The Effect of Training and Incentives on Work Motivation Which Implicates Employee Performances in the Regional Disaster Management Agency Office Merangin Regency

Pantun Bukit[1], Osrita Hapsara[2], Jondri[3]
[1] Master of Management Program, Batanghari University, Jambi, Indonesia, email:
    pantunbukit97@gmail.com
[2] Master of Management Program, Batanghari University, Jambi, Indonesia, email:
    osritahapsara@yahoo.co.id
[3] Master of Management Program, Batanghari University, Jambi, Indonesia, email:
    Jondri2023@gmail.com

Corresponding Author: Jondri2023@gmail.com

Abstract: The purpose of this study is to obtain an overview of training, incentives, work motivation, and employee performance at the Regional Disaster Management Agency Office of the Merangin Regency. To find out the direct and indirect effects of training and incentives on employee motivation at the Regional Disaster Management Agency Office of Merangin Regency. To determine the effect of work motivation on employee performance at the Regional Disaster Management Agency Office of Merangin Regency. To determine the effect of training and incentives through work motivation on employee performance. The type of data obtained in this study were quantitative data sourced from primary data by conducting research and questionnaires, secondary data were obtained by reading, studying, and understanding literature and library books or data from agencies related to the research. In this study, the object of the research was employees at the Regional Disaster Management Agency Office in Merangin Regency. Training and incentives simultaneously affect the motivation of employees of the Regency Regional Disaster Management Agency. Partial training has a positive and significant effect on motivation. Incentives partially have a negative and significant impact on motivation. Training and incentives simultaneously have a significant effect on the performance of employees of the Regency Regional Disaster Management Agency. Partial training has a significant effect on performance. While incentives partially have no significant effect on performance. Motivation partially has a significant effect on performance. Training and incentives together have a significant effect on motivation (Y) and performance.

Keyword: Training, Incentives, Work Motivation, & Performance.

INTRODUCTION

Human resources play a very important role in offices, including at the Merangin Regency Regional Disaster Management Agency office. Therefore, the quality of the existing workforce needs to be maintained and further developed to meet the required needs. One of the right ways is to use motivation, incentives and discipline as guidelines for improving employee performance. Renewal of human resources is absolutely necessary both quantitatively and qualitatively. Talented people support existing activities and make them better. The company's most important resource, its employees, must work optimally for the organization so it can achieve its goals. This shows that human resources have a significant influence on the success of an organization in achieving its goals. Personel are responsible for optimally managing organizational inputs to achieve the results expected by the organization.

Hasibuan (2013) argues that "Incentives are additional rewards given to certain employees whose performance exceeds standard performance." This incentive is a tool used by advocates of justice in awarding. Incentives by Edwin B Flippo (Hasibuan, 2009) "Incentives are defined as fair and equitable compensation of staff for their contribution to organizational goals." The business will run as follows: setting organizational goals. The above experts increasingly describe incentives as a monetary reward separate from the salary that organizational leaders give to companies in recognition of employee performance. If the incentives provided by the company are appropriate, then these incentives will improve employee performance.

Motivation is the driving force that moves a person to carry out an activity to obtain the best results. So it's not surprising that employees with high motivation usually perform better. Therefore, employees need to be motivated to work well (Rahman, A, 2013). "Motivation is one of the factors that can support work effectiveness because it is an internal state that activates one's behavior and aligns it with certain goals" (Steers, 2008). To motivate your employees, you can give them a boost to inspire their passion for their work, make them work collaboratively and effectively, and highly want to participate in all performance improvement initiatives.

Performance in an organization is the answer to the success or failure of the organizational goals that have been set. A bad image of the organization can cause signs of deterioration from poor performance. According to Mangkunegara (2010: 67), "Output (work performance) is the result of the quality and quantity of work performed by an employee in carrying out their duties in accordance with the responsibilities assigned". The purpose of this writing is to.

