



Research Paper

The Effect of Work Environment, Additional Employee Income (Tpp) and Promotion on Employee Performance Scope Government of North Toraja District

Leonardus Junianto Andilolo¹, Idayanti Nursyamsi², Syamsuddin³

¹⁾ Master of Regional Finance, Faculty of Economics and Business, Hasanuddin University

²⁾ Department of Management, Faculty of Economics and Business, Hasanuddin University

³⁾ Accounting Department, Faculty of Economics and Business, Hasanuddin University

ABSTRACT: This study aims to analyze and explain the EFFECT OF THE WORKING ENVIRONMENT, ADDITIONAL EMPLOYEE INCOME (TPP) AND PROMOTION ON EMPLOYEE PERFORMANCE IN THE SCOPE OF GOVERNMENT OF NORTH TORAJA DISTRICT. The type of research that will be used in this research is the explanatory type. This research is a causality research where there is a relationship between two or more variables that are causal. The data analysis method in this study is multiple linear regression analysis (Multiple Regression Analysis). The research data was processed using the Statistical Package for Social Science (SPSS) program, using a data collection technique using a questionnaire. The results showed that: work environment, tpp provision, and job promotion have a positive and significant effect on employee performance in North Toraja Regency.

KEYWORDS: Performance, Work environment, Giving TPP, and promotion of positions.

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I. INTRODUCTION:-

Basically, every institution that has been established always has the hope that in the future there will be good development within the scope of that agency and wants to create an effective performance in its field of work. Because in the existence of an agency in any form, whether on a large or small scale, human resources are needed to regulate and overcome problems related to employee performance, both in terms of division of tasks and human resource activities.

The human resources referred to are people who can provide energy, thoughts and creativity to the agency. Every government agency, human resources is a very important and influential aspect for the continuity and success of an agency. Because human resources are the main factor driving agencies to determine the direction or goals of the agency, so that the common goals set by the agency can be achieved. Need more training on human resources in an institution by improving employee performance. So that an agency can retain employees as the main partner in supporting the success of an agency.

Agencies and employees are two parties who need each other. Employees are an important asset of an agency, because human resources are a means of driving the agency to be able to continue carrying out its work activities. The ability or skill of human resources must be considered, because as a state apparatus a civil servant is required to have good skills, abilities and attitudes in order to reflect being a State apparatus oriented towards the best service to the community. To obtain superior human resources, it is necessary to carry out disciplinary affirmation activities for each human resource in an agency, to improve the quality of human resources there is no gap between the standard capabilities required by the agency. The government of a country is one of the elements or components in the formation of a good country. The realization of a good government, there is a synergy between the private sector, the people and the government as facilities that are implemented in a transparent, participatory, accountable and democratic manner.

Individuals in an organization will meet various kinds of obstacles so that they can work properly so that they have the right performance for the organization and for the people who need it. Many factors affect performance, including: motivation, leadership, work environment, intensive, work culture, communication, position, discipline, education and training. Performance is the result in quality and quantity achieved by an

employee in carrying out his duties in accordance with the responsibilities assigned to him (Mangkunegara, 2010)

a) Described by (Wirawan, 2009) high performance achievement can be seen through indicators of: 1). Work results in the form of quantity of work results, quality of work results and efficiency in carrying out tasks; 2). Qualitatively in the form of: a). Work behavior includes work discipline, initiative and thoroughness; b). ASN's personal traits that have to do with work include leadership, honesty and creativity. High ASN job performance will benefit the company's increased productivity and benefit employees, there is a possibility that their salary or position will increase. According to Wirawan (2009) that measuring work performance can be measured quantitatively, it is the youngest measure to be compiled and measured, that is, only by calculating how many units of work performance output must be achieved within a certain period of time.

The above problems make it difficult to ignore it, on the contrary that the performance and job satisfaction of ASN has a very important role and determines the success and success of an organization. Where a successful and successful organization is not only determined by technical ability but is also closely related to human problems relating to the regularity of people's behavior in interacting, the development of norms in the work group, and the values supported by the organization, and philosophy that forms the basis of organizational policies relating to employees or members of the organization.

