



The effect of training, work ability and organizational commitment on performance of uptd employees pondok high public health center

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ABSTRACT

This study aims to see the effect of (1) Training on the Performance of UPTD Public Health Center Pondok Tinggi Employees (2) Work Ability on Employee Performance UPTD Pondok Tinggi Public Health Center (3) Organizational Commitment to Employee Performance UPTD Pondok Tinggi Health Center (4) Training, Work Ability and Organizational Commitment have a joint effect on the Employee Performance of Sungai Liuk Community Health Center, Pesisir Bukit District. Population and samples in this research whole There are 70 employees of the Pondok Tinggi Health Center UPTD. The results of this study indicate that (1) Training has a positive significant effect on the performance of UPTD Public Health Center Pondok Tinggi employees (2) Work ability provide a positive influence on the performance of UPTD Public Health Center Pondok Tinggi employees (3) Organizational Commitment has a negative influence on the performance of UPTD Public Health Center Pondok Tinggi employees (4) Training, Employability and Organizational Commitment jointly have a positive effect on the employee performance of Sungai Liuk Community Health Center, Pesisir Bukit District.



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Introduction

Employees are the most important asset for an agency. Without the presence of employees, agency activities cannot run as they should. In order for employees to work well, good human resource management is needed. "Human resource management, namely the science and art of regulating the relationship and role of the workforce to be effective and efficient in helping the realization of the goals of the agency, employees and society" (Hasibuan, 2014:10). Human resource management is a planning, organizing, coordinating, implementing and supervising the procurement, development, provision of remuneration, integration, maintenance and separation of workers in order to achieve organizational goals.

The work of a health worker is a job that is devoted to the health sector and has knowledge and skills in the health sector which for certain types requires the authority to carry out health efforts. This job is certainly not easy and time-consuming where this job has a 24-hour duty in caring for patients, in other words, this job has 3 shifts, namely morning, afternoon and evening in providing services to the community.

An agency can operate well if the performance of its employees is also good. "Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or targets or criteria that have been previously agreed upon" according to (Rivai and Basri, 2005: 50). . The following is data on employee performance at the Pondok Tinggi Health Center UPTD.

Table 1 <2020 Pondok Tinggi Health Center UPTD Employee Performance Report>

No	Target	Rating standard			Information
		40-69	70-89	90-100	
1	Health services at Puskesmas and networks that meet quality standards		<input type="checkbox"/>		Not Reached
2	The realization of health services in health facilities that meet quality standards		<input type="checkbox"/>		Not Reached
3	Reducing morbidity, disability and death due to disease	<input type="checkbox"/>			Less Achieved
4	Increasing healthy and clean living behavior and the active role of the community in the health sector	<input type="checkbox"/>			Less achieved

Source: UPTD Pondok Tinggi Health Center

Based on the employee performance data in table 1 above, it can be seen that the achievement of performance targets has not been achieved optimally, it is found that employee performance is not yet optimal, which is indicated by the existence of the assessment standards set by the Health Office which are still low, ranging from 40-69 and 70-89. that the health program activities have not been running as expected and the number of jobs that have not been completed in accordance with the allotted time. Based on the studies and phenomena above, this research was appointed with the title "The Influence of Training, Work Ability and Organizational Commitment on Employee Performance at UPTD Puskesmas Pondok Tinggi.

Method

The population and sample in a study have a central and decisive role (Muri A., 2015). The population is the whole of the object of study that provides an accurate picture of the research. According to Hamid (2015) population is the total number of objects or subjects that are used as data sources in a study that have the same nature or characteristics. Thus, the population in this study were all employees at the UPTD Puskesmas Pondok Tinggi totaling 70 people.

