

The Role Of Employee Achievement: Work Ability And Motivation

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ABSTRACT

The purpose of the study was to determine the effect of ability and motivation on employee performance at PT. Kimia Farma (Persero) Tbk Medan Red Cross Branch. The sample in this study were 40 respondents who were employees of PT. Kimia Farma (Persero) Tbk Medan Red Cross Branch. The results of this study were collected through a questionnaire which was processed and analyzed using Multiple Regression. The sampling method in this study used the saturated sampling method. The data quality test used is a validity test using Corrected Item Total and a reliability test using Cronbach Alpha. To test the hypothesis in this study. The data analysis technique in this study is the classical assumption test, multiple linear regression test, hypothesis testing consisting of t test, and F test and perform a determination test. That there is a positive effect of the ability variable on the employee's work performance variable, there is a positive influence of the motivational variable on the employee's work performance variable for ability and motivation to have a significant influence on the work performance of PT Kimia Farma (Persero) Tbk Medan Red Cross Branch.

Keywords : Ability, Motivation and Work Achievement

INTRODUCTION

Human resources are one of the most important elements in a company. Without the role of employees, even though the necessary factors are available, the company will not run, humans are the movers and determinants of the path of an organization. Work performance is a common problem in every work unit, especially related to the workforce in the production process itself. Every company expects that all employees can be involved in every existing organizational activity. So that employees can provide good and maximum work performance to realize the goals that have been set by the company previously. The company is an organization consisting of a group of people who work to achieve a goal. Employees are the main element in every activity carried out, employees must be able to do their job as well as possible so that they will be judged good for the company. If the company feels that employees have good work performance, there is a great opportunity for employees to get rewarded for what they do. Good work performance will help the company's success in achieving its goals.

The importance of the role of human resources in achieving company goals must also be balanced with the capabilities possessed by human resources, so that human resources can do the job and produce the right results, employees need to be equipped with abilities and expertise in accordance with the field they work in. Motivation needs to be implemented in an organization, where all activities and tasks if based on high motivation then work performance will also increase. With the development of a company and the increasingly high technology used by the company, causing frequent changes and increasing the breadth of work, so employees feel that they need to be motivated so that they can work well, besides that it is necessary to improve employee work skills so that company goals are achieved. Because the ability and motivation are considered to affect the implementation of activities in a company.

Therefore, managers and company leaders must give considerable attention. This will certainly be able to encourage increased employee performance so that the goals that have been set can be achieved.

According to Samsudin (2010, p. 162), work performance is the appearance of the work of HR in an organization. Work performance can be an individual performance or an HR working group. The appearance of work results is not limited to employees who claim to be functional or structural positions, but also to the entire line of HR in an organization or company. There are many factors that affect work performance, one of which is ability. According to Wibowo (2010, p. 86) ability is to carry out or perform a job or task based on skills and knowledge and supported by the work attitude required by the job.

In addition to the ability of factors that affect work performance is motivation. According to Samsudin (2010, p. 281), motivation is the process of influencing or pushing from the outside on someone or their work group who wants to carry out something that has been determined. Motivation or drive is intended as a natural urge to satisfy and sustain life. If the employee has a strong drive from within or from outside, the employee will be motivated to do something well. In the end, encouragement both from within and from outside one's self will result in good work performance, on the contrary if employees are not encouraged to do work, the results will decrease the employee's own work performance.

LITERATURE REVIEW

Performance

Work performance is the result of work that can be achieved by a person or group in an organization, in accordance with their respective authorities and responsibilities in an effort to achieve the goals of the organization concerned legally, not violating the law and in accordance with norms and ethics. According to Hasibuan in Mila Badriyah (2015), work performance is the result of work achieved by a person in carrying out the tasks assigned to him, which are based on skills, experience, and sincerity and time. Meanwhile, according to Yusuf (2015, p. 210) says work performance is the result of the work of human resources in an organization. Work performance can be an individual performance or a work group of SDM. The appearance of work results is not limited to employees who hold functional and structural positions, but also to the entire line of human resources in an organization or company.

