

**The Effect of Work Spirit and Work Discipline on Employee Performance
Inregional Water Drinking Company (PDAM) Luwu District**

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ABSTRACT

This study aims to determine the influence of morale and work discipline on employee performance in PDAM Luwu Regency. The population of this study were all employees of the Regional Drinking Water Company (PDAM) in Luwu Regency. The sampling technique used is the questionnaire method. Namely all employees of the Luwu District Drinking Water Company (PDAM) office, totaling 40 respondents. This research lasted for 3 days, starting on Monday, December 26, 2022 by filling in a sample questionnaire until Wednesday, December 29, 2022 at the Luwu District Drinking Water Company (PDAM) office. The results of this study indicate that Work enthusiasm and work discipline simultaneously have a significant effect on employee performance variables in PDAM Luwu Regency. Based on the results of the calculation of multiple linear regression analysis, it can be seen that the amount of contribution given by the variable morale and work discipline to employee performance at PDAM Luwu Regency simultaneously (R^2) is 0.566 or 56.6%, this means employee performance is 56.6% influenced by morale and work discipline and the remaining 49.0% is influenced by other factors not examined or outside the research model. Partially, work enthusiasm has no effect on the performance of PDAM Luwu Regency employees, while work discipline partially has a significant effect on the performance of PDAM Luwu Regency employees.

Keywords: *Work Spirit, Work Discipline, Employee Performance*

INTRODUCTION

Humans as social beings basically have the nature to work together and need the existence of other humans. For this reason, the existence of an organization is needed as a forum that can make it easier for humans to work together. Organization is a means consisting of people who work together to achieve a common goal.

After the researchers conducted a site inspection and had time to conduct several interviews with several employees, it turned out that the problem was related to the work discipline of PDAM Luwu Regency employees, which was seen during holidays during Eid because there were still many employees who added to their vacation time. However, there are also employees who do not come to work even though the Eid holidays are over. If this is allowed to continue, employee performance will decrease which will have an impact on companies that will experience a decrease in performance, so that goals will not be achieved.

In order to achieve a synergistic relationship, companies must be able to pay attention to the performance patterns of their employees. The definition of performance according to Mangkunegara (2014: 67) 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. To achieve success requires a set of attitudes, mental conditions, psychological abilities, and excellent work behavior.

Morale is a climate or work atmosphere that exists within an organization that shows a sense of

enthusiasm in carrying out work and encourages them to work better and more productively. Morale is an important thing that must be lived by every employee in any company because the spirit of work describes the feelings of individual or group that are deep and satisfied with policies, careers, working conditions, cooperation, and the work environment and encourage them to work better and productive. An employee who has good morale will certainly give positive attitudes such as loyalty, joy, cooperation, pride in service and obedience in obligations. In contrast to employees who have low morale,

According to Handoko (2017) discipline is "management activities to carry out organizational standards". Employee work discipline is very important for a company in order to realize the company. The attitude of work discipline possessed by employees is very important for a company in order to realize company goals. Without good employee work discipline it is difficult for a company to achieve optimal results

Based on the information obtained from the results of interviews with several employees at PDAM Luwu Regency, the problem of morale can also be seen from the work behavior carried out by employees, namely during working hours some employees work diligently and diligently, but others are lazy, such as gathering and story telling (not working), and cyberlacking (internet)

Moving on from that, the success or failure of achieving the goals of an organization or company will depend heavily on the

performance of its employees. The level of performance depends on the work discipline of the employees. With the work discipline of employees, the company's performance will increase. However, if the work discipline of employees does not exist, it will result in decreased employee performance. Where we also know that the problem of work discipline at this time is very much faced by companies. Many employees are lazy to work, go home before the time to go home. During breaks or lunch hours employees prefer to eat out and go home for lunch. When the time to enter the office arrives, many arrive late so that working hours are reduced which will cause the target work per day to decrease as well. thus the monthly work target will not be achieved. There are also employees who are lazy to work and do not come to work with the excuse of being sick, but in reality they are not.