Based on information from Lakip Rantebua District in 2019 in the management structure, there is also a staff arrangement that has two sections that do not have staff, namely the government and welfare sections. very important and determinant for the success and failure of an organization. Where a successful and successful organization is not only determined by technical ability but is also closely related to human problems relating to the regularity of people's behavior in interacting, the development of norms in work groups, and the values supported by the organization, as well as the philosophy. which form the basis of organizational policies relating to ASN or members of the organization. It is known that the level of attendance of employees at the morning and afternoon apples implementation which is one of the indicators used as a reference in disciplinary measurement only reaches 40% for morning apples and 46.6% for afternoon apples. This means that the figure shows evidence of employee indiscipline in complying with one of the rules that should be obeyed in accordance with the applicable regulations.

One of the factors that can improve employee performance is the provision of additional employee income (TPP). The TPP policy for civil servants is expected to have an impact on improving employee welfare. This additional income provision is routinely received by employees every month so that it fosters employees' confidence in determining their life needs planning. On the other hand, the provision of additional income is directed so that all civil servants can improve their discipline and performance and can provide quality services according to the established Standard Operating Procedures. Therefore, many policies have been taken to boost the performance of government officials in the regions in providing optimal services and one of the policies taken is the provision of employee income allowances.

Not only does the company need to pay attention to the factor of providing additional employee income (TPP) in order to improve employee performance, but the company must also pay attention to the factor of providing promotion. Promotion is intended to increase employee motivation to work with good work behavior as desired by the company in order to increase the company's work productivity and ensure the company's success in achieving its goals, where there must be a balance between individual factors and organizational factors that become a place for these employees to shelter and work. Based on the results of research conducted by Puji Fatmawati at the Office of Revenue, Financial Management and Asset (DPPKA), as many as 20 employees stated that job promotion had a positive effect on employee performance. This means that an employee who is given a promotion will be enthusiastic and responsible for his work and will achieve high performance.

Other factors that are important for performance are the work environment, including the physical environment, the color composition is less supportive, the layout of the workspace that is still not considered, such as a less tidy workspace and adjacent tables and workspace design that does not provide a sense of privacy, air circulation in the place. work is not going well, and cleanliness is not being paid attention to. From the non-physical environment, there are many employees who do not establish communication or cooperation between colleagues outside of work so that employee harmony is not well established, there are still many employees who feel they are still not very close or familiar with their superiors, agencies do not always provide rewards for work results employees, and agencies are not easy to provide promotion to employees, and there are employees who still feel they do not get fair treatment compared to other employees.

Based on the description, the question is whether the implementation of a conducive work environment system, the provision of TPP and Promotion in the North Toraja Regency Government can improve employee performance. This study conducted a study to obtain information about the effect of the working environment, giving tpp and promotion on employee performance in the scope of government of north toraja district.

II. LITERATURE REVIEW:-

Overview of Theory and Concepts

The definition of a State Civil Apparatus which was previously called a Civil Servant has been put forward by several experts. Some experts argue about the definition of a State Civil Apparatus or a Civil Servant. Expert opinion: A.W. Widjaja, employees are human workers physically and spiritually (mental and mind) who are always needed and therefore become one of the main capital in the effort to work together to achieve certain goals (organization). Furthermore, it is also argued that employees are people who are employed in a certain body, both government institutions and in business entities.

Civil servants as referred to in Article 6 letter (a) are ASN Employees who are appointed as permanent employees by Civil Service Officers and have National Employee Identification Number (NIP). PPPK as referred to in Article 6 letter (b) is an ASN employee who is appointed as an employee with a work agreement by the Civil Service Officer in accordance with the needs of Government Agencies and the provisions of this Law. From the aforementioned descriptions it can be concluded that those who carry out state or government tasks are civil servants, because the position of civil servants is as state servants and public servants, as well as civil servants are the backbone of the government in the process of government administration and in implementing national development.

