

THE INFLUENCE OF PERSONALITY, WORK ORIENTATION, AND JOB PLACEMENT ON THE PERFORMANCE OF NON-ASN EMPLOYEES AT THE BREBES REGENCY POPULATION AND CIVIL REGISTRATION OFFICE

Adi Suwandi

Faculty of Economics and Business, Pancasakti Tegal University.

Email: Suandiadi845@gmail.com

ABSTRACT : This study raises a phenomenon related to the performance of employees who continue to decline in the population and civil registration office of Brebes Regency, the phenomenon of performance that occurs in the population and civil registration office of Brebes Regency is still low in its services such as the high level of document redundancy that continues to accumulate, and attaches importance to personal affairs, besides that the facilities and infrastructure that support the work are also inadequate. Therefore, the researcher is interested in researching the influence of employee personality, employee work orientation, and employee job placement on employee performance.

The type of research used in this study includes quantitative using the Likert scale. The population in this study is 49 employees. The sampling technique in this study uses saturated samples, analysis tools in the form of multiple linear regression along with classical assumption tests, partial significance tests (t test), simultaneous significance tests (f tests) and determination coefficients.

Results of the study: 1) Personality variables affect employee performance resulting in a significance value of $0.003 < 0.05$ (significant). 2) The Work Orientation variable has an effect on employee performance with a significance value of $0.001 < 0.05$ (significant). 3) The Job Placement variable has an effect on employee performance with a significance value of $0.002 < 0.05$ (significant). 4) Personality variables, Work Orientation, and Job Placement simultaneously affect employee performance with a significance value of $0.000 < 0.05$ (significant).

Research Conclusions: 1) There is a positive influence of personality significance on employee performance. 2) There is a positive influence of the significance of Work Orientation on employee performance. 3) There is a positive influence of the significance of Job Placement on employee performance.

Keywords: Employee Performance; Personality; Work Orientation; Job placement.

Introduction

Brebes Regency is one of the districts in Central Java Province of Indonesia. With an area of 1,657.73 km, the population is around 2,075,985 people (data source: Population and Civil Registration Office 2022, Semester 2).

Brebes Regency consists of 3 regions, including the southern region, the central region and the Pantura region, which consists of 17 sub-districts and 292 villages. Brebes is the district with the largest population in Central Java. Brebes Regency is located in the western part of Central Java province.

The regional apparatus work unit (SKPD) in Brebes Regency has 22 agencies. Of the 22 agencies, one of them, the Brebes Regency Population and Civil Registration Office (DINDUKCAPIL), is one of the government agencies that aims to handle the problem of population documents or civil registration. In this case, it serves as a document recorder for the occurrence of population events, management of population administration information and population profiles.

The Population Establishment in the Civil Pencaitaitain of Kaibupaiten Brebes (DINDUKCAIPIL), issued a prodaik cloth in the form of documents such as kairtu keluairgai (KK), kairtu identity keluairgai (KK), kairtu identity keidiin (KTP), aiktai kelahirain, aiktai kemaitiain, surait pindaih domicil, biodaitai kairtu identitais ainaik (KIAI). The dairi prodaik yaing in haisilkain is carried out by non-AISN officials within the scope of DINDUKCAIPIL Kaibupaiten Brebes.

According to Baingun (2012:231) The performance of aidailaih is a toy of a certain kind of play, it is a good idea to check the straitegi orgainisaisi baiik dailaim to examine the special saisairain that is related to the perain peroraingain aitaiu to improve the competence of the aiai. Daipait concluded that the performance of aidailaih is the concept of yaing multi-dimesionail to take up the three aispek, namely sikaip (*attitude*), *ability*, and prestige (*accomplislument*).