According to Samsudin (2010, p. 162), work performance is the appearance of the work of HR in an organization. Work performance can be an individual performance or an HR working group. The appearance of work results is not limited to employees who claim to be functional or structural positions, but also to the entire line of HR in an organization or company. According to Cooper in Samsudin (2010, p. 159) work performance is the level of task execution that can be achieved by a person, unit, or division by using existing capabilities and established boundaries to achieve organizational/company goals. Based on the above opinion, it can be concluded that work performance is the result achieved by a person in carrying out the tasks assigned to him.

Many factors affect work performance. Work performance factors according to Heidrahman and Suad Husnan in mila badriyah (2015, p. 136) work performance factors are as follows:

1. Working quantity
The amount of work in accordance with the available working time. Here, what needs to be considered is not routine results, but how quickly the work can be completed.
2. Work quality
Quality of work based on the standards set. Usually measured through accuracy, thoroughness, skill, and cleanliness of the work.
3. Reliability
Ability to fulfill or follow instructions, initiative, craft, and cooperation.
4. Initiative
Ability to recognize problems and take corrective action, provide suggestions for improvement, and accept responsibility for solving.

5. Craft
Willingness to perform tasks without coercion and routine.
6. Attitude
Employee behavior towards the company, boss, or co-workers.
7. Presence
The presence of employees at work to work in accordance with the time/work hours that have been determined.
Work performance indicators according to Mangkunegara (2013, p. 67) are:
 1. Quality of work (Quality), is showing the work achieved in terms of accuracy, thoroughness, and skills.
 2. Quantity of work (Quantity), shows the results of work achieved in terms of output or results of routine tasks and speed in completing the task itself.
 3. Cooperation (cooperation), states the ability of employees to participate and cooperate with others in completing tasks.
 4. Responsibility, states how much employees accept and carry out their work.
 5. Initiative, which is enthusiastic in completing tasks, and the ability to make good decisions without any prior direction.

Communication

Ability is something that affects the quality of an individual to do work with optimal results.

A person's ability is determined by the qualifications he has, including knowledge, skills, and expertise. For more details, here are some opinions of experts about the definition of ability. According to Wibowo (2010, p. 86) ability is to carry out or perform a job or task based on skills and knowledge and supported by the work attitude required by the job. According to Robbins (2003, p. 40) in Wibowo, ability is an individual's capacity to do various tasks in a job. Ability is an up-to-date assessment of what a person does. Meanwhile, according to Robbins, Greenberg and Baron (2003, p. 100) in Wibowo (2014, p. 93) provides an understanding of ability as mental and physical capacity to realize various tasks. According to Soelaiman (2007, p. 112) ability is an inborn or learned trait that allows a person to complete his work, either mentally or physically.

According to Colquitt, Lepine, and Wesson (2011, p. 33) ability is showing the relatively stable capabilities of people to realize certain different but related ranges of activities. According to Robbins (2008, p. 57) Ability is the capacity of an individual to do various tasks in a job. Furthermore, the totality of the abilities of an individual is essentially composed of two factors, namely intellectual abilities and physical abilities. Based on the opinion above, it can be concluded that ability has a more comprehensive scope, namely knowledge that can be utilized in certain tasks or jobs and skills. According to Robbins (2009, pp. 46-48) individual abilities are essentially composed of factors, namely:

1. Intellectual ability
2. Physical abilities and
3. Emotional (mental) abilities.

The explanation of the ability of an individual is:

1. Intellectual ability

Intellectual ability is the ability needed to run mentally, IQ tests for example are designed to confirm a person's intellectual ability. The seven most frequently cited dimensions that make up intellectual abilities are numeracy skills, verbal comprehension, perceptual speed, inductive reasoning, deductive reasoning, spatial visualization and memory.

Jobs differ in their demands for incumbents to use their intellect. Generally speaking, the more

information processing demands on a job, the more general intelligence and verbal skills are required to be able to do the job successfully. Of course, a high IQ is not a prerequisite for all jobs. Indeed for many jobs, where employee behavior is very and no or few opportunities to exercise discretion, a high IQ may not have anything to do with job performance.

2. Physical ability

While intellectual abilities play a greater role in complex jobs, which require information processing requirements. Specific physical abilities are important for performing less demanding jobs with more standardized skills successfully. For example, a job whose success demands stamina, dexterity of the hands, strength of the legs, or similar talents requires management to recognize the physical capabilities of an employee.

