

Influence of Safety, Health, Work Accident, Work Spirit, and Work Ability on Employee Performance in Planning Agency District Regional Development Labuhan Batu

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Abstract

This study aims to analyze The Influence of Safety, Health, Work Accidents, Work Morale and Work Capability on Employee Performance at the Regional Development Planning Agency of Labuhanbatu Regency. The research method used in this research is quantitative. In this study, the population was employees of the Regional Development Planning Agency of Labuhanbatu Regency as many as 60 people. The research sample uses saturated sampling technique by attracting the entire existing population to be used as a research sample with a total of 60 people. Data collection techniques used were observation, documentation studies and questionnaires. The method of analysis of this research is multiple linear regression with the SPSS program. The research results prove that Safety positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency. Health positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency. Work accident positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency. Spirit at work positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency. Work ability positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency. Safety, Health, Work Accidents, Work Morale And Work Ability simultaneously positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency. The coefficient of determination is 0.848, meaning that employee performance can be explained by variables Safety(X1), Health(X2), work accidents (X3), morale (X4) and work ability (X5) of 84.8%, while the remaining 15.2% can be explained by other variables not examined in this study.

Keywords: Safet; Health; Work Accidents; Work Morale; Work Capability; Employee Performance

1. Introduction

Human resources (HR) in companies need to be managed professionally in order to create a balance between the needs of employees and the demands and capabilities of the company's organization. This balance is the main key for the company to develop productively and naturally (Mangkunegara, 2011). In this regard, employees are an important resource that the company must protect. Therefore, for companies that are especially engaged in trade that rely on the level of performance of employees in their companies, these companies are required to be able to optimize the performance of their employees. One of the factors that influence the level of success of an organization is employee performance. Employee performance according to Mangkunegara (2011) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Every company always expects to have achievements, because having employees who excel will make an optimal contribution to the company. In addition, by having employees who excel in the company can improve the company's performance.

Regional Development Planning Board of Labuhanbatu Regency is a manifestation of the commitment of the North Labuhanbatu District Government to provide information services not only for a general description of the North Labuhanbatu District Planning Agency, but also for information in the field of regional planning and development in a transparent and accountable manner that can be accessed by the public at large. So that it can become a source of data and information for all stakeholders and society in general. Regional Development Planning Board of Labuhanbatu

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Regency is only a means of information, we realize that this website still needs to be developed, but the existence of this website is expected to be able to bridge and facilitate all the necessary data and information, and is expected to provide benefits and contribute to synchronization, harmonization and coordination through information technology for the development of Labuhanbatu Regency for the welfare of society. Website Regional Development Planning Board of Labuhanbatu Regency is one of the efforts to inform, socialize various aspects of development that have been, are being and will be implemented to the wider community in Information Technology.

Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2011). According to Shields quoted by Bose and Emirates (2018) employee performance is the ability of an employee to carry out his duties and responsibilities. James Gibson and John Ivancevich (2011), state that the indicators for measuring employee performance are: 1) the quantity of work is the amount of work that can be done by employees at work in a certain period. 2) quality of work related to accuracy, neatness, and thoroughness of employee work, 3) personal quality related to personality, appearance, friendliness, leadership.

According to Mangkunegara (2011) work safety is the protection of employees from injuries caused by work-related accidents. Safety risks include aspects of the work environment that can cause fire, fear of power cuts, bruises, sprains, broken bones, loss of organs, vision, hearing. Taryaman (2016) argues that Occupational Safety is "Safety related to human work activities both in the manufacturing industry, involving machinery, equipment, material handling, steam engines, pressure vessels, work tools, materials and processing processes, the foundation of the workplace and the environment. , as well as ways of doing work, as well as the service industry, which involves high-tech equipment, such as elevators, escalators, building cleaning equipment, means of transportation and so on." Mangkunegara (2011) put forward several indicators of work safety, namely: a. The state of the work environment, b. Air regulation, c. Lighting settings, d. Use of work equipment, e. Physical and mental condition of employees.

According to Kasmir (2016), occupational health is an effort to keep employees healthy while working. This means that the working environment will not make employees unhealthy or sick. According to Hartatik (2014) occupational health is a program that aims to make workers obtain the highest degree of health, both physically, spiritually and socially, with efforts to prevent and treat diseases or health problems caused by work and the work environment as well as general illnesses. The three indicators of occupational health according to Manullang (2001), namely: a. Medical environment, b. Labor health environment, c. Maintenance of the health of workers.

