedasticity is used Glejser Test.

3. Statistic test

1) Linear Regression

Linear regression analysis is a statistical technique used to find a regression equation that is useful for predicting the value of the dependent variable based on the values of the independent variables. According to Sugiyono (2017), "regression analysis is used to predict how the value of the dependent variable changes if the value of the independent variable is increased/decreased." In this study, multiple linear regression was used.

2) Correlation coefficient

Sugiyono (2017) argues that "a "Correlation coefficient analysis is intended to determine the level of strength of the relationship between the independent and dependent variables either partially or simultaneously.

3) Coefficient of Determination

The determination coefficient analysis is intended to determine the magnitude of the influence between the independent variables on the dependent variable either partially or simultaneously. According to (Fetters et al., 2013) argues "the coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percent"

4) Hypothesis testing

Hypothesis testing is intended to determine whether a hypothesis should be accepted or rejected. According to Sugiyono (2017), "the hypothesis is a temporary answer to the research problem formulation; therefore the research problem formulation is usually arranged in the form of a question sentence." In this study, the t-test (partial) and the F test (simultaneous) were used.

RESULT AND DISCUSSION

Instrument Test

1. From the test results, it was obtained that all items of the compensation variable questionnaire obtained a 2-tailed significance value of $0.000 < 0.05$; thus, the instrument was valid.
2. From the test results, it was obtained that all questionnaire items on the job satisfaction variable obtained a 2-tailed significance value of $0.000 < 0.05$; thus, the instrument was valid.
3. From the test results, it was obtained that all questionnaire items on employee performance variables obtained a 2-tailed significance value of $0.000 < 0.05$; thus, the instrument was valid.
4. From the results of reliability testing, the following results were obtained:

Table 1
Reliability Test Results

Variable	Cronbach's Alpha	Alpha Critical Standard	Information
Compensation (X1)	0.765	0.600	Reliable
Job satisfaction (X2)	0.662	0.600	Reliable
Employee Performance (Y)	0.718	0.600	Reliable

Based on the test results above, the overall compensation variable (X1), job satisfaction (X2), obtained a more excellent Cronbach alpha value than 0.600. Thus declared reliable.

Classic assumption test

1. Normality test

The results of the normality test using the Kolmogorov-Smirnov Test are as follows:

Table 2
Kolmogorov-Smirnov Test . Normality Results

	Tests of Normality					
	Kolmogorov-Smirnova			Shapiro-Wilk		
	Statistics	df	Sig.	Statistics	df	Sig.
Employee Performance (Y)	.091	65	.200*	.967	65	.081

*. It is a lower bound of the true significance.

a. Lilliefors Significance Correction

Based on the test results in the table above, a significance value of 0.200 is obtained where the value is greater than the value of = 0.050 or (0.200 > 0.050). Thus, the assumption of the distribution of equations in this test is standard.

2. Multicollinearity Test

Multicollinearity test was carried out by looking at the Tolerance Value and Variance Inflation Factor (VIF). The test results are as follows:

Table 3
Multicollinearity Test Results with Collinearity Statistics.

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
		B	Std. Error	Beta	Tolerance	VIF
1	(Constant)	6,199	3.124			
	Compensation (X1)	.359	.078	.411	.741	1.349
	Job satisfaction (X2)	.500	.089	.503	.741	1.349

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the tolerance value of each independent variable is $0.741 < 1.0$, and the Variance Inflation Factor (VIF) value is $1.349 < 10$; thus, this regression model does not occur multicollinearity.

3. Autocorrelation Test

The test was carried out with the Darbin-Watson test (DW test). The test results are as follows:

Table 4
Autocorrelation Test Results

Model	R	R Square	Adjusted R Square	Model Summary ^b	
				Std. The error of the Estimate	Durbin-Watson
1	.795a	.632	.620	2.274	2.133

a. Predictors: (Constant), Job satisfaction (X2), Compensation (X1)

b. Dependent Variable: Employee Performance (Y)

The test results in the table above obtained the Durbin-Watson value of 1,932; the value is between the intervals 1,550 – 2,460. Thus, the regression model stated that there was no autocorrelation disorder.