For this reason, every employee must comply with the rules set by the company. The lack of a sense of responsibility for the company's employees towards the work of the operational section causes a decrease in employee performance at PDAM Luwu Regency. Traits like this must be thrown away so that employee performance does not decrease. If this is allowed to continue, it will have a negative impact on the company.

LITERATURE REVIEW

1. Work Spirit

Work morale is an important thing that needs attention from the leadership of an organization or company, work morale is important to note because to

achieve the goals of an organization or a company as effectively and efficiently as possible, superior resources, expertise and abilities are needed. These superior human resources will be able to work well, effectively and efficiently if they have high morale. According to Pohan (2013) work morale is one of the individual factors that obtains performance and remuneration is an organizational factor that obtains employee performance. According to Hasibuan (2013), work enthusiasm is a person's desire and sincerity to do his job well and be disciplined to achieve maximum work performance. According to Busro (2018: 325) morale is a work atmosphere that exists within an organization that shows a sense of excitement in carrying out work and encourages employees to work better and more productively. This work spirit will stimulate a person to work and be creative in his work. Indications of decreased morale can be seen from low productivity, high absenteeism, high employee turnover, increased damage rates, widespread anxiety, frequent demands and strikes.

According to Michael Armstrong (2013: 38-39) organizations can assess employee morale as follows:

- a. Absence, can be seen from how far Employees feel happy working in the organization.
- b. Teamwork. Cooperation can be seen from the willingness employees to cooperate with colleagues or with their superiors based on

achieving common goals. In addition, cooperation can be seen from the willingness to help each other among co-workers in connection with their duties and visible activeness in organizational activities.

- c. Organizational quality as an employer.
- d. The amount of responsibility assigned to employee
- e. Fairness, namely treatment by organizations and their superiors

H1: It is suspected that there is a positive and significant relationship between morale and employee performance

2. Work Discipline

Hasibuan (2013: 213) argues that discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. According to Handoko (2017) discipline is "management activities to carry out organizational standards". Employee work discipline is very important for a company in order to realize the company. The attitude of work discipline possessed by employees is very important for a company in order to realize company goals. Without good employee work discipline it is difficult for a company to achieve optimal results. According to Rivai (2019) Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all

company regulations and applicable social norms.

Good discipline reflects the magnitude of a person's responsibility for the tasks assigned to him. This encourages work passion, morale and the realization of company goals. Discipline of a company is said to be good, if most employees comply with existing regulations. Punishment is needed in increasing discipline and educating employees to comply with all company regulations. Punishment must be fair and strict against all employees. With justice and firmness, the target of punishment is achieved. Regulations without being balanced with the provision of strict penalties for violations are not an educational tool for employees. Without the support of good employee discipline, it is difficult for companies to realize their goals.

According to Hasibuan (2013) indicators of work discipline are:

a. Attitude

Employee mentality and behavior that comes from self-awareness or willingness to carry out company duties and regulations, consisting of:

- 1) Attendance relates to the presence of employees in the workplace to work
- 2) Able to utilize and use equipment properly

b. Norm

Regulations regarding what employees may and may not do while in the company and as a reference for behavior,

consist of:

1) Complying with regulations is an employee who consciously obeys the rules determined by the company.

2) b. Follow the work method determined by the company

c. Responsibility

Is the ability to carry out duties and regulations within the company. Completing work at the specified time, the employee must be responsible for his work by completing the work at the time specified by the company

H2: It is suspected that there is a positive and significant relationship between work discipline and employee performance.

3. Employee Performance

The real foundation in an organization is performance. If there is no performance then all parts of the organization, the goals cannot be achieved. Performance needs to be used as evaluation material for leaders or managers.

