

THE EFFECT OF INCENTIVES, WORK ENVIRONMENT AND WORK DISCIPLINE ON TEACHER PERFORMANCE THROUGH RELIGIUSITY AS INTERVENING VARIABLES IN SMA "BAHRUL MAGHFIROH" MALANG

Hanifaturohman Kasai^{1*}

¹Jurusan Magister Manajemen, Pascasarjana Universitas Gajahyana Malang, Universitas
Gajahyana Malang, Malang 65144, INDONESIA

Abstract

SMA Bahrul Maghfiroh Maghfiroh is a Islamic boarding school. The problem in this research area is about problem regarding teacher performance based on the incentives given so that improvements and achievements in work are not maximally fulfilled. The research aims to determine the effect of incentives, work environment and work discipline on teacher performance through religiosity as an intervening variable in SMA Bahrul Maghfiroh Malang. This research used census techniques. The statistical analysis used in this research was the path analysis approach. The results of this study were: 1). Incentives and work environment had a positive effect on religiosity while work discipline did not significantly influence religiosity. 2). Incentives and work environment had a positive effect on teacher performance, while work discipline did not have a significant effect on teacher performance 3). The religiosity variable had a positive effect on teacher performance at SMA Bahrul Maghfiroh. 4). Incentive variables, work environment and work discipline through mediation of religiosity indirectly had a positive effect on teacher performance at SMA Bahrul Maghfiroh which meant that incentives, work environment and work discipline affected teacher performance at SMA Bahrul Maghfiroh through religiosity. According to the results of this study, work discipline might be further improved so that the increase could be significant and teacher performance achievement could be achieved so that learning at SMA Bahrul Maghfiroh was better and more effective by providing appropriate incentives.

Keywords: Incentive, Work environment, Work discipline, Religiosity, Teachers Performance

^{1*}Corresponding author, email: hanifaturohman92@gmail.com

Citation in APA style: Kasai, H. (2021). THE EFFECT OF INCENTIVES, WORK ENVIRONMENT AND WORK DISCIPLINE ON TEACHER PERFORMANCE THROUGH RELIGIUSITY AS INTERVENING VARIABLES IN SMA "BAHRUL MAGHFIROH" MALANG. *JOSAR (Journal of Students Academic Research)*, 6(1), 74-85.

Received:
January, 31st 2021

Revised:
February, 18th 2021

Published:
March, 1st 2021

DOI: <https://doi.org/10.35457/josar.v6i1.1449>

1. INTRODUCTION

The development of education and the intense competition in the world of education requires education to think of strategies to win the competition. Education is obliged to continue to improve product quality and increase efficiency by taking into account the interests of management, teachers and society. SMA Bahrul Maghfiroh provides opportunities for students to learn to do business (entrepreneurship) not to make money oriented. But more so to train independence, by relying on creativity because entrepreneurs in Indonesia are still relatively few. If you want a country to be successful, you have to multiply entrepreneurs. If all aspire to become employees, the burden on the state will be heavy.

SMA Bahrul Maghfiroh has the goal of producing graduates who are ready to enter employment independently as entrepreneurs through IT. With the average age of students who are still in a productive period to receive science and technology including entrepreneurship, SMA Bahrul Maghfiroh prepares graduates who are ready to do entrepreneurship through IT which in the future will face a more modern and developing era. There are several real problems that cause many organizations to experience a decline in performance, thus impacting on the quality of the product. So that it takes an increase in human resources and performance to be able to compete. Human resources are important figures in organizations and companies. Improved teacher performance will bring progress for the organization to be able to survive in an unstable work environment competition. Thus, the success of an organization depends on the quality of the performance of the human resources that are in it.

SMA Bahrul Maghfiroh Maghfiroh is an Islamic boarding school based in the city of Malang which is located on Jl. Joyo Agung No 2 Tlogomas Lowokwaru Malang City and the background of the problem in this research place is that there is a problem regarding teacher performance based on the incentives given so that the improvement and achievement in work are not maximally fulfilled.

