



The Effect of Supervision And Work Culture on Employee Work Productivity at UPT. Rawa Indah Market Bontang

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ABSTRACT

The purpose of this research is to determine the influence of supervision and work culture on employee work productivity at UPT. Rawa Indah Market Bontang. This research method is descriptive-quantitative, using data collection techniques such as observation, documentation, questionnaires and interviews. The population in this study were employees of the UPT. Rawa Indah Market Bontang with a sample size of 44 respondents. The analysis technique used is multiple linear regression with the SPSS version 16 application. The results of the research show that from the results of the partial test or T test on supervision, results are $t_{count} 4.441 > t_{table} 2.018$ and work culture are $t_{count} 11.690 > t_{table} 2.018$ with a significance of $0.00 < 0.05$. The results of the simultaneous test or Ftest in this study obtained $F_{count} 150.406 > F_{table} 3.23$ with a significance of $0.00 < 0.05$. From the results of the T Test and F Test, it is known that the supervision and work culture on employee work productivity at UPT. Rawa Indah Market Bontang.

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INTRODUCTION

Optimal work productivity is the main requirement for both companies or agencies so that their survival or operations can be guaranteed. In achieving the vision, mission and goals of the company or agency, human resources play an important role. The abilities and knowledge possessed by employees have the potential to develop the agency or company [1]. Productivity in the implementation of government operations can also be seen in the Technical Implementation Unit (UPT) of the Rawa Indah Market Bontang.

In order for the performance of UPT. Rawa Indah Market Bontang employees to be in accordance with work standards, the UPT leader must enforce the rules and always provide attention and supervision. Morally, the UPT provides supervision of employees and materials in the form of compensation, providing worship facilities and a comfortable workplace. The reality in the field is that many employees do not comply with the rules made by the UPT, such as taking breaks beyond the specified limit, some are still late, do not attend morning meetings, even though these rules are a form of implementing the work culture that applies at the UPT Rawa Indah Market. Likewise, a work culture that is sometimes not in accordance with the educational and cultural background of employees, causes a decrease in work productivity both directly and slowly. According to Novitanti dan Situmorang [2], every employee is expected to have high discipline in carrying out their duties so that their work productivity can increase.

To increase productivity in a company or agency, employees are asked to improve the technical quality and mentality of employees as production implementers in an agency or company [3]. This effort must be carried out in a continuous process, which involves various aspects of culture and satisfaction at work, so that over time their abilities can increase productivity in their duties [4]. Thus, it can be expected that there will be capable and qualified employees as a tool for increasing productivity who can carry out tasks efficiently and effectively. A well-designed personnel system will be successful if supported by human resources who are properly placed, have high levels of ability, insight, morality and dedication [5], [6]

Employee work productivity is one of the most important aspects in a company to support an organization to achieve the goals set by government agencies [5]. So, human resources are expected through skills, behavior and attitudes to achieve the productivity required in the organization [6]. Every agency must have guidelines in implementing work culture, because it becomes an identity or characteristic of the agency [2]. In this regard, work culture can play a role in improving agency productivity [1]. A strong culture will encourage agencies to be productive, but if the company culture is weak, the opposite will happen, thus inhibiting the productivity process of employees [7]. Employee work productivity is one of the measures of a company to be able to achieve its goals [2].

According to Harini, dkk [8] Market management cannot be separated from a goal that we call work productivity. Work productivity at the UPT Rawa Indah Market Bontang is a technical implementation unit, which has duties in the field of public services. Some of its institutions are the management of various forms of permits, coordination, coaching, supervision, implementation, and facilities in the Bontang City Market. With 44 employees including the Head of the UPT. Market as the leader. It is hoped that the UPT Rawa Indah Market can provide increased productivity through supervision and work culture.

According to Rizal dan Radiman [9] Supervision is one way that government agencies or companies do to realize effective and efficient work productivity, and further support the realization of the vision and mission of the organization in government agencies or companies. Therefore, supervision is also very closely related to increasing work productivity [6]. Then in each government agency or company also has its own work culture [10]. The existence of supervision in government agencies or companies is to expect employees to increase work productivity and be able to achieve the goals of government agencies or companies [11]

According to Sembiring dan winarto [7] a good work culture will help increase employee work productivity in an agency or company. Work culture can generally be used as something that binds employees because it can be used formally in sharing regulations, by implementing work culture as a reference for applicable provisions or regulations, leaders and employees can form attitudes and behaviors in accordance with applicable provisions [12]. Through this study aims to determine whether there is an influence between supervision and work culture on employee work productivity at UPT. Rawa Indah Market Bontang.

