

THE EFFECT OF WORK DISCIPLINE AND WORK ENVIRONMENT ON THE PERFORMANCE OF EMPLOYEES

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(Accepted: 20-July-2016; Revised: 20-August-2016; Published: 10-September-2016)

Abstract. Of the many factors that influence employee performance, this research focuses on work discipline and working environment. Lack of discipline and inadequate working environment in the company, can have an impact on the implementation of the work process becomes inefficient. This study aims to determine the influence of labor discipline and the work environment to employee performance as well as the dominant variable influence on employee performance. The population in this study is an all employees at PT Ardian Putra Mandiri Sidoarjo totaling 126 people. The analysis model is a linear regression. Hypothesis testing using F test and t test at 5% significance level and supported by econometric tests. The results showed that jointly or in partial, work discipline and the work environment has a significant influence on employee performance. From both the independent variables studied, showed that having a dominant influence on employee performance is the work environment..

Keywords: Employee Performance, Discipline Work and Work Environment

1. Introduction

The existence of coaching and development in the organization is expected to create qualified personnel that will lead to increased employee performance. One employee development efforts that can be taken in order to attempt to improve employee performance adalah enforcement of discipline. Labor discipline is an attitude of respect, respect, obedience or adherence someone who has joined in an organization with applicable regulations in the organization of both written and verbal with full awareness and be happy, that will create a state order that shows the organization's goals will be faster reached. This is in accordance with the opinion of Siswanto Satrohadiwiryono (2003) that "labor discipline" an attitude of respect, respect, comply with and obey the regulations in force, both written mapun unwritten and able to run

and do not swerve to accept sanctions sanctions if he violated his duties and authority given to him.

Employee discipline will affect the efficiency and effectiveness of its work. Employee discipline expected their work will be done efficiently and effectively as possible. Where discipline can not be enforced then it is likely predetermined organizational objectives can not be achieved efficiently and effectively. Based on the preliminary results of the survey at PT Ardian Putra Mandiri Sidoarjo is a company engaged in the furniture city of Sidoarjo that supplies to exporting firms. Initial observation that researchers do indicate that performance management implemented by the company had not yet managed to raise the enthusiasm of employees to leave work better for the company, this is because there are still

many problems that are often encountered in PT Ardian Putra Mandiri Sidoarjo that employees who come late, In addition, there are employees who abuse their working time to joke with the other employees, there are employees who are absent, work with careless and do not like to cooperate with other colleagues. For the discipline of work in PT Ardian Putra Mandiri Sidoarjo must be nurtured and enhanced by eliminating behaviors that are not appropriate in the work, so that high labor discipline employees who will be realized.

Performance of employees in the company in addition affected by the performance of employees, is also influenced by the work environment. In general, the work environment is an environment in which employees carry out their work duties. Working Environment includes all conditions that can affect a person's behavior in the development and in the process of work. Actually, many other factors that could potentially affect behavior, but in real fact that there are around really relate directly and can influence the behavior of employees. Work environment to be around employees need to be considered to bring good impact on the performance of employees. Comfort and security will be created for an adequate working environment.

This indicates poor performance of employees at PT Ardian Putra Mandiri

Sidoarjo. The decline in the performance of employees is influenced by low labor discipline and the working environment. Their employees were disciplined and a good working environment is expected to employee performance can be improved. Improved overall performance of employees in an organization will increase as well the smooth work process and the smooth process of the work will facilitate the attainment of the objectives of the organization concerned.

2. Review of Literature

2.1 Discipline

Sastrohadiwiryo (2003) states the discipline can be defined as an attitude of respect, respect, obey, and obey the regulations that apply both written and unwritten and able to run and do not swerve to accept sanctions if he violates the duties and the authority given to him. According Asmiarsih, (2006) Discipline is a growing force in the body of the workers themselves that caused him to adjust to voluntarily submit to the decisions, regulations, and high values of work and behavior.

Siagian (2008) discipline is defined as an attitude and behavior that reflect the level of compliance or adherence to the various applicable regulations and corrective measures against the violation of regulations and standards set out in the organization. Sutrisno (2009) states that "Discipline indicates a

condition or comity that is in the employee of the rules and the accuracy of organization". Thus, if the rules or regulations that exist in the organization that are ignored or violated, the employee has poor discipline. Conversely, when employees adhere to the statutes of the organization, describes the condition of good discipline.