Wisnuwardani (2012) conducted a study entitled the effect of cash incentives on the work environment and work discipline on teacher performance at the Miftahul Ulum Banjarejo Islamic Boarding School. This study aims to examine teacher performance improvement. In his research concluded that cash incentives on the work environment and work discipline can improve teacher performance. at the Miftahul Ulum Banjarejo Islamic boarding school.

Fauziah (2012) conducted a study entitled incentives and work motivation on teacher performance at the Semarang district education office, the results of the study support the hypothesis that incentives affect teacher performance at the education office. It can be concluded that the higher the incentive, the higher the teacher's performance for loyalty to the

clan office. It can be concluded that incentives and work motivation have an effect on improving teacher performance.

Gunawan (2017) conducted research on the influence of incentive variables and work discipline (piecework, production bonuses, commissions, people skills) on performance (task performance, contextual performance) moderated by the variable justice (distributive justice, procedural justice, interactional justice) PT. Lautan Teduh Interniaga Bandar Lampung, That incentives and work discipline have a positive effect on employee performance at PT Lautan Teduh Interniaga Bandar Lampung.

Nurchayani (2016) conducted research on the effect of incentives and motivation on employee performance with job satisfaction as an intervening variable at PT Sinar Sosro Pabrik Bali. This research uses an associative quantitative approach. The method of analysis in this study uses Path Analysis. Based on the research results, the company PT. Sinar Sosro Pabrik Bali should provide incentives fairly, and motivate employees with promotions.

2015/2016 school year. The results of this study are 1). There is an influence of religiosity on the performance of Madrasah Ibtidaiyah teachers in Giriwoyo District, Wonogiri Regency in the 2015/2016 academic year. 2). There is a motivational influence on the performance of Madrasah Ibtidaiyah teachers in Giriwoyo District, Wonogiri Regency in the 2015/2016 academic year. 3). There is an influence of religiosity and work motivation together on the performance of Madrasah Ibtidaiyah teachers in Giriwoyo District, Wonogiri Regency in the 2015/2016 academic year.

The simple definition of management is to manage, from the word to manage. Arrangements are carried out through processes and arranged according to the order of the management functions. Management is a process or activity structured to achieve planned goals. Management is an effort carried out jointly to determine and achieve organizational goals by implementing management functions. This is so that the management system for providing incentives, work environment and work discipline at SMA Bahrul Maghfiroh Malang has a good or bad effect on teacher performance. The study will analyze the effect of incentives, Teguh Supriyanto (2016) conducted research on the influence of religiosity and work motivation on the performance of madrasah ibtidaiyah teachers in Giriwoyo district, Wonogiri Regency, work environment and workvdiscipline on teacher performance through religiosity as an intervening variable in SMA Bahrul Maghfiroh Malang as an object. research. SMA Bahrul Maghfiroh Maghfiroh is a boarding school based in the city of Malang. apart from being in a boarding school environment that is thick with religious knowledge, it is also the way of recruiting teachers who are looking for those who have just graduated, relatively young in age, and who are very good at IT. In addition, there are problems regarding teacher performance

based on the incentives provided so that the increase in job performance is not maximally achieved.