According to Afandi (2018: 149), performance is the result of work that can be achieved by a person or group within a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals legally, does not violate the law and does not conflict with morals/ethics. According to Simamora (2016) "Performance employee is the level at which employees achieve job requirements. According to Hasibuan (2013) explains that "Performance is the result of work

achieved by a person in carrying out the tasks assigned to him based on skills, experience, sincerity and time". Hasibuan (2013) stated that performance is the level of achievement of results for the implementation of certain tasks. Company performance is the level of achievement of results in order to realize company goals. Performance management is the overall activity carried out to improve the performance of a company or organization, including the performance of each individual and work group in the company. From some of the definitions above, it can be concluded that employee performance is the ability to achieve job requirements, where a work target can be completed at the right time or does not exceed the time limit provided so that the goal will be in accordance with the morals and ethics of the company. Thus the performance of employees can contribute to the company.

According to Robbins, (2014: 260) there are six indicators to measure individual employee performance, namely:

a. Quality

Quality of work is measured by employee perceptions of the quality of work produced and the perfection of tasks on the skills and abilities of employees.

b. Quantity

This is the amount generated expressed in terms such as the number of units, the number of activity cycles completed.

c. Punctuality

Is the level of activity completed at the beginning of the stated time, seen from the point of coordination with the output results and maximizing the time available for other activities.

d. Effectiveness

Is the level of use of organizational resources (energy, money, technology, raw materials) is maximized with the intention of increasing the results of each unit in the use of resources.

e. independence

Is the level of an employee who will later be able to carry out his work function

work commitment. Is the level of an employee who has a commitment to work with agencies and employee responsibilities towards the office.

H3: It is suspected that there is a positive and significant relationship between morale and work discipline on employee performance.

4. Conceptual Framework

In this study it is explained about the variables of work enthusiasm and work discipline that affect employee performance, so a framework of thinking can be described as follows:

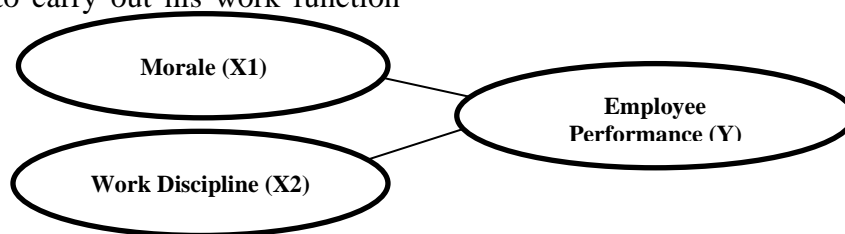


Figure 2.1 Conceptual Framework

RESEARCH METHODOLOGY

In this study the research method used is quantitative research, this research is included in casual associative research, starting from compiling specific questions, limiting questions, collecting data needed in this research, analyzing numbers using statistics, conducting investigations that do not side in an objective way. This research was conducted to determine the influence of work enthusiasm and work discipline on employee performance On Regional Drinking Water Company (PDAM) of Luwu Regency.

The object of research according to Sugiyono (2016: 39) is

an attribute or trait or value of a person, object or activity that has certain variations determined by the researcher to be studied and then drawn conclusions. The location of this research is located at PDAM Luwu Regency, this research was carried out in approximately 2 months.

According to Sugiyono (2017) population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by the researcher to be studied and then conclusions drawn. The total population in this study were all employees who worked at PDAM Luwu Regency, totaling 40

employees. Then all employees will be used as respondents, in other words in this study using the census method. The census method is a research method used to retrieve information from respondents, where all members of the population are sampled (Sugiyono, 2014). The sample in this study were 40 employees of PDAM Luwu Regency

RESULT

1. Characteristics Respondents

Respondents in this study are employee at PDAM Luwu Regency. This study used a sample of 40 respondents who were met during the ongoing research.