Some understanding of the discipline particularly from the perspective of the organization, can be defined as an attitude that reflects adherence and accuracy against a rule that is in-personal nature to maintain that there is the existence of an organization. Good discipline shows the person's sense of responsibility towards the tasks given.

The principles set forth disciplinary Ranupandojo in Asmiarsih (2006) are:

- a. Disciplinary done privately. Disciplinary done by giving warning to the employee.
- b. Discipline must be constructive. In addition to providing warning and shows the errors made employees, must be accompanied by suggestions on how it should be done not to repeat the same mistakes.
- c. Discipline is lacking must be done directly with immediately. An action is performed immediately after proven that the employee had made a mistake.
- d. Fairness in discipline is indispensable. In the disciplinary action is carried out fairly and without favoritism.
- e. Leaders should not do when disciplining an employee absences. Discipline should be done before the employee personally that he knew had made a mistake.
- f. After disciplining the attitude of the leadership should be a reasonable return. Reasonable attitude should be done led to the employee who has committed the error.

2.2 environment,

Ahyari (2002) provides definitions that the working environment is an environment in which these employees perform their duties and daily work. The work environment can be divided into three groups. The first group is the provision of a wide range of facilities for employees, such as meal service / food, health care, and pengadakan bathroom / washroom. The second group is the issue of working conditions. Setting good working conditions will increase the productivity of the company. Setting working conditions among other arrangements workspace lighting, air conditioning, noisy sound settings, color selection, the space required, and employee safety. The third group is the problem of employee relations. Generally, an employee wants a fun workplace. Provides a fun workplace means has caused a feeling of comfort in working on the employees, so that in this way can be reduced or avoided wastage of time and costs, declining health, and the number of work accidents. Companies can create a pleasant working environment in the sense that there is a good relationship between

employees, between employees with employers, and maintain the health, safety in the work space, it will be able to increase employee productivity.

Physical and mental health of employees should also be considered by the company. Employees can become stressed, diseased or injured at work if the work environment less attention. Therefore, disturbances of vision, hearing, fatigue, and work environment such as temperature and humidity, it needs to be controlled or minimized as much as possible (Husein Umar, 2004).

- a. According to Gie (2000) physical working environment is a set of physical factors and a physical atmosphere in a workplace. Of the few opinions on the above it can be concluded that the physical working environment is a physical condition that are around that can affect employee performance. Sedarmayanti (2001) suggests the physical work environment are all circumstances the physical form contained around the workplace that may affect employees either directly or indirectly.
- b. Non-physical environment. According Sedarmayanti (2001) non-physical work environment is all of the circumstances relating to labor relations, good relations with superiors and co-workers relationships, or relationships with subordinates. Non-physical work

environment is a work environment that can not be detected by human senses, but can be felt. according Wursanto (2009) stated that: their feeling of safety of the employees in performing their duties, their loyalty is a two-dimensional, and their sense of satisfaction among employees.

2.3 Performance

According Mangkunagara (2001) performance is the result of the quality and quantity of work accomplished by an employee in performing their duties in accordance with the responsibilities given to him. Performance is the result or the overall success rate of a person during a certain period in carrying out the task compared with a range of possibilities, such as the standard of the work, the target or targets or criteria that have been determined in advance and have been agreed (Riva and Basri, 2005). Performance is a function of motivation and ability. To complete the task or job a person should have a degree of willingness and a certain level of ability. The willingness and skills of a person would not be effective. To do something without a clear understanding of what is done and how to do (Riva, 2005).

Bernardin (2001) stated that the performance is a record of the results produced (generated) on a particular job function-specific or aktivitasaktivitas during a specific time period. From these definitions, Bernardin

stressed the notion of performance as a result, not a character trait (trait) and behavior. The notion of performance as a result are also linked to productivity and effectiveness (Ricard, 2003).

Murphy (in Ricard, 2003) states that the performance of a set of behaviors that are relevant to the goals of the organization or organizational unit where people work. The notion of performance as behavior is also expressed by Mohrman, Campbell, Cardy and Dobbins, Waldman (in Ricard, 2003). Performance is synonymous with behavior. Performance is something that actually people are working and can be observed. In this sense, the performance includes actions and behaviors that are relevant to the organization's objectives.

Performance indicators (*performance*) by Mangkunagara (2004) is influenced by four factors, namely:

- a. Quality of Work, is the quality of the work achieved an employee in carrying out the tasks assigned to them.
- b. Quantity of work, is the amount of work achieved an employee in carrying out the tasks assigned to them.
- c. Responsibility, is the ability of an employee complete the work assigned to him as well as possible and in a timely manner, and dare to bear the risk of its decision or actions.
- d. Attitude, a mental condition that

encourages a person to strive to achieve employment potential to the fullest.