2. METHODS

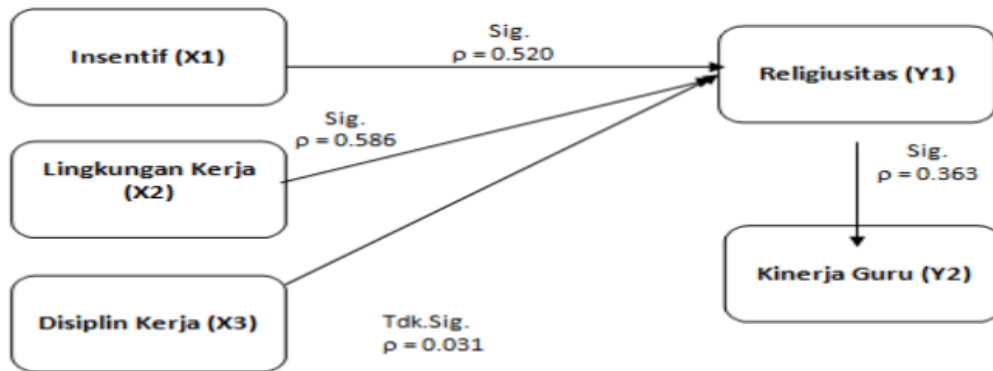
This type of research is explanatory research. Explanatory research is a study that aims to get an explanation of the relationship between variables through hypothesis testing (Solimun, 2017: 10). The population of this study were 33 teachers of SMA Bahrul Maghfiroh Malang. Based on this study, because the total population is not greater than 100 respondents, the researchers took 100% of the total population at SMA Bahrul Maghfiroh, namely 33 respondents. The type of data used in this research is qualitative data. Kuncoro (2013: 146) explains that "Qualitative data is data that cannot be measured on a numeric scale (numbers) and qualitative data that is quantified". The qualitative data in this study is expressed in the form of a ranking of the scores given in accordance with the statement questionnaire distributed to the teachers of SMA Bahrul Maghfiroh Malang then processed using statistical applications (SPSS). Researchers are very interesting to research at SMA Bahrul Maghfiroh because this institution is not only in a cottage environment which is thick with religious knowledge, it is also the way of recruiting teachers who are looking for those who have just graduated, relatively young in age, and who are very good at IT. In addition, there are problems regarding teacher performance based on the incentives provided so that the increase in job performance is not maximally achieved. The data collection method used in this study is a questionnaire method which will be distributed a questionnaire containing a questionnaire. The questionnaire was given to the teachers at SMA Bahrul Maghfiroh as respondents and then filled in according to the opinions and perceptions of each respondent.

3. RESULTS AND DISCUSSION

3.1. Hypothesis Testing

Hypothesis testing is intended to determine whether or not the exogenous variables influence the endogenous variables directly or indirectly through the mediating variable. Path analysis produces the following path diagram:

Figure 3.1 Direct Hypothesis Testing Pictures



Sumber: Data Primer yang Diolah, 2020

3.2. Hypothesis Testing Direct Influence

Hypothesis testing is used to test hypotheses directly regarding the influence of exogenous variables on endogenous variables. The test criteria states that if the probability value <level of significant ($\alpha = \alpha$), it is stated that there is a significant effect of exogenous variables on endogenous variables.

Table 3.1. Hypothesis Test Result

Eksogen	Endogen	Coefficient	T Statistics	Prob.
Insentive	Religious	0.520	2.410	0.023
Work Environment	Religious	0.586	2.942	0.006
Work Discipline	Religious	0.031	0.242	0.810
Insentive	Teacher Work	0.551	2.819	0.009
Work Environment	Teacher Work	0.406	2.160	0.039
Work Discipline	Teacher Work	0.034	0.320	0.752
Religious	Teacher Work	0.363	2.364	0.025

Source: Processed Primer Data, 2020

Model empirik variabel religiusitas adalah sebagai berikut :

$$Z1 = \rho1 X1 + \rho2 X2 + \rho3 X3 + \varepsilon1 \rightarrow Z1 = 0.520 X1 + 0.586 X2 + 0.031 X3$$

The empirical model of teacher performance variables is as follows

$$Y2 = \rho1 X1 + \rho2 X2 + \rho3 X3 + \rho4 Y1 + \varepsilon 2 \rightarrow Y2 = 0.551 X1 + 0.406 X2 + 0.034 X3$$

+0.363Y1

The effect of incentives on religion produces a T statistics value of 2.410 with a probability of 0.023. The test results indicate that the probability $< \alpha$ (5%). This means that there is a significant effect on religious incentives. The incentive path coefficient for religious is 0.520, indicating that the incentive has a positive effect on religiosity. This means that the higher the incentive, it can increase religiosity.

