

The Influence of Professionalism, Work Discipline and Work Environment on Employee Performance

Muhammad Aiza Akbar¹

Joko Suyono²

Aldrin Arizona Suyono³

Damarsari Ratnasahara Elisabeth⁴

Sukaris⁵

^{1,2}Universitas Narotama, Surabaya - Indonesia

³Master of Management Technology, Institut Teknologi Sepuluh Nopember, Surabaya - Indonesia

⁴Sekolah Tinggi Ilmu Ekonomi Mahardhika, Surabaya – Indonesia

⁵Universitas Muhammadiyah Gresik

¹e-mail: awansakti@gmail.com

²e-mail: joko.suyono@narotama.ac.id

³e-mail: aldrinphoo21@gmail.com

⁴e-mail: damarsariarizona@gmail.com

ABSTRAK

Tujuan dari penelitian ini adalah untuk menganalisa pengaruh profesionalisme, disiplin kerja dan lingkungan kerja terhadap kinerja pegawai Balai Pelatihan Vokasi Dan Produktivitas Sidoarjo. Sampel dalam penelitian ini adalah seluruh pegawai Balai Pelatihan Vokasi Dan Produktivitas Sidoarjo berjumlah 38 orang. Teknik pengumpulan data menggunakan kuesioner, sedangkan teknik analisa data menggunakan regresi linier berganda. Hasil penelitian membuktikan bahwa profesionalisme, disiplin kerja dan lingkungan kerja berpengaruh secara parsial dan simultan terhadap kinerja pegawai Balai Pelatihan Vokasi Dan Produktivitas Sidoarjo. Di antara ketiga faktor tersebut, profesionalisme terbukti memiliki pengaruh dominan terhadap kinerja pegawai Balai Pelatihan Vokasi Dan Produktivitas Sidoarjo.

Kata kunci : profesionalisme, disiplin, lingkungan kerja, kinerja

ABSTRACT

The aim of this research is to analyze the influence of professionalism, work discipline and work environment on employee performance of Balai Pelatihan Vokasi Dan Produktivitas Sidoarjo (Vocational and Productivity Training Center in Sidoarjo). The sample in this research was all 38 employees of Vocational and Productivity Training Center in Sidoarjo. The data collection technique uses a questionnaire, while the data analysis technique uses multiple linear regression. The research results prove that professionalism, work discipline and the work environment have a partial and simultaneous influence on employee performance of Vocational and Productivity Training Center in Sidoarjo. Among these three variables, professionalism is proven to have a dominant influence on employee performance of Vocational and Productivity Training Center in Sidoarjo.

Key words: : professionalism, discipline, work environment, performance

INTRODUCTION

The Vocational Training and Productivity Center (BPVP) Sidoarjo occupies a very strategic position in efforts to mobilize and strengthen the potential of human resources in its region. In its role as an entity affiliated with the local government, BPVP Sidoarjo has a clear mission not only to enhance individual skills but also to improve the competitiveness and productivity of the local workforce. Its task is not only to provide training but also to ensure that every training and coaching program organized can have a significant impact on improving the work skills of the local community. Therefore, BPVP Sidoarjo not only serves as a regular training institution but also as an agent of social change that directly contributes to economic growth and sustainable development at the local level.[1] The phenomenon of employee performance at the Vocational Training and Productivity Center (BPVP) Sidoarjo, employee performance forms the core of all activities and achievements of the institution. Starting from the organization of training programs to community services, employee performance is the main driver of BPVP's success and effectiveness. Every step and decision taken by the employees directly impacts the quality of training programs, customer satisfaction, resource usage efficiency, and the institution's image. Therefore, the importance of employee performance is not only limited to the internal scope of the institution but also encompasses a wide impact on society and other stakeholders. In facing diverse challenges and demands, BPVP Sidoarjo prioritizes efforts to improve employee performance as the main strategy in achieving the institution's goals and mission in developing skills and competencies of human resources in the vocational field.[2]

