

The Influence of Work Environment, Job Satisfaction and Work Commitment on the Performance of Jombang Regency Agriculture Service Employees

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ABSTRACT

The aim of this research is to determine the influence of the work environment, job satisfaction and work commitment on the performance of Jombang Regency Agriculture Service employees. The research method used is a quantitative approach, used to test a population or sample, the data is analyzed statistically, the aim is to test the hypothesis being developed. The type of research carried out by the author uses associative research. This research is used to determine whether there is an influence or relationship between the targeted variables. This research can build a theory that can function to explain, predict and control a symptom. The sampling technique is a retrieval technique. To determine the sample to be used in research, various sampling techniques are used. Non-probability sampling A sampling technique that does not provide an equal chance for each element or member of the population to be selected as a sample. The sample technique for this research uses total/census sampling, a sample return technique where all members are collected and used as samples as subjects studied or as respondents providing information. The sample taken in this research amounted to 64 respondents. Data collection techniques using observation, documentation and distributing questionnaires directly, then processed using SPSS for Windows version 26. The research results from this study show that the work environment has a positive and significant effect on employee performance, job satisfaction does not have a positive and significant effect on employee performance and work commitment has a positive and significant effect on employee performance.

Keywords: work environment, job satisfaction, work commitment, employee performance

ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh lingkungan kerja, kepuasan kerja dan komitmen kerja terhadap kinerja karyawan Dinas Pertanian Kabupaten Jombang. Metode penelitian yang digunakan adalah pendekatan kuantitatif, digunakan untuk menguji suatu populasi atau sampel, datanya dianalisis dengan statistik, tujuan untuk menguji hipotesis yang dikembangkan. Jenis penelitian yang dilakukan penulis menggunakan penelitian asosiatif. Penelitian ini digunakan untuk mengetahui adakah pengaruh ataupun hubungan antara variabel yang dituju. Penelitian ini dapat membangun suatu teori yang dapat berfungsi untuk menjelaskan, meramalkan dan mengontrol suatu gejala. Teknik sampling adalah teknik pengambilan sampel. Untuk menentukan sampel yang akan digunakan dalam penelitian, terdapat berbagai teknik sampling yang digunakan. Non probabilita sampling teknik pengambilan sampel yang tidak memberi peluang/kesempatan sama bagi setiap unsur atau anggota populasi untuk dipilih menjadi sampel. Teknik sampel penelitian ini menggunakan sampling total/sensus, teknik pengembalian sampel di mana seluruh anggota populasi dijadikan sampel semua sebagai subyek yang dipelajari atau sebagai responden pemberi informasi. Sampel yang diambil dalam penelitian ini berjumlah 64 responden. Teknik pengumpulan data dengan observasi, dokumentasi dan menyebarkan kuesioner secara langsung, kemudian diproses menggunakan SPSS for Windows versi 26. Hasil penelitian dari penelitian ini menunjukkan bahwa lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, kepuasan kerja tidak berpengaruh positif dan signifikan terhadap kinerja karyawan dan komitmen kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci: lingkungan kerja, kepuasan kerja, komitmen kerja, kinerja karyawan

1. Introduction

Human resource management is management that focuses on maximizing the abilities of employees or members through various strategic steps in order to improve employee performance towards organizational optimization (Edison et al., 2018).

Employee performance can be seen from the work environment. If an employee works in inadequate room conditions it will affect the employee's work results. The

work environment is sufficient to make an employee have high work motivation to carry out the responsibilities given by the leadership (Kurnianto & Kharisudin, 2022).

Another factor that can influence employee performance is job satisfaction. Job satisfaction is a form of expression of a person's feelings towards his work. Job satisfaction will shape employee performance at work, thereby forming a good work culture by providing a sense of comfort in the environment and having a good quality of life to carry out the goals set by the organization. Every

management of an organization is definitely required to promote better growth from time to time, to support this it all really depends on commitment. Commitments will be realized well, if there is mutual understanding and agreement, but if they do not have any consequences for their implementation, then the commitment has no impetus or is like a story that has no meaning whatsoever (Edison et al., 2018).

