

Work Commitment As An Intervening In Disaster Management Performance

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Abstract

This study attempted to determine the effect of job competence and Compensation on performance for fifty employees of the Padang City Regional Disaster Management Agency, with work commitment serving as an intervening variable. The general population is given questionnaires to complete in order to gather information for route analysis and hypothesis testing. The study's conclusion demonstrates the significant relationships between work commitment and performance, work competence and work commitment, compensation and work commitment, and work commitment as an intervening variable and work commitment. The Implementing Unit of the Padang City Regional Disaster Management Agency's pay and performance are impacted by work and performance as well as work commitment. It is advised that future policy makers target responders with policies in the areas of job competence, compensation, work commitment, and performance, granting them the right to facilities as a result of their high-caliber and productive work.

Keywords: work commitment, compensation, work commitment, performance

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Introduction

By taking into consideration disaster management implementation policies, laws, and regulations, the implementing function, the Regional Disaster Management Agency, carries out disaster management in a coordinated and integrated manner with other Regional Apparatus Work Units in the regions, vertical agencies in the regions. A Padang City catastrophe Management Rapid Response Team was established in order to enhance the government's ability to serve the community in the event of an emergency or catastrophe.

When the region and its machinery are able to save lives, it, in the eyes of the Regional Disaster Management Agency, is the ultimate public service. Consequently, it requires the combined efforts of all stakeholders involved in crisis management, particularly with regard to the rescue workers themselves, who are often employees. Enhancing public awareness of disaster risk and building early resilience in

disaster-prone areas are two areas where the Padang City Regional Disaster Management Agency must be competent.

Precautions are the wisest course of action. The goal of prevention is to 1) avert the possibility of calamity. We acknowledge that not every hazard posed by disasters can be avoided. If they band together and undertake significant disaster risk reduction initiatives, the threat of hydrometeorological disasters can be avoided. 2) Prevent communities or development from coming into contact with catastrophe dangers. 3) prevent individuals from becoming catastrophe victims.

Creating backup plans, maintaining early warning systems for the community, constructing evacuation routes and locations, posting information on notice boards, erecting evacuation signs, and other preparedness measures are all part of this endeavor. Reaching the aforementioned standards and requirements is not simple. The issue that now frequently crops up is the

contradictory contradiction between the community's aspirations and the tasks that personnel of the Padang City Regional Disaster Management Agency are expected to perform. Thus, there is frequently public unhappiness with the manner and method carried out, especially in the case of disasters, floods, landslides, tornadoes, and others. This is because employees do daily responsibilities as though they are performing activities.

This situation is brought about by the lack of specialized knowledge and abilities among the on-duty members of the Regional Disaster Management Agency's implementing unit, particularly when it comes to offering services to the community in compliance with Standard Operational Procedures. Officers will undoubtedly withstand the danger of losing lives, property, and suffering through horrific disasters if they are proficient in educating and raising awareness among the target population. With this fulfillment, they truly wish to make the intentional decision to always be ready, accommodating, and aware of the need to be friendly toward calamities.

However, given the current working environment in which Padang City Regional Disaster Management Agency officers operate, their daily tasks are made more difficult by the fact that they are typically hired from among civil servants from various agencies, who are thought to lack sufficient training and experience, as well as the fact that the composition of Echelon III and Echelon IV officials, who are hired from outside the agency itself, is subject to frequent changes.

It is a common belief among Padang City Government civil officials that staff members are punishing individuals from different agencies and local government policy makers. This belief is not incorrect. There might be a number of reasons why they failed to identify the source of their discontent at their former place of employment. This situation is further exacerbated by the fact that they lack specialized technical coaching abilities to perform their jobs as soon as they join the Padang City Regional Disaster Management Agency's Implementing Task Force.

They provide coaching and counseling to the community on the value of disaster preparedness for all members of the community as well as the pertinent Holder stakes, but they typically lack the competence necessary to carry it out. Thus, it may be concluded that officers are not competent or skilled enough to do their everyday jobs in the field. Because of the lack of knowledge, competence, and abilities, conditions exist that are consistent with the data and facts provided; as a result, people generally don't fulfill their promises to complete jobs.

