

The Influence of Achievement Motivation and Remuneration on the Performance of Lecturers and Educational Workers at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo

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ABSTRACT

This study aims to determine the effect of achievement motivation and remuneration on the performance of lecturers and education staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo, partially or simultaneously. The approach in this research is quantitative. The research method is *ex post facto* and correlational research design. The sample in the study was 42 people. The data analysis technique used is multiple regression. The results showed that (1) achievement motivation had a positive and significant effect on the performance of lecturers and education staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo. The positive notation regression results show that performance will increase along with the high achievement motivation possessed by lecturers and education staff in carrying out the mandated work. (2) Remuneration has a positive and significant effect on the performance of lecturers and education staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo. The results of the regression with a positive notation show that performance is getting better due to good policies and remuneration systems by Gorontalo State University, where the ideal policy is feasible, according to performance standards and on time in payment. (3) Achievement motivation and remuneration simultaneously have a significant effect on the performance of lecturers and educational staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo with a coefficient of determination of 68.30%. The remaining 31.70% can be explained by other variables not examined in this study such as competence, leadership style, work commitment, career development, level of education, organizational culture and emotional abilities of employees (lecturers & education staff). Unstandardized Residual results show that remuneration has a more significant effect on the performance of lecturers and education staff compared to achievement motivation. (3) Achievement motivation and remuneration simultaneously have a significant effect on the performance of lecturers and educational staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo with a coefficient of determination of 68.30%. The remaining 31.70% can be explained by other variables not examined in this study such as competence, leadership style, work commitment, career development, level of education, organizational culture and emotional abilities of employees (lecturers & education staff). Unstandardized Residual results show that remuneration has a more significant effect on the performance of lecturers and education staff compared to

achievement motivation. (3) Achievement motivation and remuneration simultaneously have a significant effect on the performance of lecturers and educational staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo with a coefficient of determination of 68.30%. The remaining 31.70% can be explained by other variables not examined in this study such as competence, leadership style, work commitment, career development, level of education, organizational culture and emotional abilities of employees (lecturers & education staff). Unstandardized Residual results show that remuneration has a more significant effect on the performance of lecturers and education staff compared to achievement motivation.

INTRODUCTION

According to him, bureaucratic reform is a strategic step to build the state apparatus to be more efficient and effective in carrying out the general tasks of government and national development by taking steps that are fundamental, comprehensive and systematic, so that the goals and targets that have been set can be achieved effectively and efficiently. efficient. In implementing bureaucratic reform, the government will focus on human resources (HR) who carry out bureaucratic reform, in this case what is meant is employees. In human resource accounting employees are seen as valuable organizational resources, namely resources whose value can be increased. Employees are a valuable resource for companies as long as they provide measurable service. The value of a person as a resource depends on how he is employed. So, management style will also affect the value of human resources.

The value of human resources is evaluated based on the productivity (work performance) and promotion of the employee (Lubis, 2010: 485-486). Lecturer performance depends on how the government provides a welfare guarantee to these employees. Studies state that treating employees as important and respectable individuals contributes to their commitment (Ivancevich, et al., 2006: 176). If the ability of an employee is far beyond what is needed to do the job, management will pay more than it has to be paid (Robbins and Judge, 2008: 62). Management style will also affect the value of human resources. The value of human resources is evaluated based on the productivity (work performance) and promotion of the employee (Lubis, 2010: 485-486). Lecturer performance depends on how the government provides a welfare guarantee to these employees. Studies state that treating employees as important and respectable individuals contributes to their commitment (Ivancevich, et al., 2006: 176). If the ability of an employee is far beyond what is needed to do the job, management will pay more than it has to be paid (Robbins and Judge, 2008: 62). Management style will also affect the value of human resources. The value of human resources is evaluated based on the productivity (work performance) and promotion of the employee (Lubis, 2010: 485-486). Lecturer performance depends on how the government provides a welfare guarantee to these employees. Studies state that treating employees as important and respectable individuals contributes to their commitment (Ivancevich, et al., 2006: 176). If the ability of an employee is far beyond what is needed to do the job, management will pay more than it has to be paid (Robbins and Judge, 2008: 62). Lecturer performance depends on how the government provides a welfare guarantee to these employees. Studies state that treating employees as important and respectable individuals contributes to their commitment (Ivancevich, et al., 2006: 176). If the ability of an employee is far beyond what is needed to do the job, management will pay more than it has to be paid (Robbins and Judge, 2008: 62). Lecturer performance depends on how the government provides a welfare guarantee to these employees. Studies state that treating

employees as important and respectable individuals contributes to their commitment (Ivancevich, et al., 2006: 176). If the ability of an employee is far beyond what is needed to do the job, management will pay more than it has to be paid (Robbins and Judge, 2008: 62).