Employee Performance

Performance appraisal is a formal system used to assess employee performance. Employee appraisal is beneficial for the dynamics of the organization, through this assessment it can be seen the conditions of how the employee is performing, whether the employee's performance has increased or has decreased in performance. The results of the performance appraisal can be used by the leadership for decision making in order to develop employees to achieve organizational goals.

(Dessler, 2003)states that, performance appraisal is evaluating the performance of an employee who is both current and past related to the employee's performance standards. In conducting a performance appraisal, there are indicators that can be used as a benchmark for assessment. According to (Wirawan, 2009) to measure performance can use the following indicators: (1) Quantity of work results, namely the ability of employees to complete a number of results of their daily tasks. (2) Quality of work results, namely the ability of employees to show the quality of work results in terms of accuracy and neatness. (3) Efficiency, namely the completion of employee work quickly and accurately. (4) Work discipline, namely the willingness of employees to comply with company regulations relating to timeliness of entry or return from work and attendance. (5) Accuracy in the ability of employees to carry out work in accordance with what is ordered by superiors. (6) Leadership, namely the ability of employees to convince others so that they can be done optimally to carry out their main tasks. (7) Honesty, namely the sincerity of an employee in carrying out their duties and the ability not to abuse the authority given to them. (8) Creativity, is the ability to submit constructive ideas or proposals for the smooth running of work, reduce costs, improve work results and increase productivity.

WORK ENVIRONMENT

The work environment means the entire equipment and materials faced, the surrounding environment in which a person works, as well as work arrangements both as individuals and as groups (Sedarmayanti, 2011)

(Nitisemito, 2011)states that the work environment is everything around the worker that can affect him in carrying out the tasks assigned to him.

Based on the opinions of the experts above, it is concluded that the work environment of employees has no small effect on the operation of the company. This work environment will affect the company's employees, so that both directly and indirectly will affect the company's productivity. Of course, a good work environment will increase the work productivity of employees. Conversely, a bad work environment will reduce the company's productivity.

Income Repair Allowance

In order to improve quality, work performance and to achieve maximum efficiency and effectiveness. Then the Income Repair Allowance (TPP) needs to be given to employees (PNS) in order to increase the effectiveness and morale so that the implementation of development is achieved properly. TPP must comply with regulations that have been issued by the government.

Based on Governor Decree No. 841 / Kep.966-Org / 2009 concerning Additional Income Allowance and Meal Compensation. Additional income in the form of Income Repair Allowance (TPP) is an incentive given in the form of additional income based on the results of one month's performance achievement beyond the salary received legally in accordance with statutory provisions. Income Improvement Allowance (TPP) is an additional performance-based income by looking at work behavior and employee work performance, more in the provision of rewards and punishments specifically for performance appraisals. Income Repair Allowances

(TPP) began to be legalized in the 1970s. However, the amount has not been assessed based on the IBK so that the provision of the Income Repair Allowance (TPP) is based on government regulations. Thus, low or increased performance still gives the same TPP amount.

POSITION PROMOTION

According to Hasibuan, a promotion to a position is a transfer of an employee which enlarges the authority and responsibility of a higher position in an organization resulting in greater obligations, rights, status and income. According to Irham Fahmi, promotion is an increase in the position of an employee from the previous position. to a higher position. Meanwhile, according to Siagian that what is meant by promotion is, an employee who changes position from a job to a higher job which of course is followed by greater responsibility and income as well. Every employee would want to get the opportunity to get a promotion because promotion is seen as an appreciation for one's success in achieving good performance results as well as recognition of work performance so that employees are entitled to occupy higher positions.

Research Methods:

This study aims to analyze and explain the effect of the working environment, additional employee income (tpp) and promotion on employee performance in the scope of government of north toraja district. the type of research that will be used in this research is the explanatory type. This research is a causality research where there is a relationship between two or more variables that are causal. The data analysis method in this study is multiple linear regression analysis (Multiple Regression Analysis). The research data was processed using the Statistical Package for Social Science (SPSS) program. By using data collection techniques using a questionnaire. The variables in this study are performance, work environment, giving TPP, and promotion.