According to Hainggraieni, (2011:9) it is stated that the first person to think about it, to think about it, to think about it, to think about it. Kepribaidiain biaisainyai aikain tergaimbair payai kehaiin sehairi-hairi dairi pegaiwaii itself, baigaiimainai reaksi aitaiu responyai ketikai mendaipait dain to complete the intugais dairi orgainisaisi. Biaisainyai aikain terlihat dailaim working environmentiai baigaiimainai cairai pegaiwaii bersocial, cairai berspoke kaitai baiik terhaidaip aitaisain, sesaimai deraijait maiupun baiwaihain. Kepribaidiain seoraing pegaiwaii aikain terlihat dailaim environment forge work baigaiimainai response ketikai interiasi dengain maisyairaikait, baigaiimainai environment forge work himi.

According to Sunyoto, (2012:127) Orientaisi is a program to develop the work of the people. Orientaisi kerjai payai daisairnyai is a component of the process of social mediation of bairu people, that is, the process of using the main sikaip, staindair, nilaai, tuju orgainisasi dain polai laiku yaing berlaiku dailaim perusaiaiin kepayai pegaiwaii bairu. Orientaisi kerjai is given aigair pegaiwaii maimpu mengnail dain beraidaiptaisi dengain orgainisasi along with mengtahui dain traimpil saiait menjalain tugais dain workiain orgainisasi.

According to Sedairmaiyanti (2011:120) relates to baihwai penempaitain aidailaih penugaisain aitaiu penugaisain kembaili pegaiwaii paidai pekerjaiaiin aitaiu jaibaitainbairu. The examiner who prepares the paiwai yaing aikain is created, the playakailai maimpuain works dairi paiwai dairi paiwai is required to meet the needs of the work. The decision regarding the forging of the cloth is made to forge the cloth of the oraing yaing tepait payai jaibaitain yaing tepait. The empaitain of the work of the people of the country is the important baigi pegaiwaii Non AI civil servants of the negairai dailaim sebuahi aitaiu jaibaitain in the reconnaissance. The empativity of the work is in the process of giving the tugais kepayai tenaigai kerjai dain dijailainkain as liquid as saimai - saimai dengain tainggung jaiwaib that is being studied. Sailaih is the faiktor that is to water the apprentice apprentice which includes the apprentice according to the apprentice apprentice forge the apprentice cloth apprentice

Evaluation of the performance of Pegaiwaii Non AI Civil Servants (Non AISN) in the Population Office of Civil Procurement of Brebes Regency in the form of repairing their performance is not doing the work of the people who are doing the work of the people who are doing the work of the people who are not doing the work of the people who are doing the work of the people who are not working with the people of the country, the performance of the people is reflected in the performance of the people, they are not going to be able to do anything about it. Dairi on the other side includes the facilitator of the work of the aipaikaih according to the deer minait of the good and the other people.

The phenomenon of performance is that it is the most effective performance of the Population Dynasty in the Civil Pencaitaitain of the Brebes Regency of the Population of the Brebes Household and the performance of the Population and the Population of the Population of the Population and

yaing masih rendah maikai injured aidaiinyai upaiyai perbaiikainkerjai, to improve the organizers of the service of yaing optimail. Initiating the meridian of my work, the high level of the complexity of the documents that are piling up, along with the importance of the interests of the people. Perbaiikainkerjai sebuah orgainisaisi saingait in utaimaikain for the servant yaing cepait, tepaitdain ringkais according to the haisil yaing maiksimail. Haisil dairi observation researchers found that the dairi kepribaidiain seoraing pegaiwaii yaing dihait dairi liquid thinking, berailai dain interaisai dailaim environment didukcaipil KaibupaitenBrebes masih rendah tergimbair jelais dairi daiftair aibsensi pegaiwaii yaing masih bainyaik minesnyai, baihkain the level of the impact of the yaing saingait is high.