3. Emotional ability

A person's emotional capacity is more or less perceptual. Strong emotions, such as intense hatred for an organization's rules, can cause the person to dislike most organizational policies and regulations. Determining one's abilities is very difficult. However, managers need to pay attention to what problems or practices are driving subordinates' strong emotions. Emotional intelligence requires ownership of feelings, to learn to recognize, respect feelings in self and others and respond to them appropriately, to apply emotional energy effectively in everyday life.

According to Samsudin (2010, p. 281), motivation is the process of influencing or pushing from the outside on someone or their work group who wants to carry out something that has been determined. Motivation or drive is intended as a natural urge to satisfy and sustain life. According to Liang Gie in Samsudin (2010, p. 281) motivation is the work done by managers in providing inspiration, enthusiasm and encouragement to others, in this case employees to take certain actions. Giving this encouragement aims to activate people or employees so that they are enthusiastic and can achieve the results desired by these people.

Meanwhile, according to Robbins (2014, p. 222) motivation is a process that explains the intensity, direction, and persistence of an individual to achieve his goals. According to Hasibuan in Sutrisno (2009, p. 110) motivation is a stimulant of desire and a driving force of one's willingness to work, because each motivation has a specific goal to be achieved. According to Robert Heller in Wibowo (2015, pp. 109-110) states motivation is the desire to act. Everyone can be motivated by different forces. At work, we need to influence subordinates to align their motivation with the needs of the organization. Rivai in Sutrisno (2014, p. 276) states that motivation is a set of attitudes and values that influence individuals to achieve specific things that are in accordance with individual goals. These attitudes and values are invisible which provide the power to encourage individuals to behave towards goals.

Several factors that influence motivation according to Samsudin (2010, p. 282) include superiors, colleagues, physical facilities, policies, regulations, remuneration for services or money and non-monetary, type of work, and challenges. According to Saydan in Kadarisman (2014, p. 296) the factors that influence motivation are:

1. Internal factors contained in the employees themselves. among others: personal maturity, education level, personal desires and expectations, needs, fatigue and boredom, and job satisfaction.
2. External factors that come from outside the employee. Among other things: workplace, facilities and work aids, cleanliness, lighting, tranquility, including working relationships between people in the workplace.

According to Newstrom in Wibowo (2015, p. 110) suggests that as an indicator of motivation are:

1. Engagement is an employee's promise to show the level of enthusiasm, initiative, and effort to continue.
2. Commitment (commitment) is a level where workers bind to the organization and demonstrate

organizational citizenship actions.

3. Satisfaction (satisfaction) is a reflection of the fulfillment of psychological contracts and meet expectations at work.
4. Turn over is the loss of a valued worker.