RESEARCH METHOD

This research is quantitative research based on facts and validity used to examine populations and samples and collect data with instruments [13]. There are three variables in this research, namely Supervision (X1), work culture (X2) as the independent variable and employee work productivity (Y) as the dependent variable.

Population is a generalization area consisting of objects/subjects that have certain qualities and characteristics to be studied and then conclusions drawn [14]. The population taken in this research were employees of the UPT. Rawa Indah Market Bontang. The subjects of this research were employees of the UPT. Rawa Indah Market Bontang from which a sample of 44 respondents was taken. Data was processed using SPSS version 16.0. The results were tested using classical assumption testing, multiple regression analysis, F test, t test and R2 test.

RESULTS

Data Quality Test

Validity test

The validity test is used to measure whether a questionnaire is valid or not. The validity test is carried out by comparing the r_{count} with the r_{table} value. The formula used for product moment correlation coefficient $> r_{table} (\alpha ; n - 2)$ $n =$ number of samples. In this research, it is known that the number of respondents is $44 - 2 = 42$, so it can be determined that the r_{table} value = 0.297 and the probability value $\beta_i = 0.05$.

Table 1. Summary of Validity Test Results of the Supervision Questionnaire (X1)

io	N	Item	Correlation value	Priobabily	Descrip tion
1	n (X1)	Supervisio	X 0,673 > 0,297	0,000 < 0,05	Valid

2		X	0,770 > 0,297	0,05	0,000 <	Valid
3	1.2	X	0,814 > 0,297	0,05	0,000 <	Valid
4	1.3	X	0,715 > 0,297	0,05	0,000 <	Valid
5	1.4	X	0,812 > 0,297	0,05	0,000 <	Valid
	1.5					

Source: Data processed by SPSS version 16.0

Table 2. Summary of validity test result of work culture Questionnaire (X2)

io	N	Item	value	Correlation	Priobabil	on	Descripti
1		work culture (X2)	X	0,777 >	0,05	0,000 <	Valid
2	2.1		X	0,779 >	0,05	0,000 <	Valid
3	2.2		X	0,821 >	0,05	0,000 <	Valid
4	2.3		X	0,782 >	0,05	0,000 <	Valid
	2.4						

Source: Data processed by SPSS version 16.0

Table 3. Summary of validity test result of employee work productivity Questionnaire (Y)

io	N	Item	value	Correlation	Priobabili	ty	ion	Descript
1		Employee work productivity (Y)	Y	0,793 >	0,05	0,000 <	Valid	
2	1		Y	0,783 >	0,05	0,000 <	Valid	
3	2		Y	0,797 >	0,05	0,000 <	Valid	
4	3		Y	0,692 >	0,05	0,000 <	Valid	
5	4		Y	0,852 >	0,05	0,000 <	Valid	
	5							

Source: Data processed by SPSS version 16.0

Reliability Test

Reliability is a test used to determine whether the questionnaire used in collecting research data can be said to be reliable or not. A questionnaire is said to be reliable or reliable if a person's answers to statements are consistent or stable over time. Questionnaire items are said to be reliable (feasible) if Cronbach's alpha > 0.60 and are said to be unreliable if Cronbach's alpha < 0.60 [15]

Table 4. Reliability Test Recap Results

Nio	Variable	Reliability Coefficient	Required Crionbach's Alpha	Description
1	Supervision (X1)	0,813	0,60	Riellable
2	Work culture (X2)	0,97	0,60	Riellable
3	Employee work productivity (Y)	0,844	0,60	Riellable

Source: Data processed by SPSS version 16.0

Based on the results of data processing regarding reliability, which shows that all the question items asked are reliable, so it can be concluded that all variables are reliable because they have a Cronbach's alpha value above 0.60.

Classic assumption test

Normality test

The normality test aims to test whether in the regression model, confounding variables have a normal distribution. Detecting data that is normally distributed or not can use the one sample Kolmogorov-Smirnov method. The way to detect it is by looking at the residual significance value. If the significance is more than 0.05 then the residual is normally distributed. The residual value of each variable is normally distributed with a value of $0.168 > 0.05$ as a condition for a normal distribution value for the Supervision (X1), a residual value of $0.137 > 0.05$ as a condition for a normal distribution value for the work culture (X2), a residual value of $0.156 > 0.05$ as a condition for normally distributed values for the employee work productivity (Y) variable. So from the results of the normality test we can decide that each of these variables has a residual value that is normally distributed.

