

THE CONTRIBUTION OF WORK MOTIVATION AND COMMUNICATION TOWARD TEACHERS' PERFORMANCE AT MUHAMMADIYAH 02 TANJUNG SARI MEDAN

Abdillah¹ and Ahmad Sulaiman

Universitas Islam Negeri Sumatera Utara, Indonesia

e-mail: abdillah@uinsu.ac.id

Abstract :

The research aims to (1) reveal the work motivation teachers in SMA Muhammadiyah 02 Tj. Sari Medan, (2) reveal the teacher communication at SMA Muhammadiyah 02 Tj. Sari Medan, and (3) reveal the contribution of work motivation to the teachers' performance in high school Muhammadiyah 02 Tj. Sari Medan. Sample withdrawal is done by probability sampling technique using total sampling method, with the number of samples used is 27 people. Data is collected using a Likert scale that has been tested with validation and its rehabilitations. Data in analysis with simple regression techniques. The results of the first hypothesis analysis showed that the correlation coefficient between the work motivation variable (X1) and performance (Y) amounted to 0.263 thus the relationship is relatively weak. Meanwhile, based on the above summary of visible coefficient of determination (R²) obtained from the calculation of 0.069 which gives the meaning that the work motivation (X1) contributes to the contribution of $0.069 \times 100\% = 6.9\%$ against performance (Y).

Key words : Work Motivation, Communication, And Teacher Performance

Abstrak :

Penelitian ini bertujuan untuk (1) mengetahui motivasi kerja guru di SMA Muhammadiyah 02 Tj.Sari Medan, (2) mengetahui Komunikasi guru di di SMA Muhammadiyah 02 Tj.Sari Medan, dan (3) mengetahui kontribusi motivasi kerja terhadap kinerja guru di SMA Muhammadiyah 02 Tj.Sari Medan. Penarikan sampel dilakukan dengan teknik probability sampling dengan menggunakan metode total sampling, dengan jumlah sampel yang digunakan adalah 27 orang. Data dikumpulkan dengan menggunakan skala Likert yang telah di uji validasi dan reabilitasnya. Data di analisis dengan teknik regresi sederhana. Hasil pengujian yang telah dilakukan sebelumnya menunjukkan sebaran skor Motivasi kerja (X₁) sebanyak 14 orang (51, 85 %) berada di bawah rata-rata kelas interval dan sebanyak 5 orang (18,52%) berada pada rata-rata kelas interval dan sebanyak 8 orang (2,16 %) di atas rata-rata. Berdasarkan data di atas maka skor motivasi kerja umumnya berada di bawah rata-rata. Sebaran

skor Komunikasi (X_2) sebanyak 8 orang (29,62 %) berada di bawah rata-rata kelas interval dan sebanyak 7 orang (25,92 %) berada pada rata-rata kelas interval dan sebanyak 12 orang (44,44 %) di atas rata-rata. Sedangkan sebaran skor Kinerja (Y) sebanyak 14 orang (51,85 %) berada di bawah rata-rata kelas interval dan sebanyak 5 orang (18,52%) berada pada rata-rata kelas interval dan sebanyak 8 orang (2,16 %) di atas rata-rata. Berdasarkan data di atas maka skor motivasi kerja umumnya berada di bawah rata-rata. Berdasarkan analisis yang dilakukan di atas, diketahui bahwa tiga hipotesis yang diajukan di terima dan telah teruji secara empiris. Hasil analisis hipotesis pertama menunjukkan bahwa koefisien korelasi antara variabel Motivasi Kerja (X_1) dengan Kinerja (Y) sebesar 0,263 dengan demikian hubungan keduanya tergolong lemah. Sementara itu berdasarkan rangkuman diatas terlihat koefisien determinasi (r^2) yang diperoleh dari hasil perhitungan sebesar 0,069 yang memberikan makna bahwa Motivasi Kerja (X_1) memberikan kontribusi sebesar $0,069 \times 100 \% = 6,9 \%$ terhadap Kinerja (Y).

Kata Kunci : Motivasi Kerja, Komunikasi, Performa Guru



INTRODUCTION

Survival in an organization must be properly maintained. Often its human resources ignore things that are considered important. Surely in an organization must have performance management. In this case, the management that occurs in it is a process to produce performance and achievements of its work. To produce a good performance of course this has a well-maintained rule. The performance produced by good educators must have a process in working well.