The influence of the work environment on religiosity results in a T statistical value of 2.942 with a probability of 0.006. The test results indicate that the probability $< \alpha$ (5%). This means that there is a significant influence of the work environment on religiosity. The path coefficient of the work environment on religiosity is 0.586, indicating that the work environment has a positive effect on religiosity. This means that the better the work environment can increase religiosity.

The effect of work discipline on religiosity produces a T statistics value of 0.242 with a probability of 0.810. The test results indicate that the probability $> \alpha$ (5%). This means that there is an insignificant influence on work discipline on religiosity. The path coefficient of work discipline leadership style on religiosity is 0.031 indicating that work discipline has a positive effect on religiosity. This means that the higher work discipline, it can increase religiosity, even though the increase is not significant.

The effect of incentives on teacher performance results in a T statistics value of 2.819 with a probability of 0.009. The test results indicate that the probability $< \alpha$ (5%). This means that there is a significant effect of incentives on teacher performance. The incentive path coefficient on employee performance is 0.551, indicating that the incentive has a positive effect on teacher performance. This means that the higher the incentive, the higher the teacher's performance.

The influence of the work environment on teacher performance results in a statistical T value of 2.160 with a probability of 0.039. The test results indicate that the probability $< \alpha$ (5%). This means that there is a significant influence on the work environment on teacher performance. The path coefficient of the work environment on employee performance is 0.406, indicating that incentives have a positive effect on teacher performance. This means that the higher the work environment, the higher the teacher's performance.

The effect of work discipline on teacher performance results in a T statistics value of 0.320 with a probability of 0.752. The test results indicate that the probability $> \alpha$ (5%). This means that there is an insignificant influence on work discipline on teacher performance. The path coefficient of work discipline on employee performance is 0.034, indicating that work

discipline has a positive effect on teacher performance. This means that the higher the work discipline, the increase in teacher performance, even though the increase is not significant.

The influence of religiosity on teacher performance results in a statistical T value of 2.364 with a probability of 0.025. The test results indicate that the probability $< \alpha$ (5%). This means that there is a significant influence of religiosity on teacher performance. The path coefficient of religiosity on employee performance is 0.363, indicating that religiosity has a positive effect on teacher performance. This means that the higher the religiosity, the higher the teacher's performance.

3.3. Hypothesis Testing of Indirect Effects

Indirect hypothesis testing is intended for the effect of exogenous variables on endogenous variables through the mediating variable. The test criteria state that if path 1 (exogenous effect on mediation) has a significant effect and pathway 2 (mediation effect on endogenous) has a significant effect, then it is stated that there is a significant effect of exogenous variables on endogenous variables through the mediating variable.

The results of testing the indirect hypothesis that the effect of incentives, work environment and work discipline on teacher performance through religiosity can be seen through the following figure:

Figure 3.2

Picture of Indirect Hypothesis Testing

The coefficient of indirect influence ($\rho_{X1-Y1-Y2}$) = $0.520 * 0.363 = 0.189$

The picture above informs the effect of incentives on religiosity resulting in tests that are stated to have a significant effect and the effect of religiosity on teacher performance results in tests that are declared to have a significant effect. This means that there is a significant effect of incentives on teacher performance through religiosity. The path coefficient of the effect of incentives on teacher performance through religiosity is 0.189 indicating that incentives have a positive effect on teacher performance through religiosity. This means that the higher religiosity caused by higher incentives can improve teacher performance.

The coefficient of indirect influence ($\rho_{X2-Y1-Y2}$) = $0.586 * 0.363 = 0.213$

The influence of the work environment on religiosity resulted in tests which were stated to have a significant effect and the effect of religiosity on teacher performance resulted in tests that were declared to have a significant effect. This means that there is a significant influence of the work environment on teacher performance through religiosity. The path coefficient of the influence of the work environment on teacher performance through religiosity is 0.213 indicating that the work environment has a positive effect on teacher performance through

religiosity. This means that the higher religiosity caused by the better work environment can improve teacher performance.

