



THE INFLUENCE OF MOTIVATION AND COMPENSATION ON THE PERFORMANCE OF STATE CIVIL SERVANTS WITHIN THE GENERAL SECTION OF THE REGIONAL SECRETARIAT OF SOUTH SOLOK REGENCY

Yano Fidawati Amelia

Sekolah Tinggi Ilmu Ekonomi KBP

yanofidawatiamelia@mail.com

ABSTRACT

Humans are one of the resources that can determine the success of an institution in carrying out its activities. Human Resources is an important asset as a driving factor in the implementation of all institutional activities. The purpose of this study was to determine the effect of motivation and compensation on the performance of Civil Servants in the Regional Secretariat of South Solok Regency. The sampling technique is total sampling with a total of 50 respondents. Hypothesis testing is carried out by conducting a T-Test using the SPSS application version 16. The results of the study say that motivation has a significant effect on the performance of civil servants in the secretariat area of South Solok Regency and compensation does not have a significant effect on the performance of civil servants in the secretariat area of South Solok Regency. it is recommended to the general section of the South Solok Regency Secretariat to pay attention to the Motivation and Compensation Aspects to maintain the quality of employee performance

Keywords: *Motivation, compensation and performance*

Submit : July 19th, 2024

Acceptance : July 20th, 2024

INTRODUCTION

HR in an organization is a group of people who serve in the organization, they have different levels of caste and race (Norvaišienė & Stankevičienė, 2014). HR is still the main goal for an organization to survive in the era of globalization. Achieving an organization's goals is influenced by the performance of the institution's employees themselves, unfulfilled needs, desires and dreams as well as an unsuitable work area which can reduce employee work motivation which results in minimal performance. employee. Strong work motivation is very necessary in achieving organizational performance. Having strong motivation within employees can influence employee performance and have a significant influence on high performance

Human resource development is the main factor in determining the success of an institution in achieving its goals effectively and efficiently. The success of an institution is determined by the quality of human resources as human capital, especially for employees who work within the institution, rapid and varied changes in conditions within the institution and factors outside the institution. Human resource development in an institution is not just to control employees, but is a way to develop employee abilities that are more creative and innovative

and have a high level of competitiveness. In connection with increasingly higher competence in the era of globalization and technological developments, institutions need employees who have high competitiveness so that they have an active role in improving employee performance and producing something that is profitable for the organization.

The Regional Secretariat of South Solok Regency is one of the government agencies in running the government and is a symbol of the identity of South Solok itself. Efforts to create good and effective performance in government offices have not been optimal because there are many obstacles faced, these obstacles include an undisciplined attendance system, employees arriving late but leaving earlier than the working hours that have been implemented and task completion that is not optimal .

Performance is the results achieved or not achieved the desired results by an institution based on agreed regulations. (Mangkunegara, 2011) Individual employee performance is an individual thing, each individual employee has various skills and different abilities in carrying out their respective jobs.

According to (Potu, 2013) the quality and quantity of work results achieved by employees in carrying out their duties in accordance with the responsibilities given to them, is the answer to the success or failure of an institution that has been established. An employee's performance is an individual thing because each employee has a different level of ability in carrying out their duties.

The Effect of Motivation on Performance

According to (Reza, 2010) motivation is an important factor for individuals at work, motivation is the employee's response to the efforts made and fosters the urge to do work so that the desired targets are met. The work situation is everything that is around the employee while doing work, whether physical or non-physical. Work can directly or indirectly influence the work being done. An adequate work area for employees can increase performance satisfaction, while an inadequate work environment can reduce work morale and ultimately reduce employee motivation.

Based on the results of tests carried out (Kasenda, 2013) entitled The Influence of Compensation and Motivation on Employee Performance at PT. Bangun Wenang Beverages Company Manado. Which says that motivation has a positive and significant effect on employee performance at PT. Bangun Wenang Beverages Company Manado. It can be concluded that the hypothesis of the influence of motivation on employee performance states that motivation has a positive and significant influence on employee performance, meaning that if ASN has good motivation, ASN work morale will increase and ASN performance will be optimal.