The technique in taking this sample uses a total sampling technique (whole sample), total sampling is a sampling technique where the number of samples is the same as the population (Sugiyono, 2017). The reason for taking total sampling is because according to (Sugiyono, 2017) the number of populations that are less than 100 the entire population is used as a research sample

Hypothesis testing in this study used multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With multiple regression equation model as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e \dots \dots \dots (1)$$

Where:

Y	= Performance
a	= Intercept Constant
X1	= Training
X2	= Workability
X3	= Organizational Commitment
b1, b2,	= Regression Coefficient
e	= Error Term

Results and Discussions

Normality test

This normality test is used by the author to test the normality of the regression model. The test is carried out using the method kolmogorov-smirnov test to each variable. The regression model is normally distributed if the value of the Kolmogorov-Smirnov sign of each variable is greater than $= 0.05$.

Table 2 <Normality Test Results>

One-Sample Kolmogorov-Smirnov Test		Performance	Training	Work ability	Organizational Commitment
N		70	70	70	70
Normal Parameters	mean	50.9250	39.7500	47.2750	31.5750
	Std. Deviation	2.76783	2.97640	3.53726	2.45876
Most Extreme Differences	Absolute	.176	.088	.169	.119
	Positive	.152	.087	.069	.106
	negative	-.176	-.088	-.169	-.119
Kolmogorov-Smirnov Z		1.114	.555	1.069	.752
asympt. Sig. (2-tailed)		.167	.918	.203	.624
a. Test distribution is Normal.					

Source: SPSS output results, 2020

From Table 2 which is a normality test, it can be seen that in the regression model, the confounding or residual variables have a normal distribution. This can be seen from the results of the sig value of the Performance variable (Y) is $0.167 > 0.05$ Training Variable (X1) is $0.918 > 0.05$; Workability variable (X2) is $0.203 > 0.05$; Organizational Commitment variable (X3) is $0.624 > 0.05$. So it can be concluded that the variables of Performance, Training, Work Ability, and Organizational Commitment of UPTD Public Health Center Pondok Tinggi employees are normally distributed. The results of the normality test can be seen in table 2.

Multicollinearity Test

Multicollinearity test is useful to test whether the regression model found a correlation between independent variables. A good regression model should not have a correlation between the independent variables if the independent variables are correlated then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables $= 0$ (Ghozali, 2011). Multicollinearity can be seen from tolerance and Variance Inflation Factor (VIF). The way to find out whether there is a deviation from the multicollinearity test is to look at the Tolerance and VIF values of each independent variable, if the Tolerance value > 0.10 and the VIF value < 10 then the data is free from multicollinearity symptoms can be seen in Table 3.

Table 3 <Multicollinearity Test Results>

Coefficients ^a		Collinearity Statistics	
Model		Tolerance	VIF
1	Training	.919	1.088
	Work ability	.906	1.104
	Organizational Commitment	.978	1.023
a. Dependent Variable: Performance			

Source: SPSS output results, 2020

Based on the multicollinearity test in the table above, it can be seen that there is no relationship between the independent variables.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variance from the residuals from one observation to another observation. If the variance from the residual of one observation to another observation is constant, then it is called a homokedastability and if different it is called heteroscedasticity. Detecting the presence of heteroscedasticity in this study used the Plott Graph (Scatter Plot) test. This test, if there is no clear pattern, such as points spread above and below the number 0 (zero) on the Y axis, then there is no heteroscedasticity. The test results can be seen in Figure 1.

