
THE EFFECT OF WORK ETHICS AND COMPETENCE THROUGH ADDITIONAL EMPLOYEE INCOME ON PERFORMANCE IMPROVEMENT IN THE AGENCY OF PERSONNEL AND HR EMPOWERMENT MAJENE DISTRICT

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ABSTRACT

This study aims to analyze the effect of work ethic and competence on performance through additional employee income, at the Regency Personnel and Human Resources Empowerment Agency Majene. The type of research used is quantitative research with survey methods with path analysis techniques. The sample used in this study was 40 employees. The results of this study indicate that the results of the path analysis test conducted indicate that work ethic has a positive and significant effect on additional employee income and competence has no positive and significant effect on additional employee income. Furthermore, work ethic, competence, and additional employee income have a positive and significant impact on improving employee performance. Then, work ethic has a significant effect through additional employee income on improving employee performance, while competence has no significant effect through additional employee income on improving employee performance.

Keywords: *Work Ethic, Competence, Additional Employee Income and Performance*

INTRODUCTION

Human resources is a central figure in the organization. The higher the ability of employees, the higher the organizational performance. Conversely, the lower the employee's ability, the lower the organizational performance. In order for management activities to run well, organizations must have competent or highly capable employees to manage the organization as optimally as possible so that employee performance increases.

Humans always play an active role in every organization because humans become planners, actors and determinants of the realization of organizational goals. Goals cannot be realized without the active role of employees even though the equipment owned by the organization is so sophisticated. The focus of the study of human resource management is labor issues which are arranged in the order of their functions, so that they are effective and efficient in realizing organizational, employee and community goals.

To increase employee performance, of course there are factors that can influence this, namely the existence of job satisfaction felt by all employees. The existence of emotional feelings felt by employees when carrying out their main tasks and functions, as well as the establishment of relationships among colleagues in the office as well as good relations between leaders and employees or vice versa is the expected job satisfaction.

It seems that there are still obstacles that must be faced so that it is difficult to achieve organizational goals. As for the obstacle to improving employee performance lies in the inability of employees to maintain a work ethic and competence. The strategy undertaken to be able to improve the work ethic and competence again is to provide additional employee income. With the TPP employee work ethic has increased. This is

because TPP is based on the assessment of daily performance achievements with a minimum target of 300 minutes of daily activity reports or at least 6000 minutes in 1 working month. TPP is present as extrinsic motivation that positively influences employee work discipline and completion of tasks according to the time target that is adjusted to the object or work item. Basically there is an increase in employee performance after TPP compared to relying on overtime funds and being able to eat and drink daily.

Siagian (Tampubolon, 2007) adds that work ethic is binding and explicitly defined norms and practices that are accepted and recognized as normal habits to be maintained and applied in the lives of members of an organization. Work ethic is an attitude or view as well as a person's way of looking at something in a positive and meaningful way so that it is then realized with a maximum work behavior.

Competence is a person's ability to carry out a job or task demonstrating certain knowledge, skills and attitudes of a profession in terms of the expertise of a professional.

According to Wibowo (2013) every organization is formed to achieve certain goals and when achieved then it can be called a success. A strong foundation is needed to achieve this success. Leadership competence, employee competence and work discipline that can strengthen and maximize competency. Competency becomes very useful to help organizations create a culture of high performance, job performance, employee selection, work management, planning and so on.

Additional employee income is a benefit given to employees as a form of appreciation for performance achievements with the amount according to the class of position. The performance allowance itself can increase or even decrease according to the resulting performance achievements. It is hoped that the effect of providing regional performance allowances on employees will have an impact on changing perspectives and work processes so that employees can be more disciplined, have lots of ideas, be creative and want to work even harder. Discipline is very closely related to improving performance in an organization. TPP can also be called an incentive, which is defined as adequate remuneration for employees whose performance exceeds predetermined standards. TPP is a motivating factor for employees to work better so that employee performance can increase.

Mangkunegara (2005: 9) defines performance as 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. Meanwhile, according to Simanjuntak (2005: 11) performance is the level of achievement of results on the implementation of certain tasks. From some of the descriptions above, it can be interpreted that performance is a person's way of achieving a good result in order to realize company goals.

RESEARCH METHODS

The population is a generalized area consisting of objects or subjects that have certain quantities and characteristics determined by the researcher to be studied and then drawn conclusions. The population in this study included all employees of the Majene Regency Personnel and Human Resources Empowerment Agency office, totaling 40 employees. The sample was determined by using saturated sampling technique (census), so that the sample used in this study consisted of 40 employees.