The organization's dedication to making Padang Siaga a disaster-resilient and responsive city. Preparedness of the government and the community for disasters, a serious reaction to each catastrophe event, and resilience in handling disasters that happen depending on the location. Many of the members of the Regional Disaster Management Agency Task Force operate by failing to reach performance objectives because they are not made properly and receive little attention from management, which contributes to their missed performance.

Literature Review

Work Competence

One of the crucial elements people need in order for the execution of work obligations to go well is competence. Sutrisno, (2022) defines competence as the capacity to do tasks and work in the workplace by using knowledge and skills that are backed by work attitudes and adhere to established job criteria. Competence is better described by Spencer & Spencer in (Triastuti, 2019) as a fundamental quality of an individual that is connected to the efficiency of his work. According to Murgianto et al., (2016) competence is comprised of certain essential behaviors required to fulfill a specific function and provide acceptable results or performances.

The following metrics were used in this study to assess the degree of competence held by employees, specifically 12 electromedical personnel working in hospitals, in accordance with the indicators adopted by Spencer & Spencer

in (Triastuti, 2019): 1.Success or proactive actions An individual's motivation or inclination to go above and beyond what is asked of them in the job has an impact on how well they perform. 2. The core of service or social consciousness is a sincere comprehension of others' needs, goals, and interests, including those of those who are to be served.

Compensation

While Rohayati, (2022) defines compensation as a form of reciprocal services given to employees as a form of appreciation for their work and contributions to the organization, Rahayu & Juhaeti, (2022) defines compensation as all income in the form of money, direct or indirect goods received by employees in exchange for services provided to the company The following variables influence the amount of remuneration: living expenses, compensation levels at other firms, and the company's level of ability. Work kind and responsibility level, relevant laws and rules, and trade union role.

Work Commitment

Skilled individuals with a strong commitment to shaping the organization's direction are constantly needed in organizations. It will be simpler to accomplish the desired goals or objectives if the company has the support of devoted individuals who are highly committed to completing their jobs. This will increase the organization's effectiveness and success. The dedication of the individuals inside an institution or organization determines its effectiveness in accomplishing its objectives. against the clock, the job, and the relevant regulations.

An individual's attitude or conduct toward an organization in the form of loyalty and the accomplishment of the organization's vision, purpose, and goals is known as organizational commitment. Organizational commitment is a psychological construct that describes how members of an organization relate to their organizations. It has implications for individual decisions about whether or not to remain members of the organization, according to Meyer and Allen in Frinanda & Husniati, (2021)

Organizational commitment, according to Frinanda & Husniati, (2021) is defined as an employee's attitude of loyalty to the organization by remaining there, assisting in the achievement of organizational goals, and not wanting to leave for whatever reason. According to (Hidayati et al., 2021) work commitment is the sense of identity, loyalty, and participation that an employee has for the company or organizational unit. Three attitudes are involved in being committed to an organization: (1) identification with the organization's mission; (2) participation in organizational activities; and (3) allegiance to the organization. Work commitment is influenced by how individuals of the organization are defined for their work and how they perform their responsibilities there.

Performance

One of the most significant contributions to enhancing the work culture is performance assessment. Should the performance fall short of the expectations, the evaluation offers a chance to examine staff development and create a plan for improving the job. A key component of an organization's long-term success, according to Pusparani, (2021) is its capacity to gauge employee performance and use the results to make sure implementation satisfies current requirements and advances with time. Performance reviews are a helpful technique for developing a work culture among workers in addition to assessing individuals' work. It is highly difficult to gauge someone's performance in a job since, especially in administrative roles, the work is sometimes so complicated that a precise output measurement is impossible to achieve.

Employee contributions to the organization, including the volume, caliber, and length of work attendance, as well as a cooperative attitude, all have an impact on how well employees perform Tamsyiatissanusiyah et al., (2022) because poor performance may be attributed to workers who fail to complete assigned tasks, frequently depart during business hours, and carry out primary responsibilities and functional activities in a way that does not align with organizational standards.