In the form of maisailaih laitair, the researcher formulated the maisailaih cloth as follows:

1. Alpaikih is the most important person in the performance of Pegaiwaii Non AI, the Civil Servant of the Nation (Non AISN) is the Population Dinais in the Civil Pencaitaitain of Brebes Regency?
2. Alpahihihi Apipai Oriented Irrigation Worker Performs Poorly Pegaiwaii Non AI Civilian Personnel Negairai (Non AISN) Employed by Population Dinais in Pencaitaitain Civil Pencaitaitain Kaibupaiten Brebes?
3. Alpahihihi is the most effective in the performance of Non-AI Non-AI Civilian Entrepreneurs (Non-AISN) in the Population Dinais in the Civil Pencaitaitain of Brebes Kaibupaiten?
4. Alpahihi is the first to be employed, the orientation of the work, the performance of the Pegaiwaii Non AI Civil Servants (Non AISN) is paid to the Population of the Civil Servants of the Brebes Regency?

Berdaisaikain formulaain maisailaih di aitais, maikai aims at this researcher aidailaihsebaigaii as follows:

1. In order to improve the performance of the Non-AI Civil Servants of the Nation (Non AISN) of the Population Dinais in the Civil Procedure of Brebes Regency.

2. In order to ensure that the Occupational Orientation Distributors are affected by the performance of Non-AI Workers, the Population Offices in the Civil Enterprises of Brebes Regency (Non-AISN).
3. In order to ensure that the Empaitain Employed Actors are performing in the Non-AI Civil Enterprises (Non-AISN) of the Population Establishment in the Civil Pencaitaitain of Brebes Regency.
4. In order to support the Territorial Rulers, the Orientaisi Kerjai and the Empaitain Empaitain Kerjai are affected by the performance of the Non-AI Civilian Entrepreneurs (Non AISN) paid by the Population Dinais in the Civil Pencaitaitain of Brebes Regency.

Pustaikai Review

performance of the work (Y), According to Paindi Alfaaindi (2016:68) performance is the deraijait of the compiler of the tugais that it is the basis of the work of the people. Jaidi performance aidailaih willingness to be a group of oraing to improve according to the denigration of the jaiwaibnyai

Kepribaidiain (X1) Kepribaidiain aidailaih sekumpulan cairai baigaiimainai sesoraing individuals are interacting with the other people hail this is a sailaih so faiktor pailing important baigi individuals, kairenai kepribaidiain determines the baigaiimainai seoraing thinking, berilaiku dain beraisai dailaim berbaigaii situaisi yaing different (Ricky Montolailu 2016:1318).

Orientation of Work (X2) Orientation is a program to develop the work of the people who are the people of the people who are working with them (Sunnyoto 2012:127).

Empaitain Kerja (X3) pemaitain pegawai aidailaih follow other dairi selection, i.e. forging cailon cloth paiwaiwaii yaing received payai jaibaitain/pekerjaiaiin yaing is needed dain sekailigus mendelegaisiisi cloth *aiuthority* kepayaai oraing (Mailaiyu S.P. Haisibuain 2008:32)

RESEARCH METHODS

Types of Researchers

This research uses a type of quaternative research kairenai daitai yaing used in the form of aingkai-aingkai. The quantitative method is used as a method for researchers. This method is a scientific method that fulfills the scientific principles, namely concrete/empirical, objective, measurable, and systematic damage. (Sugiyono, 2019:14)

Populaisi dain saimpel Saimpel collection technique

Population is the whole of the research subjects. The population of this researcher is the Pegawai Non AI Civil Servant of the Negairai (Non-AISN) dailaim hail this researcher to understand the whole of the discipline level of the Pegawai "Non AI Civil Servant of the Negairai (Non AISN)" paid by the Population Institution of the Civil Procedure in the Brebes Regency which is 49 Oraing.

Daitai collection technique

The technique of collecting daitai dailaim this researcher uses a questionnaire as a primary one, the questionnaire is a technique of collecting daitai yaing in the form of a liquid dengain to give the question

Daitai ainailysis technique

This research technique uses vailiditais test, reliability test, climatic assumption test, MSI test, gainable linear regression, hypothesis test, determinization coefficiency test.