Gibson (2019) stated that employee performance includes the results of the tasks performed by employees, which are related to the organization's goals, and also involves aspects of efficiency and other performance metrics. A similar opinion is expressed by

Mangkunegara (2019), who states that performance, often referred to as work achievement, refers to an employee's accomplishments in carrying out their duties. This performance is evaluated based on work results that encompass both quality and quantity. In other words, an employee is considered to have good performance if they can meet the expected quality standards and produce an adequate amount of output in accordance with their responsibilities. [3] According to Siagian (2018), professionalism refers to an individual's ability and reliability in completing tasks on time, with high quality, cost efficiency, and in accordance with established procedures. A similar view is expressed by Sedarmayanti (2017), who defines professionalism as an attitude in performing work that requires special skills obtained through training and education, and carried out as a job that serves as a source of income. A professional has an intrinsic drive to act professionally, which is evident from their efforts to work with high ethical standards, utilize their competencies, and commit to achieving organizational standards. Furthermore, a professional also has a good awareness of the work environment and their role within it. Professionalism reflects not only how well an employee performs their duties and responsibilities but also the extent to which they combine technical skills with moral integrity in every step of their work. This involves a high level of dedication to their profession as well as a willingness to continuously learn and develop themselves in order to achieve optimal performance standards. Work discipline, on the other hand, is not just about mechanical compliance with existing rules and procedures, but also about a mental attitude that reflects obedience, responsibility, and consistency in carrying out daily tasks. The work environment, as a factor that influences employee productivity and well-being, encompasses more than just the physical state of the office. It also includes the interpersonal dynamics between coworkers, the ability to collaborate effectively, and the support provided by management in creating a healthy and motivating work atmosphere. Thus, professionalism, work discipline, and the work

environment are not only separate aspects in the work context but also interconnected and mutually influential in shaping a productive and sustainable work culture.[4]

Professionalism

Professionalism can be defined as an individual's ability and skill in performing work according to their respective fields and levels. Professionalism involves the alignment between the abilities possessed by the bureaucracy and the task requirements; fulfilling this alignment between abilities and task needs is a prerequisite for the formation of a professional apparatus. This means that the expertise and abilities of the apparatus reflect the direction and goals that an organization aims to achieve (Kurniawan, 2018).

Oerip and Uetomo (2017) define professionalism as a behavior, quality, and manner that are characteristic of a profession. Someone is said to be professional if their work possesses the characteristics of technical standards or ethics of a profession. According to Harefa (2015), professionalism is an attitude that can be considered to represent professionalism, namely, high competence, strict supervision of work behavior, and a reward system that symbolizes work performance, or the provision of services oriented towards the public interest.

Employee professionalism is greatly determined by the level of employee competence reflected in their daily behavior within the organization. A high level of employee capability will more quickly lead to the achievement of the organization's planned goals, whereas if the employee's capability is low, the tendency for the organization to achieve its goals will be slow and may even deviate from the original plan. The term ability indicates the potential to perform tasks that may or may not be possible. If it is called potential, then ability here is just the strength that exists within a person. And the term ability can also be used to indicate what someone will be able to do, not what someone has done.

According to Agung (2018), the characteristics of professionalism of the apparatus in accordance with the demands of good governance include: *Equality, Equity, Loyalty, Accountability*.

Work Discipline

In general, work discipline is an activity that aims to develop skills in carrying out tasks effectively and efficiently. To further explore the concept of work discipline, there are several definitions from various experts. According to Tohardi (2016), work discipline refers to behavior that is in accordance with established work rules and procedures. Sondang (2018) defines discipline as a system of rules that aims to change and shape employee knowledge, attitudes, and behavior so that they can voluntarily work regularly with other colleagues and improve their performance. Meanwhile, according to Prijodarminto (2018), discipline is a condition that is formed through a series of behaviors that demonstrate the values of obedience, compliance, loyalty, regularity, and order.

From this definition, it can be concluded that work discipline involves training to regulate habits, maintain ethics, and comply with rules directly related to work.