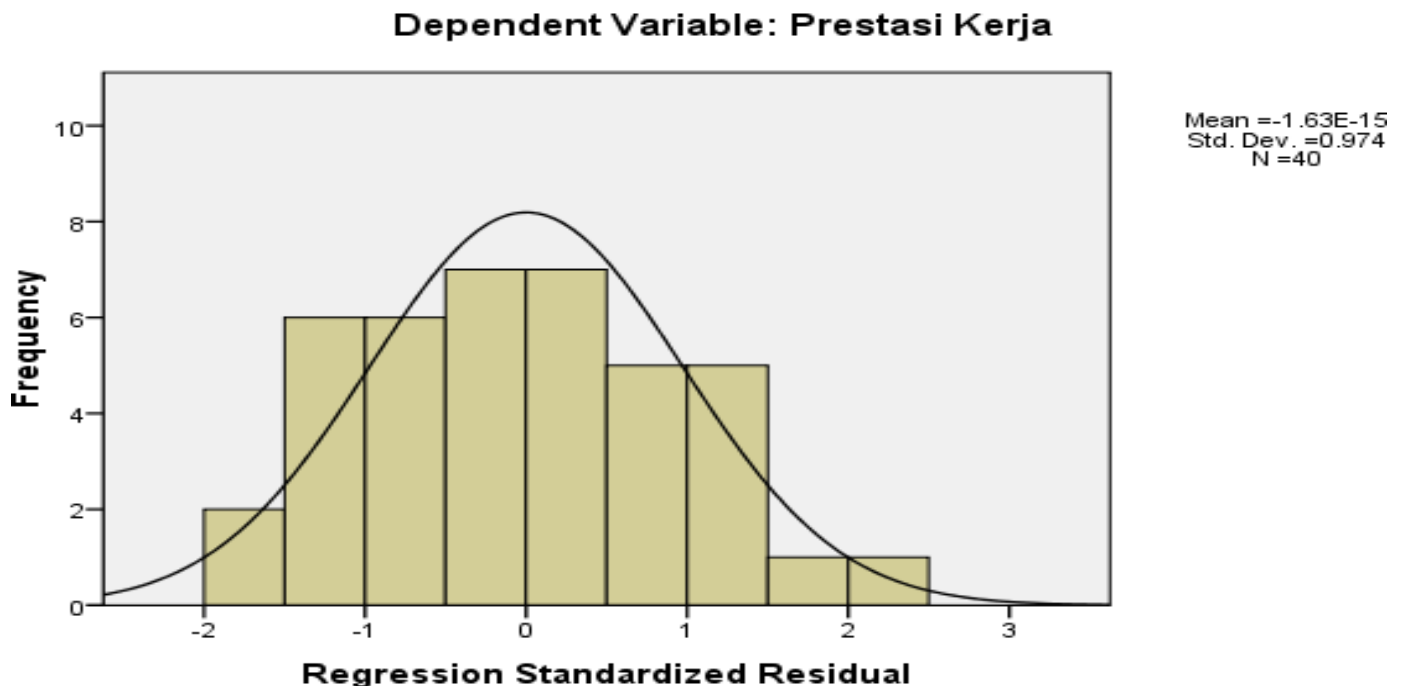
METHODS

Population is a combination of all elements in the form of events, things or people who have similar characteristics that become the center of attention of a researcher because it is seen as a research universe (Ferdinand, 2006 p. 223). The population in this study were employees of PT. Kimia Farma (Persero) Tbk Medan Red Cross Branch, totaling 40 permanent employees. . The sampling method in this study used the saturated sampling method. If in determining the number of samples studied the subject is less than 100 (one hundred), the researcher will use the entire population, namely all employees of PT. Kimia Farma (Persero) Tbk Medan Red Cross Branch, totaling 40 employees. The data analysis technique in this study is the classical assumption test, multiple linear regression test, hypothesis testing consisting of t test,

RESEARCH RESULTS AND DISCUSSION

Picture. 1 Graph Histogram

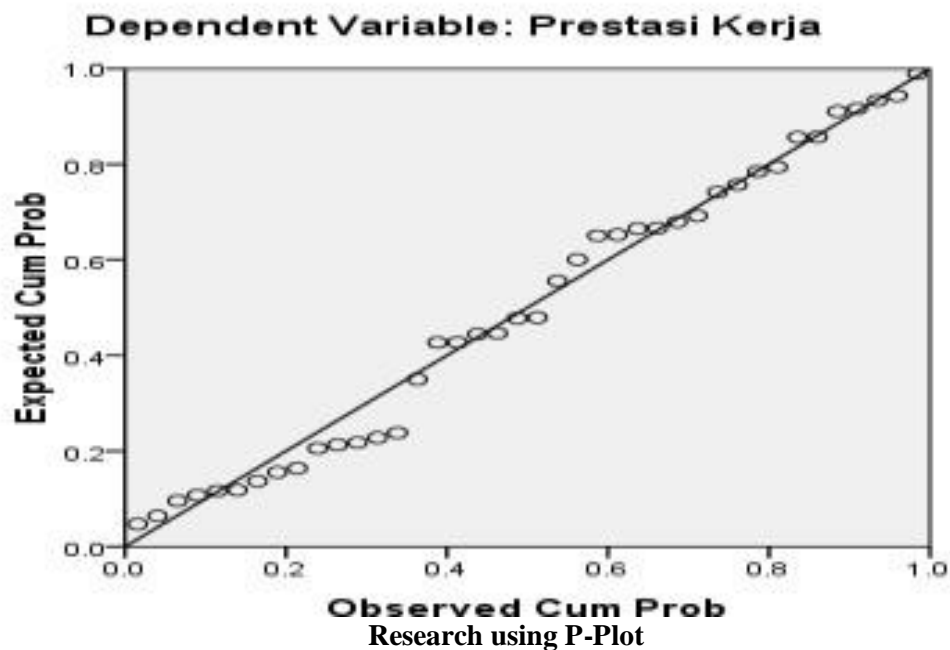
Histogram



Based on the image display. 1 above, it can be seen that the histogram graph shows a good picture of the data pattern. The dependent curve and regression standardized residual form a bell-like image and follow the direction of the diagonal line so that it meets the assumption of normality.