Multicollinearity Test

The multicollinearity test aims to test the existence of correlation between independent variables. A good regression model is free of multicollinearity or there is no correlation between the independent variables. Multicollinearity testing is seen from the VIF (Variance Inflation Factor) and tolerance. If the tolerance value is > 0.1 or the VIF value is < 10 , it can be concluded that multicollinearity does not occur.

Table 5. Recap of Multicollinearity Test Results

No	Variable	Tolerance	VIF	Description
1	Supervision (X1)	0.419 >	2.387 <	Multicollinearity dose not occur
2	Work culture (X2)	0.419 >	2.387 <	Multicollinearity dose not occur

Source: Data processed by SPSS version 16.0

From the data results above, it can be seen that the Supervision variable has a tolerance value with a value of $0.419 > 0.1$ and a VIF value with a value of $2.387 < 10$. The work culture variable has a tolerance value with a value of $0.419 > 0.1$ and a VIF value with a value of $2.387 < 10$. From these results, each variable has a tolerance value > 0.10 and a VIF value < 10 . So it can be concluded from the results of the multicollinearity test that it can be confirmed that there are no symptoms of multicollinearity in this study.

c. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is inequality of variance from the residuals of one observation to another. If the variance from the residuals from one observation to another is constant, it is called homoscedasticity and if it is different it is called heteroscedasticity. A good regression model is one with homoscedasticity or no heteroscedasticity. If the significance value between the independent variable and the absolute residual is > 0.1 then there is no heteroscedasticity problem, and vice versa.

Table 6. Heteroscedasticity Test Recap Results

No	Variable	Significant	Probability Value	Description
(X1)	Supervision	0,380	0,05	Normal or heteroscedasticity does not occur
(X2)	Work culture	0,533	0,05	Normal or heteroscedasticity does not occur

Source: Data processed by SPSS version 16.0

From the results of the data above, it can be seen that the value is significant with a value of $0.380 > 0.05$ probability value, which means that the Supervision variable (X1) has an unequal variance from the residual so that heteroscedasticity does not occur. Significant value with a value of $0.533 > 0.05$ probability value, which means that the work culture variable (X2) has an unequal variance from the residual so that heteroscedasticity does not occur. So, from the results of the heteroscedasticity test, it can be ascertained that the variables in this study do not have heteroscedasticity.

Autocorrelation Test

The purpose of the autocorrelation test is to show whether or not there is a correlation between two or more independent variables in the multiple regression model. The regression model can be said to be good if there is no autocorrelation. The method used is the Durbin Watson test with the formula $du < d < 4-du$. Durbin-Watson value is 2.140. Then this is compared with the 5% significance table, with a sample size of 44 (n) and a number of independent variables of 2 (k=2), then it is found that the du value is 1.612 and the dL value is 1.422, while the Durbin Watson (d) value of the regression model amounting to 2.140. This means that the Durbin Watson (d) regression value of 2.140 is greater than the du value, namely 1.612 and less than (4-du) or $4 - 1.612 = 2.388$ or $du < D-W < 4-du$ ($1.612 < 2.140 < 2.388$). This shows that there was no autocorrelation in this study.

Linearity test

The linearity test is a test that aims to find out whether the regression is linear or not. The aim of the linearity test is to determine whether the relationship between the independent variable and the dependent variable is linear or not. The criterion for testing linearity is that if the significance value is smaller than 0.05 then the relationship between the independent variable and the dependent variable is linear.

Supervision (X1) has a significance value that is smaller than 0.05 ($0.000 < 0.05$) and a Deviation From Linearity significance value of 0.317 ($0.317 > 0.05$). This indicates that the supervision (X1) in this study is linear. So it can be concluded that H_0 is rejected (H_a is accepted), meaning that there is a linear relationship between the supervision variable and the employee work productivity variable.

Work culture (X2) has a significance value that is smaller than 0.05 ($0.000 < 0.05$) and the Deviation From Linearity significance value is 0.261 ($0.261 > 0.05$). This indicates that the work culture variable (X2) in this study is linear. So it can be concluded that H_0 is rejected (H_a is accepted), meaning that there is a linear relationship between the work culture variable and the employee work productivity variable.

