

## Effect of Training and Motivation on Employees Performance of The Environment and Forestry Department of Riau Province

<sup>1</sup>R.Rudi Alhemp, <sup>2</sup>Sudirman, <sup>3</sup>Bambang Supeno

<sup>1</sup>STIE Persada Bunda, <sup>2</sup>Dinas LH dan Kehutanan, <sup>3</sup>Universitas Lancang Kuning  
[rudi.alhemp@gmail.com](mailto:rudi.alhemp@gmail.com), [sudirmanabsis303@gmail.com](mailto:sudirmanabsis303@gmail.com), [f2bams@gmail.com](mailto:f2bams@gmail.com)

### Abstract

Training and motivation can be maintained and can have an effect on improving employee performance, but in reality the training and motivation of employees is still not able to improve the performance of the employees of the Environment and Forestry Department of Riau Province. This is still a lack of both technical and non-technical training intended for employees who can improve performance and motivation at work. This study aims to determine the effect of training and motivation on improving the performance of employees of the Environment and Forestry Office of Riau Province. This type of quantitative research with a sample of 87 people. The analysis technique uses descriptive analysis, validity and reliability test, normality test, multicollinearity test, autocorrelation test, linearity test, with multiple linear regression approach using SPSS 19 IBM. The results of the study partially show that there is a positive and significant effect between training on employee performance. There is a positive and significant effect between motivation on employee performance. Simultaneously there is a positive and significant effect between training and motivation on employee performance.

**Keywords:** Training, Motivation, Employee Performance

### INTRODUCTION

Human Resources (HR) has a very important role in an organization for private institutions and government institutions. HR is a determinant of the organization in achieving its goals. Thus HR is part of the organizational system, which of course is also part of the performance management system with an emphasis on achieving work results, both individual performance and organizational performance. For this reason, each individual must have the ability to carry out his duties and responsibilities. Improving employee performance in an organization is a must for employees. Performance according to Mangkunegara (2013: 98) is achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. The factors that can affect employee performance include the individual himself such as motivation, skills,

To create quality employees, one of them is by involving them in training such as seminars, workshops, and technical training. Training is a must for bureaucratic organizations that are part of human resource development. In addition to training, motivation is part of HR management in the context of coaching, developing and directing workers in an organization (Iskamto 2021; Iskamto, Srimulatsih, and Ansori 2021). Several studies show that performance can be influenced by several factors. The results of Watung's research (2016) that performance is influenced by training. Wang (2009) shows that performance is influenced by motivation. Christine et al. (2009) predict to understand work motivation can be divided into sub-groups of workers on the basis of their work motivation. Work motivation gives support to someone who cares more about socialization than their personal interests (Iskamto et al. 2020).

Based on this background, it shows that every activity carried out by employees is driven by a strength within themselves. Self-motivation can be seen from the lack of awareness of employees to work, likes to delay work and lack of awareness of employees to work because they like to wait for orders from superiors. In addition, that causes low employee motivation due to boredom and lack of refreshment. In terms of training that has been participated in by employees, both technical training and non-technical training have not been able to improve their performance.

## **LITERATURE REVIEW**

### **Employee Performance**

According to Mangkunegara (2013: 67), performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities he gives. According to Kaswan (2012: 187). Employee performance is how much employees contribute to the organization which includes output quantity, output quality, output period, attendance at work and comparability. The performance indicators according to Robbins and Coulter (2012:260) state that there are five individual employee performance indicators, namely: quality, quantity, punctuality, effectiveness and independence.

### **Training**

Organizing training is an effort to improve the quality of human resources in accordance with job requirements, both technical and non-technical training. Training is one of the important factors in human resource development (Sumarsono, 2009:93). According to Dessler (2009:263) training is the process of teaching new or existing employees the basic skills they need to carry out their jobs. Thus training is a learning process to acquire skills, concepts, rules, or attitudes in improving performance (Simamora, 2006:112). Training indicators according to Taif et al. (2015) namely Instructor, method, time, benefits of training.

### **Motivation**

Motivation supports the behavior of employees trying to work harder and enthusiastically to achieve maximum results in achieving a work performance, also provides strength leading to the achievement of a need, can provide satisfaction and can reduce imbalances (Martoyo, 2000). Wang's research (2009) also proves that motivation has an effect on performance, which is also supported by research conducted by Siwantara (2010) which also states that motivation has a significant effect on performance. Yuniari and Wainawini's (2014) research also states that motivation affects employee performance