Motivation is a function of an individual's expectations that certain efforts will produce a level of performance which in turn will produce desired rewards or results (Simamora, 2014).

Based on the results of research conducted by (Mukhlisoh, 2016) entitled the influence of motivation on the performance of employees of the secretariat of the Banten Province Regional People's Representative Council (DPRD), it can be concluded that the hypothesized influence of motivation on employee performance has a positive and significant influence on employee motivation.

The Influence Of Motivation...(Amelia)



H1: Motivation has a positive and significant influence on ASN performance

Effect of Compensation on performance

According to (Hasibuan, 2012) the compensation payment methods often applied are: Time system. In the time system, the amount of compensation (salary, wages) is applied based on time standards such as months, weeks, days or hours. Results System (Output) in the results system, the amount of compensation/wages is determined based on the units produced by workers, such as per meter, per piece, per liter and per kilogram. The contract system is a method of remuneration in which payment for services is based on the volume of work and the time done.

Based on the results of tests that have been carried out (Nugraha & Tjahjawati, 2018) entitled the effect of compensation on employee performance (study on employees of PT Asuransi Jiwasraya Persero Malang Regional Office), it can be concluded that the hypothesis of the influence of compensation on employee performance states that compensation has a positive influence on performance.

H2: Compensation has an influence on ASN performance

RESEARCH METHODS

The method used in this research uses quantitative methods, this method is used to research certain populations or samples, data collection uses research instruments, data analysis is quantitative statistics, with the aim of describing and testing hypotheses that have been determined. Population is the number of all objects (units. units or individuals) whose characteristics are to be estimated (Suiyono, 2013). The population studied was 50 ASNs from the General Section of SETDA District. South Solok

Table 1
Operational Definition of Variables

Variable	Definition	Indicator	Likert scale
Performance (Y)	Performance is an activity carried out by an employee in carrying out the main tasks assigned to him. Carrying out the duties and responsibilities given is a reflection of all the abilities and potential of an employee in full and comprehensive ownership.	Quality Quantity Timeliness Effectiveness independence	1. Very Noagree 2. Don't agree 3. Disagree 4. Agree 5. Strongly agree
Motivation (X1)	Motivation is the most important factor and determining factor for an employee in carrying out his work. Motivation is a feedback for the employee regarding the statement regarding the total effort within the employee so that it grows into encouragement to do the work and the goals he wants to achieve.	1. Task selection 2. Business dimensions 3. Persistence dimensions 4. Dimensions of achievement	1. Very Noagree 2. Don't agree 3. Disagree 4. Agree 5. Strongly agree
Compensation (X2)	compensation is something obtained and obtained in the form of material and non-material material must be counted and given to someone who is Objects whose acquisition is exempt from income tax	1. Wages 2. Intensive 3. Bonus 4. Wages 5. Premium 6. Treatment	1. Very Noagree 2. Don't agree 3. Disagree 4. Agree 5. Strongly agree

In general, the variables in this research are about something in a form that has been determined by the researcher so that it can be understood so that information can be obtained about these things and a conclusion can be drawn. This research contains three variables, namely employee performance variables as dependent variables and motivation and work discipline variables as independent variables. Data analysis techniques use research instrument tests, normality tests, multi-linearity tests, heteroscedasticity tests, descriptive analysis, regression analysis, hypothesis testing (T test) , F test and determination test.

RESULTS AND DISCUSSION

1. Research Instrument Test

Table 2
Test the validity of the Motivation Research instrument

	Corrected Item-Total Correlation	Standard	Information
item1	0.474	0.300	Valid
item2	0.506	0.300	Valid
items3	0.415	0.300	Valid
items4	0.567	0.300	Valid
items5	0.609	0.300	Valid
item6	0.691	0.300	Valid
item7	0.695	0.300	Valid

Source: SPSS processed data

Table 3
Test the validity of the Compensation Research instrument

	Corrected Item-Total correlation	Standard	Information
Item1	0.580	0.300	Valid
Item2	0.392	0.300	Valid
Item3	0.636	0.300	Valid
Item4	0.423	0.300	Valid
Item5	0.367	0.300	Valid
Item6	0.419	0.300	Valid
Item7	0.463	0.300	Valid
Item8	0.509	0.300	Valid

