

# **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**

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**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 Pencaitain 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 kelaihirain, 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 baik dailaim to examine the special saisairain that is related to the perain peroraingain aitaui 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 (*aittitude*), *aibility*, and prestige (*aiccomplislument*).

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 biasainyai aikain tergaimbair payai kehain sehairi-hairi dairi pegaiwaii itself, baigaiimainai reaksi aitaui responyai ketikai mendaipait dain to complete the intugais dairi orgainisaisi. Biasainyai aikain terlihait dailaim working environmentiain baigaiimainai cairai pegaiwaii bersocial, cairai berspoke kaitai baik terhaidaip aitaishain, sesaimai derajait maiupun baiwaihain. Kepribaidiain seoraing pegaiwaii aikain terlihait 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, nilai, tuju orgainisaisi dain polai laiku yaing berlaiku dailaim perusaian kepayai pegaiwaii bairu. Orientaisi kerjai is given aigair pegaiwaii maimpu mengnail dain beraidaiptaisi dengan orgainisaisi along with mengtaihui dain traimpil saiait menjalain tugais dain workiain orgainisaisi.

According to Sedairmayainti (2011:120) relates to baihwai penempaitain aidailaih penugaisain aitaui penugaisain kembaili pegaiwaii paidai pekerjaian aitaui jaibaitainbairu. The examiner who prepares the paiwai yaing aikain is created, the playaikailai 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 sebuah aitaui jaibaitain in the reconnaissance. The empathy of the work is in the process of giving the tugais kepayai tenaigai kerjai dain dijailainkain as liquid as saimai - saimai dengan taanggung 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

yang masih rendah maka injured aidainya upaya perbaikan kinerja, to improve the organizers of the service of yang optimal. 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. Perbaikan kinerja sebuah organisasi sangat in utamainya for the servant yang cepat, tepatnya ringkas according to the hasil yang maksimal. Hasil dari observation researchers found that the dari kepribadian seorang pegawai yang dihayati liquid thinking, berakhlak dan interaktif dalam lingkungan didukcapil Kabupaten Brebes masih rendah terdapat jelas dari daftar absensi pegawai yang masih banyak minesnya, baiklah the level of the impact of the yang sangat is high.

In the form of masalah lain, the researcher formulated the masalah lain as follows:

1. Apakah is the most important person in the performance of Pegawai Non AI, the Civil Servant of the Nation (Non ASN) is the Population Dina in the Civil Penguasaan of Brebes Regency?
2. Apakah Apikah Oriented Irrigation Worker Performs Poorly Pegawai Non AI Civilian Personnel Negatif (Non ASN) Employed by Population Dina in Penguasaan Civil Penguasaan Kabupaten Brebes?
3. Apakah is the most effective in the performance of Non-AI Non-AI Civilian Entrepreneurs (Non-ASN) in the Population Dina in the Civil Penguasaan of Brebes Kabupaten?
4. Apakah is the first to be employed, the orientation of the work, the performance of the Pegawai Non AI Civil Servants (Non ASN) is paid to the Population of the Civil Servants of the Brebes Regency?

Berdasarkan formula masalah di atas, maka aims at this researcher adalah sebagai berikut:

1. In order to improve the performance of the Non-AI Civil Servants of the Nation (Non ASN) of the Population Dina 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 Alfaindi (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 sekumpulain 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 (Sunyoto 2012:127).

**Empaitain Kerja (X3)** pemaitain pegaiwai aidailaih follow other dairi selection, i.e. forging cailon cloth paiwaiwaii yaingreceived payai jaibaitain/pekerjaiaian yaing is needed dain sekailigus mendelegaisiisi cloth *aiuthority* kepayai 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 quaintitative 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 Pegaiwaii Non AI Civil Servant of the Negairai (Non-AISN) dailaim hail this researcher to understand the whole of the discipline level of the Pegaiwaii "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 coefficient test.

### Haisil Dain Pembaihaisain

### Gaindai Linear Regression Analysis

Coefficientsai				
	Unstaindairdized Coefficients	Staindair dize d Coefficie		

Type				nts	T	Sig.
		B	Std. Error	Betai		
1	(Constaint)	5,039	2,461		2,04 7	,04 6
	Kepribaidi ain	,253	,078	,291	3,25 9	,00 2



Work Orient ation	,319	,100	,334	3,18 6	,00 3
Empaitai n Kerjai	,304	,088	,378	3,45 4	,00 1
ai. Dependent Vairiaible: Pegaiwarii 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

$$Z = 5,039 + 0,253 X1 + 0,319 X2 + 0,304 X3$$

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

Ai. Dependent Variable: Pegawai Performance

Berdasarkan data yang terdapat pada tabel di atas ini diperoleh melalui kesimpulan sebagai berikut:

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

The origin of the Variable Kepribadiain has a waterer

perform

ance of Pegawai.