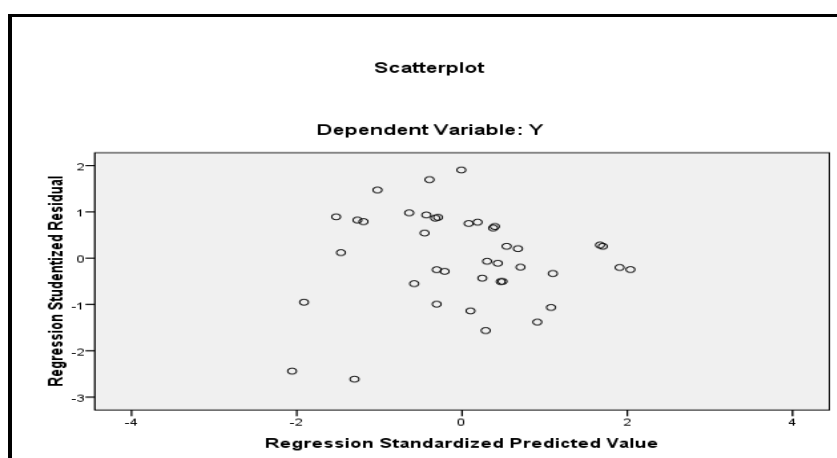


Figure 1 <Heteroscedasticity Test Results>

In Figure 1 it can be seen that there is no clear pattern and the points spread above and below the number 0 on the Y axis. The spread of data points does not form a wavy pattern that widens then narrows and widens again. The distribution of data points is also not patterned, so this shows that the data in this study does not occur heteroscedasticity.

Multiple Linear Regression Analysis

In testing the hypothesis of this study, multiple linear regression was used, which aims to determine how much influence several independent variables have on the dependent variable. Multiple regression analysis was performed by comparing tcountwith ttable and sig value with = 0.05. In detail the results of multiple regression testing can be seen in Table 4.

Table 4 <Multiple Regression Equation>

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	36,790	9.590		3.836	.000
	Training	.553	.092	.165	5.995	.000
	Work ability	.215	.052	.020	4.117	.000
	Organizational Commitment	.277	.078	.246	3.534	.012

a. Dependent Variable: Y

Source: SPSS Output Results (in 2020)

Based on Table 4, the estimation model can be analyzed as follows:

$$Y = 36,790 + 0.553 (X1) + 0.215 (X2) + 0.277 (X3)$$

Based on the above equation it can be explained that:

1. From the above equation it can be seen that there is a constant value of 36,790 which means that if Training, Work Ability, Organizational Commitment is zero, then the value of the Performance variable is at 36,790. This means that the variables of Training, Work Ability, Organizational

Commitment contribute to improving the performance of UPTD Public Health Center Pondok Tinggi employees.

2. Training regression coefficient value is positive 0.553. This means that if the training increases by one unit, it will result in an increase in performance of 0.553 unit.
3. The value of the Workability regression coefficient is positive, namely 0.215. This means that if the work ability increases by one unit, it will result in an increase in employee performance by 0.215 unit.
4. Organizational Commitment regression coefficient value is positive, namely 0.277. This means that if the Organizational Commitment increases by one unit, it will result in a decrease in employee performance by 0.277 unit.

Regression Coefficient Test (t Test)

Hypothesis Testing 1

The first hypothesis put forward, that Partially, training has a positive effect on employee performance. Based on the results of the analysis of the t test, it is known that the significance level of the Training variable is $0,000 < \text{of the significance value } (0.05)$. Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive effect between training on employee performance at the Pondok Tinggi Public Health Center UPTD.

Hypothesis Testing 2

The second hypothesis proposed is that Workability partially has a positive effect on employee performance. Based on the results of the analysis of the t test, it is known that the significance level of the Workability variable is $0,000 < \text{of the significance value } (0.05)$. Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive effect between Workability on the Performance of the UPTD Public Health Center Pondok Tinggi employees.

Hypothesis Testing 3

The third hypothesis proposed is that Organizational Commitment partially has a positive effect on performance. Based on the results of the analysis of the t test, it is known that the significance level of the Organizational Commitment variable is $0,012 < \text{dai significance value } (0.05)$. Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive influence between Organizational Commitment on Employee Performance UPTD Pondok Tinggi Health Center.