Source: SPSS processed data

Table 4
Test the validity of the performance research instrument

	Corrected Item-Total Correlation	Standard	Information
item1	0.495	0.300	Valid
item2	0.498	0.300	Valid
items3	0.525	0.300	Valid
items4	0.399	0.300	Valid
items5	0.553	0.300	Valid
item6	0.314	0.300	Valid
item7	0.488	0.300	Valid
items8	0.394	0.300	Valid

Source: SPSS processed data



Table 5
Test the reliability of the research instrument

No	Variable	Cronbach's Alpha	Standard	Information
1	Motivation	0.823	0.600	Reliable
2	Compensation	0.680	0.600	Reliable
3	Performance	0.677	0.600	Reliable

a. Validity test

Sugiyono (2013) said that the validity test of a questionnaire is said to be valid or if there is a significant relationship if the Corrected Item-Total Correlation is greater than the value of 0.3 and if it is small than the value of 0.3, it means that the data or questionnaire being measured is invalid or missing significant relationship

Test the validity of Motivation (X1)

Based on the results of the validity test of the Motivational Variable (X1) on 50 respondents. It is known that all items for each variable have a Corrected Item-Total Correlation value ≥ 0.30 , so that further research can be carried out

Compensation validity test (X2)

Based on the results of the validity test of the Compensation Variable (X2) on 50 respondents. It is known that all items for each variable have a Corrected Item-Total Correlation value ≥ 0.30 , so that further research can be carried out

Performance Validity Test (Y)

Based on the results of the validity test of the Performance Variable (Y) on 50 respondents. It is known that all items for each variable have a Corrected Item-Total Correlation value ≥ 0.30 , so that further research can be carried out

b. Reliability Test

After testing the validity, the next stage uses a reliability test. To determine the reliability of the variable, this is done using Cronbach Alpha. A Cronbach Alpha coefficient that is > 0.60 indicates reliability and if the Cronbach Alpha coefficient < 0.60 indicates that the instrument is not reliable.

In processing this research, it turns out that the Cronbach's alpha value for motivation, compensation and employee performance is > 0.60 . So it can be concluded that valid questions are reliable, so that the next stage of data processing can be carried out.

2. Classic Consumption Test

a. Normality test

The normality test is carried out in the form of the Kolmogorov-Smirnov test which aims to determine normal distribution. Data is said to be normally distributed if the result is ≥ 0.05 and if it is not normal if the result shows ≤ 0.5 .

Table 6
Normality test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		50
Normal Parameters	Mean	.0000000
	Std. Deviation	2.32031851
Most Extreme Differences	Absolute	.104
	Positive	.064
	negative	-.104

Kolmogorov-Smirnov Z	,736
Asymp. Sig. (2-tailed)	,651
a. Test distribution is Normal.	

Source: SPSS processed data

Based on the output of the Kolmogorov-Smirnov Test results based on the table, it is known that the Sig Asymp. Sig. (2-tailed) of 0.651 and Kolmogorov-Smirnov Z value > 0.736. It can be concluded that the data is normally distributed

b. Multicollinearity test

The multicollinearity test aims to test whether a correlation is found in the regression model between the independent variables. If there is a correlation, then named there is a multicollinearity problem. A good regression model should have no correlation between independent variables.

Detecting the absence of multicollinearity is by looking at the VIF (Variance Inflation Factor) and Tolerance (Ghozali, 2006):

- Has a VIF value < 10
- Has a TOLERANCE number > 10%

Table 7
Multicollinearity of Research Variables
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	17,353	4,782		3,629	,001		
	Motivation	,319	,095	,440	3,377	,001	,788	1,269
	Compensation	,082	,093	,115	,885	,381	,788	1,269

Based on the multicollinearity test of the research variables above, it can be seen that the Tolerance Value is 0.788 and the VIF value is 1.269, which means that multicollinearity does not occur in each variable.

c. Heteroscedasticity test results

This test aims to test whether in the regression model there is inequality of variance from the residuals from one observer to another observer. In this section, the way to detect whether there are symptoms of heteroscedasticity is done using the Park test. If the relationship value in the standard residual squared over time is not significant ($P > 0.05$), then it can be said that heteroscedasticity does not occur.