Methods

In a study, the population and sample are crucial and have a major influence (Siregar, 2019). The population as a whole is the study subject that accurately depicts the findings. The population, according to (Sudjana, 2021), is the total number of persons or objects with the same attributes or features that are employed as data sources in a research. As a result, all 50 Officers of the Bencan Mitigation Agency's Implementing Unit in Padang City made up the research population.

Path analysis is a technique used in data processing. to look at the pattern of connections between variables and determine the direct or indirect impact of the set of independent (exogenous) factors on the dependent variable (endogenous). (Siregar, 2019)). The accompanying diagram picture utilized in this study illustrates the application of the path analysis methodology, a method that examines the direct and indirect influences (effects) of hypothetical variables as a result of the effect of therapy on these factors.

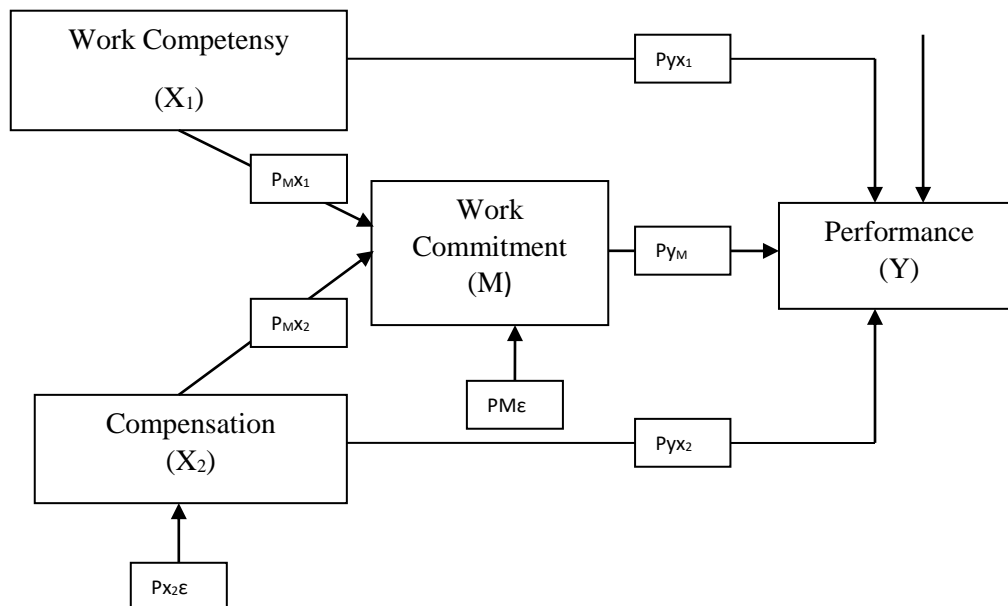


Figure 1 Path Analysis

Results And Discussion

Results

A Line I Model

In this study, the purpose of multiple linear regression analysis was to ascertain if the independent variable had any impact at all on the

dependent variable. IBM SPSS ver. 24.0 was utilized for the statistical computation of the multiple linear regression analysis in this study. The following tables present a summary of the data processing results:

Table 1. Test Results Synopsis An Examination of How Work Competency and Pay Affect Performance

Dependent Variabel	Independent Variabel	Beta	Significance
Performance (Y)	Work Competency (X ₁)	0,213	0,034
	Compensation (X ₂)	0,762	0,000
	F	205,397	0,000
	R ²		0,899

Data Source: Results of Data Processing

The Work Competency variable (X₁) has a significance value of 0.034 < 0.05. This indicates that Performance (Y) is significantly impacted by Work Competency (X₁). However, the variable Compensation (X₂) = 0.000 > 0.05 indicates that Performance (Y) is significantly impacted by Compensation (X₂). The Model Summary table's R² (R Square) value is 0.899, indicating that variables X₁ and X₂ account for 89.9% of the variance in Y, with additional factors not included in the research accounting for the remaining

10.1%. Additionally, e1 was determined using $e1 = \sqrt{(1 - 0.899)} = \sqrt{(0.101)} = 3.1780$ from the value of R² (R Square).