Work Environment

According to Nitisemito (2015), the work environment refers to all factors that exist around an employee and have the potential to affect their performance in carrying out the tasks assigned. Robbins (2018) stated that employees have a preference for physical conditions in the workplace that are safe, comfortable, and free from disturbances such as temperature, lighting, noise, and other environmental factors that should not be at extreme levels. Another opinion from Robbins (2018) describes the work environment as concrete and abstract factors that surround a person's work, which affect the atmosphere in which the work is carried out in a particular location. From the various views of these experts, it can be concluded that the work environment includes physical and non-physical aspects around employees that have the potential to affect their productivity. This includes things like

lighting, acoustic atmosphere, air circulation, noise levels, layout, and others, which can help reduce employee boredom and fatigue and have an impact on the implementation of their tasks and activities.

Employee Performance

Rivai (2015) defines employee performance as real behavior displayed by each person as an achievement of the results of their work that is in accordance with their respective roles in the company. Meanwhile, Mangkunegara (2019) explains that performance is the result of work in terms of quality and quantity achieved by an employee in carrying out their duties. According to Dessler (2015) stated that employee performance (work achievement) is the achievement expected from employees. According to Gibson, et al., (2017) stated that employee performance is a measure that can be used to determine the comparison of the results of carrying out tasks, responsibilities given by the organization. Meanwhile, according to Mathis and Jackson (2019) performance is basically what is done or not done by employees.

Hypothesis

Research on the influence of professionalism on employee performance has been conducted by several previous researchers including Sarinah (2020), Rahmadani, et al (2023), Ferawati, et al (2020), Ichsan, et al (2022), Parameswari et al (2020). The results of their research prove that professionalism influences employee performance. Thus, a hypothesis can be made as follows:

H1: Professionalism influences employee performance.

Research on work discipline on employee performance has been conducted by several previous researchers including Astuti and Amalah (2018), Iptian, et al, (2020), Jeffrey and Soleman (2017), Husain (2018), and Kurbani (2018). The results of their research prove that work discipline affects employee performance. Thus, a hypothesis can be made as follows:

H2: Work discipline affects employee performance.

Research on the work environment on employee performance has been conducted by several previous researchers including Pratama and Wismar'ain (2018), Prilian, et al (2014), Rorong (2016), Tanjung (2018) and Sari, et al. (2021). The results of their research prove that the work environment has an effect on employee performance. Thus, a hypothesis can be made as follows:

H3: Professionalism has an effect on work motivation.

Research on the influence of professionalism on employee performance has been conducted by several previous researchers, including Sarinah (2020), Rahmadani, et al (2023), Ferawati, et al (2020), Ichsan, et al (2022), Parameswari et al (2020). The results of their research prove that professionalism has an effect on employee performance. Research on work discipline on employee performance has been conducted by several previous researchers, including Astuti and Amalah (2018), Iptian, et al, (2020), Jeffrey and Soleman (2017), Husain (2018), and Kurbani (2018). The results of their research prove that work discipline has an effect on employee performance. Research on the work environment on employee performance has been conducted by several previous researchers, including Pratama and Wismar'ain (2018), Prilian, et al (2014), Rorong (2016), Tanjung (2018) and Sari, et al. (2021). The results of their research prove that the work environment has an effect on employee performance. Thus, a hypothesis can be made as follows:

H4: Professionalism, work discipline and work environment simultaneously influence employee performance.

H5: Professionalism has a dominant effect on employee performance.

METHOD

Based on the formulation of the problem and the research objectives to be achieved, the research design used is a quantitative approach.

The quantitative research approach aims to develop and use mathematical models, theories, and/or hypotheses related to phenomena in the field. Sugiyono (2017) explains that quantitative research is research that collects data in the form of numbers or qualitative data that can be quantified.

Population according to Sugiyono (2019) is basically a collection of all things that want to be known, a group of documents or concepts. The population in this study was all employees of the Sidoarjo Vocational and Productivity Training Center (BPVP) with a total of 38 people.

Sugiyono (2019) stated that a sample is part of the number and characteristics possessed by a population. Thus, it can be said that a research sample is a portion of the population taken as a data source and can represent the entire population.