1. To obtain an overview of training, incentives, work motivation and employee performance at the Regional Disaster Management Agency Office of Merangin Regency.
2. To determine the direct and indirect effects of training and incentives on employee motivation at the Office of the Regional Disaster Management Agency, Merangin Regency.
3. To determine the direct and indirect effects of training and incentives on employee performance at the Regional Disaster Management Agency Office of Merangin Regency.
4. To determine the effect of work motivation on employee performance at the Regional Disaster Management Agency Office of Merangin Regency.
5. To determine the effect of training and incentives through work motivation on employee performance.

METHOD

The purpose of this research is to answer questions, develop achievable goals, and test hypotheses. This research method was used as a research method by creating a questionnaire to respond to statements about training, incentives, work motivation, and the impact of employee performance at the Merangin District Regional Disaster Management Agency. The

degree of the description of this research is descriptive and verificative. The analytical tool used in this survey was path analysis, and 53 employees participated. The sample was part of the population used because the population of this survey was less than 100 people, the sampling method used in this survey was the Census method using all employees as survey samples, so the total sample for this survey was 53 employees. The Statistics Social Science Program (SPSS) version 21.0 and a path structure or path diagram were used for data analysis. Path analysis allowed researchers to analyze models that were more complex than multiple linear regression. Direct and indirect relationships could also be determined through intermediary variables with the help of path analysis. Path analysis provides an easy-to-read display of causal relationships between variables in the form of pictures. This discussion is intended to describe the relationship that exists in both the dependent and independent variables, or other relationships with the intermediate variables. This is in contrast to regression data analysis, which produces only direct effects. Path analysis allowed you to analyze information about indirect relationships between variables. Due to the limitations of multiple linear regression analysis, this path analysis could include everything needed for the purposes of value-based data analysis, which was then compared with the level of significance. In this research, training and incentives were the independent variables, work motivation was the intermediate variable and employee performance was the dependent variable. After the data was analyzed by path analysis, the hypothesis was tested simultaneously using the partial t-test and F-test. However, before the hypothesis was tested, the validity and reliability of the questionnaire were first tested.

RESULTS AND DISCUSSION
a. Structural 1 Path Analysis
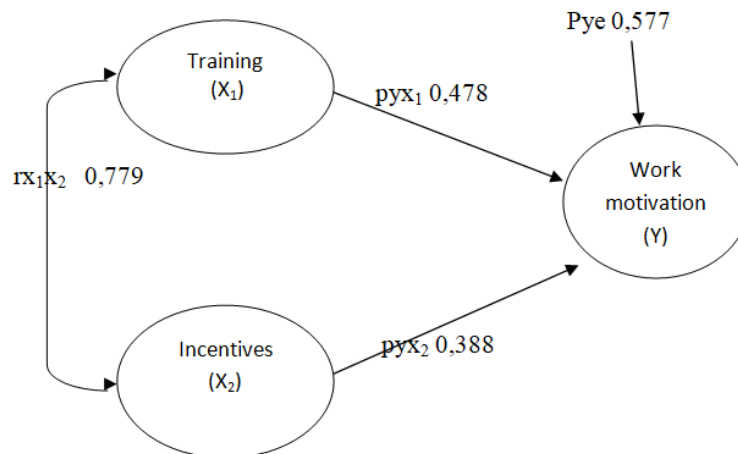The picture of structural 1 equation as follows:

Figure 1. Analysis Result of Structural I Pathway

According to the calculation results for structure 1, the correlation between X1 and X2 is 0.779, Pyx1 is 0.478 and pyx2 is 0.388 and after the calculation is carried out, a summary of the direct and indirect effects of training and incentives on work motivation is presented.