To be able to improve the performance of lecturers, the government must have a certain strategy to be able to motivate them to improve their performance. Motivation is defined as the factors that direct and encourage a person's behavior or desire to carry out an activity expressed in the form of hard or weak effort (Hariandja, 2002: 321). What the government can do is improve the payroll system for personnel, because the payroll system is related to the performance of government officials. Government officials who feel that the income they receive is not in accordance with the contribution they make in carrying out their main duties will not be able to carry out their main duties optimally (Jasin, et al., 2006: 1).

One of the efforts that can be made by the government in improving the personnel payroll system is by implementing a system of providing remuneration (performance allowances) to employees. Surya (2004: 8) in Rakhmawati (2014), remuneration has the meaning of something that is received by employees as a reward for the contributions they have made to the organization where they work. Remuneration can be said as a reward received by employees because of their performance results which can be in the form of money or goods. Remuneration given to employees will motivate employees to improve their performance. In the theory of motivation according to Frederick Herzberg employees who are driven by extrinsic factors (drivers that come from outside a person's self, especially from the organization where they work) tend to see what Performance is the result of a person as a whole during a certain period in carrying out tasks, such as work standards, targets or target criteria that have been determined in advance and have been mutually agreed upon (Rivai, 2015: 97). Employee performance is not just information to be able to do promotions or determine salaries for agencies. However, how can agencies motivate employees and develop a plan to improve performance degradation can be avoided. Employee performance needs an assessment with the intention of providing a good opportunity for employees for their career plans in terms of strengths and weaknesses, so that agencies can determine salary payments, provide promotions, and can see employee behavior. According to Afandi (2018: 83) Performance is the result of work that can be achieved by a person or group of people in an agency in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, does not violate the law and does not conflict with morals and ethics. According to Mangkunegara (2012: 67) the notion of performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

According to Wibowo (2010:4) Performance is the implementation of the plans that have been prepared. Performance implementation is carried out by human resources who have the ability, competence, motivation, and interest. How an organization values and treats its human resources will influence its attitude and behavior in carrying out performance. According to Rivai (2015: 309), performance is real behavior displayed by everyone as work performance produced by employees according to their role in the agency.

RESEARCH METHODS

A. Location and Time of Research

The location that was used as the research object was the Faculty of Fisheries and Marine Sciences, State University of Gorontalo. The basis for choosing the location in this study were (1) the ease of obtaining research data, (2) the existence of problems that were in accordance with the main duties and functions of the researchers, (3) the varying levels of performance of lecturers and education staff. This research will be carried out for \pm 3 months from August 2022 to November 2022.

This research was carried out using a quantitative research approach, with a quantitative paradigm. According to the problem raised in this study is an associative problem, namely a research question that connects two or more variables. The variable relationship in the study is a causal relationship, namely a causal relationship.

1. Research methods

The method used in this research is ex-post facto research. Ex-post facto research based on the meaning of the word, namely "from what was done after the fact", then this research is called post-event research. Therefore, this research can only be carried out when an event in which there are components of the independent variable and the dependent variable has occurred. Ex post facto research is often referred to as casual comparative research, because this research seeks information about the causal relationship of an event.