Table 8
Heteroscedasticity Test of Research Variables
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients		Sig.
		B	Std. Error	Beta	t	
1	(Constant)	28,701	6,220		4,614	,000
	Motivation	,132	,146	,147	,906	,369
	Compensation	,040	,201	,032	,198	,844

a. Dependent Variable: Performance

Based on the results of the heteroscedasticity test in the table above via SPSS, it can be seen that the sign value of each independent variable is above 0.05, which means that in this heteroscedasticity test it can be concluded that there is no heteroscedasticity occurring.

d. Multiple regression analysis

Multiple linear regression analysis is a linear relationship between two independent variables and a dependent variable. The analysis is used to determine the effect of motivation and compensation on ASN performance. The form of

The Influence Of Motivation...(Amelia)



multiple linear regression analysis is:

Table 9
Multiple Regression Coefficients for Research Instruments

Independent variable	Constants and independent variables	Regression coefficient
	Constant (α)	17,353
	Motivation (X1)	,319
Performance (Y)	Compensation (X2)	,082

Source: SPSS processed data

From the table above, the multiple linear regression equation is obtained as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

$$Y = 17.353 + 0.319X_1 + 0.082X_2 + e$$

It means:

1. The constant (α) value is 17,353, meaning that if the Motivation and Performance values are 0, then the ASN performance is 17,353 units.
2. The motivation regression coefficient of .319 indicates a positive direction, which means that if motivation increases by one unit, it will result in an increase in ASN performance of .319 units.
3. The Compensation regression coefficient of .082 shows a positive direction, so it can be interpreted that the compensation value has increased by one unit

e. Hypothesis Test (t-test)

This test is used to determine the influence of the independent variable on the dependent variable partially and is used to determine the significant influence of the independent variable on the dependent variable.

Table 10
t test

Independent variable	Constants and variables free	Regression coefficient
Performance (Y)	Constant (α)	17,353
	Motivation (X1)	,319
	Compensation (X2)	,082

Based on the t test table in the table above, the following analysis can be carried out:

1. The Influence of Motivation on the Performance of ASN General Section of SETDA Kab. South Solok can be seen from the significant value of Motivation (X1) $0.001 < 0.05$ and the table value = $t(a/2; nk-1) = t(0.05/2; 50-2-1) = 1.67793$ so it is known that t count greater than t table. So the hypothesis obtained that the influence of motivation on performance is partially accepted
2. The Influence of Compensation on the performance of ASN SETDA Kab. Solok Selatan can be seen from the Significant Compensation value (X2) $0.381 > 0.05$ and the t table value = $t(a/2; nk-1) = t(0.05/2; 50-2-1) = 1.67793$ So it is known that the calculated T is more smaller than t table. So the hypothesis obtained that the influence of compensation on ASN performance is partially rejected

DISCUSSION

The Influence of Motivation on the Performance of ASN General Section of South Solok Regency SETDA

Based on the results of the tests that have been carried out, it can be concluded that the hypothesis of the influence of Motivation on Employee

Performance states that Motivation has a positive and significant influence on employee performance, meaning that if ASN has good motivation then ASN work morale will increase and ASN performance will be optimal.

Motivation is a function of an individual's expectations that certain efforts will produce a level of performance which in turn will produce desired rewards or results (Simamora, 2014).

The results of this research are in line with research conducted (Kasenda, 2013) entitled The Influence of Compensation and Motivation on Employee Performance at PT. Bangun Wenang Beverages Company Manado. Which says that motivation has a positive and significant effect on employee performance at PT. Bangun Wenang Beverages Company Manado. which states that motivation is something that is used as a reference to provide encouragement to a particular person or group in an organization. The results of this research are also supported by research conducted (Astarina, 2018) entitled The Influence of Motivation and Compensation on PT Employee Performance. Alfa Scorpii Pematang Reba. Which reveals that motivation can cause someone to behave well, therefore motivation is directly proportional to employee performance

The Influence of Compensation on the Performance of ASN in the General Section of South Solok Regency SETDA

Based on the results of the tests that have been carried out, it can be concluded that the hypothesis of the influence of Compensation on Employee Performance states that Compensation has no effect on the performance of ASNs in the General Section of the Regional Secretariat of South Solok Regency, meaning that the ASNs who were sampled in this study felt that there was a lack of compensation obtained from the location. work causes a decrease in the performance of ASN.