The structural equation is derived using the previously mentioned results, specifically:

$$Y = 0,213 X_1 + 0,762.X_2 + 3,1780$$

From the data processing above, the Model I Path Diagram can be obtained, as follows:

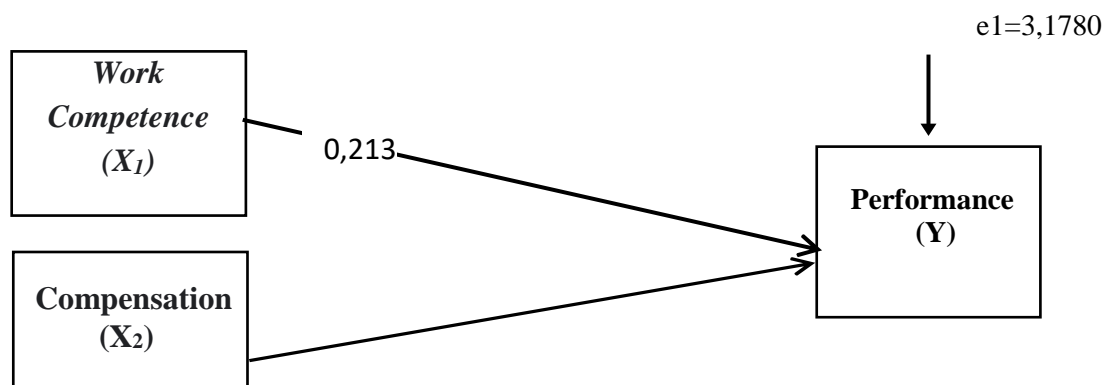


Figure 2. Model I – Path Analysis

B. Line II Model

In this study, the purpose of multiple linear regression analysis was to ascertain if the

independent variable had any impact at all on the dependent variable. as a result:

Table 2: Test Results Synopsis An Examination of How Work Competency and Pay Affect Work Commitment

Intervening Variables	Independent Variabel	Beta	Signifikan si
Work Commitment (M)	<i>Work Competence (X₁)</i>	0,637	0,000
	<i>Compensation (X₂)</i>	0,408	0,000
	F	169,770	0,000
	R ²		0,881

Data Source: Results of Data Processing

Work Competency (X₁) has a substantial impact on Work Commitment (M), as indicated by the significance value of 0.000 < 0.05 for the Work Competency variable (X₁) in the above table. On the other hand, the variable Compensation (X₂) has a substantial impact on Work Commitment (M), as indicated by the significance value of 0.000 < 0.05. However, the Model Summary table's R² (R Square) value of 0.881 indicates that variables X₁ and X₂ contributed 88.1% of M, with additional factors not included in the research accounting for the remaining 11.9%.

And using the formula $e2 = \sqrt{(1-0.881)} = 3.4496$, one may calculate e2 from the value of R²

(R Square). The structural equation is derived using the previously mentioned results, specifically:

$$Y = 0,637X_1 + 0,408 X_2 + 3,4496$$

In addition, future research will continue to employ multiple linear regression analysis to derive the coefficient of model route two, with the goal of ascertaining the presence or absence of an impact of the intervening variable Work Commitment (M) on the dependent variable Performance (Y). It is shown in the following table:

Table 3: Test Results Synopsis Examination of the Impact Of Work Commitment On Outcomes

Dependent Variabel	Variabel Intervening	Be ta	Significance
Performance (Y)	Work Commitment (M)	0,895	0,000
	F	393,157	0,000
	R ²		0,893

Data Source: Results of Data Processing

Additionally, the variable Work Commitment (M) has a substantial impact on Performance (Y) with a value of $0.000 < 0.05$. Additionally, the Model Summary table's R^2 (R Square) value is 0.893, indicating that 89.3% of the variance in the performance variable (Y) comes from the intervening variable of work commitment (M), with the remaining 10.7%

coming from variables not included in the study. And using the formula $e2 = \sqrt{(1 - 0.893)} = 3.2710$, one may calculate e2 from the value of R^2 (R Square).