This research sample uses a saturated sampling technique, meaning that all employees of the Sidoarjo Vocational Training and Productivity Center (BPVP) as many as 38 people were taken as samples. This is in accordance with the opinion expressed by Sugiyono (2019) that if the population is less than 100 people, the entire population is taken and used as a research sample.

This study uses primary data sources and secondary data. According to Nazir (2014), data sources are data obtained from research objects. In this case, the data used are primary data and secondary data. According to Sugiyono (2019), primary data is data obtained directly from research objects through interviews or filling out questionnaires, which means that this data source directly provides data to researchers. While secondary data is data that comes from outside the research object, namely researchers do not directly receive it from the data source (research object).

The questionnaire used by researchers as a research instrument is a closed questionnaire. The measurement of this research questionnaire uses a Likert scale.

According to Sugiyono (2019) the Likert scale is used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena. Data analysis is an activity of interpreting data that has been collected from the field and has been processed to produce certain information. The data analysis techniques used is multiple linear regression, t-test, F test and dominant test.

RESULTS

Data Quality Test

Validity Test Result

Table 1. Result of t-test (Partial)

Variabel	t count	t table	Sig	Remark
Professionalism	4,89404	2,03224	0,000	Significant
Work Discipline	4,31792	2,03224	0,000	Significant
Work Environment	4,64188	2,03224	0,000	Significant

The partial test of professionalism on employee performance obtained a level of $0.000 < 0.050$ (level of significance), which shows that professionalism has a partial effect on employee performance.

The partial test of work discipline on employee performance obtained a level of $0.001 < 0.050$ (level of significance), which shows that work discipline has a partial effect on employee performance.

The partial test of the work environment on employee performance obtained a level of $0.002 < 0.050$ (level of significance), which shows that individual characteristics have a partial effect on employee performance.

Table 2. Result of F-Test

Variabel Bebas	Variabel Terikat	R Square	R	Fcount	Sig
Professionalism Work Discipline Work Environment	Employee Performance	0.864	0.938	39.169	0.00

Simulation test, F test = $0.000 < 0.05$ (level of significance), this shows that the variables of professionalism, work discipline and work environment simultaneously influence employee performance.

Table 3. Dominant Test

Variabel Bebas	Coefficients ^a
	Standardized Coefficients
1 (Constant)	
Profesionalism	0.87382
Work Discipline	0.78515
Work Environment	0.81539

The three independent variables are professionalism, work discipline and work environment, the most dominant influence is professionalism because it has the highest standardized coefficient beta value, namely 0.87382 compared to the other independent variables.

DISCUSSION

In the previous chapter, the general description of the research object, general description of respondents, description of research variables and the results of the hypothesis proof analysis have been presented. In relation to this, this chapter will discuss the variables that affect the performance of employees of the Sidoarjo Vocational and Productivity Training Center (BPVP).

In this discussion, the magnitude of the influence of these variables will be presented both simultaneously and partially with various arguments based on the previous description. The results of the analysis are as follows:

1. The first hypothesis stating that "Professionalism has a partial effect on the performance of employees of the Sidoarjo Vocational and Productivity Training Center (BPVP)" is proven and correct. This is because professionalism has a $t\text{-count} > T\text{-table}$ ($4.89404 > 2.03224$). This can also be seen at a significant level of 0.000 which is below the tolerance value of 5% or $0.000 < 0.05$.
2. The second hypothesis which states "Work discipline has a partial effect on the performance of employees of the Sidoarjo

Vocational and Productivity Training Center (BPVP)" is proven and true. This is because the $t\text{-count} > T\text{-table}$ ($4.31792 > 2.03224$). This can also be seen at a significant level of 0.000 which is below the tolerance value of 5% or $0.000 < 0.05$.

The results of this study are supported by research by Astuti and Amalah (2018), Iptian, et al, (2020), Jeffrey and Soleman (2017), Husain (2018), and Kurban (2018).