People have their own way of completing each job, with different motivations, ways and objectives. Communication is a discussion that will never be bored to be a reference when it is appointed as a topic of discussion. In its scope are many experts who explain with theory and analysis as evidence that knowledge for communication is indispensable. Not infrequently people willingly spend money to participate in school or take quiet communication training. Reasons for communicating require special arts and expertise to be able to attract sympathetic and response from their opponents. In communicating we are able to represent our feelings to tell our interlocutor. Exchanging thoughts, brainstorming, discussion, inviting, arguing, even not infrequently by communicating we also make the feelings of the opponent to be happy because the news we convey is a good thing.

The power of communicating is able to make people who hear instantly change their feelings. So too in terms of a job. The importance of communication in it is also a performance management that must be guarded by any individual or human resources in it. Without communication an organization will not exist therein. Everyone who is stunted in it cannot be missed in communicating. Communication is the basis for action and cooperation for an achievement. In a company, superiors and subordinates are important to establish an emotional connection that can be done by strengthening communication and motivation.

Ability to motivate employees so that their ability to continue to work with high spirits is able to optimize the achievement of company objectives. In a group of people working in interdependence to accomplish multiple objectives. People can work with interdependence only through communication.

One way that is easy to do by people to give the form of motivation to his co-worker is through communication human existence of immaterial needs are often forgotten. It is not material (money) that makes motivation to take action. However, immaterial also plays an important role for the same desire that is to be praised, acknowledged, listened to, respected and appreciated. That's the part that can motivate people. High quality success almost because the person has a high motivation to do activities. For, work motivation is a complex combination of self-strength in each person. In organizational life, motivation has a very important role. Therefore, motivation is the cause, channeling, and supporting human behaviour, so as to work actively and enthusiastically achieve optimal results. Without a person's motivation. Then it is certain that the person will not move in the slightest place. Once in a life of organization, the motivation of the organization is very absolute. As great as any plan that has been made by the leader in the organization, if in the process the application is done by human resources less or even has no strong motivation, then it will cause the unrealized plan.

Performance is the result of work that can be achieved by a group of people in an organization, according to their respective responsibilities, in order to achieve the objectives of the Organization in question legally, not unlawful, and in accordance with morality and ethics. Based on the above terminological limitations, performance can be formulated as shown or the work achieved by an individual group, or organization at a certain time in carrying out the duties/occupations that are the authority and responsibility of the person, group or organization based on the procedures and rules applicable to the specific purpose of the stipulated. Referring to the above

sense, the understanding of the teacher's performance can be formulated as demonstrated or the result of a teacher or a column of teachers during a certain period of time in carrying out school-level education tasks Based on the procedures and rules that apply to the achievement of success Management of education systems in (Nasrudin Endin : 2010).

According to Yuni Rusmawati DJ (2016) in his journal The influence of motivation, communication and work environment on employee performance at PT Andalan Pasific Samudra in Surabaya explained that the results of research analysis based on hypothesis testing results First shows that a partial free-variable motivation (X1), communication (X2), and the Working Environment (X3) positively affect the employee performance (Y) of PT Andalan Pasific Samudra. Based on the results of the second hypothesis testing (collectively) shows that simultaneously the Motivasic (X1) variables, communication (X2), and the Working environment (X3) have significant effect on the teacher's performance (Y) at PT Andalan Pasific Samudra. The result of R-Squared's coefficient of determination analysis is 0.527, this indicates that motivation (X1), Communicasic (X2), Work Environment (X3) against the variable is the teachers' performance (Y) in PT Andalan Pasific Ocean is 0.527 or 52.7%. So it can be interpreted that the variable motivation (X1), communication (X2), Work Environment (X3) is able to contribute significantly to the performance of employees at PT Andalan Pasific Samudra. (Yuni Rusmawati Dj : 2016).

While this research want to expand the variables under the title "the contribution of work motivation and communication toward teachers' performance at muhammadiyah 02 Tanjung Sari Medan".

LITERATURE REVIEW

1. Definition of motivation

Motivation comes from another word *move* meaning impulse or drive power. Management motivation is only demonstrated on human resources, especially to subordinates or followers. (Malayu SP. Hasibuan: 2007). According to Uzae Usman in Mesiono (2015) motivation can be interpreted as a process for promote motifs to be action/behavior to meet the needs and achieve the objectives/circumstances and readiness in the individual who encourages his behaviour to do something in achieving the objectives. Meanwhile, Robert Heller in Wibowo (2015) says that motivation is a desire to act. Hersey (2011) further suggests that a person's motivation depends on strong weak motives. Motive is often interpreted as necessity, desire, encouragement, motion of heart in a person.