The type of research used is quantitative research using data analysis techniques descriptive statistical analysis and representative statistics. The quality of the research instruments is related to the validity and reliability of the instruments and the quality of

data collection is related to the accuracy of the methods used to collect data. This study used a questionnaire as a data collection tool and used a Likert scale.

RESULTS AND DISCUSSION

Validity test

The results of the validity test calculations show that the relation coefficient value is greater than r_{table} of 0.312. Therefore, it can be concluded that all items from this research questionnaire are valid and can be used as a proper research instrument.

Reliability Test

Reliability test is used to determine the extent to which consistency is owned by this measuring instrument, whether it is capable of further reliance. Reliability test is done by counting *cronbach alfa* owned by each instrument variable in the study. It is said to be reliable if the instrument variable has *cronbach alfa* more than 0.60. The results of the Reliability Test can be seen as follows:

Table 1. Reliability Test Results

Variable	<i>Cronbach Alfa</i>	Information
Work Ethic (X_1)	0,916	Reliable
Competency (X_2)	0,902	Reliable
TPP(Z)	0,902	Reliable
Performance (Y)	0,921	Reliable

Source: SPSS Data Processing, 2021

Linear Regression Test

Table 2. Linear Regression Test Results 1

Variable	Regression Coefficient	T_{count}	T_{table}	Say.
<i>Constant</i>	17,431			
Work Ethic (X_1)	0,585	5,457	2,026	0,000
Competency (X_2)	-0,335	-2,887	2,026	0,006

Source: SPSS Data Processing, 2021

$$Y = 17,431 + 0,585X_1 + (-0.335X_2)$$

In the regression equation above, the constant (Y) is 17,431. This means that if the work ethic variable (X_1) and competency (X_3) is zero then the TPP is 17.431. Work ethic variable (X_1) is a variable that affects TPP with a coefficient value of 0.585. It means work ethic (X_1) has a positive effect on TPP, and if the work ethic value increases, TPP will increase by 0.585. Competency variable (X_2) is a variable that affects TPP with a coefficient value of -0.335. It means competence (X_2) does not have a positive effect on TPP, and if the competency value increases, TPP will decrease by -0.335.

Table 3. T Test Results (Partial Test)

Variable	T_{count}	Significance
Work Ethic (X_1)	5,457	0,000
Competency (X_2)	-2,887	0,006

Source: SPSS Data Processing, 2021

a) The Effect of Work Ethics (X_1) Against TPP at the Manpower and HR Empowerment Agency of Majene Regency

The results of work ethic testing (X_1) obtained a significance value of 0.000 with a value of t_{count} is 5.457 and uses a significance level of 0.05 with a degree of freedom of 2.026. These results indicate that the value of t_{count} 5.457 > 2.026 and a significance value of 0.000 < 0.05. Statistical testing shows that partially work ethic (X_1) has a positive and significant effect on TPP in the Personnel and HR Empowerment Agency of Majene Regency.

b) The Effect of Competence (X_2) against the TPP in the Personnel and HR Empowerment Agency of Majene Regency

Competency results (X_2) obtained a significance value of 0.006 with a value of t_{count} is -2.887 and uses a significance level of 0.05 with a degree of freedom of 2.026. These results indicate that the value of t_{count} -2.887 < 2.026 and a significance value of 0.006 < 0.05. Statistical testing shows that partially competency (X_2) did not have a positive and significant effect on TPP in the Personnel and HR Empowerment Agency of Majene Regency.

Table 4. Determination Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,713	0,509	0,482	2,727

Source: SPSS Data Processing, 2021

To find out whether there is an influence of the independent variable simultaneously with the dependent variable, it can be seen from the magnitude of the R value² that is 0.509. This means that the influence of the independent variables consisting of work ethic and competence contributed to TPP by 50.9%, while the remaining 49.1% was influenced by other variables not discussed in this study, such as discipline, motivation and others.

Table 5. Linear Regression Test Results 2

Variable	Regression Coefficient	T_{count}	T_{table}	Say.
<i>Constant</i>	-1,319			
Work Ethic (X_1)	0,322	2,071	2,028	0,046
Competency (X_2)	0,607	4,370	2,028	0,000
TPP(Z)	0,382	2,147	2,028	0,039

Source: SPSS Data Processing, 2021

$$Z = -1.319 + 0.322X_1 + 0.607X_2 + 0,382Y$$

Work ethic variable (X_1) is a variable that affects the increase in employee performance with a coefficient value of 0.322. It means work ethic (X_1) has a positive effect on improving employee performance, and if the work ethic value increases, the performance will increase by 0.322. Competency variable (X_2) is a variable that affects the increase in employee performance with a coefficient value of 0.607. It means competence (X_2) has a positive effect on improving employee performance, and if the competency value increases, the performance will increase by 0.607. The TPP variable (Z) is a variable that influences employee performance improvement with a coefficient

value of 0.382. This means that TPP (Z) has a positive influence on improving employee performance, and if the TPP value increases, performance will increase by 0.382.