From some of the above opinion can be concluded that the performance is the result of work achieved so that every employee can contribute to the company. The performance assessment is a process of the company in evaluating the job performance of the company.

3. Research Methods

3.1 Research Subjects

Understanding according Sugiyono population (2003) is the population is generalization region consisting of: objects / subjects that have certain qualities and characteristics defined by the researchers to learn and then drawn conclusions.

The population in this study were all employees of PT Putra Mandiri Sidoarjo Ardian totaling 127 people comprising deputy director, operational manager, purchasing, human resources section, parts of the production, administration, supervisors to workers. Given that the population can easily be connected to then be used for data retrieval method instead of population sampling method.

3.2 Data Collection

Data were taken using a questionnaire, which is a technique of collecting data by asking a number of written questions by using questionnaires as one of the tools used to obtain information from respondents surveyed.

In this case the 126 sets of questionnaires as a research instrument distributed to all employees (excluding directors) in PT Ardan Putra Mandiri Sidoarjo.

3.3 Dataanalysis

Analysis Datastudy used regression techniques. In this section analyzes the influence of the discipline of work and job satisfaction together on employee performance by using the F test, and for the partial test (own-sendiri) is the influence on employee performance and job satisfaction influence on employee performance, for the use t test, while to see the magnitude of the effect, use numbers or Standardized Beta Coeffecient.

In this study used regression test is multiple linear regression analysis (multiple regression). The results of multiple linear regression analysis using SPSS can be shown in the following table:

Table 1

Test results linear regression

Model	unstan dardize d Coeffi cients		Standardi zed Coefficien ts	t	S i
	B	Std Err	Beta		

	or		g
1	(
	C		
	o		
	n	0,007	0
	s	0,487	0
	t	0,512	0
	a	0,077	0
	n	0,014	
	t	0,015	
)	0,723	
	X	0,727	
	1		
	X		
	2		

Based on the analysis of the model, then obtained multiple linear regression equation as follows:

$$Y = 0.007 + 0.487 (X1) + 0.512 (X2)$$

From the above equation can be interpreted as follows:

a = 0.007, the value of constants (a) this implies that the intersection vertical axis regression line (Y) lies in 0,007. This value depends on the independent variable (X). Value of 0.007 means that if the employee does not pay attention to improving the performance of labor discipline and the working environment, the performance of employees will be equal to 0.007.

b1 = 0.487, regression coefficient value of labor discipline implies that if the work discipline (X1) in an effort to improve the performance of employees rose by one unit, it will be followed by increase employee performance by 0.487 assuming that the other variables constant.

b2 = 0.512, regression coefficient value of this working environment implies that if the working environment (X2) increased by one unit, it will be followed by increase employee performance by 0.512 assuming that the other variables constant.

4. Research

In this section the analysis is divided into two: (1) observe the effect together - together, and (2) look at the effect partially. At this stage it will be the result of the calculation in the model summary, especially the numbers R Square below:

Table 2

Results of correlation coefficient

Model	R	R Square	Adjusted R Square	Std Error Of The Estimate
1	0.947	0.947	0.946	0.04633

Large numbers adjusted R Square (R²) is 0.946. The figure can be used to see the effect of disilin work and the work environment to employee performance by calculating the coefficient of determination (KD) using the following formula:

The figure has the intention that the influence of labor discipline and working environment together the performance of employees amounted to 84 , 66%. As for the remaining amount of 15.34% (100% - 84.66%) influenced by other factors outside the model.

Table 3

Hypothesis test results Simultaneous

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression			4,723		
Residual			0,264		
Total			4,987		
			2 123		
			125		
			2,361		
			0,002		

significant Taraf 0.05 and degrees of freedom (DK) with the provisions of the numerator; the number of variables = 2, and denominator; the number of cases - 2 or 126-2 - 1 = 123. With these provisions, the figure of 3.07 F table. From the calculation results obtained by the research figures 10999.949 $F > F$ table 3,07 so that H_0 and H_1 accepted. Meaning There is influence between work discipline and working environment together on employee performance. The magnitude of the effect of 84.66%, and the influence of other variables outside the regression model amounted to 15.34%.