2. Research design

This research is a quantitative research, namely research that aims to measure the effect of the independent variables on the dependent variable. The research design to determine the effect of achievement motivation and remuneration on the performance of lecturers and education staff is described as follows:

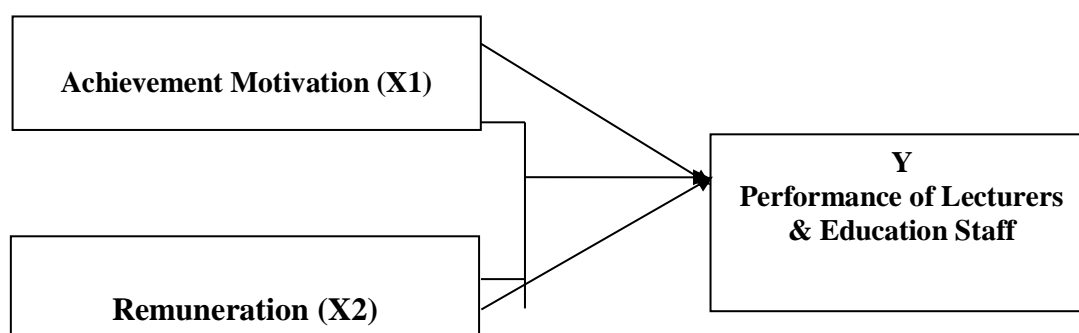


Figure 3.1: Research Design

Based on the picture above, it can be seen that the design of this study was to test whether the independent variable (X), namely achievement motivation and remuneration, has an effect on the dependent variable (Y) the performance of lecturers and education staff. The arrows in the same direction are an indication that the test is based on causality or causation testing.

DISCUSSION

Achievement motivation is an encouragement in a person to do or do an activity or task as well as possible in order to achieve good performance. This motivation will ultimately help employees improve their performance. Saraswathi (2011: 112) says that achievement motivation is a process in which the need encourages a person to carry out a series of activities that lead to the achievement of certain goals and organizational goals and to fulfill some needs. The strength and weakness of a worker's work motivation also determines the size of the achievement. The achievement motive is an encouragement to achieve achievements related to the standards of excellence that have been evaluated.

The results of the descriptive analysis show that the achievement motivation variable score is 82.59% which is in the good category. This shows that lecturers and education staff at the Faculty of Fisheries and Marine Sciences have a high enthusiasm to work according to set work targets, for example for lecturers in terms of teaching, research, service and support. Meanwhile for education staff in terms of administration, finance and academic services. This high or good achievement motivation makes the work process carried out by lecturers and employees more effective so that they are able to produce work of sufficient quality and quantity to get rewards for the performance carried out. The highest indicator is an indicator of the desire to be prominent in a particular field with an average of 17.14 units or 85.71% when converted. While the lowest indicator is the willingness to develop the results of the work occupied with an average of 15.40 units or 77.02%. This shows that the achievement motivation of lecturers and education staff is indicated by various desires to be more optimal in doing work with the best performance achievements.

The results of the first hypothesis regression test found that achievement motivation has a positive and significant effect on the performance of lecturers and education staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo. The results of the regression with a positive notation show that performance will increase along with the high achievement motivation possessed by lecturers and education staff in carrying out mandated work and educational staff in carrying out mandated work. Through these results, the leadership of the Faculty of Fisheries and Marine Sciences, State University of Gorontalo should continue to optimize the capacity development of lecturers and education staff, especially in terms of increasing intelligence and intellectual, emotional,

So that with good achievement motivation, lecturers and educational staff will have good educational management results at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo. This result is in line with the statement from Kristiani, et al (2021) that achievement motivation has a direct positive and significant effect on employee performance, and job satisfaction has a direct positive and insignificant effect on employee performance. Furthermore, affective commitment also provides a mediating effect on the influence between achievement motivation and job satisfaction on employee performance.

1. The effect of remuneration on the performance of lecturers and educational staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo

Remuneration is employee benefits in the form of salaries, honoraria, fixed allowances, bonuses for achievement, severance pay and pension funds which are accumulated in the form of

salaries and incentives for achievements from sources of non-tax state revenue funds (PNBP) and pure rupiah. Remuneration given to employees is based on grading or position and the resulting performance. Remuneration has a meaning like something that employees receive in return for the contribution they have made to the Organization where they work, in this case it is the performance produced by employees to achieve this result, so it is better for the leadership of the Faculty of Fisheries and Marine Sciences, State University of Gorontalo to continue to optimize the capacity development of lecturers and education staff, especially in terms of increasing intelligence and intellectual abilities,

So that with good achievement motivation, lecturers and educational staff will have good educational management results at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo. This result is in line with the statement from Kristiani, et al (2021) that achievement motivation has a direct positive and significant effect on employee performance, and job satisfaction has a direct positive and insignificant effect on employee performance. Furthermore, affective commitment also provides a mediating effect on the influence between achievement motivation and job satisfaction on employee performance.