The results of this research are in line with research conducted (Puwuhadi, 2019) entitled The Influence of Compensation and Motivation on the Performance of Tempur Sari District Office Employees, Lumajang Regency. Which says that compensation has no influence on the performance of employees at the Tempur Sari District Office, Lumajang Regency. Compensation plays an important role and has a strong influence on employee performance. Compensation is a payment given by an institution to employees because they have contributed to an institution, by carrying out the obligations and responsibilities that have been given in order to obtain the company's wishes. Several factors that are taken into consideration by companies in providing compensation to employees include, firstly, the company must be fair in providing compensation and all employees enjoy the results of compensation, secondly, the amount of compensation received by employees is not much different from what employees expect.

The Influence of Motivation and Compensation on the performance of ASN in the General Section of SETDA South Solok Regency

Based on the test results in the F test, it can be concluded that motivation and compensation have a positive influence on ASN performance in the general section of the South Solok Regency Regional Secretariat, meaning that the higher the level of motivation of an ASN, the ASN's work morale will increase and ASN performance will be optimal. And also the higher the compensation received by

The Influence Of Motivation...(Amelia)



ASN, the optimal level of ASN performance will be.

This research is in line with that conducted by (Kasenda, 2013) entitled The Influence of Compensation and Motivation on Employee Performance at PT. Bangun Wenang Beverages Company Manado. Motivation and Compensation partially have a positive and significant influence on the performance of employees of Pt. Bangun Wenang Beverages Company Manado. This research is in line with the opinion of (Hasibuan, 2011) who says that the purpose of providing compensation is motivation. If the remuneration provided is large enough, it will be easy for leaders to motivate their subordinates. Motivation is a process that plays a role in the intensity, direction and duration of an individual's efforts towards achieving goals. So if an employee thinks that the compensation provided by the company is in accordance with what the employee expects, it will be able to motivate the employee to improve employee performance.

CONCLUSION

Based on the results of data processing and analysis of the influence of motivation and compensation on ASN performance in the General section of the Regional Secretariat of South Solok district, it can be concluded that:

1. The motivation variable has a t count greater than t table, this can be interpreted as meaning that motivation has a positive and significant influence on the performance of ASN in the General Section of SETDA Kab. South Solok
2. Compensation variable t calculated is smaller than t table, this can be interpreted as meaning that compensation does not have a significant influence on the performance of ASN ASN General Section SETDA Kab. South Solok
3. The Motivation and Compensation variables have a positive and significant influence on the performance of ASN in the General Section of the South Solok Regency SETDA

ACKNOWLEDGMENTS

In the process of preparing this scientific work, the author would like to thank the parties who always provide support to the author. The author received a lot of guidance, assistance and encouragement in the form of material and non-material. On this occasion the author would like to express his gratitude to Allah SWT, with all his mercy and blessings, the author was always able to complete the writing of this scientific work.

BIBLIOGRAPHY

- Ivano, W., & Susanti, F. (2023). Pengaruh Kompensasi Dan Kepemimpinan Terhadap Disiplin Kerja. *Digital Bisnis: Jurnal Publikasi Ilmu Manajemen dan E-Commerce*, 2(2), 36-54.
- Kusuma, R. C. S. D., Walenta, A. S., Yasa, N. N. K., Mayliza, R., Suhendar, A. D., Permatasari, R. W., ... & Sari, L. F. (2023). Pengantar Manajemen Bisnis.
- Marlius, D., Susanti, F., Fernos, J., & Harmen, A. A. (2023). Kinerja Pegawai Dilihat Dari Komunikasi Organisasi Dan Lingkungan Kerja. *Creative Research Management Journal*, 6(2), 112-125.
- Marlius, D., & Pebrina, I. (2022). Pengaruh Motivasi, Kompensasi Dan Disiplin Kerja Terhadap Kinerja Karyawan Pada PT. Kencana Sawit Indonesia. *Jurnal Valuasi: Jurnal Ilmiah Ilmu Manajemen dan Kewirausahaan*, 2(2), 1218-1238.