For it used the t test, while to see the magnitude of the effect, use the numbers Beta or Standardized Coefficient, t test results can be seen in the table below:

Table 4

Results of hypothesis testing partial

Model	unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std Error	Beta		
1	(
	C				

o				
n			0,007	
s			0,487	
t			0,512	
a			0,077	
n			0,014	
t			0,015	
)			0,723	
X			0,727	
1				
X				
2				

Based count results, the figure amounted to 34.660 research $t > t$ table amounted to 1.65734 so that H_0 rejected H_1 accepted. That is the discipline of work and significant positive effect on employee performance. The amount of influence between labor discipline on employee performance amounted to 0,517, or 51.7%. In connection with these findings, the second hypothesis of this study that states "work discipline positive and significant effect on the performance of employees of PT Putra Mandiri Sidoarjo Ardian" proven or acceptable.

Based on the results of the calculation, the figure amounted to 34.879 research $t > t$ table amounted to 1.65734 so that H_0 rejected H_1 accepted. It means "work environment positive and significant effect on employee performance". The amount of influence among

the working lingkungan the performance of employees amounted to 0.524 or 52.4%. In connection with these findings, the third hypothesis of this study that states "The working environment positive and significant effect on the performance of employees of PT Putra Mandiri Sidoarjo Ardian", proven or acceptable.

5. Discussion

Basically employee performance is the result of a complex process, both derived from self (internal factors) as well as the strategic efforts of the company (Kartikandari, 2002). Of the many factors that influence employee performance, this research focuses on work discipline and working environment. This is based on initial research conducted by the author in PT Ardian Putra Mandiri Sidoarjo, which indicates that their employees work processes that have not been efficient and effective. This may be because employees lack the discipline of work and working environment is less supportive in the process of employee work done, this will have an impact on the work done by an employee becomes inefficient and ineffective. Referring to the above description, this study aimed to examine the effect of labor discipline and the work environment to employee performance PT Ardian Putra Mandiri Sidoarjo.

This study therefore aimed to examine and analyze the influence of labor discipline and the work environment either together or

partially on the performance of employees of PT Putra Mandiri Sidoarjo Ardian. The analysis model used in this research is Multiple Linear Regression Analysis. The rationale for this model because researchers wanted to know the effect of labor discipline and the work environment to employee performance PT Ardian Putra Mandiri Sidoarjo.

Based on the results of multiple linear regression analysis using SPSS obtained test results simultaneously through the F test, which gained Fhitung 1099.949 at a significance level of 0.05 and Ftabel of 3.07 at a significance level of 0.05. Thus, Fhitung (1099.949) > F table (3.07), meaning multiple linear regression of Y on X1 and X2 are real or in other words there is the influence of labor discipline and the work environment to employee performance PT Ardian Putra Mandiri Sidoarjo.

Based on the results of the calculation of multiple linear regression analysis can know the amount of donations given by the variable work discipline and working environment on the performance of employees of PT Putra Mandiri Sidoarjo Ardian together (R²) is 0.946 or 94.6%, this means that the performance of employees by 94, 6% were influenced by the discipline of work and the working environment and the balance of 5.4% influenced by other factors not examined or outside the research model.

Based on the partial test results in this study can be seen that the variables of work discipline (X1) effect on the performance of employees of PT Ardian Putra Mandiri Sidoarjo, while the partial effect of variable work discipline (X1) on the performance of employees of PT Ardian Putra Mandiri Sidoarjo (Y) can be described as follows:

the results of partial testing found that the variable work discipline (X1) obtained t amounted to 34.660 larger than t_{table} 1.65734 with a significance level of 5%, which means if there is an increase in labor discipline against the employee's performance of 34.660, it will improve performance an employee of one unit score, this implies that any changes or additions to the value of labor discipline will improve employee performance. The amount of the contribution is partially indicated by the partial determination coefficient (r^2) of (0.719) 2, or 51.7%, so it can be seen the influence of labor discipline on the performance of employees amounted to 0,517, or 51.7%.

The results of the study variables work discipline in this study becomes important to investigate in the management of human resources, dikarenakan labor discipline of employees is determined by various factors, according Saydam (2006), factors affecting the upright whether or not a work discipline in an organization, among others:

- a , The size of the compensation
- b. Presence or absence of exemplary leadership within the company
- c. Presence or absence of definite rules that can be used as a handle
- d. Courage leadership in taking action
- e. Presence or absence of supervision led
- f. Presence or absence of attention to the employees
- g. Created habits that support the establishment disciplinary

of aThus the company need to be concerned about the discipline of an employee such as making strict sanctions for employees who return home earlier than a predetermined schedule. So with the sanctions is expected employees can work more optimally so that employee performance can be improved.