3. The third hypothesis stating that "The work environment (X3) has a partial effect on the performance of employees of the Sidoarjo Vocational and Productivity Training Center (BPVP)" is proven and correct. This is because the $t\text{-count} > T\text{-table}$ ($4.64188 > 2.03224$). This can also be seen at a significant level of 0.000 which is below the tolerance value of 5% or $0.000 < 0.05$. The results of this study are supported by research by Pratama and Wismar'ein (2018), Prilian, et al (2014), Rorong (2016), Tanjung (2018) and Sari, et al. (2021). The results of their research prove that the work environment affects employee performance.
4. The fourth hypothesis stating that "Professionalism, work discipline and work environment simultaneously influence the performance of employees of the Sidoarjo Vocational and Productivity Training Center (BPVP)" is proven and true. This is because the F count for professionalism, work discipline and work environment is greater than the F table ($39.169 > 2.87$). This can also be seen at a significant level of 0.000 (0%) which is far below 1 and 5%.
5. The fifth hypothesis stating that "Professionalism has a dominant influence on the performance of employees of the Sidoarjo Vocational and Productivity Training Center (BPVP)" is proven and true. This is because professionalism has the highest standardized coefficients beta value of 0.87382 compared to other independent variables. The work discipline variable has a standardized coefficients beta value of 0.78515 and the work environment variable has a standardized coefficients beta value of 0.81539.

CONCLUSION

Based on the results of the analysis using the multiple linear regression method and from the results of the discussion that has been presented, the following conclusions can be drawn:

1. Professionalism has a partial effect on the performance of employees of the Sidoarjo Vocational and Productivity Training Center (BPVP).
2. Work discipline has a partial effect on the performance of employees of the Sidoarjo Vocational and Productivity Training Center (BPVP).
3. The work environment has a partial effect on the performance of employees of the Sidoarjo Vocational and Productivity Training Center (BPVP).
4. Professionalism, work discipline and the work environment have a simultaneous effect on the performance of employees of the Sidoarjo Vocational and Productivity Training Center (BPVP).
5. Professionalism has a dominant effect on the performance of employees of the Sidoarjo Vocational and Productivity Training Center (BPVP).