- Marlius, D., & Syahrin, A. (2024). Pengaruh Promosi Jabatan, Disiplin Kerja, dan Motivasi Kerja Terhadap Kinerja Karyawan Pada PT. Bank Tabungan Negara (Persero) Tbk. Cabang Padang. *Jurnal Bina Bangsa Ekonomika*, 17(2), 1338-1351.
- Marlius, D., & Yulita, W. (2024). Pengaruh Gaya Kepemimpinan, Pengawasan, Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Kantor Bupati Solok Selatan. *Ensiklopedia of Journal*, 6(3). 271-280.
- Marlius, D., & Melaguci, R. A. (2024). Pengaruh Kepemimpinan Transformasional Dan Kepuasan Kerja Terhadap Kinerja Karyawan PT Semen Padang Departement Sumber Daya Manusia. *Jurnal Bina Bangsa Ekonomika*, 17(2), 1168-1180.
- Marlius, D., & Friscilia, T. (2024). Pengaruh Kualitas Pelayanan Terhadap Loyalitas Nasabah Pada BMT Taqwa Muhammadiyah Cabang Pasar Raya Padang. *Jurnal Pundi*, 8(1).
- Saputra, S. W., & Marlius, D. (2024). Pengaruh Beban Kerja, Motivasi Kerja Dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada PDAM Tirta Sanjung Buana Sijunjung. *Jurnal Bina Bangsa Ekonomika*, 17(2), 1181-1194.
- Rosanti, I. A., & Marlius, D. (2023). Pengaruh Sistem Kerja, Kompensasi Dan Kesejahteraan Terhadap Kinerja Tenaga Outsourcing di Bank BNI Kota Padang. *Jurnal Publikasi Ilmu Manajemen*, 2(2), 152-168.
- Saputra, S. W., & Marlius, D. (2024). Pengaruh Beban Kerja, Motivasi Kerja dan Kepuasan Kerja terhadap Kinerja Karyawan pada PDAM Tirta Sanjung Buana Sijunjung. *WANARGI: Jurnal Manajemen Dan Akuntansi*, 1(2), 135-148.
- Syahputra, F. P., Badri, J., Susanti, F., & Ramafina, S. F. (2023). Pengaruh Kepemimpinan Dan Motivasi Terhadap Kinerja Pegawai Dinas Tenaga Kerja Dan Perindustrian Kota Padang. *Jurnal Economina*, 2(5), 1075-1087.
- Susanti, F., & Suhardi, A. (2022). The Effect of Motivation and Competence on Employee Performance at BRI Corporate University. *BINA BANGSA International Journal Of Business And Management*, 2(2), 308-315.
- Yolinza, N., & Marlius, D. (2023). Pengaruh Pengembangan Karir Dan Motivasi Kerja Terhadap Kinerja Pegawai Di BKPSDM Kabupaten Solok Selatan. *Jurnal Publikasi Ilmu Manajemen*, 2(2), 183-203.
- Eliza, Y., Rukmawati, B., & Mardhiyah, W. Influence of Work Commitment as an Intervening Variable Relationship between Work Competency Variables, Organizational Support to the Performance of Tourism Conscious Group Managers in Padang Pariaman Regency.
- Astuti, W., Yuliza, P. N., Pitra, P. N., Anjani, L., & Eliza, Y. Factors That Affect Performance By Using Work Motivation As Intervening. *Work*, 1, 0-187.
- Alfrinaldi, Z., Junaili, T., Aulia, M., & Eliza, Y. Factors That Affect the Performance of Employees of the Procurement of Goods and Services Solok City Regional Secretariat.
- Yulina, Y. E., Suheri, S., & Andria, Y. (2022). Performance Improvement Model Through Task Commitment as Intervening. *International Journal of Islamic Business and Management Review*, 2(2), 217-226.
- Putri, I. E., & Afriyeni, A. (2023). Pengaruh Dimensi Brand Equity Dan Brand Trust Terhadap Loyalitas Pelanggan Pada Produk Kosmetik Merek Make Over Di Kota Padang. *Profit: Jurnal Manajemen, Bisnis dan Akuntansi*, 2(3), 72-100.