## **RESEARCH METHOD**

The research method is quantitative research with descriptive and explanatory survey methods. The population in this study were all ASN DLH and Forestry Riau Province. The sample is set as many as 87 employees. The type of data used is primary data (Sugiono, 2017:88). Data collection techniques usingproportional stratified random sampling technique(Sugiono, 2010: 120), and a closed questionnaire using a Likert scale with five (5) alternative answers (Ferdinand, 2006). The data processing technique uses multiple linear regression,with the initial stage of testing the validity and reliability, then the classical assumption test, namely the normality test, multicollinearity test, autocorrelation test, linearity test.The data processing in this research is using SPSS IBM 19. Thus in this study to determine the effect of partially and simultaneously the influence of independent variables on the dependent variable, a partial test (t test) was carried out, to determine whether or not there was an effect of each independent variable on the dependent

variable, carried out by compares the probability values in the Sig column. If the probability value is less than 0.05, then  $H_a$  is accepted and  $H_o$  is rejected, meaning that there is an influence of the independent variable on the dependent variable, and if the probability value is greater than 0.05, then  $H_a$  is rejected and  $H_o$  is accepted, meaning that there is no effect of the independent variable on the dependent variable.

Subsequently, a simultaneous test (F test) was conducted, to determine the effect of the independent variables simultaneously on the dependent variable. If the probability value is less than 0.05, then  $H_a$  is accepted and  $H_o$  is rejected, meaning that there is an effect of the independent variable on the dependent variable simultaneously, and if the probability value is greater than 0.05, then  $H_a$  is rejected and  $H_o$  is accepted, meaning that there is no simultaneous influence of independent variables. to the dependent variable.

The coefficient of determination ( $R^2$ ) test was carried out to determine whether there was an influence between two variables, namely the independent variable and the dependent variable based on calculations. The value of  $R^2$  shows the proportion of variation in the dependent variable which is explained by the variation of the independent variable. If the value of  $R^2$  is greater, this indicates that the greater the variation of the independent variable is able to explain changes in the dependent variable, and if the value of  $R^2$  is smaller, this indicates that the smaller the variation of the independent variable is able to explain changes in the dependent variable.

## RESULTS AND DISCUSSION

### Validity test

Validity testing in this case examines each of the variables used in the study, as a whole This study consisted of 16 questionnaire statements obtained from respondents' answers with two independent variables and one dependent variable. according to Sugiyono (2014:86) if the validity value of each statement item is greater than 0.30, then the statement items from the instrument are considered valid.  $V_{\text{instrument}}$  validity is the product moment correlation between the scores of each statement item and the total score (Corrected Item-Total Correlation). From the results of data processing all items of the questionnaire statement, the value of *Corrected Item-Total Correlation* more than 0.30, the smallest value *Corrected Item-Total Correlation* the training variable is 0.721 and the largest value is 0.837. smallest value *Corrected Item-Total Correlation* motivation variable is 0.473 and the largest value is 0.745. smallest value *Corrected Item-Total Correlation* employee performance variable is 0.509 and the largest value is 0.754, therefore overall statement items are declared valid.

### Reliability Test

Reliability testing, in this study using the value of *Alpha Cronbach*. according to Sugiyono (2014: 89) if the value of *Alpha Cronbach* greater than 0.60, then the data used is declared reliable. From the calculation results all items of the questionnaire statement obtained the value of *Alpha Cronbach* greater than 0.60. The Cronbach Alpha value for the training variable is 0.918, the Cronbach Alpha value for the motivation variable is 0.807 and the Cronbach Alpha value for the training variable is 0.859.

This means that the data used can be relied on (trustworthy).

### Classic assumption test

#### Normality test

Normality test is intended to find out whether in the regression model, the independent variable and the dependent variable or both have a normal distribution or not. According to Ghozali (2012), normality testing

with multivariate by looking at the critical value of the z-score by looking at the standard value of the residual data distribution of each variable. If the standard residual value is between -2 to +2 then the data can be said to be normal. From the calculation, the minimum standard residual value is -1.921 and the minimum standard residual value is 1.975. Therefore all research variables used were normally distributed.

Table 1: Normality Test

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	.0000000	.0000000	.0000000	.0000000	87
Std. Predicted Value	.000	.000	.000	.000	87
Standard Error of Predicted Value	.089	.302	.142	.045	87
Adjusted Predicted Value	-.1000805	.1705347	.0031014	.03830949	87
Residual	-1.5424364	1.58585179	.0000000	.79371734	87
<b>Std. Residual</b>	<b>-1.921</b>	<b>1.975</b>	.000	.988	87
Stud. Residual	-1.935	2.036	-.002	1.006	87
Deleted Residual	-1.5653567	1.68593228	-.00310136	.82269772	87
Stud. Deleted Residual	-1.968	2.076	-.001	1.014	87
Mahal. Distance	.057	11.155	1.977	2.272	87
Cook's Distance	.000	.134	.012	.023	87
Centered Leverage Value	.001	.130	.023	.026	87

a. Dependent Variable: Unstandardized Residual

Source: Processed data 2021

### Multicollinearity Test

The multicollinearity test is intended to determine whether the relationship between independent variables has a multicorrelation problem (multicollinearity symptoms) or not. According to Sarjono and Julianita (2011: 70) Multicorrelation can be seen from the value of VIF (variance-inflating factor). If the VIF value is less than 10, the level of collinearity can be tolerated, meaning that there is no multicollinearity problem between the independent variables, and if the VIF value is greater than 10, the level of collinearity cannot be tolerated, meaning that there is a multicollinearity problem between the independent variables. From the results of the calculations in table 2, the VIF value of the training variable is 2.144 and the VIF value of the motivation variable is 2.144, meaning that the independent variables do not have multicorrelation problems.