REFERENCES

- Agung. (2018). Konsep Pendidikan Karakter Islami; Kajian Epistemologis. AlTarbawi Al-Haditsah. *Jurnal Pendidikan Islam*. Volume 3 Nomor 2.
- Anoraga, P. (2019). *Manajemen Bisnis*. Semarang: PT. Rineka Cipta.
- As'ad, M. (2018). *Psikologi Industri*. Yogyakarta: Liberty.
- Astuti, D. (2022). Pengaruh komitmen organisasi dan budaya organisasi terhadap kinerja pegawai. *Jurnal Akuntansi Dan Manajemen Bisnis*, Vol 2 No. 2 Agustus 2022.
- Davis, K., dan Newston, J.W. (2016). *Organizational Behavior At Work*. New York : Mc Graw – Hill.
- Deviyana, et al. (2023). Pengaruh Disiplin Kerja dan Lingkungan Kerja Terhadap Kinerja Pegawai Dengan Motivasi Kerja Sebagai Variabel Intervening Pada Dinas Pekerjaan Umum Bina Marga dan Tata Ruang Provinsi Sumatera Selatan. *Journal of Business & Management* Vol. 1 No. 1, January 2023.
- Dharma, Y. (2018). The Effect of Work Motivation on The Employee Performance with Organization Citizenship Behavior as Intervening Variable at Bank Aceh Syariah. *Emerald Reach Proceedings Series* Vol. 1 pp. 7–12.
- Ferawati, I, et al. (Pengaruh profesionalisme Dan Etila Kerja Terhadap Kinerja Pegawai Rumah Sakit Umum Daerah Ciamis (Suatu Studi pada Pegawai ASN Rumah Sakit Umum daerah Ciamis). *Business Management and Entrepreneurship Journal*, Volume 2 | Nomor 3 | September 2020.
- Flippo, E.B. (2018). *Manajemen Personalia* (Alih Bahasa oleh Mohamad Masud). Jakarta: Erlangga.
- Ghozali, I. (2021). *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 26*. Edisi 10. Badan Penerbit Universitas Diponegoro.
- Gibson, et al. (2017). *Organization, Behavior, Structure & Process*, edition 10. Boston. USA.
- Gibson, I., dan Donnelly. (2019). *Organisasi, Jilid I*. Jakarta: Binarupa Aksara.
- Gomes, F. (2018). *Manajemen Sumber Daya Manusia (Edisi Terjemahan)*. Yogyakarta: Andi Offset.
- Hadikusuma, G.M. dan Hamzah, R. (2018). *Manajemen Personalia*. Jakarta: Pustaka Binaman Pressindo.
- Hamalik, O. (2017). *Kurikulum dan Pembelajaran*. Bandung: Bumi Aksara.
- Handoko, H. (2019). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara.
- Handoko, H. (2020). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara.
- Harefa, M.S. (2015). Analysis The Influence of Good Corporate Governance and Capital Structure to Firm Value With Financial Performance as Intervening Variable (Study at Manufacturing Companies That Listed at Indonesia Stock Exchange. *Nommensen HKBP University (NHU)*.
- Hasibuan, S.P. (2018). *Manajemen Sumber Daya Manusia*. Edisi. Revisi. Jakarta: Penerbit PT Bumi Aksara.
- Hasibuan, W. dan Indrawan, M.I. (2023). THE EFFECT OF PROFESSIONALISM ON EMPLOYEE PERFORMANCE WITH WORK PROCEDURES AS AN INTERVENING VARIABLE AT THE BINJAI CIVIL REGISTRY OFFICE. *Sibatitk Journal* | Volume 2 No.9 (2023).
- Heidjrachman, R. dan Husnan, S. (2016). *Manajemen Personalia*, Edisi III. Yogyakarta: BPFE.
- Hezberg, F., at al. (2015). *The Motivation to Work*. New York : John Wisley & Sons.
- Husain, B.A. (2018). Penaruh Disiplin Kerja Terhadap Kinerja Pegawai (Pada PT. Bank Danamon Tbk, Cabang Bintaro). *Jurnal Disrupsi Bisnis*, Vol. 1, No.1, Juli 2018.
- Ichsan, R.N., et al. (2022). The Influence of Work