4. Heteroscedasticity Test

The results of the heteroscedasticity test are as follows:

Table 5
Heteroscedasticity Test Results with Glejser Test Model

Coefficients a					
Model	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
1 (Constant)	-2,973	1,918		-1,550	.126
Compensation (X1)	.043	.048	.126	.893	.375
Job satisfaction (X2)	.082	.055	.212	1,508	.137

a. Dependent Variable: RES2

The test results using the glejser test obtained the value of Sig. > 0.05. Thus, the regression model has no heteroscedasticity disorder.

Descriptive Analysis

This test is used to determine the minimum and maximum scores, mean scores, and standard deviations of each variable. The results are as follows:

Table 6
Results of Descriptive Statistics Analysis Analysis

Descriptive Statistics					
	N	Minimum	Maximum	mean	Std. Deviation
Compensation (X1)	65	29	48	37.02	4.230
Job satisfaction (X2)	65	29	45	37.49	3.709
Employee Performance (Y)	65	32	47	38.22	3.689
Valid N (listwise)	65				

Compensation obtained a minimum variance of 29 and a maximum variance of 48—a mean score of 3.702 with a standard deviation of 4.230. Job satisfaction obtained a minimum variance of 29 and a maximum variance of 45 with a mean score of 3.749 with a standard deviation of 3.709. Employee performance obtained a minimum variance of 32 and a maximum variance of 47 with a mean score of 3.822 with a standard deviation of 3.689.

Quantitative Analysis.

This analysis is intended to determine the effect of the independent variable on the dependent variable. The test results are as follows:

1. Multiple Linear Regression Analysis

Multiple linear regression test results are as follows:

Table 7
Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	6,199	3.124		1984	.052
Compensation (X1)	.359	.078	.411	4.593	.000
Job satisfaction (X2)	.500	.089	.503	5.615	.000

Based on the test results in the table above, the regression equation $Y = 6.199 + 0.359X1 + 0.500X2$ is obtained. From these equations, it is explained as follows:

- 1) A constant of 6.199 means an employee performance value of 6.199 points if there is no compensation and job satisfaction.
- 2) The compensation regression coefficient is 0.359; this number is positive, meaning that every time there is an increase in compensation of 0.359, the employee's performance will also increase by 0.359 points.
- 3) The regression coefficient of job satisfaction is 0.500; this number is positive, meaning that every time there is an increase in job satisfaction of 0.500, the employee's performance will also increase by 0.500 points.

2. Correlation Coefficient Analysis

The results of the correlation coefficient test are as follows:

Table 8
Results of Compensation Correlation Coefficient Testing on Employee Performance.

		Compensation (X1)	Employee Performance (Y)
Compensation (X1)	Pearson Correlation	1	.667**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.667**	1
	Sig. (2-tailed)	.000	

The test results obtained a correlation value of 0.667, meaning that compensation has a solid relationship to employee performance.

Table 9
Results of Testing the Correlation Coefficient of Job Satisfaction on Employee Performance.

		Job satisfaction (X2)	Employee Performance (Y)
Job satisfaction (X2)	Pearson Correlation	1	.712**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.712**	1
	Sig. (2-tailed)	.000	

Based on the test results, the correlation value of 0.712 means that job satisfaction has a solid relationship to employee performance.

Table 10
Results of Testing the Correlation Coefficient of Compensation and Job Satisfaction Simultaneously on Employee Performance.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.795a	.632	.620	2.274

a. Predictors: (Constant), Job satisfaction (X2), Compensation (X1)

The test results obtained a correlation value of 0.795 means that compensation and job satisfaction simultaneously have a solid relationship to employee performance.

3. Coefficient of Determination Analysis

The results of testing the coefficient of determination are as follows:

Table 11
Results of the Coefficient of Determination of Compensation on Employee Performance.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.667a	.444	.436	2,771

a. Predictors: (Constant), Compensation (X1)

Based on the test results, the determination value is 0.444, meaning that compensation influences 44.4% on employee performance.

Table 12
Results of Testing the Coefficient of Determination of Job Satisfaction on Employee Performance.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.712a	.506	.499	2,612

a. Predictors: (Constant), Job satisfaction (X2)

The test results obtained a determination value of 0.506, meaning that job satisfaction contributes 50.6% influence on employee performance.