Employee performance is the level of achievement or results of a person's work from targets that must be achieved or tasks that must be achieved and carried out in accordance with their respective responsibilities within a certain period of time. Performance is also important for the entire organization because it will determine the effectiveness of the government organization (Roswaty & Siddiq, 2019).

Employees are the most important asset in an agency, so improving their quality needs to be an important concern in efforts to achieve agency goals effectively and efficiently. In every management activity, it is necessary to strive for harmony in the goals of employees so that in the end the agency's goals can be achieved as fully as possible (Liana, 2021).

The Department of Agriculture is one of the government agencies that operates in the service sector, where services provide understanding to the public on how to farm well. The success of an organization or institution in achieving its goals cannot be separated from the human resources it has, because human resources will organize and manage other resources owned by the organization to help realize the goals of the Agricultural Service office itself. Human resources are very important for agencies.

2. Theoretical basis

Work environment

The work environment is something around employees that can influence them in carrying out their assigned tasks. Such as temperature, humidity, ventilation, lighting, noise, cleanliness of the workplace, and whether or not the equipment is adequate (Negara & Makassar, 2022). The work environment can be defined as anything that involves physical and psychological aspects that directly or indirectly affects employees. Furthermore, working environmental conditions are said to be good or suitable, if people can carry out activities optimally, healthily, safely and comfortably (Nurhandayani, 2022).

The indicators for measuring the work environment are as stated by (Negara & Makassar, 2022), that is 1) physical work environment includes lighting, air temperature, noise, use of color and space required for movement, 2) non-physical work environment, namely work ability and relationships between employees.

Job satisfaction

Job satisfaction is a pleasant emotional state with which employees view their work. Satisfaction can also describe employees' positive and negative feelings from their perception of the work they face, such as feelings of

achievement and success in their work (Andayani, 2020). The level of employee satisfaction or dissatisfaction reflects the extent to which employees experience good or bad treatment in a company (Widayati et al., 2021).

Every person who works hopes to get satisfaction from their place of work, in general job satisfaction is an individual thing because each individual will have different levels of satisfaction according to the values that apply within themselves (Budi Santoso & Yuliantika, 2022). The job satisfaction indicators according to (Edison et al., 2018), such as leadership, management policies and rewards.

Work Commitment

Employee commitment means something better than just passive loyalty, but rather implies employee relationships (Sembiring et al., 2020), with the company actively. Because employees who show high commitment have the desire to provide more energy and responsibility to support the welfare and success of their organization (Sembiring et al., 2020). Commitment is a level of employee loyalty to the company which is characterized by the desire to remain part of the organization, do the best for the organization and always maintain the good name of the organization (Anggraini, 2018).

The work commitment indicators according to (Edison et al., 2018), that is affective commitment, continuance commitment, normative commitment.

Employee performance

Performance is work performance which is the result of implementing work plans made by institutions which are carried out by leaders and employees (HR) who work in institutions, both government and companies, to achieve organizational goals. Meanwhile, employee performance is a work result achieved by someone in carrying out their duties. - the tasks assigned to him are based on skills, experience, seriousness and time (Pristiyanti, 2016).

Performance is the result of work both in quality and quantity achieved by employees in carrying out tasks in accordance with the responsibilities given to them (Sihaloho & Siregar, 2020). The real foundation in an organization is performance. If there is no performance then all parts of the organization, then the goals cannot be achieved. Performance needs to be used as evaluation material for leaders or managers (Hustia, 2020). The employee performance indicators according to (Asnawi, 2019), namely, quantity of work, quality of work, utilization of time, level of attendance and cooperation.

Hypothesis

The formulation of this research hypothesis is as follows :

H1 : The work environment has a positive and significant effect on employee performance

H2 : Job satisfaction has a positive and significant effect on employee performance

H3 : Work commitment has a positive and significant effect on employee performance

H4 : The work environment, job satisfaction and work commitment simultaneously influence employee performance.

3. Methodology

This research uses a quantitative approach, used to test a population or sample, the data is analyzed statistically, with the aim of testing the hypothesis being developed.