The coefficient of indirect influence ($\rho_{X3-Y1-Y2}$) = $0.031 * 0.363 = 0.011$

The effect of work discipline on religiosity resulted in tests that were declared to have no significant effect and the effect of religiosity on teacher performance resulted in tests that were declared to have a significant effect. This means that there is no significant effect of work discipline on teacher performance through religiosity. The path coefficient of the effect of work discipline on teacher performance through religiosity is 0.011 indicating that work discipline has a positive effect on teacher performance through religiosity. This means that the higher religiosity caused by better work discipline can improve teacher performance, even though the increase is not significant.

4. DISCUSSION

A. Description of Incentive Variables, Work Environment and Work Discipline Directly on Religiosity

These results indicate that having the quality of faith and sincerity in carrying out their duties as a teacher will improve the performance of teachers at SMA Bahrul Maghfiroh. As is the case according to Hasibuan (2008) that incentives are additional remuneration given to certain teachers whose performance is above standard performance. The work environment in SMA Bahrul Maghfiroh is an Islamic environment, therefore religiosity for every teacher is highly respected. According to Mardiani (2005) the work environment is an environment where employees do their daily work. While work discipline does not have a significant effect on religiosity, it is proven by the existence of some teachers who still do not comply with the Islamic nuanced regulations that are implemented in SMA Bahrul Maghfiroh.

B. Description of Incentive Variables, Work Environment and Work Discipline Directly on Teacher Performance

These results are in line with the research conducted by Wisnuwardani (2012) entitled the effect of cash incentives on the work environment and work discipline on teacher performance in Islamic boarding schools Miftahul Ulum Banjarejo. With the result that incentives, work environment and work discipline have a positive effect on teacher performance in schools based on the Miftahul Ulum Banjarejo Islamic boarding school.

C. Description of Variable Religiosity Against Teacher Performance

It shows that religiosity has a positive effect on teacher performance. This means that the higher the religiosity, the higher the teacher's performance. This is in line with the research conducted by Teeguh Supriyono (2016) with the title of the influence of religiosity and work

motivation on the performance of madrasah Ibtidaiyah teachers in Giriwoyo sub-district, Wonogiri Regency, academic year 2015/2016.

D. Description of Incentive Variables, Work Environment and Work Discipline Indirectly on Teacher Performance with Religiosity as an Intervening Variable

Incentive variables, work environment and work discipline through mediation of religiosity indirectly have a positive effect on teacher performance at SMA Bahrul Maghfiroh which means that incentives, work environment and work discipline affect teacher performance at SMA Bahrul Maghfiroh through religiosity. The incentives given to teachers can affect teacher performance as well as the better the environment and work discipline can affect the performance of teachers in SMA Bahrul Maghfiroh. A good organization cannot be separated from the good performance of human resources. The results of this study are in line with the research conducted by Teguh Supriyono (2016) with the title of the effect of religiosity and work motivation on the performance of teachers in Islamic elementary schools in Giriwoyo district, Wonogiri Regency, academic year 2015/2016.

5. CONCLUSION

- A. There is a positive and significant influence of the incentive and work environment variables on religiosity, while the work discipline variable does not have a significant effect on religiosity. This shows that the work environment incentives and work discipline have a positive effect on religiosity. This shows that the higher the incentive and the better the work environment, it can increase religiosity, while the higher work discipline, the increase in religiosity can be even though the increase is not significant.
- B. There is a positive and significant influence of incentive variables and work environment on teacher performance at SMA Bahrul Maghfiroh while work discipline variables do not significantly influence teacher performance at SMA Bahrul Maghfiroh indicating that incentives, work environment and work discipline have a positive effect on teacher performance. This means that the higher the incentive and the better the work environment, it can improve teacher performance. whereas the higher the work discipline, the increase in teacher performance, although the increase is not significant.
- C. There is an effect of religiosity on teacher performance at SMA Bahrul Maghfiroh, there is a significant effect of religiosity on teacher performance. The path coefficient of religiosity on employee performance is 0.363, indicating that religiosity has a

positive effect on teacher performance. This means that the higher the religiosity, the higher the teacher's performance

- D. The effect of work environment incentives on teacher performance through religiosity has a positive and significant effect. This means that the higher the religiosity caused by the higher the incentives given and the better the work environment, it can improve teacher performance, while the work discipline variable does not significantly influence teacher performance through religiosity, but the path coefficient of the effect of work discipline on teacher performance through religiosity shows that work discipline has a positive effect. This shows that the higher the religiosity caused and the better work discipline, it can improve teacher performance, even though the increase is not significant.