Hypothesis Testing 4

The fourth hypothesis is proposed, that training, employability, and Organizational commitment jointly has a positive effect on employee performance. Based on the results of the analysis of the F test, it is known that the significance level of the variables of Training, Work Ability, and Organizational Commitment is $0.000 < 0.05$. Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a jointly significant influence between Training, Work Ability, and Organizational Commitment on the Performance of UPTD Public Health Center Pondok Tinggi employees. As can be seen in table 5:

Table 5 <F . Test Results>

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	27,143	3	9.048	7.199	.000a
	Residual	271,632	66	7.545		
	Total	298,775	69			

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Source: SPSS Output Results (year 2021)

Coefficient of Determination (Adjusted R Square)

The Coefficient of Determination aims to see or measure how far the model's ability to explain the variation of the independent variable, where the value of R square used for research with 2 variables and the

value of Adjusted R Square is used for research with more than 3 variables. The value of the coefficient of determination in this study was taken from the value of Adjusted R Square which can be seen in table 6.

Table 6 <R Square Test Results>

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.801a	.641	.612	2.74687

a. Predictors: (Constant), X3, X1, X2

Source: SPSS Data Processing Results (Year 2020)

Based on the results of the analysis R square is 0,641 this means that 64.1% employee performance is influenced by the independent variables Training, Work Ability, Work Ability. While the remaining 35.9% is influenced by other variables outside the model.

Influence Training on the Performance of UPTD Public Health Center Pondok Tinggi Employees

The results of this study indicate that the training has a significant positive effect on the employee performance of the Pondok Tinggi Public Health Center UPTD. This indicates that training determines the performance of UPTD Puskesmas Pondok Tinggi employees. This means that the better and better the training received by employees in the agency, it will improve employee performance.

From the results of this study, it can be seen that the job training variable has a coefficient of 0.553 which means that training has the greatest influence from other variables. This indicates that training can play a role in improving employee performance. If the UPTD Puskesmas Pondok Tinggi wants to improve employee performance, it must increase the training provided to employees in the agency.

This is in line with the opinion of According to (Nitisemito, 1992: 62) "Education is an activity to increase one's general knowledge, including increasing mastery of theory and decision-making skills on issues involving activities in achieving a goal" (Heindjrachman, 2002: 228) "Training is an effort to improve the mastery of various skills and techniques for carrying out certain, detailed and routine work" (Handoko, 2005: 112)

Training and development is a unit that can be defined as a planned effort from the organization to improve the knowledge, skills, and abilities of employees. But conceptual training and development can also change employees' attitudes toward work. This is because the employee's understanding of his work also changes, because a person's attitude has cognitive elements, namely beliefs and knowledge of an object as a result of his knowledge and belief, and a tendency to act on the object, so that the knowledge gained will be able to change a person's attitude. However, training can also be carried out specifically to change employee attitudes in an effort to increase job satisfaction and motivation when needed.

The results of this study are in line with research by Verra Nita (2016) which shows that training has a positive and significant effect on employee performance. Kharisma, Dahmiri (2017) the results of his research also show that training has a significant effect on employee performance.

Influence Work Ability on Employee Performance UPTD Pondok Tinggi Public Health Center

The results of this study indicate that work ability has a significant positive effect on the performance of the UPTD Public Health Center Pondok Tinggi employees. This indicates that the employee's work ability determines the employee performance of the Pondok Tinggi Public Health Center UPTD. This means that the better the work ability of employees in the agency, the better the performance of the employee.

From the results of this study, it can be seen that the workability variable has a coefficient of 0.215 which means the ability to work has a big influence. This indicates that work ability can play a role in improving employee performance. If the UPTD Pondok Tinggi Health Center wants to improve employee performance, it must improve the work ability of employees in the agency.

This is in line with the opinion of (Robbins, 2008: 57). "Ability shows the potential of people to carry out tasks or jobs. Ability is closely related to the physical and mental abilities that people have to carry out work. (Swasto, 2003: 23),.