### Autocorrelation Test

The autocorrelation test is intended to determine whether in the linear regression model there is a correlation between the confounding error in period t and the confounding error in period t-1 (previously). Autocorrelation test by performing Durbin-Watson test with 5% alpha. According to (Ghozali, 2011: 110) if the Durbin-Watson Upper value is smaller than Durbin-Watson count less than four (4) less than Durbin-Watson Upper ( $DW_{Upper} < DW_{count} < 4 - DW_{Upper}$ ), then there is no positive autocorrelation problem. and negative autocorrelation. From the calculation in table 4, it is obtained that 2,033 is written, so that it is written as  $1,698 < 2,033 < 4 - 1,698 = 1,698 < 2,033 < 2,302$ . Thus there is no problem of positive autocorrelation or negative autocorrelation

### Linearity Test

The linearity test aims to determine whether two variables have a linear relationship or not significantly (independent variable with dependent variable). Two variables are said to have a linear relationship if the significance value of deviation from linearity is more than 0.05 (Ghozali, 2012). From the calculation, it is obtained that the significance value of the deviation from linearity of the training variable with the employee performance variable is 0.154 and the significance value of the deviation from linearity of the motivation

variable with the employee performance variable is 0.161. Thus the independent variable with the dependent variable has a linear relationship.

**Multiple Linear Regression Analysis**

The multiple linear regression analysis aims to see the relationship between training variables and motivation variables on the performance of the employees of the Riau Province Environment and Forestry Service. From table 2 it can be concluded that:

The constant value is 1.226, which is interpreted if the training and motivation value is 0, then the employee performance is 1.226 positive. The value of the training coefficient is 0.448, it can be interpreted that for each training change of 1 unit, the employee's performance changes by 0.448 or 44.8% of the training change. The value of the motivation coefficient is 0.696, it can be interpreted that every change in motivation is 1 unit, then the employee's performance changes by 0.696 or 69.6% of the change in motivation.

Table 2: Multiple Linear Regression Coefficients and Correlation

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	1.226	1.096		1.118	.267					
X1	.448	.065	.385	6.913	.000	.837	.602	.263	.466	2.144
X2	.696	.063	.618	11.081	.000	.899	.771	.422	.466	2.144

a. Dependent Variable: Y

Source: Processed data 2021

**Partial Hypothesis Test (t Test)**

Partial tests were carried out to partially prove the hypothesis in order to see the effect of training variables and motivational variables on employee performance, so that it can be seen the variables that can affect the performance of the Riau Province Forestry and Environment Service employees from the two variables studied. The results of hypothesis testing are shown in table 2.

The results of testing the training variables obtained  $t_{count}$  of 6.913 which is greater than  $t_{table}$  of 1.988 and the value of sig. of 0.000 is smaller than 0.05, meaning that the training variable has a positive effect on employee performance with a coefficient value of 0.448 or 44.8%. Furthermore, the results of testing the motivation variable obtained  $t_{count}$  of 11,081 which is greater than  $t_{table}$  of 1,988 and the value of sig. of 0.000 is smaller than 0.05, meaning that the motivation variable has a positive effect on employee performance with a coefficient value of 0.696 or 69.6%.

Based on the results of hypothesis testing that has been carried out, it can be seen that training and motivation are proven to have an influence on the performance of the employees of the Riau Province Environment and Forestry Service, with the dominant influence being motivation.

**Simultaneous Hypothesis Test (F Test)**

Simultaneous testing is carried out to prove the hypothesis simultaneously in order to see simultaneously the effect of training variables and motivational variables on employee performance. The results of statistical calculations are shown in table 3. The calculation results show the  $F_{count}$  value of 302,906 which is greater than  $F_{table}$ , which is 3.10 and the value of sig. smaller than 0.05, meaning that simultaneously the training variable and the motivation variable have a positive effect on the performance of the employees of the Riau Province Forestry and Environment Service.