According to J. Winardi (2001), the work motivation is a potential unity that exists in a human being, which can be developed by a number of outside forces that essentially revolve around monetary rewards and non monetary rewards that can affect the outcome of Performance positively or negatively, which depends on the situation and conditions faced by the. According to Wibowo (2015), work motivation is the result of a collection of internal and external strengths that cause workers to choose appropriate paths to act and use certain behaviour.

2. Understanding Communication

Communication terminologically refers to the process of delivering a statement by someone to others. So, in this sense that is involved in communication is human. Therefore on the understanding of Richard et al. in Juliansyah Noor defines, Communcation is the understood as a process begening with an intention to exchange certain information with other. That human communication is a process involving individuals in a relationship, group, organization and community that responds and creates a message to adapt to the environment of each other. While Dwyer explains that communication is a process through a person's name (Communicator) conveys the stimulus (usually in the form of words) in order to change or shape the behavior of others.

From the defendant it was reviewed that communication is a process that connects another part of life. Where every communication person will thus do four of these actions often occur in a prosecution. Form a message. Messages that have been formed are delivered to others.

3. Definition of performance

In contemporary developments, performance terms are increasingly popular and prominent in every talk of experts and management practitioners. Teurtama in encouraging human resources to produce high effectiveness both personal and organizational. Therefore, every organization is faced with the challenges and demands of high competency development, especially in the era of global competence, the advancement of information technology, as well as demands of customers or service users increasingly critical. (Syafaruddin & Anzizhan, 2016).

The term performance comes from the word job performance or actual performance achieved by a person. In terminology, the sense of performance is the result of work in quality or quantity achieved by a person in carrying out his duties in accordance with the position and responsibilities given to him. In other words, performance is achieved, demonstrated achievement and work ability. Performance is highly related

to working skills or competency and achievements achieved or demonstrated. Good performance will result in good achievements and can be demonstrated or demonstrated.

4. Relevant Studies

According to Meindinyo R. O K and Ikurite N (2017), in the journal "Influence Of Motivation On Teachers Performance In A Local Government Area In Nigeria" stated that by applying the right motivation positively impact the teacher's performance.

"The study revealed that: applying the right motivation factor has positive influence on teachers performance. That the factors that are currently being used to motivate teachers namely; annual get-together parties Organizing send-off parties for teachers on transfer, Constant supervision of teacher's work, provision of attendance register and provision of movement books have minimal influence on teachers performance That factor such as age, sex professional training may affect a teacher's performance. Based on these findings it was recommend that; management of secondary schools should make use of correct motivational strategies such as attitude motivation, incentives, and recognition. there should be regular training for teachers workshops to motivate teacher for higher productivity. government should always try as much as possible to pay teachers' salaries promptly and regularly. management of the schools try and provide accommodation to teachers within the school premises and teachers should be given opportunities to develop themselves through study-leave with pay or in service –training."

The results of previous research also showed the contribution of work motivation to performance. As done by Olivia Theodora titled "Effect of Work motivation on the performance of employees of Pt. Sejahtera Motor Gemilang" showed that the growth motivation significantly affects the performance of employees at PT. SMG in Surabaya with Thitung 4.048. This means that the motivation of growth consisting of training and career-level provides a significant influence on the performance of employees at PT. SMG in Surabaya. Furthermore, the results of this study also showed that the motivation consisting of motivational existence, relatedness, and growth significantly affect (simultaneous relationship) to the performance of employees at PT. SMG in Surabaya with Fcalculate 28,805. The value of coefficient of determination (R^2)/Rsquer of 0.449 has the meaning that the working motivation factor that consists of the motivation existence, relatedness, growth contributes by 44.9% while the remainder of 50.1% is influenced by other factors that are out of the work motivation. (Olivia Theodora: 2015)

RESEARCH METHOD

The research was conducted at SMA Muhammadiyah 02 Tj. Sari Medan with the teacher as the subject of research, the selection of this location based on consideration and convenience and obtaining data, the research focuses only on the problems that will be researched because Research location is far enough distance with researchers and according to the ability and also time, the implementation of this research is planned for two months, namely in November 2019. Reviewed from the data collection methods and data analysis which are quantitative statistics, the research is classified into quantitative research. An Adapaun that is the population of this research is an entire teacher of SMA Muhammadiyah 02 Tj. Sari Medan both civil servants and honorers as many as 27 people

To facilitate variable measurements, the instrument grid is compiled for each variable. A research instrument is an address used to measure both natural and social phenomena observed. The research instruments used are documentation and Kueisioner. Documentation is a data retrieval technique by capturing a moment, this is as proof in the proof of data retrieval field. The collection of the questionnaire was a number of written questions that were used by the questionnaire. A questionnaire is a number of written questions that are used to obtain information from respondents. The main points of the instrument test are: (1) Seeing the readability of the instrument by the respondent, (2) See the length of time used by the respondent in filling the questionnaire, (3) Knowing the difficulties arising from the respondent In answering the questionnaire, and (4) see the validity and reusability of the instrument.