Table 6. T Test Results (Partial Test)

Variable	T _{count}	Significance
Work Ethic (X ₁)	2,071	0,046
Competency (X ₂)	4,370	0,000
TPP(Z)	2,147	0,039

Source: SPSS Data Processing, 2021

- a) The Effect of Work Ethics (X₁) Towards the Improvement of Employee Performance at the Personnel Agency and HR Empowerment of Majene Regency

The results of work ethic testing (X₁) obtained a significance value of 0.046 with a value of t_{count} is 2.071 and uses a significance level of 0.05 with a degree of freedom of 2.028. These results indicate that the value of t_{count} 2.071 > 2.028 and a significance value of 0.046 < 0.05. Statistical testing shows that partially work ethic (X₁) has a positive and significant effect on improving employee performance at the Staffing and HR Empowerment Agency of Majene Regency.

- b) The Effect of Competence (X₂) Towards the Improvement of Employee Performance at the Personnel Agency and HR Empowerment of Majene Regency

Competency results (X₂) obtained a significance value of 0.000 with a value of t_{count} is 4.370 and uses a significance level of 0.05 with a degree of freedom of 2.028. These results indicate that the value of t_{count} 4.370 > 2.028 and a significance value of 0.000 < 0.05. Statistical testing shows that partially competency (X₂) has a positive and significant effect on improving employee performance at the Staffing and HR Empowerment Agency of Majene Regency.

- c) The Influence of TPP (Z) on Employee Performance Improvement in the Personnel Agency and HR Empowerment of Majene Regency

TPP results (Z) obtained a significance value of 0.039 with a t value_{count} is 2.147 and uses a significance level of 0.05 with a degree of freedom of 2.028. These results indicate that the value of t_{count} 2.147 > 2.028 and a significance value of 0.039 < 0.05. Statistical tests show that partially TPP (Z) has a positive and significant effect on improving employee performance at the Staffing and HR Empowerment Agency in Majene Regency.

Table 7. Determination Analysis

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,730	0,533	0,494	2,947

Source: SPSS Data Processing, 2021

To find out whether there is an influence of the independent variable simultaneously with the dependent variable, it can be seen from the magnitude of the R value² namely 0.533. This means that the influence of the independent variables consisting of work ethic, competence and TPP has contributed to improving employee performance by 53.3%, while the remaining 46.7% is influenced by other variables not discussed in this study, such as discipline, motivation and others. -other.

Path Analysis (*Path Analysis*)

$$Z = \beta_0 + \beta_1X_1 + \beta_2X_2 + \text{and}$$

Table 8. Regression Model Conformity Results 1

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,713	0,509	0,482	2,727

Source: SPSS Data Processing, 2021

Table 9. Regression Model Coefficient 1

Variable	Regression Coefficient	T _{count}	T _{table}	Say.
<i>Constant</i>	17,431			
Work Ethic (X ₁)	0,585	5,457	2,026	0,000
Competency (X ₂)	-0,335	-2,887	2,026	0,006

Source: SPSS Data Processing, 2021

Table 10. Regression Model Conformity Results 2

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,730	0,533	0,494	2,947

Source: SPSS Data Processing, 2021

Table 11. Regression Model Coefficient 2

Variable	Regression Coefficient	T _{count}	T _{table}	Say.
<i>Constant</i>	-1,319			
Work Ethic (X ₁)	0,322	2,071	2,028	0,046
Competency (X ₂)	0,607	4,370	2,028	0,000
TPP(Z)	0,382	2,147	2,028	0,039

Source: SPSS Data Processing, 2021

Nilai t_{table} obtained from t with a significance level of 0.05 and degrees of freedom 95, obtained at 1.687. Therefore, $t_{count} (18,622) > t_{table} (1.687)$ it can be concluded that there is a mediating effect. These results indicate that work ethic indirectly has a significant effect through TPP on improving the performance of employees of the Majene District Staffing and HR Empowerment Agency. In other words, TPP can significantly mediate the effect of work ethic on improving employee performance. The direct effect coefficient value is 0.322 and the indirect effect is 0.223, while the total effect is 0.545.

Nilai t_{table} obtained from t with a significance level of 0.05 and degrees of freedom 95, obtained at 1.687. Therefore, $t_{count} (-1,683) < t_{table} (1.687)$ it can be concluded that there is no mediating effect.