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

Artinya variabel Orientasi Kerja is the most influential in Pegawai's performance.

- 3) Berdasarkan tabel di atas ini diperoleh nilai 0.001

Artinya variabel Penempatan Kerja with a water in the 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

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

Haisil Testing Hypothesis Juicer Principal,

The Orientation of Work is 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 Pegawaiii.

## Determination Test

Model Summairiy				
Type	R	R Squaire	AIdjusted R Squaire	Std. Error of the Estimaite
1	,932ai	,870	,861	,73916
Ai. Predictors: (Constaint), Empaitain Kerjai, Orientaisi Kerjai, Kepribaidiain				

If the determinization coefficient (R2) 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 (R2) is 0.861 and the efficiency of the determinization is 86.1% indicating that the proportion of the value of the Peribaidiain, 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.

## Pembaihaisain

### 1. Vitality of the Highest Performance of Pegawaiii

The hypothesis tester aims to analyze the water regulator of the Highest Performance of the Petroleum Jellyfish. Haisil 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. Kepribaidiain 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, kairaikter, dain self-sacrifice as a person, this Hail is to form a kairaikter 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 diartikain 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 aipaibilai 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<sup>4</sup> Work on Pegaiwaii's Performance**

The hypothesis tester aims to analyze the water-based  
Orientation of the Work Orientation of Pegaiwail. 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 of the Servant of the Orientacy of the Servant of the Orient of the Orientacy of the Servant of the Orientacy of the Servant of the Orientacy Dengain demikiain aidai aitaui tidaiknyai Orientaisi Kerjai maikai aikain berber terhaidaip naiik aitaui derive Pegaiwaii Performance.

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

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

The implication is that the praiktis 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 Praitwi, Victor P.K Lengkong, Christoffel Mairdy O.

Mintairdjo yaing baihwai cloth Oriented with Vitality Terhaidaip Pegaiwarii Performance

### **3. Empaitain Juicer Performs Poorly on Pegaiwarii 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 pairsial 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, Yainti 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



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, Olivai Nelwain in the evidence of the Priority Performance, the Orientation of the Employer of the Employer.

## **Kesimpulan      Dain**

### **Sairain Kesimpulan**

Berdasarkan hasil kesimpulan dari analisis data membahayakan paidai baib previously, maka dapat diartikan kesimpulan dari penelitian ini sebagai berikut:

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

2. Orientasi Kerja is a significant employee of the Performance of Non-AISN Pegawai paid by the Population Dinas in the Civil Pencahayaan of Brebes Regency.
3. The Significant Achievement of Occupational Achievement is the performance of the Non AISN Pegawai paid for the Population Establishment in the Civil Pencahayaan of Brebes Regency.
4. Kepribadian, Orientasi Kerja, dan Pemeliharaan Kerja Beres, Significant Performance, Pegawai Non AISN pada Dinas Kenais Induk Civil Pencahayaan Kabupaten Brebes.

## Sairain

Sairain Dailam Researcher of this Adalah Sebagai Berikut:

1. Dinas Kependudukan dan pencahayaan civil harus to tie hainkan dan also to meningkatkan kepribadian pegawai, such as giving sairain dan praisairain yang memaidai to pegawai aigair pegawai daipait to work dengan baik.
2. Dinas Kependudukan dan pencahayaan civil harus menjaga dan also improve the orientation of the pegawai, such as giving the pelatihan dan to other work environment supaya pegawai aigair pegawai merasa nyaman di tempat kerjanya guna to improve the performance of the pegawai.
3. Dinas Kependudukan dan pencahayaan civil harus forging paipai cloth according to bidaingnya aigair pegawai more maksimal dalam menjalankan tugasnya cloth, karena banyaik pegawai yang kurang gaissai di bidaing yang di tugaskan, maka dari itu is necessary for DISDUKCAIPIL to forge paipainya cloth according to the bidaing aitu lair educator.

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