- Ethics And Work Professionalism on Performance at PT. BRI Branch Singamangaraja Medan. *JURNAL DARMA AGUNG* Volume 30, Nomor 1, April 2022.
- Iptian, R. et al. (2020). The Effect of Work Discipline and Compensation on Employee Performance. *International Journal of Multicultural and Multireligious Understanding*, Volume 7, Issue 8 September, 2020.
- Irawan, D., et al. (2021). Pengaruh Disiplin Kerja Dan Lingkungan Kerja Terhadap Kinerja Pegawai Negeri Sipil Pada Kantor Kecamatan Serpong. *Jurnal Ilmiah Mahasiswa (JIMAWA)* Vol. 1, No. 3, November 2021 (176 - 185).
- Jeffrey, I., dan Soleman, M. (2017). The effect of work discipline, achievement motivation and career path toward employee performance of The National Resilience Institute of The Republic of Indonesia. *International Journal of Application or Innovation in Engineering & Management (IIAIEM)*, Volume 6, Issue 8, August 2017.
- Kasmir. (2016). *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. Depok: PT. Rajagrafindo Persada.
- Kurbani, A. (2018). Pengaruh Disiplin Kerja Terhadap Kinerja Pegawai Pada PT. Agro Massiv International Group. *Jurnal Media Wahana Ekonomika*, Vol. 15, No.1, April 2018 : 16-25.
- Kurniawan, A. (2012). Transformasi Pelayanan Publik. Yogyakarta: Pembaharuan.
- Kurniawan. (2018). *Audit internal Nilai Tambah Bagi Organisasi*. Yogyakarta: BPFE.
- Kurniawan. (2012). Pengaruh Budaya Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai International Federation Red Cross (Ifrc) Banda Aceh. *Jurnal Manajemen Pascasarjana Universitas Syiah Kuala* Vol. 1 No. 1.
- Lubis. (2015). *Pemikiran Kritis Kontemporer*. Jakarta: Rajawali Pers.
- Mangkunegara, A.A.A.P. (2019). *Manajemen Sumber Manusia Perusahaan*. Bandung: PT Remaja Rosdakarya.
- Manullang, (2016). *Dasar-Dasar Manajemen*. Jakarta: Ghalia Indonesia.
- Maskun dan Rachmedita, V. (2018). *Teori Belajar dan Pembelajaran*. Yogyakarta: Graha Ilmu.
- Mathis dan Jackson. (2019). *Manajemen Sumber Daya Manusia*. Jakarta: Salemba Empat.
- Moenir. (2015). *Manajemen Pelayanan Umum di Indoensia*. Jakarta: PT. BumiAkasara.
- Moenir. (2015). *Manajemen Pelayanan Umum Di Indonesia*. Jakarta: PT Bumi Aksara.
- Muliaty. (2021). Profesionalisme, Komitmen Organisasi, Kepuasan Kerja terhadap Kinerja Pegawai PDAM Tirta Kencana Samarinda. *Jurnal Administrasi Bisnis (JAB)* Vol. 11. No. 2, 2021.
- Nitisemito, A., (2015). *Manajemen Sumber Daya Manusia*. Bandung: Pustaka setia.
- Notoatmodjo, S. (2018). *Pengembangan Sumber Daya Manusia*. Jakarta: Rineka Cipta.
- Odiorne, G.S. (2018). *Personnel and Human Resources Management*. United States of America : Dow Jones Irwin.
- Oerip, S.P. dan Utomo, T.T. (2016). *Mengatasi Krisis Manusia di Perusahaan*. Jakarta : PT. Gramedia Widiasarana Indonesia.
- Parameswari, R., et al. (2020). The Effect of Professionalism on Employee Work Productivity at Sakura Jaya Company. *PRIMANOMICS : JURNAL EKONOMI DAN BISNIS - VOL. 18. NO. 2* (2020).
- Poerwadarminta, W.J.S. (2015). *Kamus Umum Bahasa Indonesia*, Edisi Ketiga. Jakarta: Balai Pustaka.
- Pratama, Y.F., & Wismar'ain, D., (2018). Pengaruh Pelatihan dan Lingkungan Kerja Terhadap Kinerja Pegawai. *Business Management Analysis Journal (BMAJ)*, Vol. 1 No. 1 - Oktober 2018.
- Pratama, Y.F., & Wismar'ain, D., (2018). Pengaruh Pelatihan dan Lingkungan Kerja Terhadap Kinerja Pegawai. *Business Management Analysis Journal (BMAJ)*, Vol. 1 No. 1 - Oktober 2018.
- Prijodarminto, S. (2018). *Disiplin Menuju Sukses*. Jakarta: Pradaya paramita.
- Prilian, N.M.R., et al. (2014). Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai Di PT. Mitra Global Holiday Jimbaran Bali. *Jurnal IPTA*, Vol. 2 No. 1, 2014.
- Prilian, N.M.R., Indrawati, Y., & Mananda, I.GPB.S., (2014). Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai Di PT. Mitra Global Holiday Jimbaran Bali. *Jurnal IPTA*, Vol. 2 No. 1, 2014.
- Raharjo, K. (2019). Pengaruh Ukuran Perusahaan, Leverage, Likuiditas, Profitabilitas Terhadap Struktur Modal (Studi Kasus Perusahaan Property dan Real Estate yang Terdaftar di Bursa Efek Indonesia Periode tahun 2012-2016. *Jurnal of Accounting*, 5(5), 160–197.
- Rahmadani, R.T., et al (2023). Pengaruh Tingkat Profesionalisme Terhadap Kinerja Pegawai Di