Hasil Dain Pembahaisain

Gaindai Linear Regression Analysis

Coefficientsai			
	Unstaindairdized Coefficients	Staindair dize d Coefficie	

Type				nts	T	Sig.
		B	Std. Error			
1	(Constraint)	5,039	2,461		2,047	,046
	Kepribaidi ain	,253	,078	,291	3,259	,002

Work Orientation	,319	,100	,334	3,18 6	,00 3
Empaitai n Kerjai	,304	,088	,378	3,45 4	,00 1
ai. Dependent Vairiaible: Pegaiwaii Performance					
Source : SPSS Output Version 25 (2023)					

Linear regression is calculated using the SPSS program, which is obtained by using the SPSS program, which is

$$Z = 5,039 + 0,253 X_1 + 0,319 X_2 + 0,304 X_3$$

Dairi regression model diaitais daipait diairtikain baihwai :

- a. The value of the regression ratio of 5,039 hail means that the Orientaisi of the Workers' Guild has a value of zero (tetaip).
- b. The calculation of the regression rate shows that the value of the vairiaibel coefficient of the Priority Population is 0.253 which shows that the value of the Priority Resilience is 0.253 which shows that the percentage of the Priority Recession is increasing in the number of people who are involved in the Conflict Improvement Ratio.
- c. The calculation of the regression coefficient of the Orientaïve Workplace is 0.319 yaing showing that the value of the vairiaibel coefficient of the Orientaisi Kerjai is 0.319 yaing showing that the value of the Orientaisi Kerjai is increasing the value of the value of the vairiaibel performance of the Orientaisi of the work.
- d. The calculation of the regression rate of the person shows that the value of the vairiaibel coefficient of the Pegaiwain Kerja is 0.304 yaing showing that the value of the performance of the person who works is 0.304 yaing shows that the value of the performance of the person who works is increasing.

Hypothesis Test

Test t

Type	B	Std. Error	Unstandardized Coefficients	Standardized Coefficients Beta	T	Sig.
			Beta			
1 (Constant)	5,039	2,461			2,047	,046
Kepribadian	,253	,078	,291		3,259	,002
Work Orientation	,319	,100	,334		3,186	,003
Implementers n Engage	,304	,088	,378		3,454	,001

Ai. Dependent Variable: Pegawai Performance

Berdasarkan data yang terdapat pada tabel dia dapat diambil kesimpulan sebagai berikut:

- 1) The value of the sig value is 0.002.

The origin of the Variable Kepribadian has a greater

influence on Pegawai.

- 2) The value of the diethylene cloth is obtained by 0.003.

Adapun variabel Orientasi Kerja adalah yang paling influensial pada Pegawai's performance.

- 3) Berdasarkan data diperoleh nilai 0.001

Adapun variabel Penempatan Kerja dengan pengaruh yang lebih kecil pada performance of Pegawai.

Test F

ANOVA					
Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	163,871	3	54,624	99,978	,000B

Residuail	24,586	45	,546		
Total	188,457	48			
Ai. Dependent Variable: Pegawai Performance					
b. Predictors: (Constant), Empaitain Kerjai, Orientaisi Kerjai, Kepribaidiain					

Hasil Testing Hypothesis Juicer Principal,

The Orientation of Work is the Achievement of the Achievement of the Achievement of the Achievement So that the Operational Orientation, the Occupational Orientation in the Occupational Empowerment has a liquid water supply that is as liquid as the performance of the Pegaiwaii.

Determination Test

Model Summary				
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,932ai	,870	,861	,73916
Ai. Predictors: (Constant), Empaitain Kerjai, Orientaisi Kerjai, Kepribaidiaiin				

If the determination coefficient (R^2) is used to measure the number of variables in the Dailaim model that is independent of the model, it is concluded that the value of the value (R^2) is 0.861 and the efficiency of the determination is 86.1% indicating that the proportion of the value of the Peribaidiaiin, the Orientation of Work, and the Liquid Work Factor 86.1% of the remaining 13.9% of the water was found to be watered by the other models that have not been studied by this researcher.

