

## **Analysis Of The Effect Of Work Value, Morale, And Mastery Of Information Technology On The Performance Of State Junior High School Teachers In Mojokerto Regency East Java**

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### **Abstract**

*Work values, mastery of information technology, and high morale are a unit that will shape teacher performance, where teachers are required to have a set of competencies that they must have in carrying out their profession as an educator. The objectives of this study are: a) to test the effect of work value on the performance of teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko, Mojokerto Regency, b) to Test the influence of morale on the performance of teachers of State Junior High School 2 Trawas Mojokerto Regency, c) Test the influence of mastery of information technology on the performance of teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko, Mojokerto Regency. This research was conducted on the teachers of State Junior High School 2 Trawas, Mojokerto Regency, which was originally estimated to be 70 teachers, but from the latest data received accompanied by a questionnaire that returned 25 people, so that the scope of the research object was developed to State Junior High School 1 Sooko which has the same characteristics as State Junior High School 2 Trawas and respondents of teachers of State Junior High School 1 Sooko totaling 40 people. The sampling technique used is saturated sampling. The results showed: 1) There was a positive and significant influence between the work value on the performance of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto with  $t$  counting i.e. 3.0192) There was a positive and significant influence between morale on the performance of teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto, with  $t$  counting i.e. 4,551 3) There is a positive and insignificant influence between mastery of information technology on the performance of teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto, with  $t$  counting i.e. 2,387.*

**Keywords:** *Work value, Morale, Mastery of Information Technology, Performance*

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## **INTRODUCTION**

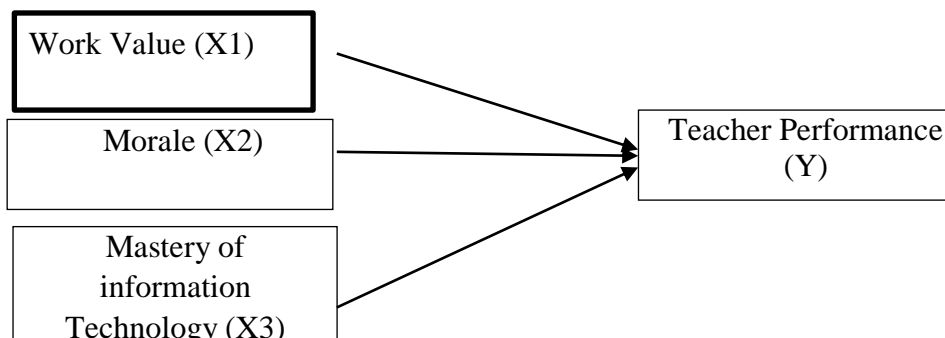
Understanding the value of work, mastery of information technology, and having high morale are a unit that will shape teacher performance, where teachers are required to have a set of competencies that they must have in carrying out their profession as an educator. Related to work values, a teacher must certainly show quality and maximum ways of working to achieve the objectives of the learning process, namely the delivery of learning materials effectively, student understanding, and the results of student evaluations show results that meet predetermined standards. Teachers must also show high morale with their sincerity in preparing materials, media, and the creativity of their learning models. Especially in this day and age where students are very close to information technology, learning is also often carried out online, of course, teachers must also have an understanding of information technology, mastery of technology operations, and use digital-based learning media. These are some aspects that will support the performance of teachers in their work as teaching staff. Robbins (2013), Value (value) contains an element of judgment because it contains an individual's ideas regarding what is right, good, or desired. It has both content and intensity attributes. Oz, Askun (2010), Understanding Managerial Work Values in Turkey, Result is related to the internalization of

these values. It was indicated that the internalization levels of these two value groups are different by their mean scores. It seems that the internalization level of western values is higher than local values. The high education level (at least a university degree) and the young age range make the highest scores of western values meaningful. Only organizational size which is directly related to the organization has a significant effect on work values. The lower the organizational size, the higher the proper values are held.