As for the work environment variables (X2) obtained t amounted to 34.879 larger than t_{table} 1.65734 with a significance level of 5%, which means if there is an increase in the work environment to employee performance amounted to 34.879 then it will improve employee performance by one unit score, this implies that any changes or additions to the value of the work environment will improve employee performance. The amount of the contribution is partially shown by the partial determination coefficient (r^2) of (0.727) 2, or

52.4%, so it can be seen the influence of the work environment on employee performance is equal to 0.524 or 52.4%.

From these two independent variables studied it, showed that the variables that have a dominant contribution to employee performance PT Ardian Putra Mandiri Sidoarjo is a working environment (X2), it is indicated tcount work environment variables of the total of 34.879 and has a value r^2 of the total of 0.524 or 52.4% so that the work environment variables (X2) is the dominant variables contributing to employee performance. Working conditions greatly affect the performance of employees. This is because the work environment is an environment in which employees work and can affect them in performing the duties imposed. Working conditions that support employee awareness will be interpreted as a good working environment for personal comfort and to ease the task well, employees tend to prefer a physical environment that is safe and comfortable. Temperature, light and other environmental factors, it should not be too extreme (too much or too little) such as too hot, too dim. In general, working conditions are not usually affect the performance of employees, as long as the working environment is not really good. Based on these results, the PT Ardian Putra Mandiri Sidoarjo need more memperhatian working environment. With their good work environment employees will feel comfortable

and excited about the work that the company's goals can be achieved.

6. Conclusion

Based on the analysis and discussion that has been done in the previous chapter, it can be concluded that after conducting studies that tested four hypotheses contained in this study, obtained assay results of the fourth hypothesis is as follows:

- a. The results of hypothesis testing first demonstrated that labor discipline and working environment together have a positive impact on the performance of employees of PT Putra Mandiri Sidoarjo Ardian. The magnitude of the effect of 94.6% and the influence of other variables outside the regression model at 5.4%. It is because all the independent variables are variables that are affecting the performance of employees.
- b. The second hypothesis test results showed that the work discipline has a positive influence on employee performance PT Ardian Putra Mandiri Sidoarjo. The results of this study provide evidence that the labor discipline through the indicator timeliness, well-dressed, able to take advantage and move the equipment properly, resulting in a satisfactory job, follow the workings of the specified organization (regulatory compliance), and the responsibilities of employees are high

in companies effect on increasing employee performance. The better work discipline, the higher the performance of the employee.

- c. The third hypothesis test results showed that the working environment has a positive influence on employee performance PT Ardian Putra Mandiri Sidoarjo. The study also proves that the work environment through a demanding workplace conditions to work better, work facilities that support, availability of auxiliary work tools, work environment is quite comfortable and safety when working on the performance of employees. The better the working environment, the better the performance shown by employees.
- d. The fourth hypothesis test results showed that the working environment has dominant influence on employee performance PT Ardian Putra Mandiri Sidoarjo, so as to improve employee performance can be achieved by creating a good working environment.

7. Suggestions

Based on the discussion on the analysis of data and the conclusions that have been raised, then need to develop policies that are expected to provide benefits in Ardian PT Putra Mandiri Sidoarjo. The policy implication of this research was obtained from the analysis of influence between the variables, where the results of the analysis is known that the

dominant variable in influencing employee performance.

On the basis of the suggestions aimed at PT Ardian Putra Mandiri Sidoarjo if the management company wants to increase employee performance through the work environment, then the thing to note is to provide a work environment that supports the creation of a harmonious working atmosphere and dynamic which is expected to improve the performance of employees of PT Ardian Putra Mandiri Sidoarjo. Suggest to employees of PT Putra Mandiri Sidoarjo Ardian should participate in making the workplace more conducive environment, such as providing comments and suggestions in the structuring and management of the company's work environment.

The results of this study can be used as a source of ideas for the development of this research in the future, the research suggested expansion of this analysis, employee performance evaluation should be taken of the employee performance appraisal data that already exist in the company. If not possible alternative is to limit the respondents in the research samples only at the level of employees who have the same standard of performance assessment. To avoid or minimize the possibility of a questionnaire which is not feasible because of ignorance of the respondents also to get more accurate results we recommend using direct interviews

with respondents using questionnaires that have been there.

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