RESEARCH RESULTS AND DISCUSSION

The results of the test have been conducted before showing a work motivation score (X1) as much as 14 people (51, 85%) is below average class interval and as much as 5 people (18.52%) At an average interval class and as much as 8 people (2.16%) Above average. Based on the data above, the work motivation score is generally below average.

Communications Score (X2) as much as 8 people (29.62%) is below average class interval and as much as 7 people (25.92%) At an average interval class and as much as 12 people (44.44%) Above average. While the performance score (Y) of 14 people (51, 85%) is below average class interval and as much as 5 people (18.52%) At an average interval class and as much as 8 people (2.16%) Above average. Based on the data above, the work motivation score is generally below average.

Based on the analysis done above, it is known that the three hypotheses filed are received and empirically tested. The results of the first hypothesis analysis showed that the correlation coefficient between the work motivation variable (X1) and performance (Y) amounted to 0.263 thus the relationship is weak. Meanwhile, based on the summary above visible coefficient of determination (R²) obtained from the calculation of 0.069 which gives the meaning that work motivation (X1) contributes at $0.069 \times 100\% = 6.9\%$ against performance (Y).

Next to determine the significance of both influences (work motivation with performance) can be seen through the "T" test. Through the test that has been done is obtained Thitung = 4.563 while the value of this = 2.060. Because T counts (4.563) > T table (2.060), it shows that there is a positive and significant influence between work motivation variables with performance form linear and predictive relationships through regression lines $\hat{Y} = 50.281 + 0.207 X1$, equation of line This regression explains that if the work motivation factor increases by one unit then performance results will also increase by $50.281 + 0.207 = 50.488$ units.

The results of previous research also showed the contribution of work motivation to performance. As done by Olivia Theodora titled "Effect of Work motivation on the performance of employees of Pt. Sejahtera Motor Gemilang" showed that the growth motivation significantly affects the performance of employees at PT. SMG in Surabaya with Thitung 4.048. This means that the motivation of growth consisting of traning and career-level provides a significant influence on the performance of employees at PT. SMG in Surabaya. Furthermore, the results of this study also showed that the motivation consisting of the motivation of existance, relatedness, and growth significantly affect (simultaneous relationship) to the performance of employees at PT. SMG in Surabaya with Fcalculate 28,805. The value of coefficient of determination (R²)/Rsquer of 0.449 has the meaning that the working motivation factor that consists of the motivation existense, relatedness, growth contributes by 44.9% while the remainder of 50.1% is influenced by other factors that are out of the work motivation.

The second hypothesis test result shows the correlation coefficient between communication (X2) and Performance (Y) of 0.228 Thus the relationship is relatively weak, while the coefficient of determination (R²) is obtained from the calculation result of 0.052 which gives the meaning that the communication contributes by $0.052 \times 100\% = 5.2\%$ for performance (Y).

Next to determine the significance of both contributions (performance communication) can be seen through the "T" test. Through the test that has been done, it was obtained t count = 6.102 whereas t value of

table = 2.060. Because T count (6.120) > T table (2.060), it indicates that there are positive and significant contributions between the communication with performance variables with linear and predictive relationship forms via regression lines $\hat{Y} = 80.566 + -0.210 X_2$, equation of line This regression explains that if the communication factor increases by one unit the performance quality will also increase by $80.566 + -0.210 = 80,356$ units.

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In addition, from previous research, theories related to performance communication there is a influence of organizational communication that is applicable in Regina Pacis High school Bogor, which amounted to 8,473 with a percentage of 72.3% which belongs to the good category. This means that the respondents' criteria of overall organizational communication is good. But there is still a shortage of teachers where there is still less good in Regina Pacis High School, seen from two dimensions that have a less good category, namely the satisfaction of the Organization and the accuracy of the message.