According to Manuaba and Kebidanan (2014) a work accident is an unwanted event and is physically detrimental to a person or damage to property caused by a contract with energy (kinetic, electrical, chemical, etc.) that crosses the threshold of objects or buildings. Accidents according to Mangkunegara (2011) as an unplanned and unexpected event are not mere coincidences, but there are causes. For this reason it is necessary to know clearly so that safety and prevention efforts can be taken, so that accidents do not recur and losses the consequences of accidents can be avoided. these accidents occur due to unsafe conditions. Negligence as a cause of accidents is a separate value from safety techniques. (Nasution et al., 2022) suggests that the factors that cause work accidents,

According to Busro (2018) work enthusiasm is a work atmosphere that exists within an organization that shows a sense of enthusiasm in carrying out work and encourages employees to work better and more productively. According to Nitisemito Alex (2018) morale is doing work more actively, so that the work will be expected to be faster and better. According to Kaswan (2017) "Moral or morale is a reflection of the attitude or mental condition of an individual or a team". People with high morale are usually positive, optimistic, cooperative and supportive of the team's vision and mission. The condition of doing work faster and better is an initial picture of employee productivity at work. There are indicators of work enthusiasm according to Juliandi (2013), namely: a. At least aggressive behavior that causes frustration: b. Individuals work with a pleasant feeling: c. Adjusting to co-workers d. Ego involvement in work.

According to Pasolong (2014) states that a person's work ability (intelligence) which later this ability will be very useful in supporting a job given by superiors, as well as the will of an individual in terms of a person's ability to achieve the goals set by an organization is a factor. Factors that will later have an influence on the performance of employees. Robbins and Judge (2016) defines that "work ability is the current individual capacity to carry out various responsibilities in a job". That way an employee with good work ability must have good performance as well, so that he can carry out his work in accordance with the responsibilities given. To find out whether an employee is capable or not in carrying out his work, we can see through several indicators below. Indicators of work ability are as follows: Robbins and Judge (2016), includes: 1. Ability to work, namely the ability of an employee to work is a condition in which an employee feels capable of completing the work given to him. 2. Education namely Education is an activity to increase one's knowledge including increasing mastery of theory and skills to decide on issues related to activities to

achieve goals. 3. Working Period, namely Working Period is the time needed by an employee to work for a company or organization.. Education namely Education is an activity to increase one's knowledge including increasing mastery of theory and skills to decide on issues related to activities to achieve goals. 3. Working Period, namely Working Period is the time needed by an employee to work for a company or organization.

The phenomenon of other problems related to safety, health and work accidents, researchers see that there are still problems found such as temporary employees who do not have BPJS for health and employment. The phenomenon of morale is that there are still some employees who lack enthusiasm in carrying out their duties and responsibilities. Furthermore, the phenomenon of ability is still found to be lacking in employees about doing work in a professional manner in completing tasks on Regional Development Planning Board of Labuhanbatu Regency.

2. Methods

This research was conducted on Regional Development Planning Board of Labuhanbatu Regency, using quantitative methods. According to Sugiyono (2013), population is a generalized area consisting of objects that have certain quantities and characteristics set by researchers to study and then draw conclusions. According to Sugiyono (2013), the sample is part of the number of characteristics possessed by the population. The population in this study are all employees from Regional Development Planning Board of Labuhanbatu Regency which totaled 60 people. Withdrawal of this research sample using saturation sampling technique, by withdrawing the entire existing population to be used as a research sample. Data in this study were collected by means of interviews, observation, and distributing questionnaires directly to all employees Regional Development Planning Board of Labuhanbatu Regency, which is then tested through several analytical techniques as follows: 1) Classical assumption test, in the classical assumption test a normality test, heteroscedasticity test, and multicollinearity test are carried out; 2) Multiple linear regression test, using a linear equation: $Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4$ with the following information: Y = Employee Performance; a = constant; b_1, b_2, b_3, b_4 = coefficient of each variable, X_1 =Democratic Leadership, X_2 =Communication, X_3 =Work Culture, X_4 =Ability; 3) Hypothesis testing, consisting of the t (partial) test used to analyze the partial effect of the independent variables and the dependent variable, and the F (simultaneous) test used to analyze the simultaneous effect of the independent variables on the dependent variable. 4) The coefficient of determination is used to measure the model's ability to explain the variation in the dependent variable. To facilitate the research process, IBM SPSS Software is used as an analytical tool in processing data in research.