Table 1
Recapitulation of Direct and Indirect Effects of Training and Incentives on Work Motivation

Variable	Direct	Indirect		Sub Total	Total
		X₁	X₂		
Training (X₁)	22,8%		14,4%	14,4%	37,2%
Incentives (X₂)	15,1%	14,4%		14,4%	29,5%
The Effects of X₁, X₂					66,7%
The Effect of Other Variables					33,3%
The Coefficient of Other Variables					0,577

Source: Data were processed for research purposes (2023)

From the calculation above, it can be concluded that the direct effect of training on work motivation is 22.8% and incentives are 15.1%, while the indirect effect of the two variables is 14.4%, so the total direct and indirect effect of training is 37.2 %. Incentives on work motivation is 29.5%, where this figure explains that employee training and incentives have a direct effect of 66.7% on work motivation while 33.3% are influenced by factors that are not included in this model and the magnitude of the coefficients of other variables is 0.577.

Table 2
Determination Coefficient of Training and Incentives on Work Motivation
Model Summary

Model	R	R Square	Adjusted R Square	Std.Error Ofthe Estime
1	,817[a]	,667	,654	,2931038

a. Predictors: (Constant), X₂.Incentives, X₁.Training

From Table 2, it can be seen that the R-squared value is 0.667, indicating that the magnitude of the role and contribution of the Training and Incentive variables can explain 66.7% of the work motivation variable, while the remaining 33.3% is explained by other variables not included in this Structural Model. The results of this study are in line with Uri Septiana's research (2019) which shows that training has a significant positive effect on motivation. Meanwhile, research conducted by Apriani Kusuma Sari (2021) shows that training has a significant positive effect on employee motivation. This can be interpreted, if training increases then employee motivation will also increase. Likewise, research from Uzma Hafeez in the *Journal Business Management and Strategy*, 2015 entitled *Impact of Training on Employees Performance*" (Evidence from Pharmaceutical Companies in Karachi, Pakistan). The results showed a significant and positive relationship between employees who received training and their performance and the results revealed that the more employees receive training, the more efficient the level of performance. Recommendations from the results of this study are to provide guidelines for improving training, especially related to information technology which is developing so fast in the future.

b. Structural 2 Path Analysis
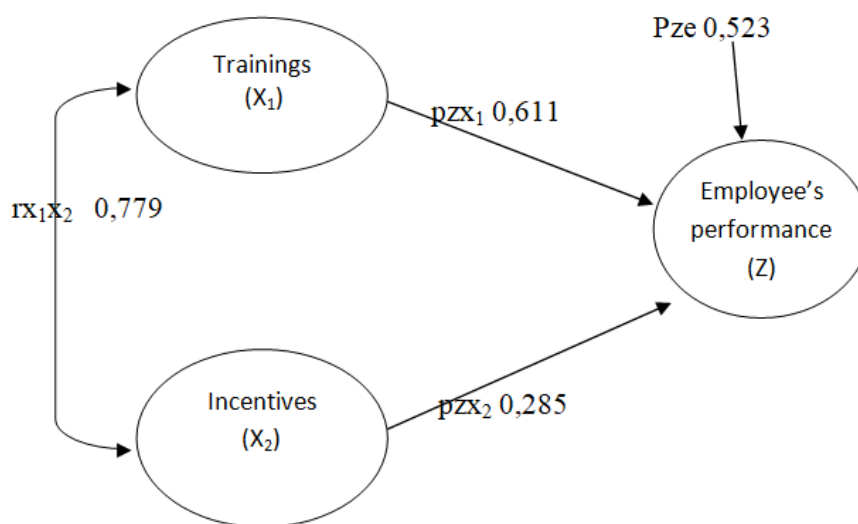The picture of the structural 2 equation as follows:

Figure 2. Analysis Result of Structural II Pathway

According to the calculation results for structure 2, the correlation between X1 and X2 is 0.779, Pzx1 is 0.611 and pzx2 is 0.285 and after the calculation is performed, a Recapitulation of the Direct and Indirect Effects of Training and Incentives on employee performance is shown.