Picture. 2

Normal P-P Plot of Regression Standardized Residual



Based on pictures. From the normal probability plot above, it can be seen that the data depiction shows a good pattern and the data spreads around the diagonal line and follows the direction of the diagonal line, then the normal probability plot graph is normally distributed.

Multicollinearity Test

One of the assumptions of the linear regression model is that there is no perfect correlation or imperfect correlation but it is very high in the independent variables. The multicollinearity test measures the level of closeness of the association level (closeness) of the relationship or influence between independent variables through the magnitude of the correlation coefficient. Multicollinearity can be known by looking at the tolerance value (a) and Variance Inflation Factor (VIF). The independent variable has multicollinearity if a count $< a$ and VIF count $> VIF$. The independent variable does not experience multicollinearity if a count $> a$ and VIF count is more than VIF. The cutoff value commonly used to indicate the presence of multicollinearity is the tolerance value < 0.10 or equal to VIF value > 10 . The results of the multicollinearity test using the SPSS 23 program are as follows:

Table. 1 Multicollinearity Test Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
1 (Constant)	10,993	9,589			
Ability	,329	,133	,297	,995	1.005
Motivation	,447	0.090	,598	,995	1.005

a, Dependent Variable: Work Performance

Based on table 1 above, it can be seen that the Ability Grant (X1) with a tolerance value of 0.995 is greater than 0.10 and a VIF value of 1.005 is smaller than

10. Motivation (X2) with a tolerance value of 0.995 is greater than 0.10 and a VIF value of 1.005 is smaller than 10. Because the tolerance value obtained for each variable is greater than 0.10 and the VIF value obtained for each variable is more smaller than 10, then it means that the variable data giving ability and motivation is free from the presence of multicollinearity symptoms.

Heteroscedasticity Test

The heteroscedasticity test tests the variance of the residuals from one observation to another observation. If the residuals have the same variance, it is called homoscedasticity, and if the variances are not the same or different, it is called heteroscedasticity.

The results of the heteroscedasticity test analysis using a scatterplot graph are shown in the following figure:

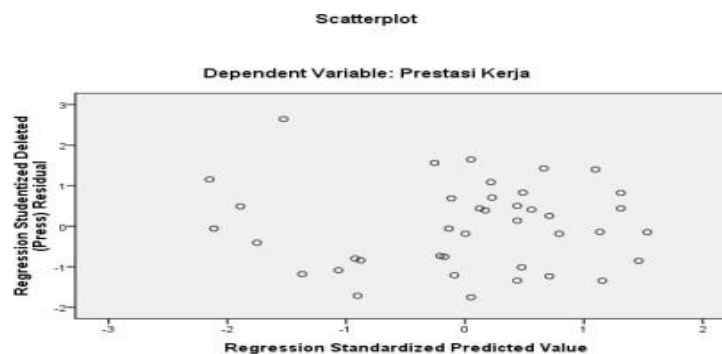


Fig.3

Heteroscedasticity Test

In Figure 3. the scatterplot graph, it can be seen that the results of the scatterplot graph show that the data is randomly distributed and does not form a certain pattern. The data is spread both above and below the number 0 on the Y axis. This indicates that there is no heteroscedasticity.