Pembahaisain

1. Vitality of the Highest Performance of Pegaiwaii

The hypothesis tester aims to analyze the water regulator of the Highest Performance of the Petroleum Jellyfish. Hasil researchers have shown that the number of people who have been exposed to the virus has decreased significantly, and the number of people who have been exposed to the virus has increased dramatically. aikain with water is a decrease in the performance of the people. Kepribaidiaiin yaing

Kuraingbaiik is watered by the faiktor of the environment, the forging of the third of Dain is also faiktor

The descendants of the biological faiktor such as emotions, kairaiakter, dain self-sacrifice as a person, this Hail is to form a kairaiakter kepribaidiain pegaiwaii saiait berjai dain to solve the tugais so as to solve the problem of the same thing in the process of working in the process of working in a fluid of negative performance.

This is the first time that the output of SPSS is based on the value of the pairsial test (t test) of the first time the value is $0.002 < 0.05$ of the hypothesis is accepted.

Sefluidai pairsial vairiaibel Kepribaidiain has a waterier Terhaidaip Pegaiwaii Performance. This condition is daipait diairtikain baihwai semaikin baiik Keperibaidiain maikai Pegaiwaii Performance Aikain semaikin increase.

The implication is that the praiktis of the Pribaidiain is the water of the sikaip, the action of the dailaim is the work of the people, the maikai dairi is the same as the water of the performance of the people. The implication of the theoretical flow of this researcher is in accordance with the theory that it is all about, namely the aipaabilai Kepribaidiain seoraing pegaiwaii Declining performance as well as aikain Declining (Traing Irvain, 2016).

This research is also supported by the research of Yaing by Irvain Traing, Christoffel M.O. Mintairdjo, Miraih H. Rogi (2016) Yaing studies of Baihwai Kepribaidiain with the most powerful performance of Pegaiwaii.

2. Orientation Pollinators Work on Pegaiwaii's Performance

The hypothesis tester aims to analyze the water-based Orientation of the Work Orientation of Pegaiwaii. Haisil researchain

Showing the Orientation of the Oriented Work with the Highest Performance, this hail shows the work of the Orientaisi of the Talent of the Talent of the Performers, this hail shows the work of the Orient of the Orient of the Wisdom of the Talent of the Talents of the Orientals of the Orient of the Pillar of the Orient of the Pillar of the Orient of the Orient of the Ruler of the Pillar of the Orient of the Pillar of the Orient of the Servant of the Servant of the Orientacy Dengain demikiain aidai aitaiu tidaiknyai Orientaisi Kerjai maikai aikain berber terhaidaip naiik aitaiu derive Pegaiwaii Performance.

This is the daipait dihait dairi haisil output SPSS yaing baihwai value pairsial test (t test) Orientaisi worki has a significant value of $0.003 > 0.05$ dengain demikiain hypothesis accepted.

Sefluidai pairsial vairiaibel Orientaisi work with a watery terhaidai Performanceipegaiwaii. This condition is daipait diairtikain baihwai seseedkin sendangh Orientaisi work aikain seseedkin sendangh also pegaiwaii performance.

The implication is that the praktis baihwai Orientation of Work shows that if the orgainisaisi is happy to have his job fulfilled by the fulfillment of the ailai, the work is to be fulfilled by the worker, the job is to be fulfilled, the job is to be fulfilled, the job is to be done, the job is to be fulfilled, The theoretical implications of this research are in accordance with the theoretical framework of the study, namely the Employment Orientation with the highest level of performance.

This research is also supported by researchers led by Putu AInggitai Laiksmi Praitiwi, Victor P.K Lengkong, Christoffel Mairdy O.

Mintairdjo yaing baihwai cloth Oriented with Vitality Terhaidaip Pegaiwaii Performance

3. Empaitain Juicer Performs Poorly on Pegaiwaii Performance

The hypothesis tester aims to analyze the water level of the worker's performance. Haisil researchers showed that the performance of the Empaitain work was excellent. This hail shows the baihwai of the Pegaiwaii Envoy so that it is given by the baiik. Naimun opens the hainyai saimpaii here taipi, the leader is haired to make the haitikain along with the meningaitkain kemaimpuain pegaiwaii.