- Badan Pertanahan Nasional Kota Cilegon. *Jurnal Administrasi Publik*, Vol.11, No.2.
- Rajab, M.H.D. (2017). *Pengaruh Profitabilitas Terhadap Nilai Perusahaan dengan Corporate Social Responsibility (CSR) sebagai Variabel Moderating*. Skripsi Universitas Islam Negeri Sumatera Utara, Medan.
- Rivai, V.Z. (2015). *Manajemen Sumber Daya Manusia Untuk Perusahaan*, Edisike-7. Depok, Jakarta: PT RAJAGRAFINDO.
- Robbins, S.P. (2018). *Perilaku Organisasi : Konsep, Kontroversi, Aplikasi*, Edisi Kedelapan, Terjemahan Pujaatmaka Hadyana. Jakarta: PT. Prenhallindo.
- Rorong, S.V., (2016). The Impact of Physical Work Environment Toward Employee Performance At PT. Bank Negara Indonesia Manado Regional Office. *Jurnal EMBA*, Vol.4 No.1 Maret 2016.
- Sari, A.M., et.al. (2021). The Effect of the Work Environment on Employee Performance with Motivation as a Mediation Variables. *International Journal of Disaster Recovery and Business Continuity* Vol.12, No. 1, (2021).
- Sari, A.M., et.al. (2021). The Effect of the Work Environment on Employee Performance with Motivation as a Mediation Variables. *International Journal of Disaster Recovery and Business Continuity* Vol.12, No. 1, (2021).
- Sarinah, L. (2020). Pengaruh Profesionalisme, Employee Engagement (Keterikatan Pegawai), Dan Integritas Terhadap kinerja Pegawai PDAM DKI Jakarta. *KINERJA Jurnal Ekonomi dan Bisnis* Vol. 3 No. 1 – Desember 2020.
- Sarwono, P.S. (2016). *Ilmu Kebidanan*. Jakarta : PT. Bina Pustaka.
- Sastrodiwiryo, S. (2016). *Manajemen Tenaga Kerja Indonesia Pendekatan Admmistratif dan Operasional*. Jakarta : Bumi Aksara.
- Saydam, G. (2016). *Manajemen Sumber Daya Manusia*. Jakarta : Gunung Agung.
- Sedarmayanti. (2017). *Manajemen Sumber Daya Manusia*. Bandung : Refika Aditama.
- Sedarmayanti. (2017). *Perencanaan dan Pengembangan SDM untuk Meningkatkan Kompetensi, Kinerja dan Produktivitas Kerja*. Bandung: PT Refika Aditama.
- Siagian, S. (2018). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Bumi Aksara.
- Sutrisno, E. (2017). *Manajemen Sumber Daya Manusia*. Jakarta : Kencana.
- Suyanto, et al (2023). Analysis of The Effect of Work Environment and Knowledge Sharing on Employee Performance in Innovative Behavior Mediation. *JBTI : Jurnal Bisnis : Teori dan Implementasi*, Vol 14, No 1 (2023): April 2023, page: 306-322.
- Tanjung, et.al. (2018). The Effect of Work Environment and training on Work Performance through work Motivation in General Staff Personnel Army. *International Journal of Business and Applied Social Science (IJBASS)*. VOL: 4, ISSUE: 1 January 2018.
- Tanjung, et.al. (2018). The Effect of Work Environment and training on Work Performance through work Motivation in General Staff Personnel Army. *International Journal of Business and Applied Social Science (IJBASS)*. VOL: 4, ISSUE: 1 January 2018.
- Tohardi, A. (2016). *Pemahaman Praktis Manajemen Sumber Daya Manusia*. Jakarta: CV. Mandar Maju.
- Tohardi, A. (2016). *Pemahaman Praktis Manajemen Sumber Daya Manusia*. Jakarta: CV. Mandar Maju.
- Wibowo. (2011). *Manajemen Kinerja*. Edisi 5. Surabaya: Rajawali Pers.
- Wijaya, T. (2018). *Manajemen Kualitas Jasa*, Edisi Kedua. Jakarta: PT.Index.