Research Hypothesis

Multiple Linear Regression

To determine the effect of the independent variable giving the ability and motivation to the dependent variable, namely work performance, it is necessary to do a t test. Partial testing can be seen from the t test, if the probability value is <0.05 , H_0 is rejected, which means there is a significant effect. Partial test results can be seen in the following table:

**Table.2 t test
Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	sig,
	B	Std. Error	Beta		
1 (Constant)	10,993	9,589		1,146	,259
Ability	,329	,133	,297	2,470	0.018
Motivation	,447	0.090	,598	4,977	,000

a, Dependent Variable: Work Performance

Based on the results of the partial test for the variable giving ability, it was obtained tcount (2.470) $>$ ttable (1.68) with a significance value of $0.018 < 0.05$, then H_0 was rejected and H_a was accepted. This shows that partially that there is a significant effect of giving the ability to work performance of employees. Based on the results of the partial test for the motivation variable, it was obtained tcount (4.997) $>$ ttable (1.68) with a significance value of $0.000 < 0.05$, then H_0 was rejected and H_a was accepted. This shows that partially that there is a significant influence of motivation on employee performance.

Partial Test (t test)

Simultaneous test was used to determine the effect of the independent variables giving the ability and motivation to the dependent variable of work performance together. Based on testing with SPSS version 16, the ANOVA output is obtained in the following table:

**Table. 3 Test F Uji
ANOVA^b**

Model	Sum of Squares	df	Mean Square	F	sig,
1 Regression	250,509	2	125,254	16,348	,000 ^a
Residual	283,491	37	7,662		
Total	534,000	39			

a, Predictors: (Constant), Motivation, Ability b, Dependent Variable: Job Performance

From the ANOVA test or F test, the value of Fcount (16.348) $>$ Ftable (3.25) with a level of 0.000 significance. Because the significant probability is much less than 0.05 then H_0 is rejected and H_a is accepted. This shows that simultaneously which states that there is a significant effect of giving

ability and motivation together on employee performance.

F Uji test

To determine the magnitude of the contribution of ability and motivation to employee work performance simultaneously, it can be seen based on the Adjusted R Square value in the table as follows:

Table. 4 Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin - Watson
					R Square Change	F Change	df1	df2	Sig, F Change	
1	,685 ^a	,469	,440	2.76802	,469	16,348	2	37	,000	2,252

a, Predictors: (Constant), Motivation, Ability

b, Dependent Variable: Job Performance

Based on table 4 above, it can be seen that the Adjusted R Square value is 44.0% which means that there is a relationship between the provision of ability and motivation to employee performance, while the R Square is 0.469 or 46.9%, which means that the influence of ability and motivation on employee performance, while the remaining 53.1% are other variables not examined by this study, such as leadership, discipline, work environment and other variables.

Coefficient of Determination

Based on the results of research and discussion that have been found previously, there is a positive influence of the variable giving the ability to the employee's work performance variable, which is shown tcount (2.470) > ttable (1.68) with a significance value of 0.018

DISCUSSION

<0.05 this indicates that partially that there is a significant effect of giving the ability to work performance of employees. There is a positive effect of motivational variables on employee performance variables, which is indicated by tcount (4.997) > ttable (1.68) with a significance value of 0.000 <0.05, this shows that partially there is a significant influence of motivation on employee performance. Simultaneous testing shows that the variables of leadership and work environment on the work performance of PT. Kimia Farma (Persero) Tbk Medan Red Cross Branch.

With a value of Fcount (16.348) > Ftable (3.25) with a significance level of 0.000. With the value of the coefficient of determination obtained by R Square of 0.469 or 46.9%, which means the influence of ability and motivation on employee performance, while the remaining 53.1% are other variables not examined by this study, such as leadership, discipline, environment. work and other variables

The Effect of Communication on Employee Performance

There is a positive effect of the variable giving the ability to the variable of employee performance as indicated by tcount (2.470) > ttable (1.68) with a significance value of 0.018 <0.05. With a relationship like this, it means that the higher (giving ability) it will be higher (job performance). Then it was also obtained that the provision of ability had a significant effect on

employee performance. It can be summarized that the company's capabilities have been fair and appropriate to employees, have been adjusted to government regulations, regarding the provision of incentives in accordance with the workload of employees who often receive skills related to job completion. The existing capability provision system in the company has been running well and provides capabilities in the form of work incentives, bonuses/gratuities to employees who excel, so far the company has provided benefits for old age and the company always supervises the provision of abilities to its employees which are always given on time and never reduced by the company's management. One way of management to improve work performance, motivate and increase employee job satisfaction is through ability (Mathis and Jackson, 2000).