Table 3
Recapitulation of Direct and Indirect Effects of Training and Incentives on Employee Performance

Variable	Direct	Indirect		Sub Total	Total
		X_1	X_2		
Training (X_1)	37,33%		13,57%	13,57%	50,9%
Incentive (X_2)	8,12%	13,57%		13,57%	21,69%
The Effect of X_1, X_2					72,6%
The Effect of Other Variables					27,4%
The Coefficient of Other Variables					0,523

Source: Data were processed for research purposes (2023)

From the calculation above, it can be concluded that the direct effect of training on employee performance is 37.33% and incentives are 8.12%, while the indirect effect of these two variables is 13.57%, the total direct and indirect effect of training and incentives on employees. performance of 72.6%, explaining that training and incentives have a direct effect on employee performance (72.6%), while 27.4% are influenced by factors that are not included in this model and the coefficient of other variables is 0.523.

Table 4
Determination Coefficient of Training and Incentives to Employee Performance

Model Summary

Model	R	R Square	Adjusted R Square	Std.Error Ofthe Estime
1	,853[a]	,727	,716	,2594112

a. Predictors: (Constant), X_2.Incentive, X_1.Training

Table 4 shows an R-squared value of 0.727, indicating that the extent to which the role and contribution of the Training and Incentive variables can explain 72.7% of employee performance variables, and the remaining 27.4% is explained by other variables that are not included. The results of this Structural Model II study are in line with Anriza Julianry's research (2017) which shows that training has a significant positive effect on employee performance. While research conducted by Uri Septiana (2019) the results of this study found that there was a significant positive effect of training on performance. The results of Ila Kumroatul Jannah's research (2018) show that partially there is a significant effect between job training on employee performance. Uri Septiana's research (2019) found that there was a significant positive effect of incentives on performance. The results of Joni Hermawan's research (2020) show that incentives partially affect employee performance. This can be interpreted, if incentives increase, employee performance will increase and if training increases, employee performance will also increase.

c. Structural 3 Path Analysis
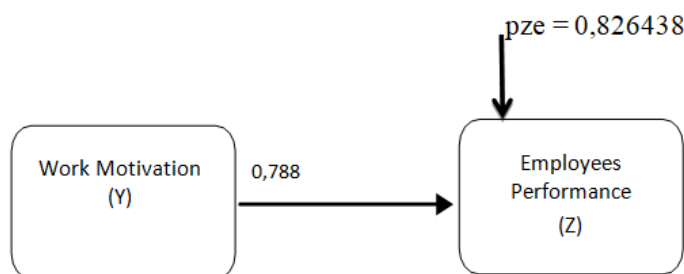   The picture of the structural 3 equation as follows:

Figure 3. Analysis Result of Structural III Pathway

Based on the calculation results for structure 3, the Pzy value is 0.788.

Table 5
Determination Coefficient of Work Motivation on Employee Performance

Model Summary

Model	R	R Square	Adjusted R Square	Std.Error Ofthe Estime
1	,788	,621	,613	,3025511

a. Predictors: (Constant), Y. Work Motivation

From Table 5, it can be seen that the R-squared value is 0.621, indicating that the magnitude of the role and contribution of work motivation variables can explain 62.1% of employee performance variables and the remaining 37.9% is explained by other variables that are not included in this Structure III model. This explains that when an employee has high work motivation to carry out his main tasks and activities, then he is also able to carry out his duties properly to achieve the vision and mission of the organization. In addition, the results of this study also show the same results as Muhammad Fahrullah Pasaribu's research (2019) showing that partial motivation has a significant effect on employee performance. Meanwhile, according to Gunawan (2023), motivation has a significant effect on employee performance. Meanwhile, research conducted by Vepryn Tri Atmapraja (2020) found that motivation has a significant and positive influence on employee performance. The results of Apriani Kusuma Sari's research (2021) show that there is a significant effect of Work

Motivation on Employee Performance. Likewise, according to Rahim (2017), there is a significant effect of work motivation on employee performance. In this study, it was found that if employees have good motivation, employees will get internal and external encouragement and receive awards, compensation, allowances, and bonuses from the company. Motivation greatly influences employee performance so that they can do work according to the targets expected by the company.