Multiple Linear Regression Test

The data analysis method in testing uses the Multiple Linear Regression Analysis approach. Where, the aim is to determine the relationship between two or more independent variables and the dependent variable, so that an explanation of variable variations can be obtained that can confirm the hypothesis of the research. This research has two independent variables, namely supervision (X1), work culture (X2), and one dependent variable, namely employee work productivity (Y).

Table 7. SPSS Output Results of Multiple Linear Regression Analysis Cioefficients^a

Middel		Unstandardized		Standardized		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	2.469	1.030			.450	.000
	Supervision (X1)	.243	.071	.228		4.400	.000
	Work culture (X2)	.970	.083	.776		11.690	.000

a. Dependent Variable: Employee work productivity

These result values are entered into the multiple linear regression equation so that the following equation is known:

$$Y = 2.469 + 0.234x_1 + 0.970x_2$$

So the equation above is meaningful if:

1. Constant with a value of 2.469 indicates that if all independent variables supervision and Work culture are assumed to be zero, then the value of Employee work productivity is 2.469.
2. The linear regression coefficient value of Supervision is 0.243, indicating that if the value of the Supervision variable increases, then employee work productivity increases by 0.243 assuming the other independent variables are zero.

3. The linear regression coefficient value of Work culture is 0.970, indicating that if the value of the Work culture variable increases, then employee work productivity increases by 0.970 assuming the other independent variables are zero.

Hypothesis testing

F Test

The simultaneous significant test (F test) is used to determine whether the independent variable (X) simultaneously has a significant influence on the dependent variable (Y). From the results of data processing with the SPSS version 16.0 program, the calculation results are as follows:

Table 8. SPSS F Test Output Results
ANiOVA^b

Miodiel	Sum Squaries	iof f	Mean Squarie	F	ig.	S
on	Regressi	248.308	124.154	6	150.40	.0
1	Residua	20.328	.496			00 ^a
	Total	268.636				

a. Predictors: (Constant), work culture, Supervision

b. Dependent Variable: employee work productivity

For the results in this assessment $F_{table} = dka ; dkb = 3.23$. From the results above it can be seen that the F_{count} value is 150.406 with a significance level of 0.000. Meanwhile, the F_{table} value is known to be 3.23. Based on these results, it can be seen that $F_{count} > F_{table}$ ($150.406 > 3.23$) meaning that H_0 is rejected and H_3 is accepted. So it can be concluded that Supervision and work culture simultaneously have a significant effect on employee work productivity in the UPT. Rawa Indah Market Bontang.

T Test

The partial significance test (T test) aims to determine the effect of each independent variable on the dependent variable. Apart from that, the T test is also used to test whether the independent variable (X) partially or individually has a significant effect on the dependent variable Y or not.

Table 9. SPSS T Test Output Results
Cioefficients^a

Miodiel	Unstandardized Cioefficients		Standardized Cioefficients		t	ig.
	B	Std. iError	Bieta	t		
(Constant)	2.469	1.030		.4	56	000
Supervision (X1)	.243	.071	.228	4.441	441	000
Work culture (X2)	.970	.083	.776	11.690	.690	000

a. Diependient Variable: Employee work productivity

The t_{count} value for the Supervision variable is 4.441 and the t_{table} with $\alpha = 0.05$ is known to be 2.018, thus the t_{count} is greater than t_{table} and the significant value of Supervision is $0.000 < 0.05$, meaning it can be concluded that H_0 is rejected (H_1 is accepted) indicating that Supervision has a significant effect on employee work productivity in the UPT Rawa Indah Market Bontang.

The t_{count} value for the work culture variable is 11.690 and the t_{table} with $\alpha = 0.05$ is known to be 2.018, so the t_{count} is greater than t_{table} and the significant value for work culture is $0.000 < 0.05$, meaning it can be concluded that H_0 is rejected (H_2 is accepted) indicating that work culture has a significant effect on employee work productivity in the UPT Rawa Indah Market Bontang.