The Effect of Work Discipline on Employee Performance

In simple terms, ability is something that employees receive in return for their work. Ability in the form of finance is important for employees, because with this ability they can meet their needs directly, especially their physiological needs. However, of course, employees also hope that the abilities they receive are in accordance with the sacrifices that have been given in non-financial forms, which are also very important for employees, especially for their career development. There is a positive effect of motivational variables on employee performance variables, which is indicated by $t_{count} (4.997) > t_{table} (1.68)$ with a significance value of $0.000 < 0.05$. With a relationship like this, it means that the higher (motivation) the higher (job performance).

It can be summarized that the salary provided has met the basic needs for each employee in accordance with the work done. Every employee is always willing to give instructions to other fellow employees in accordance with work standards, the direction given by superiors in motivating employees to work better regarding working conditions in the office makes employees feel comfortable, safe and calm, makes employees feel at home to work and always strive to develop the knowledge and abilities possessed for the advancement of the company. The existence of progress or changes in work provides opportunities for higher career paths and rewards for each employee who excels.

Company management must know the work performance of their subordinates so that they can make the right decisions regarding their employees. Companies need to understand the factors that influence work motivation to be able to help improve employee performance. These factors need to be studied why there are employees who are diligent while on the other hand there are employees who are lazy and less enthusiastic. Leaders need to know the work performance of their employees so that they can treat their employees fairly in terms of promotions, salaries/wages, bonuses and so on.

By understanding the work performance of their subordinates, leaders can provide tasks that are in accordance with their abilities, and motivate employees so that their work performance can be improved. One way of management to improve work performance, one

one is through the provision of encouragement or motivation (Mathis and Jackson, 2000). If the formulation of the motivation policy is appropriate, both in terms of fairness and feasibility, employees will feel satisfied and motivated to carry out various activities related to company achievement, employees will themselves carry out their duties and responsibilities effectively and efficiently. On the other hand, if the sense of fairness and feasibility is not fulfilled, it will cause employees to complain, causing job dissatisfaction which then has an impact on the decline in morale which in turn causes employee performance to decline as well. The Effect of Giving Ability and Motivation With Employee Work Performance

Simultaneous testing shows that the variables of ability and motivation affect work performance at PT. Kimia Farma (Persero) Tbk Medan Red Cross Branch. With a value of $F_{count} (16.348) > F_{table} (3.23)$ with a significance level of 0.000. Furthermore, the value of Adjusted R Square is 44.0%,

which means that there is a relationship between giving ability and motivation to employee work performance, while for R Square it is 0.469 or 46.9%, which means the effect of giving ability and motivation on employee performance, while for the remaining 53.1% other variables not examined by this study, such as leadership, discipline, work environment and other variable

CONCLUSIONS AND SUGGESTIONS

Conclusion

Based on the results of research and discussion that have been found previously, there is a positive influence of the variable giving the ability to the employee's work performance variable, which is shown $t_{count} (2.470) > t_{table} (1.68)$ with a significance value of $0.018 < 0.05$ this indicates that partially that there is a significant effect of giving the ability to work performance of employees. There is a positive effect of motivational variables on employee performance variables, which is indicated by $t_{count} (4.997) > t_{table} (1.68)$ with a significance value of $0.000 < 0.05$, this shows that partially there is a significant influence of motivation on employee performance. Simultaneous testing shows that the variables of leadership and work environment on the work performance of PT. Kimia Farma (Persero) Tbk Medan Red Cross Branch.

With a value of $F_{count} (16.348) > F_{table} (3.25)$ with a significance level of 0.000. With the value of the coefficient of determination obtained by R Square of 0.469 or 46.9%, which means the influence of ability and motivation on employee performance, while the remaining 53.1% are other variables not examined by this study, such as leadership, discipline, environment. work and other variables.

Suggestion

Based on the results above, the authors can suggest that in improving work performance, companies can manage their human resource management or company employees by providing tasks and jobs in accordance with the abilities or expertise of these employees. Work motivation still needs to be improved with a more detailed explanation from the management to the non-permanent employees regarding the work performance that has been achieved so far. If each team work gets a description of this, then the description will become constructive criticism and suggestions for non-permanent employees, so that they are more motivated to maintain and improve their performance so far.

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