The results of research by Pantouw, Tatimu & Sambul (2019) stated that Work Value has a positive and significant effect on Employee Performance Studies on millennial generation employees at Bank Mandiri Manado Area. Washington and Watson (in Werang, 2014a) state that the spirit of work is the feeling that a person has towards his work and how the organization in which the person works meets the expectations and needs of the person. Morale in this study refers to the morale shown by teachers in carrying out their profession as a teacher. Werang (2014b: 691) defines the teacher's morale as the teacher's fighting spirit to produce quality work (teaching) in order to improve the academic success of the students. Jogyanto (2010) conveyed that an information technology system is a technological system in an organization that brings together the needs of processing daily transactions, supports operations, is managerial and strategic activities of an organization, and provides certain outside parties with the necessary reports. Performance is an evaluation result achieved by workers in their work according to certain criteria that apply to a job (Robbins, 2013). The study was conducted in State Junior High School 2 Trawas dan State Junior High School 1 Sooko Mojokerto County. The findings of this study are expected to expand the characteristics of science and theory, as well as provide information about the importance of work values, morale, and mastery of information technology in supporting teacher performance. The objectives of this study are the objectives: 1) to test the effect of work value on the performance of teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko, Mojokerto Regency, 2) to Test the influence of morale on the performance of teachers of State Junior High School 2 Trawas, Mojokerto Regency, 3) Test the influence of mastery of information technology on the performance of teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko, Mojokerto Regency.

## **RESEARCH METHODS**

This research approach is a quantitative and explanatory type of research. Conducted on teachers of State Junior High School 2 Trawas Mojokerto Regency which was originally estimated to be 70 teachers, but from the latest data received accompanied by a questionnaire that returned amounted to 25 people, so the scope of the research object was developed to State Junior High School 1 Sooko which has the same characteristics as SMP Negeri 2 Trawas, respondents of teachers of State Junior High School 1 Sooko totaled 40 people. The sampling technique used is saturated sampling. The research framework is described as follows:



**Figure 1. Research Frame Work**

Information:

X1: Work Value

X2: Morale

X3: Mastery Of Information Technology

Y: Teacher Performance

## RESULTS AND DISCUSSION

**Table 1. Respondent Description**

	<b>Number of Respondents</b>	<b>Percentage</b>
<b>Gender</b>		
<b>Man</b>	25	40%
<b>Woman</b>	40	60%
<b>Age</b>		
<b>19 – 30 Years</b>	7	12%
<b>31 – 41 Years Old</b>	10	20%
<b>42 – 52 Years Old</b>	20	28%
<b>53 – 65 Years Old</b>	28	40%
<b>Service Life</b>		
<b>1 – 5 Years</b>	5	13%
<b>6 – 15 Years</b>	12	22%
<b>16 – 25 Years</b>	48	65%

Source: Processed by Researchers, 2022

According to the results of the respondent's description, it is known that the teachers in this state junior high school are more female, totaling 40 people, and the working period is stretched to 16-25 years, the average age is also in the range of 53-65 years, where many teachers are about to enter retirement.

**Descriptive Statistical Analysis**

**Table 2. Descriptive Statistical Analysis Results of Work Value, Morale, Mastery of Information Technology, and Teacher Performance**

	Grand Mean	Max	Min	SD
Work Value	4,528	5.00	1.00	0,67473
Morale	4,307	5.00	1.00	0,73921
Mastery of Information Technology	Of 4,384	5.00	1.00	0,84772
Teacher Performance	4,385	5.00	2.00	0,67923

**Source: Researcher-processed data, 2022**

The work score is included in the very strong category with a grand mean of 4,528, teacher morale is also classified as a very high category with a grand mean of 4,307, Mastery of Information Technology is classified as very mastered with a grand mean of 4,384 and Teacher Performance is included in the very high category with a grand mean of 4,385.

**Test of Classical Assumptions**

**Multicollinearity Test**

**Table 3. Multicollinearity Test Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	13.703	11.900		1.151	.254		
	Work Value	2.142	.709	.295	3.019	.004	.495	2.019
	Morale	3.205	.704	.476	4.551	.000	.431	2.318
	Mastery of Information Technology	.646	.271	.199	2.387	.020	.680	1.470

a. Dependent Variable: Performance

The results of the multicollinearity test in the Coefficient table show that in Collinearity statistics, it is known that the values of Tolerance Work Value (X1), Morale (X2), and Mastery of Information Technology (X3) are 0.495, 0.431, and 0.680 greater than 0.10. While the VIF values of the Variables of Work Value, Morale. and Mastery of Information Technology were 2, 019, 2,318, and 1,470 < 10.00. Referring to the basis of multicollinearity decision-making, it is concluded that there is no multicollinearity.