Population and Sample

The population for this study was all 64 employees at the Jombang Regency Agriculture Service office. The sample is part of the number and characteristics of the population. If the population is large, and it is impossible for researchers to study everything in the population, due to limited funds, energy and time, then researchers can use samples taken from that population (Sugiyono, 2018), The sample taken from this research amounted to 64 respondents.

Data collection technique

This research uses observation, documentation and questionnaires as techniques for collecting data, which are distributed directly. The measurement scale used in this research is the Likert scale. The Likert scale is a measuring tool used to measure a person's attitudes, opinions and perceptions about social phenomena (Udin, 2021).

Data Analysis Techniques

Data management for analysis uses the SPSS for Windows version 26 tool. The data analysis techniques used in this research are research instruments consisting of validity tests, reliability tests, classical assumption tests, hypothesis tests, and multiple regression analysis.

Validity Test

The validity test is carried out by comparing the calculated r value with the r table with a significance level of 0,05. The testing criteria are as follows (Sa'adah, 2021):

- a. If $r \text{ count} > r \text{ table}$ (declared valid)
- b. If $r \text{ count} < r \text{ table}$ (declared invalid)

Reliability Test

Reliability test is the extent to which measurement results remain consistent or there is similarity in measurement/observation results if the facts are measured many times to measure the same object at different times. A variable is said to be reliable if the Cronbach alpha value is $> 0,6$ (Sa'adah, 2021).

Classical Assumption Test:

Normality Test

In this research, the One Sample Kolomogorov Smirnov test is used to determine the distribution of data, whether it follows a normal, Poisson, uniform or exponential distribution. In this case, to find out whether the residual distribution is normally distributed or not.

Residuals are normally distributed if the significance value is more than 0,05 (Purnomo, 2016)

Multicollinearity Test

Multicollinearity means that the independent variables contained in the regression model have a perfect or near perfect linear relationship (the correlation coefficient is high or even 1). If the Tolerrance value is greater than or ≥ 0.10 , it can be interpreted that multicollinearity does not occur and if the Variance Inflation Factor (VIF) value is below or ≤ 10.0 , it can be interpreted that multicollinearity does not occur (Purnomo, 2016).

Heteroscedasticity Test

Heteroscedasticity is the residual variance that is not the same for all observations in the regression model. A good regression should not have heteroscedasticity (Purnomo, 2016). Graphic Method (Seeing the pattern of dots on the regression graph). The basic criteria for decision making are :

- a. If there is a certain pattern, such as the points forming a certain regular pattern (wavy, widening then narrowing), then heteroscedasticity occurs.
- b. If there is no clear pattern, such as dots spread above and below the number 0 on the Y axis, then heteroscedasticity does not occur.

Autocorrelation Test

Decision making in the Durbin Watson test is as follows :

- a. $DU < DW < 4-DU$ then H_0 is accepted, meaning that there is no autocorrelation.
- b. $DW < DL$ atau $DW > 4-DL$ then H_0 is rejected, meaning autocorrelation occurs.
- c. $DL < DW < DU$ atau $4-DU < DW < 4-DL$, meaning there is no certainty or definite conclusion.

Hypothesis Testing:

Simultaneous Test (F Test)

The basis for decision making is as follows:

- a. If the significant value of $F < 0.05$ then H_0 is rejected and H_1 is accepted. This means that all independent/free variables have a significant influence on the dependent/dependent variable.
- b. If the significant value of $F > 0.05$ then H_0 is accepted and H_1 means that all independent variables do not have a significant influence on the dependent variable.

Partial Test (T Test)

If the significant value is $< 0,05$ then the independent variable is able to influence the dependent variable significantly or the hypothesis is accepted.

Coefficient of Determination (*Adjusted R Square*)

After testing the product moment person correlation, then the r value itself can be used to express the size of the contribution of variable X to Y, meaning that the coefficient of determination can be used to find

out how much variable Y is influenced by variable (Sa'adah, 2023).

Multiple Linear Regression Analysis

Multiple linear regression analysis is used to measure the influence of more than one predictor variable (independent variable) on the dependent variable (Sa'adah, 2023).

4. Results and Discussion

Research result

Validity Test

For work environment variables, job satisfaction, work commitment and employee performance are all declared valid because r calculated > r table.