The results of this study are in line with Ukaejiofo Rex Uzonna's research, 2013, employee motivations in organizations that are supported by good motivational programs is very important to achieve organizational goals. The results of this study are also in line with the research of Waluya Winarja, Akhmad Sodikin, and Djoko Setyo Widodo, (2018) The results of their study show that motivational variables have a partial effect on employee performance.

d. Structural 4 Path Analysis
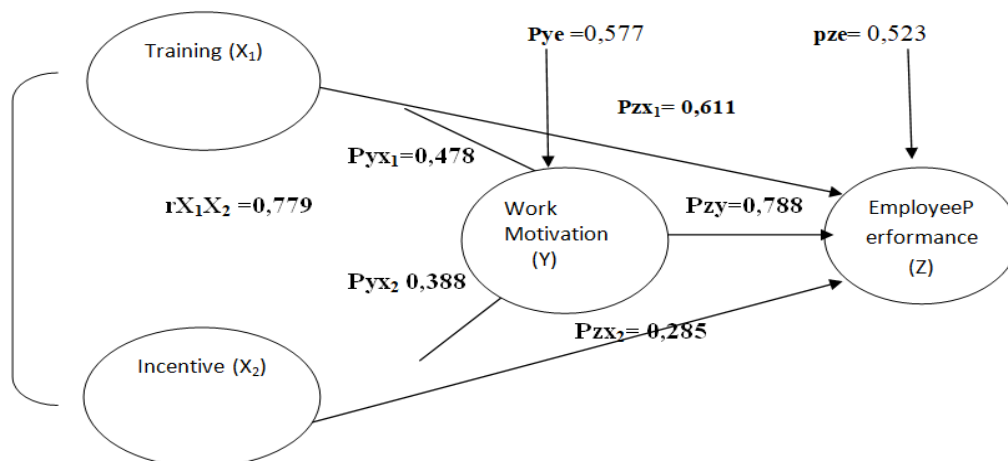Figure 4 the structural equation as follows:

Figure 4. Analysis Result of Structural IV Pathway

The effect of the variable Training through the intervening variable (Y) on employee performance is 23.02 percent, and the indirect effect through the Incentive variable is 14.55 percent, so in total, the influence of the Training variable on employee performance through the intervening variable Motivation and Incentives is 37.57 percent. This means that the role of training to improve employee performance is relatively large through the intervening variable Motivation, so it needs to be continuously improved so that employee training can encourage the increase of employee performance.

Furthermore, the influence of the Incentive variable through the intervening variable (Y) on employee performance is only 8.71 percent, and the indirect effect through the Y intervening variable and the Training variable is 8.36 percent, so in total, the influence of the Incentive variable on employee performance through the intervening variable Motivation and Training of 17.07 percent. This means that the role of incentives to improve employee performance through the intervening variable Motivation and training is positive, although it is relatively small compared to the training variable, so incentives need to be continuously increased to encourage employee performance improvement.

From the calculation above, it can be concluded that the effect of Training and Incentives together through Motivation on Employee Performance is 31.73%, the indirect effect through X1 and X2 and Y is 22.91% so the total effect is 54.64%. Thus, the variables

of Training and Incentives through Motivation together contribute 54.64% to Employee Performance at the Regional Disaster Management Agency Office of Merangin Regency.

The results of this study are in line with research from Masood Asim, 2013, in the International Journal of Scientific and Research Publications, entitled Impact of Motivation on Employee Performance with the Effect of Training: Specific to Education Sector Pakistan. The results of this study indicate that the motivational variable has a significant effect on employee performance specifically in the education sector in Pakistan. Training can also mediate employee performance through motivation, so training has a positive impact on improving employee performance in the education sector in Pakistan.