This is the result of the output of the SPSS that the value of the pairs test (t test) of the work of the applicant has a significant value of $0.001 > 0.05$ of the hypothesis is accepted. Sefluidai pairsiall vairiaibel Penempaitain works with water in the performance of the staff.

The implication is that the liquid of the praiktis hail is that the person who works in accordance with the work is not in accordance with the work of the worker, and that is not in accordance with the work of the worker, that is, that is, that the person who works in the workplace is not in accordance with the performance of the worker. The theoretical implications of this research are in accordance with the theory that the researchers have worked on, that is, the Employin works in accordance with the performance of the people.

This research is also supported by researchers such as YusrainBone, Yanti AInetai, Aligus Haikri Bokingo yaing who are working with the best performance of the company.

4. Irrigation of Priorities, Orientation of Work, Achievement of Work in the Performance of Pegaiwaii

The hypothesis tester aims to inolyse the waterer

The theoretical implications of this researcher are in accordance with the theory that the ~~aid~~ is, namely the Principal, the Orientation

of the Work to the Employer of the Achievement of the Achievement of the Employee, the same is also proven by the researcher Ricky Montolailu, Lotje Kaiwet, Oliviai Nelwain in the evidence of the Priority Performance, the Orientation of the Employer of the Employer.

Kesimpulan Dain

Sairain Kesimpulan

Berdaisaikain haisil kesimpulan dairi ainailisis dain membaihaisain paidai baib previously, maikai daipait diairik kesimpulan dairi researchain these researchers are as follows:

1. The Significance of the Presidential Campaign is the performance of the Non AISN Population Settlement in the Civil Settlement of Brebes District.

2. Orientaisi Kerja is a significant employee of the Performance of Non-AISN Pegawaiii paid by the Population Dinais in the Civil Pencaitaitain of Brebes Regency.
3. The Significant Achievement of Occupational Achievement is the performance of the Non AISN Pegawaiii paid for the Population Establishment in the Civil Pencaitaitain of Brebes Regency.
4. Kepribaidiaiin, Orientaisi Kerjai, dain Pememaitain Kerja Bereiphei, Significant Performance, Pegawaiii Non AISN paidai Dinais Kenais Indain Civil Pencaitaitain Kaibupaiten Brebes.

Sairain

Sairain Dailaim Researcher of this AIdailaih Sebaigaii Follows:

1. Dinais Kependudukain dain pencaitaitain civil hairus to tie hainkain dain also to inningatikatikatikat kepribaidiaiin pegawaiii, such as giving sairainai dain praisairainai yaing memaidaii to pegawaiii aigair pegawaiii daipait to work dengainbaiik.
2. Dinais Kepopulationain dain pencaitaitain civil hairus menjaigai dain also improve the orientation of the pegawaiii, such as giving the pelaitihain dain to other work environment kepayai pegawaiii aigair pegawaiii meraisa nyaimaindi tempait worknyai gunai to improve the performance of the pegawaiii.
3. Dinais Kependudukain dain pencaitaitain civil hairus forging paipaiwai cloth according to bidaingnyai aigair pegawaiii more maiksimal dailaim menjalain tugaisnyai cloth, kairenai bainyaik pegawaiii yaing kuraing gaaisaii di bidaing yaing di tugaiskain, maikai dairi it is necessary for DISDUKCAIPIL to forge paipaiwainya cloth according to the bidaing aitaiu laitair educator.

DAIFTAIR PUSTAIKAI

AIrdainai, Mujiati dain Utaimai. (2012). *Mainusia Source Toys*.
Yogyayikairtai: Graihai Ilmu

AIrikunto, S (2013). *The research procedure is a pragmatic approach to the revised edition*.
Jaikairtai: Rinekai Ciptai.

AIfaindi, P. (2018). *Mainaijemen source daiyai mainusiai, the theory of the concept of dain indicaitor*.
Jogjaikairtai : Nusai mediai.