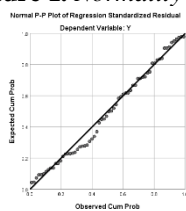
Reliability Test

Based on reliability tests regarding Work Environment, Job Satisfaction, Work Commitment, Employee Performance, it can be seen that the variables are said to be reliable because they have a Cronbach Alpha between 0.70 - 0.90, so reliability is high.

Classical Assumption Test :

Normality Test

Picture 1. Normality Test



As a basis or guideline for decision making in the normality test of the probability plot technique, it can be concluded that the residual values are normally distributed. In this way, the assumption of normality for the residual values in the simple linear regression analysis in this study can be fulfilled.

Multicollinearity Test

Table 1. Multicollinearity Test

Coefficients^a

Model	Unstandardized Coefficients B	Standardized Coefficients Beta	Std. Error	t	Sig.	Collinearity Statistics	
						Tolerance	VIF
1(Constant)	17.330		4.723	3.670	.001		
X1	.166	.256	.087	1.916	.060	.566	1.766
X2	.222	.279	.097	2.297	.025	.682	1.466
X3	.166	.238	.083	1.994	.051	.706	1.416

a. Dependent Variable: Y

Source: Processed Data, 2024

Based on the table above, the Tolerance of all independent variables (Work Environment 0.566, Job Satisfaction 0.682, Work Commitment 0.706) is greater than the specified limit value, namely 0.10. The VIF value shows that all independent variables have a VIF value of less than 10.0 (Work Environment 1.766, Job Satisfaction 1.466, Work Commitment 1.416). Based on these results, it can be concluded that there is no multicollinearity between the independent variables in this study.

Autocorrelation Test

Table 2. Autocorrelation Test

Model Summary^b

Model	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.628 ^a	.395	.364	2.625

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

b. Dependent Variable: Y

Source: Processed Data, 2024

Meanwhile, in determining the results, use the Durbin Waston table $\alpha=5\%$. Where the research used 64 samples, meaning $dl = 1.499$ and $du = 1.694$. Based on the autocorrelation test, the Durbin Waston value was 1.793. Where the du value = $1.694 < 1.793 < 4-1.694$, meaning that in this study there was no autocorrelation.

Multiple Linear Regression Analysis

Table 3. Multiple Linear Regression Analysis

Coefficients^a

Model	Unstandardized Coefficients B	Standardized Coefficients Beta	Std. Error	t	Sig.
Lingkungan Kerja (X1)	.166	.256	.087	1.916	.060
Kepuasan Kerja (X2)	.222	.279	.097	2.297	.025
Komitmen Kerja (X3)	.166	.238	.083	1.994	.051

a. Dependent Variable: Employee Performance (Y)

Source: Processed Data, 2024

Based on multiple regression data analysis, the equation is as follows:

$$Y = 17,330 + 0,166 + 0,222 + 0,166 + e$$

The regression equation in the table above shows the relationship between the independent variable and the dependent variable in partial terms, the following conclusions can be drawn:

1. The constant value is 17,330, which means that if the variables Work Environment (X1), Job Satisfaction (X2) and Work Commitment (X3) are 0, then this means that the Performance of Jombang Regency Agriculture Service Employees will increase by 17,330.
2. The Work Environment variable (X1) has a regression coefficient value of $0.166 > 0$, meaning that the Work Environment variable has a positive influence on Employee Performance. Where the Work Environment variable has increased, employee

performance at the Jombang Regency Agriculture Service will also increase.

3. The Job Satisfaction variable (X2) has a regression coefficient value of $0.222 > 0$, meaning that the Job Satisfaction variable has a positive influence on Employee Performance. Where the Job Satisfaction variable has increased, employee performance at the Jombang Regency Agriculture Service will also increase.
4. The Work Commitment variable (X3) has a regression coefficient value of $0.166 > 0$, meaning that the Work Commitment variable has a positive influence on Employee Performance. Thus, Employee Performance (Y) at the Jombang Regency Agriculture Service will increase if other variables remain constant and vice versa.