However, the results of this study are somewhat different from research from Irum Shahzadi, Ayesha Javed, Syed Shahzaib Pirzada, Shagufta Nasreen, Farida Khanam, 2014, which was published in the European Journal of Business and Management, entitled Impact of Employee Motivation on Employee Performance. The results of this study conclude that the perceived effectiveness of training by employees has a negative relationship with motivation, so it has an impact on employee performance. Likewise with the results of M. Baledi, R. Al Saed's research entitled The Impact Of Compensation On Improving Employees Performance Through Job Satisfaction In Jordanian News Paper. Research shows that the effect of training affects employee performance both directly and indirectly, but the impact of training on employees through work incentives is negative. This shows job training does not play a mediator role between training and employee performance in Jordanian newspapers. From the results above, it is recommended that the Jordanians Newspaper should be more interested in Financial & non-Financial Compensation by giving employees more annual bonuses that can increase employee performance.

e. Simultaneous and Partial Test

Table 6

Simultaneous Test Results of Training and Incentives on Work Motivation

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8,598	2	4.299	50.041	.000[b]
	Residual	4,295	50	.086		
	Total	12,894	52			

a. Dependent Variable: Y. Work Motivation
b. Predictors: (Constant), X_2. Incentive, X_1. Training

From the ANOVA test shown in Table 4.6, the calculated F value is 50.041, then Fcount > FTabel (50.041 > 3.18) with a significance of 0.000 then << 0.05 (0.000 < 0.05) it can be concluded that the null hypothesis (H0) is rejected and the alternative hypothesis (H1) is accepted, meaning that there is a significant effect between training. and incentives for work motivation.

Table 7

Partial Test Results for Training and Incentives Against Work motivation

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std.Error	Beta		
1	(Constant)	,331	,238		1,392	,170
	X_1. Training	,498	,135	,478	3,672	,001
	X_2. Incentive	,379	,127	,388	2,981	,004

a. Dependent Variable: Y. Work Motivation

Based on Table 7 above, the t count of the Training variable is 3.672, because the tcount is 3.672 > 1.67591 and the significance test is 0.001, which shows the significance level is much more <0.05 (0.001 <0.05) so Ho is rejected and H1 accepted, which means that there is a significant effect of training on work motivation, and the t count of the Incentive variable is 2.981, because the t count is 2.981 > 1.67591 and the significance test is 0.004, which indicates a significance level much more < 0.05 (0.004 < 0, 05) so that Ho is rejected and H1 is accepted, which means that there is a significant influence of incentives on work motivation.

Table 8
Simultaneous Test Results for Training and Incentives Against employee performance

ANOVAª

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8,950	2	4,475	66,501	.000ᵇ
	Residual	3,365	50	.067		
	Total	12,315	52			

a. Dependent Variable:Z. Employee Performance
b. Predictors: (Constant), X2. Incentive, X1. Training

The Anova test or F test shown in Table 8 gives an Fcount of 66.501 because Fcount > Ftable (66.501 > 3.18) and the significance test shows that the number 0.000 means more <<; 0.05 (0.000 <0.05), so it can be concluded that the null hypothesis (H0) is rejected and the alternative hypothesis (H1) is accepted, which means that there is an influence between training and incentives on employee performance.

Table 9
Partial Test Results for Training and Incentives Against employee performance

Coefficientsª

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std.Error	Beta		
1	(Constant)	,005	,211		,024	,981
	X1. Training	,622	,120	,611	5,192	,000
	X2. Incentive	,272	,112	,285	2,421	,019

a. Dependent Variable: Z. Employee Performance

Based on Table 9 above, the t count of the Training variable is 5.182, because the t count is 5.192 > 1.67591 and the significance test is 0.000, and the significance level is <0.05 (0.000 <0.05) so Ho is rejected and H1 is accepted, which means There is a significant effect of training on employee performance and the t count of the Incentive variable is 2.421 because the tcount is 2.421 > 1.67591 and a significant value is 0.019, with a significance level of <0.05 (0.019 <0.05) so that Ho is rejected and H1 is accepted which means there is a significant influence of incentives on employee performance

Table 10
Simultaneous Test Results of Work Motivation on Employee Performance

ANOVAª

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7,647	1	7,647	83,535	.000ᵇ
	Residual	4,668	51	.092		
	Total	12,315	52			

a. Dependent Variable:Z. Employee Performance

In Table 4.10 above, to do the test of motivation (Y) hypothesis on performance (Z), is carried out using the F test. From the results of the test in Table 10, it is obtained that the Fcount value of the motivation variable (Y) is 83.535, so the t count> table (83.535 > 3.18), and a significance value of 0.000 <0.05, then Ho is rejected and Ha is accepted. Thus the Variable of work motivation (Y) has a significant effect on the Performance Variable (Z). Therefore the Motivation Variable (Y) has a significant effect on the Performance Variable (Z) of employees at the Regional Disaster Management Agency Office of Merangin Regency.