3. Result and Discussions

3.1. Results

The validity test of the research variable has a significant criterion > 0.5 . The validity test in this study was carried out on 30 samples which were carried out outside the characteristics of the respondents. Ghazali (2018) states that the validity test is used as a measure of whether a questionnaire is deemed valid or not. Valid data is data that does not differ between the data reported by the researcher and the data that actually occurs in the research object.

Table 1. Validity Test Results

Variable	Indicator	Pearson Correlation	Value Measurement	Status
Safety (X1)	Conditions of the work environment	0.770	0.5	Valid
	Air setting	0.754	0.5	Valid
	Lighting settings	0.812	0.5	Valid
	Use of work equipment	0.722	0.5	Valid
	Physical and mental condition of employees	0.711	0.5	Valid
Health (X2)	Medical environment	0.688	0.5	Valid
	Labor health environment	0.781	0.5	Valid
	Maintenance of the health of workers	0.715	0.5	Valid

Work accident (X3)	Machines, assembly, planes, materials	0.678	0.5	Valid
	Environment	0.759	0.5	Valid
	Process	0.673	0.5	Valid
	nature of work	0.859	0.5	Valid
	Ways of working	0.751	0.5	Valid
Spirit at work (X4)	At least aggressive behavior that causes frustration	0.731	0.5	Valid
	Individuals work with a pleasant feeling	0.816	0.5	Valid
	Adjusting to co-workers d. Ego involvement in work	0.723	0.5	Valid
Work ability (X5)	Ability to Work	0.741	0.5	Valid
	Education	0.796	0.5	Valid
	Years of service	0.845	0.5	Valid
Employee Performance (Y)	Work quantity	0.837	0.5	Valid
	Work quality	0.882	0.5	Valid
	Personal quality	0.891	0.5	Valid
	Cooperation	0.849	0.5	Valid
	initiative	0.860	0.5	Valid

Source: Research Data Processing, 2022.

Sugiyono (2013) stated that the reliability test was carried out to find out the results of consistent measurements if the same measuring instrument was measured, an indicator in the questionnaire can be accepted if the alpha coefficient has a value of > 0.6 .

Table 2. Reliability Test Results

Variable	Cronbach Alpha (CA)	Status
Safety	0.867	Reliable
Health	0.895	Reliable
Work accident	0.890	Reliable
Spirit at work	0.828	Reliable
Work ability	0.884	Reliable
Employee Performance	0.897	Reliable

Source: Research Data Processing, 2022.

Table 1 and Table 2 show that all statement items are valid and reliable. The next test uses the classic assumption test with normality. The normality test of this study is contained in the table One-Sample Kolmogorov-Smirnov Test:

Table 3. One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		Absolute
N		60
Normal Parameters, b	Means	1.1034
	std. Deviation	.76179
	Most Extreme Differences	
	absolute	.145
	Positive	.145
	Negative	-.098
Test Statistics		.145
asympt. Sig. (2-tailed)		.193c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

The normality test above uses the Kolmogorov-Smirnov method with a significance value of 0.193 where the result is greater than the 0.05 significance level. So it can be concluded that the normality tests in this study were normally distributed. The following is a normality test using the Histogram chart.

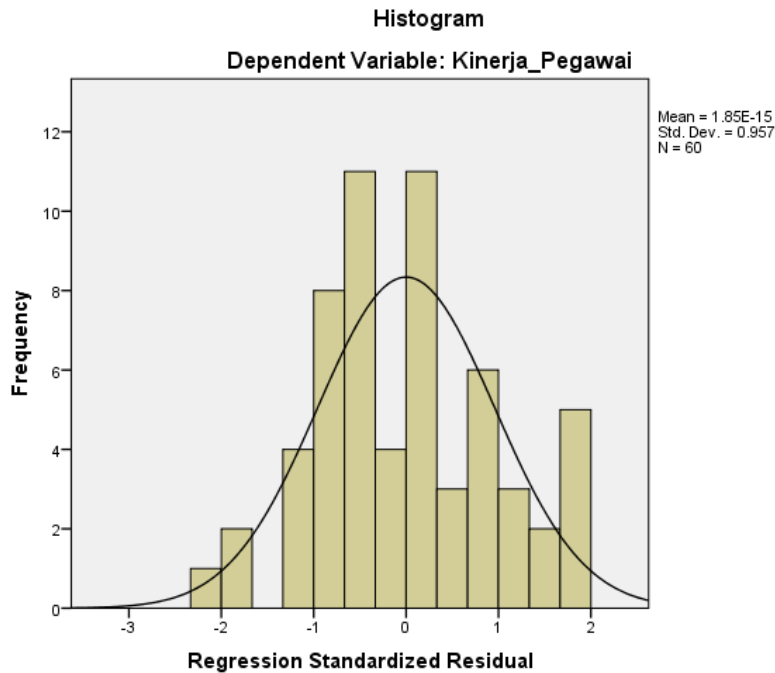


Figure 1. Histogram

In Figure 1, the data has shown a normal curve that forms a perfectly concave shape. It can be said to be normal if the line has formed a concave upward like the picture. The following is a normality test using a p-plot graph. The results of the multicollinearity test in this study are contained in Table 4:

Table 4. Test Results Multicollinearity

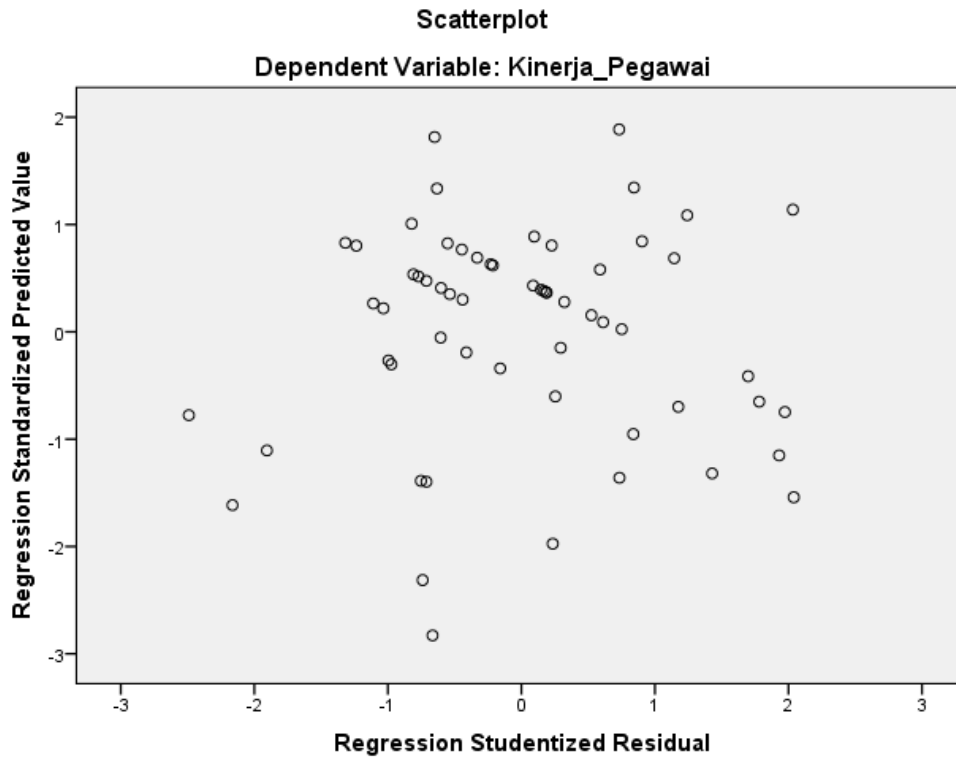
Model		Coefficients			t	Sig.	Collinearity Statistics	
		Unstandardized Coefficients B	std. Error	Standardized Coefficients Betas			tolerance	VIF
1	(Constant)	-1,467	2,236		-.656	.515		
	Safety	.674	.112	.634	6,022	.000	.469	2.134
	Health	.480	.205	.257	2,339	.023	.429	2,329
	Work accident	.213	.094	.219	2,263	.028	.553	1,809
	Spirit at work	.495	.141	.314	3,510	.001	.651	1,537
	Work ability	.308	.130	.186	2,364	.022	.835	1,197

a. Dependent Variable: Employee_Performance

Source: Research Data Processing, 2022.

Table 4 shows that the three independent variables have VIF values <10 and value tolerance > 0.1 which means that the data in this study do not experience multicollinearity. Testing the classical assumptions with the heteroscedasticity test in this study can be contained in Figure 2.

Based on Figure 2, it can be stated that the data from this study spread above and below the number 0 on the Y-axis, and did not form a clear pattern, so that the data did not experience symptoms of heteroscedasticity. The results of the research analysis by testing multiple linear analysis can be contained in Table 5.



Source: Research Data Processing, 2022.