### Linearity Test

**Table 4. Linearity Test ANOVA Table**

		Sum of Squares	df	Mean Square	F	Sig.
Performance*	Between Groups (Combined)	14465.884	8	1808.235	13.286	.000
	Linearity	11532.840	1	11532.840	84.738	.000
	Deviation from Linearity	2933.044	7	419.006	3.079	.008
Work Value	Within Groups	7621.563	56	136.099		
	Total	22087.446	64			

Based on the results of the linearity test, it is known that the Deviation from the Linearity value of 0.008 is greater than 0.005 so it can be concluded that there is a linear relationship of the Work Value Variable with performance.

### Normality Test

**Table 5. Normality Test Results One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		65
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	9.97514652
Most Extreme Differences	Absolute	.062
	Positive	.062
	Negative	-.051
Test Statistic		.062
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. This is a lower bound of the true significance.

Based on the results of the normality test, from the *asympt* value. Sig. (2-tailed) obtained a value of 0.200 greater than 0.05. The decision-making data from the One-sample Kolmogorov-Smirnov test above can be seen that the data is normally distributed. Therefore, the requirements of normality in the regression model are met.

**Multiple Linear Regression Analysis**

Multiple Linear Regression serves to determine the presence or absence of the influence of free variables on bound variables. So that what is sought is the influence of free *variables* (*Independent variables*) namely Work Value (X1), Morale (X2), and Mastery of Information Technology (X3) on the bound variable (*Dependent variable*) namely Teacher Performance (Y), and the regression equation can be formulated as follows:

Information:

$$Y = a + b_1X_1 + b_2X_2 + b_3 X_3 + e$$

Y= Dependent Variables (Performance)

a= Constants

b<sub>1</sub>b<sub>2</sub> b<sub>3</sub> = Regression coefficient

X<sub>1</sub>= Independent Variable (Work Value)

X<sub>2</sub>= Independent Variables (Morale)

X<sub>3</sub>= Independent Variables (Mastery of Information Technology)

e= Error

To read the results of THE SPSS against its regression equation to look at the SPSS output in the "Coefficient" table. For more details, you can see the table below.

**Table 6. Multiple Linear Regression Analysis Test Results**

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.703	11.900		1.151	.254
	Work Value	2.142	.709	.295	3.019	.004
	Morale	3.205	.704	.476	4.551	.000
	Mastery of Information Technology	.646	.271	.199	2.387	.020

a. Dependent Variable: Performance

Based on the table above, a regression formula can be obtained as follows:

$$Y = 13.703 + 2.142X_1 + 3.205X_2 + 0.646 X_3 + 11.900$$

The interpretation of the above regression is as follows:

- 1) Constant (a) In the table above, it is known that the value of the constant is 13,703 which means that if all free variables have a value of zero (0) then the value of the bound variable (Performance) is 13,703 which shows that the increasing Work Value, Morale, and Mastery of Information Technology will affect Teacher Performance.
- 2) Work Value (X<sub>1</sub>) to Performance (Y), The coefficient value n Work Value is 2.142. This suggests that any increase in the Working Value ( X<sub>1</sub> ) of a unit of the Performance variable (Y) will rise by 2.142 assuming that the other free variables of the regression model are fixed.
- 3) Morale (X<sub>2</sub>) to Performance (Y) The value of the Coefficient of Morale is 3.205. This suggests that any increase in the Morale of a unit of Performance variable (Y) will rise by 3,205 assuming that the other free variables of the regression model are fixed.

4) Mastery of Information Technology (X3) to Performance (Y) The value of the coefficient of Mastery of Information Technology is 0.646. This suggests that each increase in

#### a.T-test (Partial Test)

The t-test is used to determine whether or not independent variables have a real effect on the dependent variables. The degree of significance used is 0.05. If the significant value is less than the degree of confidence then an alternative hypothesis is accepted which states that an independent variable partially affects the dependent variable. The analysis of the t-test is also seen in the "Coefficient" table.

**Table 7. Hypothesis Test Results  
Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.703	11.900		1.151	.254
	Work Value	2.142	.709	.295	3.019	.004
	Morale	3.205	.704	.476	4.551	.000
	Mastery of Information Technology	.646	.271	.199	2.387	.020

Dependent Variable: Performance

Information Technology Mastery of a unit of Performance variable (Y) will increase by 0.646 assuming that the other free variables of the regression model are fixed.