2. The effect of remuneration on the performance of lecturers and educational staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo

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The results of the descriptive analysis show that the remuneration variable score is 70.07% which is in a pretty good category. This shows that lecturers and education staff at the Faculty of Fisheries and Marine Sciences have a less than optimal perception of the remuneration provided by the Gorontalo State University campus which is a campus with Public Service Agency (BLU) status. The granting of remuneration to lecturers and education staff sometimes experiences delays over the set time, but this is considered reasonable because the remuneration is adjusted to the campus' capability in terms of campus fiscal. The highest indicator is the right target indicator with an average of 22.45 units or 74.84% if converted. While the lowest indicator is a feasible and reasonable indicator with an average of 19, 92 units or if converted by 66.43%. This shows that a small number of lecturers and education staff feel that the remuneration is not in accordance with the amount it should be and the payment is not timely so that the remuneration policy must be improved.

Hasibuan (2014: 120) argues that remuneration programs are generally aimed at the interests of agencies, employees and the government/community. In order to achieve this and provide satisfaction for all parties, the Remuneration program should be based on fair and reasonable principles, labor laws and pay attention to internal and external consistency. Remuneration is

basically a tool to realize the vision and mission of the organization with the aim of attracting capable and experienced employees, retaining qualified employees, motivating employees to work effectively, motivating the formation of positive behavior, and being a tool for controlling expenses.

This is proven from the regression results that remuneration has a positive and significant effect on the performance of lecturers and education staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo. The positive notation regression results show that performance is getting better due to good policies and remuneration systems by Gorontalo State University, where the ideal policy is feasible, according to performance standards and timely payments. Through these results, it is advisable for the institution or State University of Gorontalo to continue to innovate regarding the remuneration payment system, especially in terms of payment terms. Then continue to provide convenience for lecturers to be able to compete in various research and community service which can provide financial benefits for lecturers and educational staff involved,

This result is in accordance with the statement from Rachmawaty & Pandoyo (2020) that there is a significant and positive effect of Remuneration on Employee Performance of 34.06 percent. The remaining 65.04 percent is influenced by other variables outside of research such as Leadership, Organizational Culture, and Competence. The remuneration policy is motivated by the awareness as well as the government's commitment to realizing clean and good governance. However, at the implementation level, the changes and reforms carried out in the context of realizing clean and authoritative governance will not be able to be carried out properly (effectively) without proper welfare from the employees who oversee them.

3. The influence of achievement motivation and remuneration on the performance of lecturers and educational staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo

Performance is the success of personnel, teams or organizational units in realizing predetermined strategic goals with the expected behavior (Mulyadi 2012: 337). Every employee in the organization is required to make a positive contribution through good performance, considering that organizational performance depends on the performance of its employees. Performance is the degree to which employees achieve job requirements efficiently and effectively. employee performance is work performance, namely the comparison between work results that can be seen in real terms with work standards that have been set by the organization. Performance is a result achieved by employees in their work according to certain criteria that apply to a job. Performance is a comparison of work results achieved by employees with predetermined standards. It has been explained above, that people in the organization, namely human resources (HR) who play an active role in achieving the goals of the organization concerned, then their performance must be assessed. Performance evaluation can be used as a criterion for measuring the authenticity of the selection program and the development of new employees. poor performers can be identified through performance evaluations. Evaluation also serves the purpose of providing feedback to employees on how the organization views their performance. Furthermore, performance evaluation is used as a basis for reward allocation. that people in the organization, namely human resources (HR) who play an active role in achieving the goals of the organization concerned, then their performance must be assessed. Performance evaluation can be used as a criterion for measuring the authenticity of the selection and development program. identified