Figure 2. Scatterplot Graph

Table 5. Results Multiple Linear Analysis

		Coefficients				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	-1,467	2,236		-.656	.515
	Safety	.674	.112	.634	6022	.000
	Health	.480	.205	.257	2,339	.023
	Work accident	.213	.094	.219	2,263	.028
	Spirit at work	.495	.141	.314	3,510	.001
	Work ability	.308	.130	.186	2,364	.022

a. Dependent Variable: Employee_Performance

Source: Research Data Processing, 2022.

Based on these values, the following multiple linear regression equations are obtained: $Y = -1.467 + 0.674X_1 + 0.480X_2 + 0.213X_3 + 0.495X_4 + 0.308X_5$ Table 5 explains that the value of B on Safety (B1) is 0.674. Health value (B2) of 0.480. Work Accident Value (B3) of 0.213. Morale (B4) of 0.495. Workability (B5) is 0308, and a constant value (a) is 2,236. The description of the multiple linear regression equation shows that the variable Safety (X1), Health (X2), Work accident (X3), Spirit at work (X4) and Ability Work (X5) has a positive direction of the coefficient on Employee Performance.

To test the research hypothesis, the t test can be used. This test was carried out to analyze the influence of the independent variables namely Safety (X1), Health (X2), Work accident (X3), Spirit at work (X4) and Ability Work (X5)

partially to the dependent variable, namely Employee Performance (Y). As for determining the t-table value, the following equation can be used: $df = nk - 1 = 60 - 5 - 1 = 54$. After being calculated using this equation, the t-table value is 1674. The t-test results can be contained in Table 6:

Table 6. Results Test (Partial)

		Coefficients				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	-1,467	2,236		-.656	.515
	Safety	.674	.112	.634	6022	.000
	Health	.480	.205	.257	2,339	.023
	Work accident	.213	.094	.219	2,263	.028
	Spirit at work	.495	.141	.314	3,510	.001
	Work ability	.308	.130	.186	2,364	.022

a. Dependent Variable: Employee_Performance

Source: Research Data Processing, 2022.

Based on Table 6, it can be seen that the results of the regression analysis obtained a t value of $6.022 > t$ table 1674, this means that the variable Safety(X1) has a positive effect on the Employee Performance variable (Y). Then the significant value is $0.000 < 0.05$ which means variable Safety (X1) has a significant effect on the Employee Performance variable (Y). Based on the results of the regression analysis, it was obtained that the t value was $2.339 > t$ table 1674, this means that the Health variable (X2) has a positive effect on the Employee Performance variable (Y). Then the significant value is $0.023 < 0.05$ which means that the Health variable (X2) has a significant effect on the Employee Performance variable (Y). Furthermore, the results of the regression analysis obtained by the value of t count $2,263 > t$ table 1674 this means that the Work Accident variable (X3) has a positive effect on the Employee Performance variable (Y). Then the significant value is $0.028 < 0.05$ which means that the Work Accident variable (X3) has a significant effect on the Employee Performance variable (Y). The results of the regression analysis obtained by the value of t count $3,510 > t$ table 1674 this means that the variable Morale (X4) has a positive effect on the Employee Performance variable (Y). Then the significant value is $0.001 < 0.05$, which means that the Morale variable (X4) has a significant effect on the Employee Performance variable (Y). The results of the regression analysis obtained by the value of t count $2,364 > t$ table 1674 this means that the variable Work Ability (X5) has a positive effect on the Employee Performance variable (Y). Then the significant value is $0.022 < 0.05$, which means that the Work Ability variable (X5) has a significant effect on the Employee Performance variable (Y).

The F test was carried out to test the independent variables namely Safety (X1), Health(X2), Work accident(X3), Spirit at work(X4) and Ability Work (X5) simultaneously has a significant relationship or not to the dependent variable, namely Employee Performance (Y). As for determining the value of Ftable, the following equation can be used: $df = k; n - k = 5; 60 - 6 = 5; 54$. After calculating using this equation, $F_{table} = (5; 54)$ then the value of Ftable is 2.272. The results of the F test in this study can be contained in Table 7:

Table 7. F Test Results

		ANOVA				
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	275,555	5	55,111	27,737	.000b
	residual	107,295	54	1987		
	Total	382,850	59			

a. Dependent Variable: Employee_Performance

b. Predictors: (Constant), Work_ability, Health, Work_Enthusiasm, Work_accident, Safety

Source: Research Data Processing, 2022.

Table 7 shows the F count value of $27,737 > F$ table 2.272 with a significance value of $0.000 < 0.05$. From these results, it can be concluded that Safety (X1), Health(X2), Work accident(X3), Spirit at work(X4) and Ability Work (X5) simultaneously has a positive and significant effect on Employee Performance (Y).