Table 3: F test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	390.741	2	195.370	302.906	.000 <sup>a</sup>
	Residual	54.179	84	.645		
	Total	444.920	86			

a. Predictors: (Constant), X2, X1  
b. Dependent Variable: Y

Source: Processed data 2021

### Coefficient of Determination (R<sup>2</sup>)

The coefficient of determination (R<sup>2</sup>) aims to see the contribution of the influence between the independent variable and the dependent variable. The coefficient of determination (R<sup>2</sup>) can be calculated using the formulation (Hasan, 2005) and the results of the coefficient of determination are expressed in percent (R<sup>2</sup> x 100%) (Sugiono, 2013:259)

$$R^2 = \left( \frac{n\sum XY - (\sum X)(\sum Y)}{\sqrt{n\sum X^2 - (\sum X)^2} \cdot \sqrt{n\sum Y^2 - (\sum Y)^2}} \right)^2$$

(Source: Hasan, 2005)

From the statistical calculations in table 4, it is known that the coefficient of determination is 0.878, meaning that the performance of the employees of the Riau Province Environment and Forestry Service can be explained by training factors and motivational factors of 87.8% and the rest is influenced by other variables not observed in this study. The contribution of the coefficient of determination of each independent variable according to Gujarati (2012:172) is the value of Zero order x Beta x 100%. Thus the contribution of the training factor to the coefficient of determination (table 2) is 0.837 x 0.385 x 100% = 0.322 or 32.2% and the contribution of the motivational factor to the coefficient of determination (table 2) is 0.899 x 0.618 x 100% = 0.556 or 55.6 %.

Table 4: Determination and Autocorrelation

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.937 <sup>a</sup>	.878	.875	.803	2.033

a. Predictors: (Constant), X2, X1  
b. Dependent Variable: Y

Source: Processed data 2021

### The Effect of Training on Employee Performance

The results showed that there was a positive and significant effect of training on the performance of DLH and Forestry employees in Riau Province. Employee performance here can be seen from employees having knowledge according to the field of work, having sufficient skills according to the field of work, and having a good attitude in the organization. One of the objectives of training is to improve employee performance, both technical and non-technical training. Thus, employees who have attended the training acquire knowledge/skills, so that there is a change in work patterns for the better than before. Increased knowledge and skills and being able to carry out the tasks that are their responsibility will certainly have an impact on performance, in other words, employees who have attended training have good abilities at work. The results of Watung's research (2016) that performance is influenced by training which is also in line with Bolung, Rio Vicky., et al., (2018), Mukti and Adawiyah (2019) and Jafar (2020) that training has a significant effect on employee performance. This shows that training for employees is important, and part of HR

management that needs to be improved in its implementation, both in terms of quality instructor, method, time, benefits of training.

### **The Effect of Motivation on Employee Performance**

The results showed that there was a positive and significant influence of motivation on employee performance in DLH and Forestry Riau Province. Strong external and internal motivation, can produce optimal performance for employees DLH and Forestry of Riau Province according to organizational goals. Sutrisno (2012) who says that motivation is able to encourage employee morale, so that employees want to work hard by giving all the abilities and skills to realize organizational goals. Thus motivation is needed for an organization to always increase employee motivation which can be done in various ways, including providing awards with various levels of work performance, prizes, incentives, promotions and so on with the aim of increasing employee motivation at work, so that it has an impact on performance. employees and organizations. Research result Research by Wang (2009), Suwantara (2010) and Waisnawini (2014) proves that motivation has an effect on performance, which is also supported by research conducted by Candra and Fatimah (2020) which also states that motivation has a significant effect on performance.

### **The Effect of Training and Motivation on Performance**

In improving public organizations that are able to provide excellent service to the community, employee performance becomes very important. Public organizations make employee performance one of the important factors that become the focus of HR development strategies. For this reason, it is important for the public to make performance strategies as one of the factors in increasing the competitiveness of organizations in a professional and competitive manner. To increase the competitiveness of human resources into superior human resources, training has an important role. Proper training is good in terms of quality instructors, methods, time, benefits of training and supported by employee motivation both self-motivated and external will be able to improve employee performance, which of course will have an impact on organizational performance, this also happens in DLH and Forestry of Riau Province. Appropriate training and motivational support can improve employee performance.

## **CONCLUSION**

From the results of research and discussion of research, it can be concluded that Job training has an effect on the performance of the employees of the Riau Province Environment and Forestry Service. Work motivation affects the performance of employees of the Riau Province Environment and Forestry Service. Simultaneously, job training and work motivation affect the performance of the employees of the Riau Province Environment and Forestry Service

## **SUGGESTION**

Based on the background, theoretical studies, results and discussion of research, the authors can be suggested, namely:

1. Training must be continuously improved in order to improve the performance of the employees of the Riau Province Environment and Forestry Service, so that employees can experience an increase in knowledge, skills and experience.
2. Employee motivation must continue to be improved to improve employee performance, provide motivation for employees to be enthusiastic and creative at work.

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