III. RESULTS:-

Description of Research Results

Multiple Linear Regression Analysis Test

By using the tools of the SPSS Version 25 data analysis program, the regression coefficient value for each variable which includes the work environment, TPP provision, and promotion can be explained as follows:

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.881	1.666		3.531	.001
	Work environment (X1)	.222	.078	.286	2.832	.006
	TPP (X2)	.231	.075	.306	3.066	.003
	Job Promotion (X3)	.207	.057	.376	3.618	.001

Based on the results of the print out of SPSS Version 25, the coefficients in the regression calculations above are obtained, the regression equation is as follows:

$$Y = 5.881 + 0,222X_1 + 0,231X_2 + 0,207X_3$$

The multiple linear regression equation above can be interpreted as follows:

1. The multiple linear regression formulation above obtained a constant value of 5.881. This value means that if the score includes the work environment, the provision of TPP, and promotion of position, the value is constant, the increase in employee performance in North Toraja Regency has a value of 5,881.
2. The regression coefficient value for the work environment (X1) is 0.222 which means that there is a positive and significant effect of work ability on employee performance in North Toraja Regency of 0.222 so that if the value or score of the work environment increases by 1 point it will be followed by an increase in employee performance scores of 0.222 points. . In line with the theory of Barry Render & Jay Heizer (2001: 239), the work environment is a physical environment where employees work which affects their performance, safety and quality of work life. This shows that the better the working environment for an employee, the better the performance will be.
3. The regression coefficient value of giving TPP (X2) is 0.231 which means that there is a positive and significant effect of giving TPP on employee performance in North Toraja Regency of 0.231 so that if the value or score of giving TPP increases by 1 point it will be followed by an increase in employee performance scores of 0.231 points. . , in line with Edi Nugroho's research (2013) which states that compensation has an effect on performance. This shows that the better the TPP received by employees, the better their performance will be.
4. The regression coefficient value for job promotion (X3) is 0.207, which means that there is a positive

and significant effect of promotion on employee performance in North Toraja Regency of 0.207 so that if the promotion score increases by 1 point it will be followed by an increase in the employee performance score of 0.207 points. This result is in line with the research of Citra Ayu Ningsih et al. (2015) that job promotion has a significant and positive effect on performance. This shows that the better or higher the position accepted by employees, the performance will increase.

Partial Testing (t-test)

To test the variable partially or individually the independent variable (X) on the dependent variable (Y) can be used t test. This can be seen in the results of the analysis of SPSS version 25 data processing as follows:

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.881	1.666		3.531	.001
	Work environment (X1)	.222	.078	.286	2.832	.006
	TPP (X2)	.231	.075	.306	3.066	.003
	Job Promotion (X3)	.207	.057	.376	3.618	.001

From the description of the t test using the SPSS version 25 data analysis program, it is known that the three independent / independent variables (X) have a positive and significant effect on employee performance in North Toraja Regency with the following summary:

- i. Work environment variable (X1) with t count 2.832 > t table 2.001.
- ii. The variable of giving TPP (X2) with a tcount of 3.066 > t table of 2.001.
- iii. Promotion variable (X3) with tcount 3,618 > t table 2,001.

Simultaneous Testing (Test-F)

The F test serves to test the work environment variables, the provision of TPP, and promotion, whether the three variables studied simultaneously affect the performance of employees in North Toraja Regency. The analysis was carried out using the SPSS version 25 data processing program tool as follows:

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	49.642	3	16.547	16.928	.000 ^b
	Residual	56.697	58	.978		
	Total	106.339	61			

a. Dependent Variable: Performance (Y)

b. Predictors: (Constant), Job Promotion (X3), TPP (X2), Work Environment (X1)

Based on the table above, the Fcount value is 16.928, which means that the independent / independent variable (X) which includes the work environment, the provision of TPP, and promotion of positions simultaneously affects the performance of employees in North Toraja Regency. the size of F table = 2.76 or it can be said that Ho is rejected and Ha is accepted.