The structural equation is derived using the previously mentioned results, specifically:

$$Y = 0,895 M + 3,2710$$

The Model II Path Diagram may be obtained as follows from the data processing above:

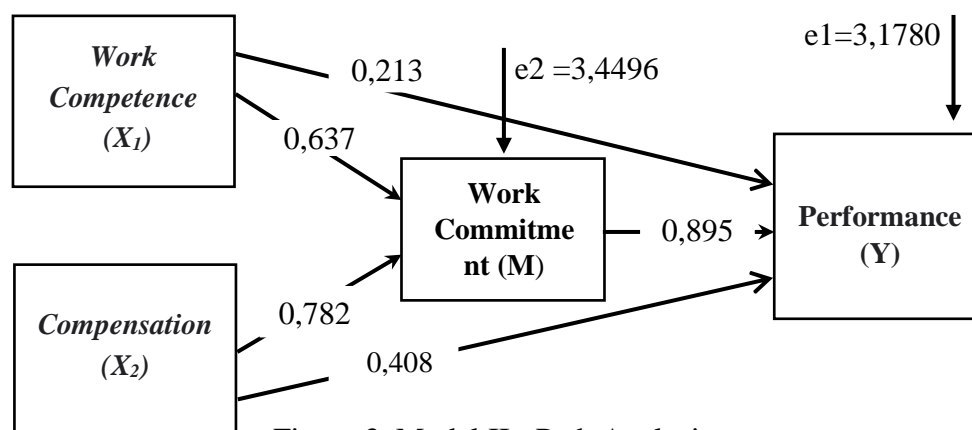


Figure 3. Model II - Path Analysis

Determination Coefficient

The value of R Square, which is shown in the table below, may be used to determine the size of the coefficient of determination:

Table 4. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.972 ^a	.945	.941	.15836

Data Source: Results of Data Processing

Outcomes According to table 4 above, 94.5% is the determination efficiency (R^2) value of 0.945. This indicates that 94.5% of performance is influenced by work competency, compensation, and work commitment. The remaining $100\% - 94.5\% = 5.5\%$ is affected by factors not included in this regression model, commonly known as mistake (e).

Evaluation of Direct and Indirect Effects

Examining the direct link between work competency and compensation to performance as well as the relationship between work commitment and performance and compensation to work competency is the goal of the stage 1 pathway analysis that follows. Additionally, the testing of the second stage path analysis, which looks at the link between indirect work commitment, acts as a moderator to increase or decrease the impact of the compensation and work competence relationship on performance.

Table 5. Recap Of The Findings From The Investigation Into How Work Commitment Affects The Link Between Job Competence, Pay, And Performance As Intervening

Dependent Variable	Variable	The Significance and Regression Coefficient			
		Tahap 1		Tahap 2	
	Independent Variable	B	Sig	B	Sig
Performance (Y)	Work Competence (X ₁)	0,213	0,034	0,160	0,099
	Compensation (X ₂)	0,782	0,000	0,523	0,000
	Intervening Variables	-	-	0,586	0,000
	Work Commitment (M)				
	R ²		0,899		0,945
	R ² Changes			0,046	

Data Source: Results of Data Processing

Table 5 shows that, with a magnitude of 0.213 for the regression coefficient and a significance level of $0.034 < 0.050$, the Work Competency dimension (X₁) has a substantial impact on Performance in stage 1. This indicates that Performance is significantly impacted by Work Competence (X₁). Similarly, Compensation (X₂), the second independent variable, with a regression coefficient of 0.782 and a significance level of $0.000 < 0.05$, demonstrates that Performance is significantly impacted by Compensation (X₂). Additionally, the R² number of 0.899, or 89.9%, may be used to demonstrate how the independent variable affects the dependent variable.