#### 5)Standard Error

The Standard Error of 11,900 means that all variables calculated in the SPSS test have a disruptive variable rate of 11,900.

#### Test the Hypothesis

From the table above, it can be concluded as follows:

##### a) Work Value (X1) to Teacher Performance (Y)

In the Coefficient column of model 1, there is a sig value of 0.04. If the sig value is less than the probability value of 0.05 or  $0.004 < 0.05$  then  $H_0$  is rejected, and  $H_a$  is accepted. Variable X1 has a calculated t of 3,019 with a table t of 2,000 so  $t \text{ count} > t$  of the table it can be concluded that the variable X1 has a contribution to Y. So, it can be concluded that the Working Value has a significant influence on Performance.

##### b) Morale (X2) towards Teacher Performance (Y)

In the coefficient table of model 1, there is a sig value of 0.00. If the sig value is less than the probability value of 0.05 or  $0.00 < 0.05$  then  $H_0$  rejected, and  $H_a$  accepted. Variable X2 has a calculated t of 4,551 with a t table of 2,000 so  $t \text{ count} > t$  of the table it can be concluded that variable X2 has a contribution to Y. So, it can be concluded that Morale has a significant influence on Teacher Performance.

##### c) Mastery of Information Technology (X3) on Teacher Performance (Y)

In the Coefficient table of model 1, there is a sig value of 0.20. If the sig value is greater than the probability value of 0.05 or  $0.20 > 0.05$  then  $H_0$  is accepted, and  $H_a$  is rejected. Variable X3 has a calculated t of 2,387 with a table t of 2,000 so  $t_{count} > t$  of the table it can be concluded that the variable X3 has a contribution to Y but is not significant. So, it can be concluded that Mastery of Information Technology has a significant influence on Teacher Performance but not significantly

## **Discussion**

### **1. Description of Teacher Work Scores of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto**

Work Value according to Super (1969) is a construct of work value defined as part of total values such as quality, satisfaction, or rewards from work (Jayanti, Suharsono, & Ingarianti, 2016: 80).

The results of the descriptive analysis show that the work scores of teachers at State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto are in the very strong category which means that teachers understand something good and bad that they must hold as a guide in carrying out their profession as a teacher. This can be seen from the results of researchers' observations, where teachers understand their work as a teacher, and in interacting with students, they prioritize their professionalism. And emphasize discussing with colleagues if there are problems related to learning. This is formed because of the ingrained culture as an educator that leads to positive behavior, this is what was conveyed by Soekanto, 2006: 150 that culture is one of the factors that shape the value of work, and culture is interpreted as "things related to mind or reason

### **2. Description of The Morale of Teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto**

Hasibuan (2015) morale is the desire, the sincerity of a person to do his job well, discipline to achieve maximum work achievements, willpower, and deep pleasure in the work done.

The results of the descriptive analysis the morale of the teachers at State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto are included in the very high criteria. This can also be observed when schools are implementing e-learning media for teachers, they are very enthusiastic about participating because they have a strong desire to improve the quality of learning, especially media that is more in line with technological developments, which are more friendly to students now, although, in terms of age, the average teacher in this junior high school is already included in the age category of about to enter retirement. This is the opinion of Kaswan (2017: 189) explaining that "The enthusiasm of employees is the feelings of employees towards themselves, work, managers or leaders, work environment and the entire working life as employees".

### **3. Description of Mastery of Information Technology teachers at State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto**

Jogiyanto (2010) argues that an information technology system is a technological system in an organization that brings together the needs of processing daily transactions, supports operations, is manage and strategic activities of an organization, and provides certain outsiders with the necessary reports. mastery of information technology can also use the TAM (Technology Acceptance Model) model, which is a model acceptance of information technology systems to be used by users. According to (Davis in Jogiyanto, 2007) TAM is a theory designed to explain how users understand and use information technology.

The results of the descriptive analysis of mastery of information technology by teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto are included in the category of highly adapting information technology. It is also known from the results of observations, that teachers have no problems when turning on and off laptops, using *virtual meeting* applications, and making learning materials using online media.