Dominant Testing (Beta Test)

Beta test is to test the independent / independent variables (X) which has the most dominant influence on the dependent / independent variable (Y) by showing the variable that has the highest standardized beta coefficient. Based on the results of data processing using SPSS 25, the following results were obtained:

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.881	1.666		3.531	.001
	Work environment (X1)	.222	.078	.286	2.832	.006
	TPP (X2)	.231	.075	.306	3.066	.003
	Job Promotion (X3)	.207	.057	.376	3.618	.001

Based on the results of the standardized beta value, it is known that the variables which include work ability, job satisfaction, and work discipline have the greatest influence on employee performance in North Toraja Regency is the job satisfaction variable (X3) of 0.376 or 37.6%.

This study also found the magnitude of the influence of the independent variables on the dependent variable which can be seen from the value of the coefficient of determination (Adjusted R square) as follows:

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.683 ^a	.467	.439	.98870	1.872

a. Dependent Variable: Performance (Y)

b. Predictors: (Constant), Job Promotion (X3), TPP (X2), Work Environment (X1)

The value of the coefficient of determination (Adjusted R square) is 0.439 which means that the independent / independent variable (X) which includes the work environment, giving TPP, and promotion of employees' performance in North Toraja Regency is 43.9%, while the remaining is 56, 1% is influenced by other variables not included in this research model.

IV. DISCUSSION:

Effect of Work Environment on Employee Performance

Employee performance in an organization will increase if the organization has a leader who is able to encourage employees to achieve organizational goals. A leader is a person who is able to influence employees in an organizational unit in order to achieve organizational goals. Besides being smart and wise, a leader who is needed in an organization is a leader who is able to serve employees. Leaders' relationships with employees that are built with serving behavior will have a good impact on the relationship between leaders and employees. A working environment condition is said to be good or appropriate if the people in it can carry out their activities optimally, healthy, safe and comfortable. The suitability of the work environment can have an impact in a long time, as well as a bad work environment will result in difficulty in obtaining an effective and efficient work system. (ardana, 2012) argues that "a safe and healthy work environment is proven to have an effect on productivity". In addition, it is argued that "pleasant working conditions can include a workplace, and assistive facilities that accelerate the completion of work". This research is also in line with that conducted by (Muhammad Reza Mulyadi, Idayanti Nursyamsi, 2020), The results of this study indicate that first, the work environment has a positive and significant effect on performance on dispatchers.

To determine the effect of work environment on performance tested through the T test. The t test is done by comparing the value of t count with t table. If t count > t table or P value < 0.05, it is said that the effect is significant, and if t count < t table or P value > 0.05, then it is said the effect is not significant. The T table value is obtained by looking at df (n-k-1; 62 - 3 - 1 = 58) at α 5% so that the T table value is 2.001. From the table above, it is obtained that the t count for the work environment variable is greater than the t table, which is 2.832 > 2.001 and the significance value is smaller than 0.05, namely 0.006. So, work environment variables have a positive and significant influence on performance, thus the hypothesis is accepted. The value of the Beta coefficient (standardized coefficient) of the influence of the work environment variable on performance is 0.286 which means that the work environment variable contributes 28.6% to the fluctuation of employee performance in North Toraja Regency.

The Effect of TPP on Employee Performance

The results of this study obtained that the t count for the variable giving TPP is greater than the t table, namely 3.066 > 2.001 and the significance value is smaller than 0.05, namely 0.003. So, the variable giving TPP has a positive and significant effect on performance, thus the hypothesis is accepted. The value of the Beta coefficient (standardized coefficient) of the influence of the variable giving TPP on performance is 0.306, which means that the TPP giving variable contributes 30.6% to the fluctuation of employee performance in North Toraja Regency.

This research is in line with (Tristiadi, 2017) with the title The effect of additional employee income on employee performance in the development section of the Berau district development secretariat, the results of this study prove that additional employee income has a significant and significant effect on employee performance in the development section of the Berau district development secretariat. D'Hasmarini (2015) THE EFFECT OF THE IMPLEMENTATION OF THE PERFORMANCE BALANCE ON THE PERFORMANCE OF SURVEY EMPLOYEES IN BPS, WEST SUMATRA PROVINCE. Masters thesis, UPT. This research of Unand Library proves that employee performance increases after the performance allowance system is implemented compared to employee performance in the system.