F test

Table 4. *F test (Simultaneous)*

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	269.540	3	89.847	13.035	.000 ^b
Residual	413.570	60	6.893		
Total	683.109	63			

- a. Dependent Variable: Employee Performance (Y)
 - b. Predictors: (Constant), Work Commitment (X3), Job Satisfaction (X2), Work Environment (X1)
- Source: Processed Data, 2024

The statistical results of the F test obtained F count 13.035 with a significance value of 0.000, because the significance value is smaller than 0.005 then Ho is rejected Ha is accepted which means the independent variables are Work Environment (X1), Job Satisfaction (X2) and Work Commitment (X3) together affects Employee Performance (Y).

Coefficient of Determination Test

Table 5. *Determination Coefficient Test*

Model Summary

Model	R	R Square	Adjusted Square	RStd. Error of the Estimate
1	.628 ^a	.395	.364	2.62542

- a. Predictors: (Constant), Work Commitment (X3), Job Satisfaction (X2), Work Environment (X1)
- Source: Processed Data, 2024

Based on the output above, it is known that the R Square value is 0.395, this means that the variables Work Environment (X1), Job Satisfaction (X2) and Work Commitment (X3) simultaneously on the Employee Performance variable (Y) are 39.5%. Meanwhile, the remaining 60.5% were other variables not examined in this research.

Discussion

The Influence of the Work Environment on the Performance of Jombang Regency Agriculture Service Employees

In this variable, of the 64 respondents, 60 respondents or 93.8% entered the good criteria and 4 respondents or 6.3% met the adequate criteria.

The results of hypothesis testing produced a calculated t value of $1.916 < t$ table 2.00 with a significance of $0.060 > 0.05$. This indicates that the results of testing hypothesis 1 proposed in this study were rejected, which means there is no influence of the work environment on employee performance.

The Influence of Job Satisfaction on the Performance of Jombang Regency Agriculture Service Employees

In this variable, of the 64 respondents, 63 respondents or 98.4% entered the good criteria and 1 respondent or 1.6% entered the fair criteria.

The results of hypothesis testing produced a calculated t value of $2.297 > t$ table 2.00 with a significance of $0.025 < 0.05$. This indicates that the results of testing hypothesis 2 proposed in this research are accepted, which means that there is an influence of job satisfaction on employee performance.

The Effect of Work Commitment on the Performance of Jombang Regency Agriculture Service Employees

In this variable, of the 64 respondents, 57 respondents or 89.1% were in the good criteria and 7 respondents or 10.9% were in the fair criteria.

The results of hypothesis testing produced a calculated t value of $1.994 < t$ table 2.00 with a significance of $0.051 > 0.05$. This indicates that the results of testing hypothesis 3 proposed in this study were rejected, which means there is no influence of work commitment on employee performance.

The Influence of Work Environment, Job Satisfaction, Work Commitment on the Performance of Jombang Regency Agriculture Service Employees

Based on the F test, it shows that the calculated F value is $13.035 > F$ table 2.76, with a significance value of $0.000 < 0.05$. When compared with the specified significance level, namely 0.05 or 5%, the calculated F significance value is greater than the specified significance level.

The results of the R2 research obtained a value of 0.395, this explains that the independent variable is able to explain 39.5% of employee performance variables. The remaining 60.5% are other variables not examined in this research. The results of this research are that the influence of the work environment, job satisfaction and work commitment are interrelated with the performance of Jombang Regency Agriculture Service employees.

5. Conclusion

Based on the results of research conducted regarding the influence of the work environment, job satisfaction and work commitment on employee performance, it can be concluded that :

1. From the results of hypothesis testing in this study, it was concluded that there was no influence of the work environment on the performance of Jombang Regency Agriculture Service employees.
2. From the results of hypothesis testing in this study, it was concluded that there was an influence of job satisfaction on the performance of Jombang Regency Agriculture Service employees.
3. From the results of hypothesis testing in this study, it was concluded that there was no influence of work commitment on the performance of Jombang Regency Agriculture Service employees.
4. From the results of hypothesis testing in this study, it was concluded that there was an influence of the work environment, job satisfaction and work commitment on the performance of Jombang Regency Agriculture Service employees.

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