6. SUGGESTIONS

For SMA Bahrul Maghfiroh with the results found, it is better to improve more related to work discipline in order to improve teacher performance so that learning in SMA Bahrul Maghfiroh is more effective in accordance with the theories and indicators described in this study by providing incentives in accordance with this. evidenced by the answers of respondents in this study.

ACKNOWLEDGMENTS

On this occasion, with all humility, the writer would like to convey many thanks, first to Allah SWT, thanks to the grace given by the author, to complete this research, then thanks to both parents and families who always provide support, prayer, affection, motivation and endeavor. everything for the success of the author. Prof. Dr. Dyah Sawitri. SE., MM., As the Rector of Gajayana University Malang, Prof. Dr. Ernani Hadiyati, SE., MS. as Director of Postgraduate Program at Gajayana University Malang, Dr. Dwi Orbaningsih, SE., MM., Ak., CA., as the head of the Master of Management study program, Dr. Martaleni, SE, MM., As the Main Advisor, Drs. Nugroho Agus Santoso, MM., As the Counselor Lecturer and the entire board of teachers and staff of SMA Bahrul Maghfiroh Malang who have helped the author in this research process and motivated to always be passionate about work and provide insight, direction, very good and valuable input for the quality of this research. As well as all related parties who cannot be named one by one who have provided a lot of assistance, direction and cooperation in this research and the life of the author.

REFERENCES

- Arikunto, Suharsimi. (2012). *Prosedur Penelitian Suatu Pendekatan Praktek*. Jakarta: Rineka Cipta
- Amstrong, Kisworo. 2012. *Manajemen Sumber Daya Manusia*. PT Elexmedia Komputindo. Jakarta.
- Arifin M (2015) melakukan penelitian tentang “*The Influence of Competence, Motivation, and Organisational Culture to High School Teacher Job Satisfaction and Performance*”. *International Education Studies*
- As’ad, Mohamad. (2004). *Psikologi Industri*. Yogyakarta: Liberty
- Ashar Sunyoto Munandar. (2001). *Psikologi Industri dan Organisasi*, Universitas Indonesia (UI-Press), Jakarta.
- Burhanuddin, Amalia Rizki. (2015). *Analisis Penggunaan Metode Altman Z-Score dan Metode Springate untuk mengetahui potensi terjadinya financial distress pada perusahaan manufactur sector industri dasar dan kimia sub sector semen periode 2009-2013*.
- Dyah Sawitri. (2011). *Pengaruh Insentif Keuangan Terhadap Kinerja Karyawan*. Jurnal Ekonomi Manajemen. Vol. 12 No. 3/2011
- Ghozali, Imam. 2009. *Aplikasi Analisis Multivariate dengan Program SPSS*. Semarang: UNDIP.
- Ghozali, Imam. 2011. *Aplikasi Analisis Multivariate dengan Program SPSS*. Semarang: Badan Penerbit Universitas Diponegoro.
- Harlie, M. 2010. *Pengaruh Disiplin Kerja, Motivasi dan Pengembangan Karier Terhadap Kinerja Pegawai Negeri Sipil Pada Pemerintah Kabupaten Tabalong di Tanjung Kalimantan Selatan*. Jurnal Manajemen dan Akuntansi. Vol. 11 No. 2, Oktober 2010; 117-124.
- Handoko, Hani T. (2002). *Manajemen Personalia dan Sumber Daya Manusia*. Edisi ke 2. Yogyakarta: BPFE. UGM
- Hasibuan, Malayu S.P. 2001. *Manajemen Sumber Daya Manusia*, Jakarta : PT Bumi Aksara.
- Hasibuan, Malayu S.P. 2011. *Manajemen Sumber Daya Manusia*. Jakarta : Bumi Aksara.
- Hasibuan, Malayu. 2012. *Manajemen Sumber Daya Manusia*. Jakarta : PT Bumi Aksara.
- Sari Novita Et All (2012) melakukan penelitian tentang “*The Influence of Occupational Safety and Health on Performance with Job Satisfaction as Intervening Variables (Study on the Production Employees in PT. Mahakarya Rotanindo, Gresik)*” *American Journal of Economics June*
- Hasibuan, Malayu. 2008. *Manajemen Dasar, Pengertian dan Masalah*. Jakarta : PT Bumi Aksara.