2. Gender of Respondents

As for characteristics respondent based on age or age can be seen in the following table:

Table 1. Characteristics Respondents Based on Type Sex

No	Type.Sex	Response.Respondents	
		Person	Percentage (%)
1	Man	18	45
2	Woman	22	55
TOTAL		40	100

Source: Processed primary data, 2023

Based on the processed primary data regarding the characteristics of respondents based on gender, the largest number of respondents were female respondents, namely 22 people or 55%, and male respondents, namely 18 people or 45%, so that it can be said that average employees in PDAM Luwu Regency dominated by female respondents.

3. Age of Respondents

As for characteristics respondent based on age or age can be seen in the following table:

Table 2. Characteristics Respondents Based on Age/Age

No	Age/Age	Response.Respondents	
		Person	Percentage (%)
1	<20.Year	8	20
2	21-30.Year	16	40
3	31-40.Year	10	25
4	> 50.Year	6	15
TOTAL		40	100

Source: Processed primary data, 2023

Based on the processed primary data regarding the characteristics of respondents based on age/age, the largest number of respondents were respondents aged 21-30 years, namely 16 people or 40%, respondents aged <21 years, namely 8 people or 20%, respondents aged 31- 40 years, namely 10 people or 25%, while respondents aged > 50 years, namely 6 people or 15%. So it can be concluded that the average employees in PDAM Luwu Regency dominated employee aged 21-30 year.

4. Length of work

As for characteristics respondent based on working hours are as follows:

Table 3. Characteristics Respondents Based on Length of work

No	Work	Response.Respondents	
		Person	Percentage (%)
1	1-3 Years	20	50
2	4-6 Years	10	25
3	7-10 Years	6	15
4	> 10 Years	4	10
TOTAL		40	100

Source.: Data.primary.Which.processed.,2023

Based on the processed primary data regarding the characteristics of respondents based on length of work, the largest number of respondents are

respondents who have worked 1-3 years, namely 20 people or 50%, respondents who have worked 4-6 years, namely 10 people or as much as 25% , respondents who have worked for 7-10 years, namely 6 people or 15%, and respondents who have worked for > 10 years, namely 4 people or as much as 10%. So it can be said that the average employees in PDAM Luwu Regency dominated by employees who have worked in the range of 1-3 years.

a. Validity test

This test was conducted to assess whether a

questionnaire was valid or not. If this questionnaire is able to convey something that has been measured by the questionnaire then the data is said to be valid. If $r_{count} > r_{table}$ then the statement is said to be valid. If the measuring instrument used in measuring the data is valid then the resulting instrument is also valid. The validity standard used in this study is to require a standard of validity > 0.361 so that if a statement has a value of $r_{count} > r_{table}$ then the statement item is considered valid.

Table 4. Validity Test Results

No	Variable	Items	RCount	RTable	Inf
1	Morale (X1)	1	0.38	0.312	Valid
		2	0.413	0.312	Valid
		3	0.893	0.312	Valid
		4	0.893	0.312	Valid
		5	0.893	0.312	Valid
		6	0.452	0.312	Valid
		7	0.893	0.312	Valid
		8	0.61	0.312	Valid
		9	0.452	0.312	Valid
		10	0.452	0.312	Valid
2	Work Discipline (X2)	1	0.38	0.312	Valid
		2	0.413	0.312	Valid
		3	0.893	0.312	Valid
		4	0.893	0.312	Valid
		5	0.893	0.312	Valid
		6	0.452	0.312	Valid
		7	0.893	0.312	Valid
		8	0.61	0.312	Valid
		9	0.452	0.312	Valid
		10	0.452	0.312	Valid
3	Employee Performance (Y)	1	0.456	0.312	Valid
		2	0.498	0.312	Valid
		3	0.886	0.312	Valid
		4	0.886	0.312	Valid
		5	0.886	0.312	Valid
		6	0.549	0.312	Valid
		7	0.886	0.312	Valid
		8	0.613	0.312	Valid
		9	0.613	0.312	Valid
		10	0.549	0.312	Valid

Source: Processed using SPSS 2023

The results of the validity test for work morale and work discipline variables on employee performance contained 10 question items each, it can be concluded that all statement items are valid because the Pearson correlation $r_{count} > r_{table}$ or in other words the Pearson correlation is above 0.312. The results of the validity test are attached

b. Reliability Test

The reliability test is a tool for assessing indicators of variables, namely questionnaires. A questionnaire is said to be reliable or reliable if the respondents' answers to the questions are appropriate or balanced from time to time. SPSS provides facilities for measuring reliability with the Cronbach Alpha (a) statistical test. A variable is said to be reliable if it is given a value > 0.6 .