There is a performance influence of teachers prevailing in Regina Pacis High School, amounting to 5004 with a percentage of 83, 68%. This means that the average respondent criteria regarding overall teacher performance is good. In addition, there is one dimension of the performance variables of teachers who have very good categories, namely the dimensions of the initiative in work. As a whole, Regina Pacis Bogor High school teachers are able to provide good performance results, and have excellent job insiatives. There is an influence of organizational communication on the teachers' performance in Regina Pacis High School. The hypothesis test result (test-T) states that, r count = 2.481 > R table = 2.021, then H_0 = Communication Organization has no effect on the

teacher's performance rejected, and H_a = communication of the organization affects the performance of the teacher received. So the hypothesis received is an organizational communication affecting the teacher's performance. The results of the coefficient of determination obtained a value of 12.3%, indicating the organizational communication affected the teacher's performance by 12.3%. The remaining 87.7% is influenced by several factors outside of the study, such as expectations, fulfillment and opportunities.

Subsequent findings which constitute the third hypothesis suggest that the correlation coefficient between the work motivation variable (X1), communication (X2) is shared against performance (Y) of 0.338. Further coefficient of determination (R²) is obtained from the calculation of 0.114 which gives the meaning that work and communication motivation jointly contributes at $0.114 \times 100\% = 11.4\%$ for performance (Y).

Further to determine the significance of its contributions jointly (work motivation and performance communication) can be seen through the "F" test. Through Test F that has been done apparently obtained F count = 1.543 Whereas the value of the table F by first specify DK pemsay = k and DK denominator = n-K-1 so obtained DK pemator 2 and DK Denominator 24 the table value is 3.40. Because the F count (1.543) < F table (3.40) It shows that there is a positive and significant contribution between the work motivation and communication variables together with performance with linear and predictive relationship forms via regression line $\hat{Y} = 65.339 + 0.196 X_1 + -0.194 X_2$, the equation of this regression line explains that if work and communication motivation factor increases by one unit then the teacher performance will also increase by $65.339 + 0,196 + -0.194 = 65.341$ units.

T test (partial test) is to know the effect (significant) or not from each variable work motivation (X1), communication (X2), Work Environment (X3) to Performance (Y) in PT Andalan Pasific Samudra. Partial hypothesis testing by looking at the significance values gained for each variable. If the significance value of the calculated t value of each variable is smaller than the value (α) of the amount (0.05), then the hypothesized accepted hypothesis means that the free variable partially has a significant effect on the bound variable. However, when the significance value of each free variable is greater than the value (α) of the amount (0.05), then the hypothesis is rejected which means the free variable has no partial effect on the bound variable. The results of the second hypotheses (H1) tests obtained are: The partial test results for the motivation (X1), communication (X2), and work environment (X3) variables gained significance are 0.000 where the value is less than the value (α) of (0.05) so that the H1 states that

Variable partial motivation (X1), communication (X2), and working environment (X3) affect employee performance (Y) at PT Andalan Pasific Samudra.

The F test is intended to prove the variable influence motivation (X1), communication Teacher (X2), simultaneous working environment of employee performance (Y) at PT Andalan Pasific Samudra. The test steps are based on significance values. If the value of significance obtained is less than the alpha value (α) of 0.05 then the hypothesis is accepted which means collectively that the variable free effect is significant to the bound variable. However, when the significant value of F count is greater than the alpha value (α) of 0.05, the hypothesis is rejected which means the simultaneous free variables have no significant effect on the bound variables.

The results of a linear regression analysis obtained F count by 16.499 with significance value of 0.000. The significance value is smaller than the alpha value (α) of 0.05 ($0.000 < 0.05$). Thus the first hypothesis (H1) that states that simultaneously motivation (X1), communication (X2), the work environment (X3) has significant effect on performance (Y) in PT Andalan Pasific Samudra.

Starting from the above discussion, and the results of this research can be formulated the premise that high low performance Guru is determined by the factors of motivation work and communication.

CONCLUSION

After elaborating the results of the above studies, it can be concluded from the results of this research:

- a. Work motivation contributes significantly to the teachers' performance in Muhammadiyah 02 SMA. The.
- b. Communication contributed significantly to the teachers' performance in Muhammadiyah 02 SMA. The
- c. Work and communication motivation jointly contributed insignificantly to the teachers' performance at Muhammadiyah 02 SMA. Tj.

The three hypotheses proposed in this study empirically provide a common conclusion that work and communication motivation contributes to the efforts to improve teacher performance at Muhammadiyah 02 SMA. Tj. Sari Medan

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