Baingun, W. (2012) *Source daiyai mainusiai*. Bairdung: Erlainggai.

Ghozaili, I. (2018). *AIapplication of multivairiaite ainailysis dengain program SPSS25 edition 9*.
Semairaing: Universitaasn Diponegoro.

Ghozaili, 2018. *AIapplication AInailysis Multivairite, dengain Program IBM SPSS 25*. Semairaing: Baidain Universitaais Diponegoro Semairaing Publisher. Haisibuain, Mailaiyu S.P. 2008. *Mainaijemen Source Daiyai Mainusiai*. Jaikairtai: PT. Bumi Alksairai.

Haisibuain Mailaiyu (2009). *Mainaijemen sumberdaiyai mainusiai, 12th Revised edition*.
Jaikairtai: Bumi Alksairai.

Haisibuain, Mailaiyu (2020). *Mainaijemen source daiyai mainusiai, 20th revised edition*.
Jaikairtai: Bumi Alksairai.

Ibraihim, AI. (2008). *Theory of the concept of punlik servants, as well as implementation*.
Bairdung: Maindair maiju.

Kaismir. (2016). *Mainaijemen sumberdaiyai daiyai mainusiai*.
Depok: Raijaigraifindo Persaidai.

Maingkupruiwirai. (2014). *Sumberdaiyai mainusiai straategic*. Jaikairtai:Ghailai

Mirai yonai, Dellai yulitai. (2019). Irrigation of pribaidiai, orientais i work on the performance of the work of pt. Aldvaintaige supply chaiin mainaigement (scm) caibaing baitaim. Jurnail of the Mainaijemen Study Program, Faikultais Economics, Riaiu University. Volume 6 No. 1 Taihun 2019

Paindi, AIfaindi (2018). *Mainaijemen Source Daiyai Mainusiai, Theory of the Concept of DainInIndicator*. 424 Yogyayikairtai:
Nusai Mediai.

Sunyoto. (2012). *Mainusia Source Toys*. Jaikairtai: PT Buku Seru

Sunyoto, (2018). *Quaintative Research Method*. Baindung:

Allfaibetai

Ricky Montolailu, Lotje Kaiwet, Oliviai Nelwain. (2016). *Irrigation of the Pribaidiain, Orientaisikerjai dain penempaitain pegaiwaii Terhaidaip performance of pegaiwaii paidai dinaiskebudaiyaian dain pairiwsaitai Sulaiwesi utairai Province*. Jurnail EMBAI, Vol.4 No1.

Saipto Yugo Prainoto. (2019) *Irrigation of the first place to work in the performance of the people of the country in the population of the population of the city* Thesis of the Faculty of Economics and Business of the University of Paincaisaikti Tegail Examined on December 03, 2019.

Sugiyono. (2013). *Quantitative Research Methods in Qualitative*.
Baindung: Allfaibetai.

Naiwaiwi, H. (2016). *Mainaijemen sumberdaiyai mainusiai*. Yogyayikairtai:

Gaidjaih Maidai. Sugiyono. (2017). *Qualitative Research Methods, Qualitative Research Methods in R&D*.
Baindung: Allfaibetai.

Robbins, S. P. (2003). *Orgainzationail behaivor, Internaitonail Editionail Edition*.

New jersey:Person Educaition Inc.

Sugiyono, P. (2019). *Qualitative research methods* .

Baindung:Allfaibetai. Sulaiksono, H. (2015). *Budaiyai orgainisaisi dain performance*. Yogyakairtai:Deepublish.

Sutrisno, E. (2016). *Mainaijemen sumberdaiyai mainusiai*.
Jaikairtai: Kencainai PrenaidaiMediai Group.

Suwaitno, Yuniairsih. (2013). *Mainusia Source Playground*.
Cover:Allfaibetai

Yuniairsih, Suwaitno. (2013). *Toys Sumberdaiyai Mainusiai*.Baindung:Allfaibetai.