CONCLUSION AND RECOMMENDATIONS
Conclusion
Based on the results of the study, it can be concluded as follows:

1. Based on the results of the descriptive analysis carried out, several conclusions can be drawn as follows:
   a. Training (X1) for employees of the Regional Disaster Management Agency for Merangin Regency is in the Good criteria. This means that the training (X1) that exists for employees of the Merangin Regency Regional Disaster Management Agency has a good role in carrying out its main tasks and functions.
   b. Incentives (X2) for employees of the Regional Disaster Management Agency for Merangin Regency are in the Very High criteria. This means that the incentives (X2) that exist for the employees of the Merangin Regency Regional Disaster Management Agency have a very high role in carrying out their main tasks and functions.
   c. Motivation (Y) for employees of the Merangin Regency Regional Disaster Management Agency office is in the Strongly Agree criteria. This means that the motivation (Y) that exists in the employees of the Merangin Regency Regional Disaster Management Agency has a role in carrying out its main tasks and functions.
   d. Performance (Z) of the employees of the Merangin Regency Regional Disaster Management Agency is in Very Good criteria. This means that the performance (Z) of the employees of the Merangin Regency Regional Disaster Management Agency has a very good role in carrying out its main tasks and functions.
2. The direct effect of training on work motivation is 22.8 percent, while the indirect effect is 14.4 percent, so the total direct and indirect effect of training on work motivation is 37.2 percent. The direct effect of incentives on motivation is 15.1 percent, while the indirect effect is 14.4 percent so the total effect of incentives on motivation is 29.5 percent. Thus the total direct and indirect influence of Training and Incentives on the Motivation of the Regional Disaster Management Agency for Merangin Regency is 66.7 percent.
3. The direct effect of training on employee performance is 37.33 percent, while the indirect effect is 13.57 percent, so the total direct and indirect effect of training on employee performance is 50.9 percent. The direct effect of incentives on employee performance is 8.12 percent, while the indirect effect is 13.57 percent so the total effect of incentives on employee performance is 21.69 percent. Thus the total direct and indirect influence of Training and Incentives on Employee Performance at the Regional Disaster Management Agency Office of Merangin Regency is 72.6 percent.
4. The direct effect of motivation on performance at the Merangin Regency Regional Disaster Management Agency Office is 62.1 percent.
5. The effect of training and incentives together through motivation on employee performance is 31.73%, the indirect effect through X1 and X2 and Y is 22.91% so the total effect is 54.64%. Thus together the variables of Training and Incentives through Motivation contribute 54.64% to Employee Performance at the Regional Disaster Management Agency Office of Merangin Regency in 2023

Recommendations
1. Overall, Training and Incentives on Motivation with the performance of employees of the Merangin Regency Regional Disaster Management Agency Office must be considered and improved again, so that Training and Incentives on Motivation with the performance of employees of the Merangin Regency Regional Disaster Management Agency Office can be better in the future.
2. The leader should play an active role by giving special attention accompanied by rewards so that the work process carried out gives good results
3. One of the needs of employees is the provision of perceived work performance is still limited. Therefore it is necessary to provide more learning to employees so that they can provide even better performance for employees of the Regional Disaster Management Agency Office of Merangin Regency.