Low employee abilities will use more time and effort than high employee abilities to complete work. Each type of work requires certain knowledge and skills and attitudes in order to carry out the task well. "Gives the notion of ability as the mental and physical capacity to carry out various tasks" (Greenberg and

Barron, 2003: 100). "Ability shows the potential of people to carry out tasks or jobs. This ability may or may not be used. Ability is closely related to the physical and mental abilities that people have to do work and not what they want to do." (Gibson, 1994: 104)

The results of this study are in line with Hariadi's research (2018) which shows that work ability affects employee performance. Khasanah, I. and Novian Pamujo (2016) the results of their research also show that work ability has a significant effect on employee performance.

Influence Organizational Commitment to Employee Performance UPTD Pondok Tinggi Health Center

The results of this study indicate that Organizational Commitment has a significant positive effect on the Employee Performance of UPTD Pondok Tinggi Public Health Center. This indicates that Organizational Commitment determines the Employee Performance of Pondok Tinggi Public Health Center UPTD. This means that the better and better the organizational commitment of employees in an agency will increase employee performance.

From the results of this study, it can be seen that the Organizational Commitment variable has a coefficient of 0.277 which means Organizational Commitment has a great influence. This indicates that organizational commitment can play a role in improving employee performance. If the UPTD Puskesmas Pondok Tinggi wants to improve employee performance, it must increase organizational commitment to employees in the agency.

This is in line with the opinion of (Luthans, 2011: 147) "organizational commitment is the desire of some workers to remain members of the organization. Organizational commitment affects whether an employee remains as a member of the organization (is retained) or leaves to pursue another job (turns over). (Colquitt, LePine, and Wesson, 2011: 69) "Organizational commitment or employee loyalty is the degree to which employees identify with the organization and want to continue to actively participate in it" (Newstrom, 2011: 223). The results of this study are in line with research (Handayani, W, (2014) which shows that there is a significant negative effect between organizational commitment on employee performance.

Effect of Training, Employability, Organizational Commitment on the Performance of UPTD Public Health Center Pondok Tinggi Employees

The results of this study indicate that training, work ability, work ability together have a significant influence on the performance of UPTD Public Health Center Pondok Tinggi employees. This indicates that training, work ability, work ability determine the performance of the UPTD Public Health Center Pondok Tinggi employees. This means that training, work ability, organizational commitment will improve employee performance.

This is in line with research, Hariadi (2018), Verra Nita (2016), (Handayani, W, (2014) which shows that the results show that there is a significant influence between training, work ability and organizational commitment on employee performance.

Conclusions

Based on the results of testing and discussing the hypotheses described in the previous chapter, some conclusions can be drawn as follows: 1) The training has a positive influence on the performance of the Pondok Tinggi Health Center UPTD employees. This means that employee performance will increase if employee training in the agency is good for employees and leaders, so as to be able to provide encouragement to employees in improving their performance, thus the first hypothesis (H1) is accepted. 2) Workability has a positive influence on the performance of UPTD Public Health Center Pondok Tinggi employees. This means that employee performance will increase if the work ability is good so that it can provide morale to employees in carrying out their work. The better the work ability of employees in the agency, the lower the performance of employees in carrying out their work in the agency, so the second hypothesis (H2) is accepted. 3) Organizational Commitment has a positive influence on the performance of UPTD Public Health Center Pondok Tinggi employees. This means that employee performance will increase if the employee's organizational commitment is good, it will increase performance at work, thus making employees less enthusiastic about doing a good job. Thus, the third hypothesis (H3) is accepted.

Training, Work Ability, Work Ability together have an influence on the Employee Performance of UPTD Pondok Tinggi Public Health Center. From the ANOVA test, the significance probability value is 0.000. The significance probability is less than 0.05, with a significance level of 0.000 as a result H_0 is rejected

and Ha is accepted. The variables of Training, Work Ability and Organizational Commitment together affect the Performance of UPTD Public Health Center Pondok Tinggi employees.

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