The magnitude of the Work Competency regression coefficient is 0.160, and the significance level is $0.099 > 0.050$, indicating that in the second stage, the Work Competency dimension (X₁) has a substantial impact on Work Commitment. Likewise, Compensation (X₂), the second independent variable, with a regression coefficient of 0.523 and a significance level of 0.000. This indicates that Work Commitment is significantly impacted by Compensation (X₂). Additionally, it can be explained that, with a regression coefficient value of 0.586 and a significance level of 0.000, the impact of the mediating variable of work commitment on

performance is shown here.

based on the importance of the correlation between work competence and compensation in relation to performance. When the test of the relationship between work competence and work commitment to performance was conducted in the second stage with the variable mediation of work commitment included, the R² value of 0.899 or 89.9% explained the effect. Based on the results of the two influences discussed here, it was determined that the work commitment variable intervened in the relationship between work competence and compensation for performance and that there was an increase in From 89.9% to 94.5%, or a 4.6% gain in influence, stage 1 was responsible.

But there is also an indirect link between job competence and remuneration and performance; that is, compensation drives work commitments, which in turn drives performance. Based on the aforementioned variable analysis, the Work Competency variable (X₁) had a direct influence of 0.213 on Performance (Y). The indirect influence of X₁ through M on Y was calculated by multiplying the beta value of X₁ on M by the beta value on Y, resulting in $= 0.637 \times 0.895 = 0.5701$. Work Competency (X₁) has a total impact of $= 0.213 + 0.5701 = 0.7831$ on Performance (Y).

The computation's findings indicate that the value of indirect influence is 0.5701 and the

value of direct influence is 0.213, indicating that the value of indirect influence is higher than the value of direct influence ($0.5701 > 0.213$). These findings demonstrate that work commitment (m), which in turn influences work competency (x_1), has a major indirect impact on performance (y). Thus, work commitment acts as a mediator between work competence and officers' performance in the Padang City Disaster Management Agency's implementing unit.

Additionally, 0.408 was the direct influence that compensation (x_2) had on performance (y) when it came from work commitment (m) to performance (y). On the other hand, the multiplication of the beta values of x_2 against m and m against y , which is $= 0.782 \times 0.895 = 0.69989$, represents the indirect impact that x_2 through m has on y . The overall impact that compensation (x_2) has on performance (y) is therefore equal to $0.408 + 0.69989 = 1.1078$.

The value of indirect influence is more than the value of direct impact, as indicated by the calculation's findings, which yielded the values of 0.408 for direct influence and 0.69989 for indirect influence. These findings demonstrate that work commitment (m) and indirect compensation (x_2) have a major impact on performance (y). According to officers of the Padang City Disaster Management Agency's implementing unit, work commitment has an indirect impact on compensation and performance.

Discussion

This section discusses the direct and indirect effects of each variable—Work Competency (X_1), Compensation (X_2), and Work Commitment (M)—on the performance level of officers in the Padang City Regional Disaster Management Agency's Implementing Unit.

Work Competency's Impact on Performance

The results of statistical analysis using multiple regression show that the first two independent variables Work Competence have a significant influence on the level of Employee Performance, which is consistent with the hypothesis that has been developed that Work Competence has a significant effect on Officer Performance. The study's findings show that work competency plays a significant role in

describing each officer's performance level in the Padang City Disaster Management Agency's Implementing Unit. The findings of this study are pertinent to the research that was done, which found that employee performance and remuneration have a substantial relationship (Frinanda & Husniati, 2021) (Y) demonstration. The finding that the R square (R^2) value is 0.673, or 67.3%, serves as support for this.

Compensation's Impact on Performance

According to the study's findings, compensation significantly impacted officer performance, which in turn demonstrated that compensation significantly impacted employee performance. The study's findings show that pay has a significant role in explaining each officer in the Padang City Disaster Management Agency's Implementing Unit's performance level. The study's findings are consistent with (Rinny et al., 2022), which demonstrates that performance is significantly impacted by salary, career advancement, and work happiness all at the same time. Performance remains unaffected by partial compensation. Performance is positively and significantly impacted by job advancement.