#### **4. Description of Teacher Performance of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto**

The success of a teacher's performance can be determined by a person's work and ability in the field. Job success is also related to a person's job satisfaction (Mangkunegara, 2007: 67). A descriptive analysis of the performance of teachers at State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto found that teacher performance was included in the very high category. This means that teachers carry out learning preparation, the learning process to learning evaluation is very good, and the results of their work are the goals to be achieved or expected by the school. This can also be seen from the completeness of the material owned by the teacher, the innovative learning media used in the teaching and learning process, and according to some students, many teachers provide the opportunity to ask questions and discuss, if students do not understand the subject matter taught, this is the opinion of Mangkunegara (2007) who conveyed that performance related to the teaching profession is a real behavior shown by the teacher at the time of giving lessons on his students.

#### **5. The Effect of Work Values on the Performance of Teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto**

The results of the analysis stated that there was a positive and significant influence between the Work Value on the performance of teachers at State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto. This means that the work values that have been applied or embedded in the fathers and mothers of teachers at State Junior High School Negeri 2 Trawas and State Junior High School 1 Sooko Mojokerto can improve their performance as a teacher. Because a very strong work value will be in line with the standards of the work being carried out. Teachers who can give appreciation to students who are confident and able to show their talents are teachers who have met social competencies, which are also the demands of performance that a teacher must meet, and the teachers in this junior high school have met these demands.

The results of this study are in line with the results of research by Abbas and Al-Kazemi (2005), *The Kuwaiti Manager: Work Values and Orientations. The results indicate that are aware of the changing nature of their work and the need to espouse norms and values conducive to effective performance.* This means that the value of work is very effective in improving the performance of a worker.

#### **6. The Effect of Morale on the Performance of Teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto**

Werang (2014b: 691) defines the teacher's morale as the teacher's fighting spirit to produce quality work (teaching) to improve the academic success of the students. Based on the data analyzed, it shows that Morale has a positive and significant influence on the Performance of Teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto. Teachers who have morale have the characteristic of having the initiative to improve learning methods, and complete teaching and learning activities properly and correctly, there is a sense of unease if their work as a teacher has not been completed.

#### **7. The Effect of Morale on the Performance of Teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto**

Werang (2014b: 691) defines the teacher's morale as the teacher's fighting spirit to produce quality work (teaching) to improve the academic success of the students. Based on the data analyzed, it shows that Morale has a positive and significant influence on the Performance of Teachers of State Junior High School 2 Trawas and State Junior High School 1 Mojokerto. Teachers who have morale have the characteristic of having the initiative to improve learning methods, and complete teaching and learning activities properly and correctly, there is a sense of unease if their work as a teacher has not been completed.

The teachers in this junior high school have very high morale, this can be known from the teachers who arrived on time and enthusiastically participated in the training held by the school and brought laptop electronic devices and learning materials needed for training. The results of this study are in line with research conducted by Betaubun et al., 2015; Lena et al., 2015; Werang, 2014a; Werang, 2015a) which shows that morale affects performance.

#### **8. The Effect of Mastery of Information Technology on the Performance of Teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto**

Based on the results of data analysis, it is known that mastery of Information Technology has a positive but not significant influence on the performance of teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto. This result means that teachers to support work in teaching students need to master information technology which will later support their performance, it's just not necessary to fully master information technology, because the main thing in the learning process is, the teacher can convey what he teaches to students well so that students can understand the material or learn taught by a teacher. Information technology is one of the media that can be used or used by teachers to enrich insights and increase student motivation in learning.

This is slightly different from the results of research by Rai Darmini and Asmara Putra (2009) where the use of appropriate information technology supported by the expertise of the members who operate it can improve the performance of the company and the performance of the individual concerned. Perhaps because the subject of the research was carried out on employees, where companies have intranet information technology that must be mastered by their employees because it has a great impact on their performance, while the subject of this study is a teacher and the average length of service is long enough, so the method of supporting their work uses the old way, although many teachers also feel and admit that they must be able to master more information technology.

### **CONCLUSION**

According to the results of research on The Analysis of the Influence of Work Values, Morale, and Mastery of Information Technology on Teacher Performance, it is concluded as follows: a) The results of descriptive analysis of Work values fall into the category of very strong, teacher morale is very high, mastery of information technology is in the category of very mastery and teacher performance is very high, b) There is a positive and significant influence between work value on performance State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto, c) There is a positive and significant influence between Morale on the Performance of Teachers of State Junior High School Negeri 2 Trawas and State Junior High School 1 Sooko Mojokerto, d) There is a positive and insignificant influence between the Mastery of Information Technology on the performance of teachers of State Junior High School 2 Trawas and State Junior High School 1 Sooko Mojokerto.

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