REFERENCES
Assauri, S. (2012). *Manajemen Produksi dan Operasi*. Jakarta: Fakultas Ekonomi Universitas Indonesia.
Barry. (2012). *Human Resource Management*. Jakarta: PT Elex Media Komputindo.
Becker et al. (2015). *Research Methods In Clinical Psychology*. England: John Wiley & Sons Ltd.
Gunawan. Zahari, MS & Hapsara, Osrita .(2023). Pengaruh Gaya Kepemimpinan dan Pelatihan terhadap Motivasi yang Berdampak pada Kinerja Pegawai Kantor Badan Narkotik Nasional Kabupaten Tanjung Jabung Timur. J-MAS Jurnal Manajemen dan Sains, 8(1), 2023: 1126-1130
Ghozali, I. (2013). *Aplikasi Analisis Multivariate dengan Program SPSS Cetakan Pertama*. Semarang: Badan Penerbit Universitas Diponegoro.
Gomes, F. C. (2012). *Manajemen Sumber Daya Manusia*. Yogyakarta: Penerbit Andi.
Handoko, T.H. (2011). *Manajemen Personalia dan Sumber Daya Manusia*. BPFE: Yogyakarta
Hariandja, M. T. E. (2012). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Grasindo.
Hasibuan, M. S. P. (2014). *Manajemen Sumber Daya Manusia*. Jakarta: edisi Revisi, Penerbit : Bumi Aksara.
Husnan, S dan Pudjiastuti, E. (2012). *Dasar-Dasar Manajemen, Edisi Keenam.* Yogyakarta: UPP STIM YPKN.
Mahmudi. (2011). *Manajemen Kinerja Sektor Publik*. Yogyakarta: UPP AMP YKPN.
Mangkunegara, A. P. (2014). *Evaluasi Kinerja Sumber Daya Manusia. edisi pertama, cetakan pertama.* Bandung: Refika Aditama.
Mathis, R. L & Jackson, J. H. (2012). *Manajemen Sumber Daya Manusia, Jilid 3,* Jakarta: Salemba Empat.
Moenir, A S. (2014). *Pendekatan Manusiawi dan Organisasi terhadap Pembinaan Kepegawaian.* Jakarta: PT Gunung Agung.
Purwanto, M. N. (2014). *Prinsip-Prinsip dan Teknik Evaluasi Pembelajaran.* Bandung : Remaja Rosdakarya
Rahim. Zahari, MS, & Abdul. Syech ,Saiyid. (2017). Pengaruh Lingkungan Kerja dan Pelatihan Terhadap Motivasi Kerja serta Dampaknya Terhadap Kinerja Pegawai Dinas Pendidikan Kabupaten Tanjung Jabung Timur. *Jurnal J-MAS* Vol.2 No.2
Riduwan dan Kuncoro E.A. (2013). *Cara menggunakan dan memakai Path Analysis (Analisis Jalur).* Bandung: Alfabeta
Rivai, V. (2011). *Evaluasi Kinerja SDM*. Bandung: Revika Aditama. Robbins, Stephen P. (2012). *Perilaku Organisasi*. Jakarta: Gramedia.

Robbins, Stepehen P & Judge, Timothy A. (2015). *Perilaku Organisasi*. Jakarta: PT. Salemba Empat.

Sarwono, J. (2012). *Metode Penelitian Kuantitatif dan Kualitatif*. Yogyakarta: Graha ilmu.

Simamora, H. (2015). *Manajemen Sumber Daya Manusia, edisi keempat*, cetakan pertama, Penerbit: YKPN: Yogyakarta

Sugiyono. (2012). *Metode Penelitian Bisnis*. Bandung: CV. Alfabeta. Sunyoto, D. (2011). *Metodologi Penelitian Ekonomi*. Yogyakarta: CAPS.

Sutrisno, E. (2014). *Manajemen Sumber Daya Manusia*. Jakata: Kencana Prenada Media Group.

Suwatno & Priansa, D.J. (2011). *Manajemen SDM dalam organisasi Publik dan Bisnis.* Bandung: Alfabeta

Umar, H. (2012). *Metode Penelitian untuk Skripsi dan Tesis Bisnis*. Jakarta: Raja Grafindo.