Determination Test (R^2)

The coefficient of determination test (R^2) is used to find out how variations in the value of the independent variable (Y) are influenced by the value of the independent variable (X). The coefficient of determination value is between 0 and 1. If R^2 tends towards one, the greater the influence of the independent variable (X) on the variable (Y). Based on the calculation results, the R^2 value is 0.921, which means 92.1% and this states that the Supervision and Work culture variables are 92.1%. Next, the difference is $100\% - 92.4\% = 7.6\%$. This shows that 7.6% is another variable that does not contribute to this research.

DISCUSSION

The Effect of Supervision on Employee work productivity

Based on the results of hypothesis testing from the calculation of data analysis that has been done, it shows that there is an influence of supervision on the work productivity of employees of UPT. Rawa Indah Market Bontang. This is proven by the results of partial hypothesis testing showing that the tcount for the Supervision variable is 4.441 and ttable with $\alpha = 0.05$ it is known that it is 2.018, thus tcount is greater than ttable and the significant value of Supervision is $0.000 < 0.05$, meaning it can be concluded that H_0 is rejected (H_1 is accepted) indicating that Supervision has a significant effect on employee work productivity in the UPT. Rawa Indah Market Bontang.

This also shows that the supervision at UPT. Rawa Indah Market Bontang, is good but supervision must still be improved so that when employees do their work they can feel more comfortable while working, and create a good relationship between employees and their superiors, so that employees will feel happy with their work so that it gives rise to work motivation which will have an impact on increasing employee work productivity.

Supervision is one of the ways that companies do to realize effective and efficient work productivity, and further support the realization of the organization's vision and mission in the company. This work productivity will determine the impact on the employee's sense of responsibility in completing the work. On the other hand, if employees feel that supervision is not effective and efficient, it will have fatal consequences, namely that employee interest in working will decrease and result in work productivity in working which will also have an impact on decreasing employee work productivity.

The Influence of Work culture on Employee work productivity

Based on the results of hypothesis testing from the calculation of data analysis that has been done, it shows that there is an influence of work culture on the work productivity of employees of UPT. Rawa Indah market Bontang. This is proven by the results of partial hypothesis testing showing that the tcount value for the Work culture variable is 11.690 and ttable with $\alpha = 0.05$ it is known that it is 2.018, so tcount is greater than ttable and the significant value for work culture is $0.000 < 0.05$, meaning it can be concluded that H_0 is rejected (H_2 is accepted), indicating that work culture has a significant effect on employee work productivity in the UPT. Rawa Indah Market Bontang

This also shows that the work culture in UPT. Pasar Rawa Indah Bontang greatly affects employee work productivity, the agency always expects employees with a work culture of maximum work behavior, because the existence of a work culture will increase their work productivity. Employees who have high work performance will work according to applicable standards and according to the time that has been set, require little supervision, and build a conducive work atmosphere for work.

The Influence of Supervision and Work culture on Employee work productivity

Based on the results of hypothesis testing from the calculation of data analysis that has been done, it shows that there is a simultaneous influence of Supervision and Work culture on the employee work Productivity of UPT. Rawa Indah Market Bontang, this is proven by the results of simultaneous hypothesis testing showing that the Fcount value of the Supervision variable is 150.406 with a significance level of 0.000. While the Ftable value is known to be 3.23 based on these results it can be seen that $Fcount > Ftable$ ($150.406 > 3.23$) meaning that H_0 is rejected and H_3 is accepted. So it can be concluded that Supervision and work culture simultaneously have a significant effect on employee productivity at UPT. Rawa Indah Market Bontang.

This shows that supervision and work culture have a positive influence on work productivity, which is quite good, where employees are always enthusiastic and work together to develop their productivity so that employees will be better, always ready to carry out their work, face various challenges and be able to adapt to the demands of global change.

CONCLUSION

The findings of this study strengthen the theory According to [16], supervision is a process of observing all activities or work in order to further ensure that all work being carried out is in accordance with

a previously determined plan. Supervision can be interpreted as a process to determine the work that has been carried out, evaluate it and if necessary correct it with the intention that the implementation of the work is in accordance with the original plan. The main purpose of supervision is to ensure that what is planned becomes a reality. [5]. The findings of this study strengthen the theory According to [6]. A positive work culture is formed in its work for the progress of the company organization, but work culture will have a bad effect if employees in an organization have differences in their perspectives, opinions, energy and thoughts. The formation of a work culture begins with the level of awareness of the leader because the relationship between the leader and subordinates greatly determines the way in which it is carried out in the work unit apparatus in the organization. [6]

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