Table 5. Reliability Test Results

Reliability Statistics	
Cronbach's Alpha	N of Items
0.902	30

Table 6. Results of Simultaneous Test Analysis (Test F)

ANOVAa						
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	249,977	2	124,988	24.162	.000b
	residual	191,398	37	5.173		
	Total	441,375	39			

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

Source: Outputs.SPSS.Which processed

The Fcount value for the variables of work enthusiasm and work discipline simultaneously is 24.162 $>$ the Ftable value is 3.20 and a significance of 0.000 $<$ 0.05, it can be concluded that work enthusiasm and work discipline

Source:

Outputs SPSS Which Proses sed in 2023

Based on the results of the SPSS results, the results of the Reliability testing of the variables of morale and work discipline on employee performance, it can be concluded that of the 30 item statements on morale, work discipline and employee performance in this study, the Cronbach's alpha value is 0.902 which is greater than 0.6.

Based on the provisions above, in this study the variables of work enthusiasm, work discipline and employee performance are said to be reliable

5. Test Statistics

a. Simultaneous Test (Test F)

The F test is used to test the effect of the independent variables namely work spirit and work discipline jointly on the dependent variable, namely employee performance, this can be seen in the following table:

simultaneously have a significant effect on employee performance variables in PDAM Luwu Regency .

b. Test Partial (t test)

Test criteria partial (t test) if $t_{count} > t_{table}$ for degrees of freedom (df) = nk is 40-3 = 37.

Based on the "t" distribution table obtained $t_{table} = 2.026$. In

addition to t_{count} , you can use research significance < 0.05 .

Table 7. Test Partial (t test) Results

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	5,446	5,723		.952	.348
	X1	.091	.101	.109	.909	.369
	X2	.811	.139	.699	5,831	.000

a. Dependent Variable: Y

Source: Outputs SPSS Which processed

Based on the coefficients table above, the following results are obtained:

- 1) The significant result of the variable Morale (X1) is 0.369 where the result is greater than the significance level of 0.05 or $0.369 > 0.05$ and when viewed from the t_{count} value of 0.909 it is smaller than the t_{table} of 2.026 or $0.909 < 2.026$. So it can be concluded that there is no influence between morale on employee performance in PDAM Luwu Regency.
- 2) The significant result of the work discipline variable (X2) is 0.000 where the result is smaller than the

significance level of 0.05 or $0.00 < 0.05$ and when viewed from the t_{count} value of 5,831 it is greater than the t_{table} of 2,026 or $5,831 > 2,026$. So it can be concluded that there is an influence between work discipline on employee performance in PDAM Luwu Regency.

c. Test Coefficient Determination (Test-R2)

This test is useful for measuring the ability of the independent variables in assembling the dependent variable. In simple regression it is better to use R square or Adjusted R which has been adjusted for the independent variables used in this study.

Table 8. Coefficient of Determination (R2-Test)

Summary models				
Model	R	R Square	Adjusted R Square	std. Error of the Estimate
Y	.753a	.566	.543	2.27441

a. Predictors: (Constant), X2, X1

Source: Processed SPSS output

From the results of the analysis of work enthusiasm and work discipline on the performance of PDAM Luwu Regency employees. From the table above, it shows that the value of the coefficient of determination (R Square) is 0.566. It can be concluded that the independent variables (work

morale and work discipline) have a contribution or influence on the related variable (employee performance) of 56.6%, while the remaining 43.4% are influenced by other indicators not examined in the study.