Table 13
Results of the Coefficient of Determination of Compensation and Job Satisfaction on Employee Performance.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.795a	.632	.620	2.274

a. Predictors: (Constant), Job satisfaction (X2), Compensation (X1)

The test results obtained a determination value of 0.632, meaning that compensation and job satisfaction simultaneously contribute 63.2% influence on employee performance, while other factors influence the remaining 36.8%.

Hypothesis testing

1. Partial hypothesis test (t-test)

Hypothesis testing with a t-test is used to determine which partial hypothesis is accepted. The first hypothesis: There is a significant effect of compensation on employee performance. The second hypothesis: There is a significant effect of job satisfaction on employee performance.

Table 14
Compensation Hypothesis Test Results on Employee Performance.
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	16,692	3.051		5.471	.00
Compensation (X1)	.581	.082	.667	7,100	.00

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of t arithmetic > t table or (7.100 > 1.998), thus the first hypothesis proposed that there is a significant influence between compensation on employee performance is accepted.

Table 15
Hypothesis Test Results for Job Satisfaction on Employee Performance.
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	11,675	3.317		3,520	.001
Job satisfaction (X2)	.708	.088	.712	8040	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of t count > t table or (8.040 > 1.998), thus the second hypothesis proposed that there is a significant influence between job satisfaction on employee performance is accepted.

2. Simultaneous Hypothesis Testing (F Test)

Hypothesis testing with the F test is used to determine which simultaneous hypothesis is accepted. The third hypothesis There is a significant effect between compensation and job satisfaction on employee performance.

Table 16
Results of Compensation and Job Satisfaction Hypothesis Testing on Employee Performance.
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	550,241	2	275.120	53.181	.000b
	Residual	320,744	62	5.173		
	Total	870,985	64			

Based on the test results in the table above, the calculated F value $>$ F table or ($53.181 > 2.750$), thus the third hypothesis proposed that there is a significant influence between compensation and job satisfaction on employee performance is accepted.

Discussion

1. The Effect of Compensation on Employee Performance

From the analysis results, the compensation variable has a significant effect on employee performance with a correlation value of 0.667, meaning that the two variables have a strong relationship with the contribution of 44.4%. Testing the hypothesis obtained the value of t count $>$ t table or ($7,100 > 1,998$). Thus, the first hypothesis proposed a significant effect between compensation on employee performance is accepted.

2. The Effect of Job Satisfaction on Employee Performance

From the results of the analysis, it was found that the job satisfaction variable had a significant effect on employee performance with a correlation value of 0.712, meaning that the two variables had a strong relationship with a contribution of 50.6%. Testing the hypothesis obtained the value of t arithmetic $>$ t table or ($8.040 > 1.998$). Thus the second hypothesis proposed a significant effect between job satisfaction on employee performance is accepted.

3. The Effect of Compensation and Job Satisfaction on Employee Performance

From the results of the analysis, it was found that compensation and job satisfaction variables had a significant effect on employee performance with the regression equation $Y = 6.199 + 0.359X_1 + 0.500X_2$, the correlation value was 0.795, meaning that the two variables had a strong relationship with the contribution of 63.2% influence while the rest of 36.8% influenced by other factors. The calculated F value obtains hypothesis testing $>$ F table or ($53.181 > 2.750$). Thus the third hypothesis proposed that there is a significant effect between compensation and job satisfaction on employee performance is accepted.

CONCLUSION

Compensation has a significant effect on employee performance; the correlation value is 0.667 or is strong, contributing 44.4%. Hypothesis test obtained value of t count $>$ t table or ($7,100 > 1,998$). Thus there is a significant influence between compensation on employee performance at PT. Tata Logam Lestari in Jakarta Barat. Job satisfaction has a significant effect on employee performance with a correlation value of 0.712 or firm with a contribution of 50.6%. Hypothesis test obtained value of t count $>$ t table or ($8.040 > 1.998$). Thus there is a significant influence between job satisfaction on employee performance at PT. Tata Logam Lestari in Jakarta Barat. Compensation and job satisfaction have a significant effect on employee performance with a correlation value of 0.795 or firm with a contribution of 63.2% influence while other factors influence the remaining 36.8%. Hypothesis test obtained value of F arithmetic $>$ F table or ($53.181 > 2.750$). Thus there is a significant effect between compensation and job satisfaction simultaneously on employee performance at PT. Tata Logam Lestari in Jakarta Barat

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