through performance evaluation. Evaluation also serves the purpose of providing feedback to employees on how the organization views their performance. Furthermore, performance evaluation is used as a basis for reward allocation. that people in the organization, namely human resources (HR) who play an active role in achieving the goals of the organization concerned, then their performance must be assessed. Performance evaluation can be used as a criterion for measuring the authenticity of the selection and development program. identified through performance evaluation. Evaluation also serves the purpose of providing feedback to employees on how the organization views their performance. Furthermore, performance evaluation is used as a basis for reward allocation. then their performance must be assessed performance evaluation can be used as a criterion to measure the authenticity of the selection program and development of recently employed employees who perform poorly can be identified through performance evaluation. Evaluation also serves the purpose of providing feedback to employees on how the organization views their performance. Furthermore, performance evaluation is used as a basis for reward allocation. then their performance must be assessed performance evaluation can be used as a criterion to measure the authenticity of the selection program and development of recently employed employees who perform poorly can be identified through performance evaluation. Evaluation also serves the purpose of providing feedback to employees on how the organization views their performance. Furthermore, performance evaluation is used as a basis for reward allocation.

The results of descriptive statistical tests on the performance of lecturers and education staff found that the performance variable score was 81.88% which was in the good category. This shows that lecturers and education staff at the Faculty of Fisheries and Marine Sciences have good performance results in accordance with the targets set in terms of the Tridharma of Higher Education to administration tasks and public services within the campus environment. Good performance shows that lecturers and students are able to carry out the tasks assigned (trusted) to public services, especially academic services so that this result will be a positive value in improving organizational performance (Performance of Gorontalo State University). The highest indicator is the Quantity of Work indicator with an average of 8, 76 units or if converted by 87.62%. While the lowest indicator is the Cooperation indicator with an average of 7.71 units or 77.14% if converted. This shows that the performance of lecturers and education staff at the Faculty of Fisheries and Marine Sciences still needs to be maximized, especially in terms of institutional performance in improving and maintaining previous performance achievements.

The performance of an employee is expected to function and behave in accordance with the duties assigned to him. Where performance is a function of motivation and ability to complete tasks and work, a person must have a degree of willingness and level of ability. Performance refers to the level of success in carrying out tasks and the ability to achieve the goals that have been set. According to Aunurrohman (2016) that Behaviorism in education implies learning is a change in behavior as a result of the interaction between stimulus and response. In other words, learning is a form of change experienced in terms of its ability to behave in new ways as an interaction between stimulus and response.

Simultaneous regression testing found that achievement motivation and remuneration simultaneously had a significant effect on the performance of lecturers and education staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo with a coefficient of determination of 68.30%. The remaining 31.70% can be explained by other variables not examined

in this study such as competence, leadership style, work commitment, career development, level of education, organizational culture and emotional abilities of employees (lecturers & education staff). Unstandardized Residual results show that remuneration has a more significant effect on the performance of lecturers and education staff compared to achievement motivation.

The performance of lecturers and educational staff is the real behavior displayed by a lecturer as work performance that is produced according to their role as academic functional staff. This can be improved by increasing achievement motivation and remuneration given in accordance with policy targets. These results are consistent with the statement of Baba (2015) that remuneration and achievement motivation have a significant effect on employee performance at the Makassar Plant Industry Office, both partially and simultaneously with the level of relationship affordability, where the achievement motivation factor is the most influential factor.

CONCLUSION

Based on the results of the research and discussion in the previous chapter, several conclusions can be drawn as follows:

1. Achievement motivation has a positive and significant effect on the performance of lecturers and education staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo. The positive notation regression results show that performance will increase along with the high achievement motivation possessed by lecturers and education staff in carrying out the mandated work.

2. Remuneration has a positive and significant effect on the performance of lecturers and education staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo. The positive notation regression results show that performance is getting better due to good policies and remuneration systems by Gorontalo State University, where the ideal policy is feasible, according to performance standards and timely payments.

Achievement motivation and remuneration simultaneously have a significant effect on the performance of lecturers and education staff at the Faculty of Fisheries and Marine Sciences, State University of Gorontalo with a coefficient of determination of 68.30%. The remaining 31.70% can be explained by other variables not examined in this study such as competence, leadership style, work commitment, career development, level of education, organizational culture and emotional abilities of employees (lecturers & education staff). Unstandardized Residual results show that remuneration has a more significant effect on the performance of lecturers and education staff compared to achievement motivation.

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