DISCUSSION

Based on the results of the research conducted, it was found that simultaneously (together) work enthusiasm and work discipline significant effect on the performance of PDAM employees in Luwu Regency. This indicates that employee morale and work discipline PDAM of Luwu Regency very influencing employee performance which means the hypothesis is accepted. By taking the level of work enthusiasm and work discipline of PDAM Luwu Regency employees, it causes consumers to feel satisfied with the services provided by employees. Finally, satisfied customers are obtained from the good performance of PDAM employees.

Effect of morale on employee performance

Based on the results of multiple linear regression calculations, it is known that the magnitude of the regression coefficient for morale (X1) is 0.091. The working spirit in PDAM Luwu Regency is generally good, it can be seen from the 40 respondents studied, 38 of them have worked well, this can be seen from the questionnaire that the researchers gave to the respondents. In addition, PDAM Luwu Regency needs to pay attention to employee morale, namely by giving attention every working day or being controlled and giving awards to employees who are exemplary at work. This is done so that employees are more enthusiastic at work, thereby increasing employee performance.

Effect of work discipline on employee performance

Based on the calculation results of multiple linear regression analysis

it is known that the magnitude of the regression coefficient of work discipline (X2) is 0.811. The work discipline in PDAM Luwu Regency is generally good, this can be seen from the relatively punctual arrival and departure times of employees. Thus it can be concluded that good work discipline will have a significant impact on employee performance in PDAM Luwu Regency. Based on the calculation results of multiple linear regression analysis with partial testing it is known that the work discipline variable (X2) obtained t count of 5,831 is greater than t table of 2,026 with a significance level of 5% which means that there is a significant influence between discipline on employee performance.

Through the F test obtained F count of 24,162 at a significance level of 5% and F table of 3.20 at a significance level of 5%. Thus, F count (24,162) > F table (3.20), means that the multiple linear regression Y for X1 and X2 is real or in other words there is an influence of work enthusiasm and work discipline on the performance of PDAM Luwu Regency employees. Based on the results of the calculation of multiple linear regression analysis, it can be seen that the amount of contribution given by the variable morale and work discipline to employee performance at PDAM Luwu Regency simultaneously (R²) is 0.566 or 56.6%, this means employee performance is 56.6% influenced by morale and work discipline and the remaining 49.0% is influenced by other factors not examined or outside the research model.

CONCLUSION

Based on the results of the research that has been done, it can be concluded that:

1. Work enthusiasm and work discipline simultaneously have a significant effect on employee performance variables in PDAM Luwu Regency. The Fcount value for the variable work enthusiasm and work discipline simultaneously is 24.162 > the Ftable value is 3.20 and a significance of 0.000 < 0.05.
2. There is no influence between morale on employee performance with a significance value of 0.369 where the result is greater than the significance level of 0.05 or 0.369 > 0.05 and when viewed from the tcount value of 0.909 it is smaller than the ttable of 2.026 or 0.909 < 2.026.
3. There is an influence between work discipline on employee performance with a significance value of 0.000 where the result is smaller than the significance level of 0.05 or 0.00 < 0.05 and when viewed from the tcount value of 5,831 it is greater than the ttable of 2,026 or 5,831 < 2026.

Suggestion

From the results of the conclusions that the authors convey, the suggestions that can be submitted are as follows:

- a. Need to foster a harmonious relationship between superiors and staff. This is necessary for employee performance PDAM of Luwu Regency can improve in carrying out the task.

- b. It is necessary to increase the confidence of all employees in carrying out their duties and obligations. So that employee performance is maximized.
- c. It is necessary to foster a cooperative relationship between employees in carrying out their duties so that there is no jealousy and individual feeling. Thus, the task given can be done happily.
- d. For PDAM of Luwu Regency in terms of work discipline so that it can be further improved by giving sanctions to employees who violate existing discipline so that they can further improve the performance of existing employees.

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