- Itniwardani, I., & Afriyeni, A. (2023). Pengaruh Konflik Kerja Dan Stres Kerja Terhadap Kinerja Pegawai Dinas Kependudukan Dan Pencatatan Sipil Kota Padang. *Jurnal Publikasi Ilmu Manajemen*, 2(3), 85-100.
- Nurfalia, S. (2023). The Influence of Discipline and Compensation on Employees Performance at PT. Federal International Finance (FIF Group) Sawahan. *Formosa Journal of Sustainable Research*, 2(1), 113-126.
- Heryanto, H., & Syukrial, S. (2022). Analisa Nilai Perusahaan Industri Rokok di Bursa Efek Indonesia. *Jurnal Ekonomi Efektif*, 5(1), 107–118. <https://doi.org/10.32493/JEE.v5i1.23990>
- Dewi, M. K., Meirina, E., & Septiano, R. (2022). Pelatihan Penyusunan Laporan Keuangan Yang Efektif Untuk Usaha Budi Daya Madu Lebah Tanpa Sengat/Galo-Galo (Trigona Sp) Pada Cv Shahabat Madu Di Kota Padang. *Jurnal Abdimas Bina Bangsa*, 3(2), 282-291.
- Andria, Y., Welly, M., Oktavia, M., & Nofyadi, N. (2022). Effect Of Work Environment, Compensation, Work Discipline And Work Ethos To Performance Of Employee Agency And Human Resources Development Mentawai Islands District. *Jurnal Ekonomi*, 11(03), 714-725.
- Andria, Y., Muliardi, M., Afridon, A., & Marsen, M. (2022). The Effect Of Leadership Style, Work Environment, Work Motivation And Job Satisfaction On The Performance Of Pauh Camat Office Employees Padang City. *Jurnal Ekonomi*, 11(03), 441-452.
- Eliza, Y., Andria, Y., & Adriani, E. (2022). Model Peningkatan Kinerja Melalui Disiplin Kerja Sebagai Intervening pada Pegawai Dinas Pendidikan Kota Padang. *J-MAS (Jurnal Manajemen dan Sains)*, 7(1), 333-339.
- Eliza, Y., Andria, Y., & Muslim, I. (2022). Model Peningkatan Kinerja Melalui Motivasi Kerja Sebagai Intervening Karyawan PT. Incasi Raya Padang. *Eksis: Jurnal Ilmiah Ekonomi dan Bisnis*, 13(2), 158-162.
- Sari, L., & Septiano, R. (2023). Peran Kinerja terhadap Saham Perbankan di Indonesia. *Jurnal Pendidikan Tambusai*, 7(2), 6103-6109.
- Eprianto, A., & Septiano, R. (2023). Faktor-Faktor Yang Mempengaruhi Arus Kas Masa Depan Pada Perusahaan Manufaktur Subsektor Makanan Dan Minuman. *Journal of Social and Economics Research*, 5(1), 039-048.
- Kasman, I., & Afriyeni, A. (2023). Pengaruh Kepercayaan dan Risiko Terhadap Minat Nasabah Menggunakan Mobil Banking di PT. BNI di Lubuk Alung. *ULIL ALBAB: Jurnal Ilmiah Multidisiplin*, 2(11), 5269-5277.
- Rahmadia, A., & Afriyeni, A. (2024). Pengaruh Citra Perusahaan dan Kualitas Pelayanan terhadap Kepuasan Nasabah pada PT. Bank Nagari Cabang Ujung Gading. *Jurnal Riset Manajemen*, 2(1), 01-18.
- Eliza, Y., Apriyeni, D., Sutyem, S., & Trismiyanti, D. (2024). What Factors Affecting Patient Satisfaction?. *Adpebi International Journal of Multidisciplinary Sciences*, 3(1), 64-70.
- Eliza, Y. (2024). Analysis of Factors Affecting Performance With Work Motivation As Intervening West Sumatra Shipping Polytechnic. *Adpebi International Journal of Multidisciplinary Sciences*, 3(1), 84-94.
- Septiano, R., Defit, S., & Limakrisna, N. (2024). Mediating Effect of Customer Satisfaction in Enhancing Customer Loyalty. *Revista de Gestão Social e Ambiental*, 18(6), e05517-e05517.
- Len, Y. E., Andria, Y., Muslim, I., & Putri, A. Work Commitment As An