- Hasibuan, Malayu S.P. (2009). *Manajemen Sumber Daya Manusia* (Edisi Revisi). Jakarta: Bumi Aksara.
- Koesmono. (2005). “*Pengaruh Budaya Organisasi terhadap Motivasi dan Kepuasan Kerja serta Kinerja Karyawan Pada Sub Sektor Industri Pengolahan Kayu Skala Menengah di Jawa Timur.*” *Jurnal Manajemen & Kewirausahaan*. Universitas Petra.
- Kuncoro, Mudrajad, 2009. *Metode riset untuk Bisnis & Ekonomi*, Edisi Ketiga, Erlangga, Jakarta.
- Mangkunegara. 2002. *Manajemen Sumber Daya Manusia*. PT Remaja Rosda Karya, Bandung.
- Mangkunegara, A. P. (2011). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung : PT Remaja Rosdakarya.
- Mangkunegara, 2011. *Manajemen Sumber Daya Manusia Perusahaan*. Bandung : Rosda.
- Mangkunegara, 2006. *Evaluasi Kinerja SDM*. Jakarta : Eresco.
- Mardiana. 2005. *Manajemen Produksi*. Penerbit Badan Penerbit IPWI. Jakarta.
- Moeheriono. 2012. *Pengukuran Kinerja Berbasis Kompetensi*. Jakarta : Raja Grafindo Persada.
- Nitisemito, Nuraini, T. 2013. *Manajemen Sumber Daya Manusia*. Pekanbaru : Yayasan Aini Syam.
- Nurchayani (2016) “*pengaruh insentif dan motivasi terhadap kinerja karyawan dengan kepuasan kerja sebagai variable intervening di PT Sinar Sosro Pabrik Bali .*” *Jurnal Manajemen e-jurnal UNUD*
- Panggabean, S., Mutiara. 2004. *Manajemen Sumber Daya Manusia*. Bogor : Ghalia Indonesia.
- R.Terry, Goerge. 2006. *Prinsip-Prinsip Manajemen*. Jakarta : Bumi Aksara.
- Siagian, Sondang. P. 2006. *Sistem Informasi Manajemen*. Jakarta : PT. Bumi Aksara.
- Schultz, S. E. 2006. *Psychology dan Work Today Ninth Edition*. New Jersey : Pearson Education. Inc.
- Sedarmayanti. 2011. *Manajemen Sumber Daya Manusia, Reformasi Birokrasi dan Manajemen Pegawai Negeri Sipil (cetakan kelima)*. Bandung : PT Refika Aditama.
- Simanjuntak. 2003. *Manajemen Hubungan Industrial*. Jakarta. Pustaka Sinar Harapan.
- Singodimedjo, 2011. *Dimensi dan Indikator Disiplin Kerja*, Surabaya. SMMAS.
- Sugiyono, 2010. *Metode Penelitian Kuantitatif, Kualitatif dan R&D* : Penerbit CV Alfabeta, Bandung.
- Sutrisno, Edi. 2009. *Manajemen Sumber Manusia Edisi Pertama Jakarta*: Kencana
- Widiyanto, Joko. 2010. *SPSS for windows Untuk Analisa Data Statistik dan Penelitian*. Surakarta : BP-FKIP UMS.