Effect of Job Promotion on Employee Performance

Promotion is considered very important for every employee, because with promotion, employees feel that there is trust and recognition of the ability and competence of the employee concerned to occupy a higher

position. Thus, promotion will provide greater social status, authority, responsibility, and income for employees. The existence of a promotion in a company also plays a role in attracting more and more applicants to submit their applications to the company, so that the process of procuring good employees for the company will be easier. Conversely, if the opportunity to be promoted is relatively small / non-existent, then the work enthusiasm, morale, work discipline and employee performance will decrease. The recruitment and procurement of employees will also be increasingly difficult for the company concerned. Because the role of promotion is very large for the company, it is better if the personnel manager must establish a promotion program and inform employees. If this is well informed, it will motivate employees to make more efforts to improve their performance.

The results of this study obtained that the t count for the promotion variable is greater than the t table, namely $3,618 > 2,001$ and the significance value is smaller than 0.05, namely 0.003. So, the job promotion variable has a positive and significant effect on performance, thus the hypothesis is accepted. The value of the Beta coefficient (standardized coefficient) of the influence of job promotion variables on performance is 0.376 which means that the promotion variable contributes 37.6% to the fluctuation of employee performance in North Toraja Regency.

The Influence of Work Environment, Giving TPP, and Job Promotion on Employee Performance

There are several factors that can improve employee performance, namely the provision of additional employee income (TPP). The TPP policy for civil servants is expected to have an impact on improving employee welfare. The additional income is routinely received by employees every month so that it fosters employees' confidence in determining their life needs planning. Therefore, many policies have been taken to boost the performance of government officials in the regions in providing optimal services and one of the policies taken is the provision of employee income allowances.

Not only does the company need to pay attention to the factor of providing additional employee income (TPP) in order to improve employee performance, but the company must also pay attention to the factor of providing promotion. Promotion is intended to increase employee motivation to work with good work behavior as desired by the company in order to increase the company's work productivity and ensure the company's success in achieving its goals, where there must be a balance between individual factors and organizational factors that become a place for these employees to shelter and work. Other factors that are important for performance are the work environment, including the physical environment, the color composition is less supportive, the layout of the workspace that is still not considered, such as a less tidy workspace and adjacent tables and workspace design that does not provide a sense of privacy, air circulation in the place. work is not going well, and cleanliness is not being paid attention to.

Because the value of Fcount is 16.928, it means the independent variable (X) which includes the Work Environment, Giving TPP, and Job Promotion on Employee Performance can be said to be significant because the test shows that the result of Fcount = 16.928 is greater than F table = 2.761 or it could be. said Ho was rejected and Ha accepted.

The value of the coefficient of determination (Adjusted R square) is 0.439 which means that the independent / independent variable (X) which includes the work environment, giving TPP, and promotion of employees' performance in North Toraja Regency is 43.9%, while the remaining is 56, 1% is influenced by other variables not included in this research model.

V. CONCLUSION:

Based on the results of the research and discussion above, it can be concluded:

1. The work environment has a positive and significant effect on employee performance in North Toraja Regency. In line with the theory of (Barry, 2001), the work environment is a physical environment where employees work that affects their performance, safety and quality of work life. This shows that the better the working environment for an employee, the better the performance will be.
2. The provision of TPP has a positive and significant effect on employee performance in North Toraja Regency, in line with the research of (Edy nurgroho, 2013) which states that compensation has an effect on performance. This shows that the better the TPP received by employees, the better their performance will be.
3. Job promotion has a positive and significant effect on employee performance in North Toraja Regency. This result is in line with the research of Citra Ayu Ningsih et al. (2015) that job promotion has a significant and positive effect on performance, this shows that the better or the higher the position accepted by employees, their performance will increase.

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