The findings of this study are consistent with research by Gunawan (2019) that used SEM analysis to demonstrate that job satisfaction has a significant positive impact on employee performance, job satisfaction has a significant positive impact on employee performance, competence has a significant impact on employee performance through job satisfaction, and organizational commitment has no significant impact on employee performance. Comparably, the results of this study .Rahayu & Juhaeti, (2022), demonstrate that employees' performance is positively and significantly impacted by partial compensation, and that employees' performance is positively and significantly impacted by the work environment. Additionally, workers in PT. Aisan Nasmoco Industries' production department perform favorably and significantly when both compensation and the work environment are present at the same time. The work environment and remuneration accounted for 57.9% of the performance difference; additional factors not

covered in this study affected the remaining 42.1%.

Work Commitment and Work Competence's Relationship

According to the results of studies that have been conducted, work competencies have a major impact on work commitment. The study's findings show that work competency plays a significant role in explaining each officer in the Padang City Disaster Management Agency's Implementing Unit's degree of work commitment. The study or research by .(Rumawas, 2020) in the form of a journal article titled *The Influence of Competence and Communication on the Organizational Commitment of Non-Civil Servants of the Denpasar City Cultural Office* is pertinent to the findings of this investigation.

Similar to this, study (Puspayoga & Suartina, 2023) demonstrates that communication and partial competence have a favorable and noteworthy impact on the Denpasar City Cultural Office's organizational commitment. The dedication of non-civil servant organizations inside the Denpasar City Cultural Office is positively and significantly impacted by competence and communication at the same time. Adjusting employees' knowledge to match their roles and responsibilities, prioritizing focused, understandable, and easy communication, and requiring the Denpasar City Cultural Office to pay salaries in line with the Denpasar City UMR are some suggestions that could be made.

Compensation's Impact on Work Commitment

According to statistical research, compensation has a considerable impact on the degree of work commitment, which is consistent with the theory that it has a large impact on officers' work commitment. The study's findings show that pay plays a significant role in describing the work competence of every officer in the Padang City Disaster Management Agency's Implementing Unit.

The study or research is significant to the findings of this research.(Bagus & Surya, 2017) In his book titled *"The Effect of Compensation on*

Organizational Commitment and Turnover Intention in Agent Pru Megas" . Path analysis, which is conducted using SPSS software, is the data analysis approach employed in this study. The study's findings demonstrate that while organizational commitment has a negative impact on turnover intention, remuneration has a favorable influence on it. remuneration also has a negative impact on turnover intention.

Work Competence and Compensation's Impact on Performance

The results of statistical analysis using multiple regression show that the two independent variables, namely Work Competence and Compensation, have a significant influence on the level of Performance, which is consistent with the hypothesis that has been developed that Work Competence and Compensation have a significant effect on the Performance of Officers of the Padang City Disaster Management Agency. The study's findings suggest that pay and job competency have a significant role in determining each officer's performance level.

The findings of this study are pertinent to the research published in the journal *"Compensation, Competence, Organizational Commitment and Its Effect on Employee Performance: Job Satisfaction as Intervening"* by (Gunawan & Gunawan, 2019). This study discovered that competence has a direct, positive, and significant impact on job satisfaction; competency has a significant impact on employee performance through job satisfaction; compensation has a direct, positive, and significant impact on employee performance; job satisfaction has a significant positive impact on employee performance; and organizational commitment has no major effects on employee performance.

Conclusions

The conclusion of the results of this study shows that, the performance of officers in the Disaster Management Agency, implementing Unit is significantly impacted by work competency, the performance of Disaster Management Agency Implementing Unit Officers is significantly

impacted by compensation, disaster Management Agency Implementing Unit Officers' work commitment is significantly impacted by their level of work competency, officers of the Disaster Management Agency Implementing Units' work commitment is significantly impacted by compensation, officers in the Disaster Management Agency Implementing Unit perform much better when they are committed to their work, the performance of officers in the Padang City Regional Disaster Management Agency's Implementing Unit is influenced by work commitment, an intervening variable, and officers of the Padang City Regional Disaster Management Agency's Implementing Unit's Compensation and Performance are influenced by Work Commitment, an intervening variable.

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