The coefficient of determination is carried out to analyze the contribution of the influence of the independent variables namely Safety (X1), Health(X2), Work accident(X3), Spirit at work(X4) and Ability Work (X5) on the dependent

variable, namely Employee Performance (Y). The results of the test for the coefficient of determination can be contained in Table 8:

Table 8.Determination Coefficient Test Results

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.848a	.720	.694	1,410

a. Predictors: (Constant), Work_ability, Health, Work_Enthusiasm, Work_accident, Safety

Source:Research Data Processing, 2022.

The R value from the analysis of the coefficient of determination is 0.848, meaning that employee performance can be explained by the variable Safety (X1),Health(X2),Work accident(X3),Spirit at work(X4) and Ability Work (X5) is 84.8%, while the remaining 15.2% can be explained by other variables not examined in this study.

3.2. Discussions

The calculated t value is $6.022 > t$ table 1674 this means variable Safety positive effect on employee performance variables. Then the significant value is $0.000 < 0.05$ which means variable Safety significant effect on employee performance variables. Taryaman (2016) argues that Occupational Safety is "Safety related to human work activities both in the manufacturing industry, involving machinery, equipment, material handling, steam engines, pressure vessels, work tools, materials and processing processes, the foundation of the workplace and the environment. , as well as ways of doing work, as well as the service industry, which involves high-tech equipment, such as lifts, escalators, building cleaning equipment, transportation facilities and others." The results of this study are in line with the results of previous research conducted by (Rorimpandey et al., 2022; Samad et al., 2022), conclude that Safety positive and significant effect on employee performance at the Regional Development Planning Board of Labuhanbatu Regency.

The calculated t value is $2.339 > t$ table 1674 which means it is variable Health positive effect on employee performance variables. Then the significant value is $0.023 < 0.05$ which means variable Health significant effect on employee performance variables. According to Kasmir (2016) Occupational health is an effort to keep employees healthy while working. This means that the working environment will not make employees unhealthy or sick. The results of this study are in line with the results of previous research conducted by (Budhiartini, 2022; Muafi & Hawignyo, 2022), conclude that Health positive and significant effect on employee performance at the Regional Development Planning Board of Labuhanbatu Regency.

The calculated t value is equal to $2,263 > t$ table 1674 this means variable Work accident positive effect on employee performance variables. Then the significant value is $0.028 < 0.05$ which means variable Work accident significant effect on employee performance variables. According to Manuaba and Kebidanan (2014) a work accident is an unwanted event and is physically detrimental to a person or damage to property caused by a contract with energy (kinetic, electrical, chemical, etc.) that crosses the threshold of objects or buildings. The results of this study are in line with the results of previous research conducted by Putera and Harini (2017), conclude that Work accident positive and significant effect on employee performance at the Regional Development Planning Board of Labuhanbatu Regency.

The calculated t value is equal to $3,510 > t$ table 1674 this means variable Spirit at work positive effect on employee performance variables. Then the significant value is $0.001 < 0.05$ which means variable Spirit at work significant effect on employee performance variables. According to Busro (2018) work enthusiasm is a work atmosphere that exists within an organization that shows a sense of enthusiasm in carrying out work and encourages employees to work better and more productively. The results of this study are in line with the results of previous research conducted by (Hermita et al., 2022; Riyanto & Anto, 2022), conclude that Spirit at work positive and significant effect on employee performance at the Regional Development Planning Board of Labuhanbatu Regency.

The calculated t value is equal to $2,364 > t$ table 1674 this means variable Work ability positive effect on employee performance variables. Then the significant value is $0.022 < 0.05$ which means variable Work ability significant effect on employee performance variables. Robbins (2020) defines that "Work ability is the current individual capacity to carry out various responsibilities in a job". The results of this study are in line with the results of previous research conducted by (Sembiring et al., 2021; Sugiharta, 2019), conclude that Work ability positive and significant effect on employee performance at the Regional Development Planning Board of Labuhanbatu Regency.

4. Conclusions

Based on the statistical finding and the literature review from previous section, then the conclusions are:

- a) Safety has a positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency.
- b) Health has a positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency.
- c) Work accidents have a positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency.
- d) Morale has a positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency.
- e) Work ability has a positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency.
- f) Safety, Health, Work Accidents, Work Morale and Work Ability simultaneously have a positive and significant effect on Employee Performance at the Regional Development Planning Board of Labuhanbatu Regency.

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