- Intervening In Disaster Management Performance. *Jurnal Manajemen Universitas Bung Hatta*, 19(1), 48-59.
- Mayliza, R., Afriyeni, A., Suryadi, N., & Yusnelly, A. (2023). Profitabilitas Memediasi Pengaruh Alokasi Pajak Antar Periode, Persistensi Laba, Terhadap Kualitas Laba. *Management Studies and Entrepreneurship Journal (MSEJ)*, 4(6), 8826-8836.
- YW, L. M., Heryanto, H., Irawati, L., Febrina, M., & Helmiyetti, H. (2023). Faktor “ Faktor yang Mempengaruhi Kinerja Guru Sekolah Menengah Pertama Negeri 1 Pulau Punjung. *Jurnal Ekonomi Efektif*, 5(2), 341–348. <https://doi.org/10.32493/JEE.v5i2.27900>
- Afriyeni, Revy Verninda Rinesia, & Abdul Hamid. (2023). Analisis Penggunaan Teknologi Informasi, Inovasi Produk, dan Orientasi Pasar Terhadap Keunggulan Bersaing UMKM Sektor Kuliner Kota Padang. *Mabsya: Jurnal Manajemen Bisnis Syariah*, 6(1), 115–126. <https://doi.org/10.24090/mabsya.v6i1.10895>
- Octarina, I., & Afriyeni, A. (2023). Pengaruh Self Efficacy dan Gaya Kepemimpinan terhadap Kinerja Tenaga Kependidikan Fakultas Bahasa dan Seni Universitas Negeri Padang. *Jurnal Pendidikan Tambusai*, 7(3), 28856-28869.
- Edmizar, L., Delmaira, R., Dewenti, N., & Afriyeni, A. (2024). Pengaruh Komitmen Organisasi, Iklim Organisasi, Budaya Organisasi Dan Person Organizational Fit Terhadap Kinerja Pegawai Dinas Kependudukan Dan Pencatatan Sipil Kabupaten Kerinci. *Jurnal Bina Bangsa Ekonomika*, 17(1), 118-138.
- Sari, R. P., & Afriyeni, A. (2023). Pengaruh Organizational Support, Social Support, dan Self Efficacy terhadap Work Family Conflict Tenaga Kependidikan Non PNS di Direktorat Universitas Negeri Padang. *Jurnal Pendidikan Tambusai*, 7(3), 28870-28880.
- Septiano, R., & Sari, L. (2024). Perubahan net profit margin dan dampaknya terhadap harga saham: Tinjauan pada industri makanan dan minuman. *Jurnal Revenue: Jurnal Ilmiah Akuntansi*, 4(2), 731-738.
- Afriyeni, A., & Utami, K. (2024). Pengaruh Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik Dan Motivasi Kerja Terhadap Kinerja Karyawan Pt. Andalas Agro Industri (Aai) Kabupaten Pasaman Barat. *Ensiklopedia of Journal*, 6(3), 63-70.
- Heryanto, H. (2024). Dampak Konflik Kerja Dan Lingkungan Kerja Pada Kinerja Pptk: Peran Intervensi Motivasi Pptk. *Jurnal Review Pendidikan dan Pengajaran (JRPP)*, 7(1), 1688-1699.
- Heryanto, H. (2024). Analisis Pengaruh Faktor Kinerja Pegawai Dinas Pariwisata Dan Kebudayaan Kabupaten Solok Selatan. *Scientific Journal Of Reflection: Economic, Accounting, Management and Business*, 7(3), 667-678.
- Sari, L., & Septiano, R. (2024). Inflasi Terhadap Laba Perusahaan Perbankan Di Indonesia. *Jurnal Revenue: Jurnal Ilmiah Akuntansi*, 4(2), 804-813.