These results indicate that indirectly competency does not have a significant effect through TPP on improving the performance of employees of the Majene Regency Personnel and HR Empowerment Agency. In other words, TPP cannot significantly mediate the effect of competence on improving employee performance. The direct effect coefficient value is 0.607 and the indirect effect is -0.127, while the total effect is 0.480.

Multicollinearity Test

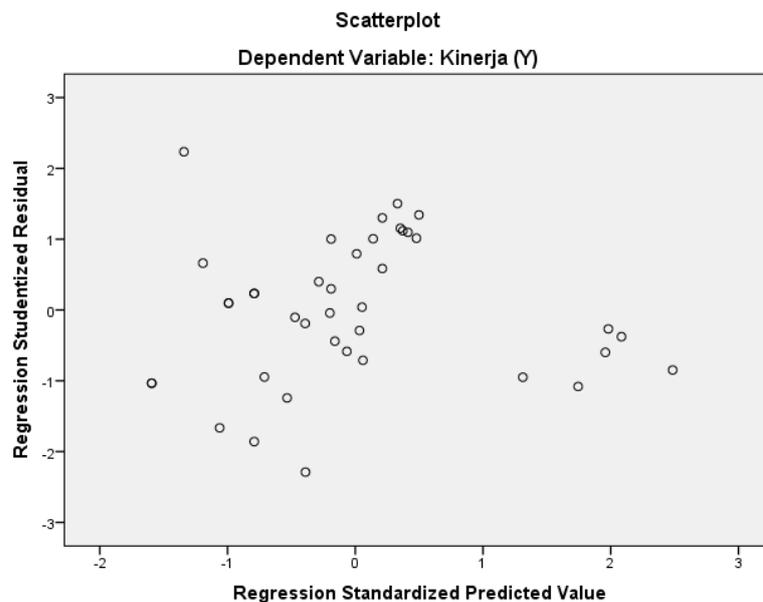
Multicollinearity Test Results

Model	Collinearity Statistic	
	Tolerance	VIF
Work Ethic (X_1)	0,554	1,805
Competency (X_2)	0,816	1,225
TPP(Z)	0,491	2,035

Source: SPSS Data Processing, 2021

Based on the data above, it explains that the value of each variable has a value $tolerance > 0.10$ and $VIF < 10.00$. This means that in this test there is no multicollinearity problem.

Heteroscedasticity Test



Heteroscedasticity Test Results

Based on the data from the charts *scatterplot*, It can be seen that the dots spread randomly and are scattered so that they do not form a certain pattern. So it can be concluded that there is no heteroscedasticity in this test.

Normality test

Normality Test Results

		Unstandardized Residual
N		40
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	2,831432
	Absolute	0,091
Most Extreme Differences	Positive	0,043
	Negative	-0,091
Kolmogorov-Smirnov Z		0,575
Asymp. Sig. (2-tailed)		0,896

Source: Results of SPSS Data Processing, 2021

From the table above it can be seen that the significant value is $0.896 > 0.05$. So it can be concluded that the data is normally distributed.

DISCUSSION OF RESEARCH RESULTS

This study aims to determine the effect of work ethic and competence through TPP on improving employee performance at the Majene District Staffing and HR Empowerment Agency. Based on the results of the previous test, the results of the hypothesis test were obtained. The testing of each hypothesis is as follows:

1. The Influence of Work Ethics on TPP in the Majene Regency Staffing and HR Empowerment Agency

Based on the results of the tests that have been carried out, it is known that the work ethic variable has the value of t_{count} of 5.457 and t_{table} amounting to 2026. Until $t_{count}(5,457) > t_{table}(2.026)$ with a coefficient value of $0.000 < 0.05$. Work ethic is a variable that has a positive influence on TPP. This can be seen from the coefficient value, which is 0.585, so that if the work ethic value increases, the TPP will increase. From this explanation, it is known that the work ethic variable has a positive and significant effect on TPP at the Majene District Staffing and HR Empowerment Agency.

2. The Influence of Competence on TPP in the Majene Regency Staffing and HR Empowerment Agency

Based on the results of the tests that have been carried out, it is known that the competency variable is the value of t_{count} of -2.887 and t_{table} amounting to 2026. Until $t_{count}(-2,887) < t_{table}(2.026)$ with a coefficient value of $0.006 < 0.05$. Competence is a variable that has a negative influence on TPP. This can be seen from the coefficient value, which is -0.335, so that if the competency value increases, the TPP will decrease. From this explanation it is known that the competency variable has no positive and significant effect on TPP at the Majene District Staffing and HR Empowerment Agency.

3. The Effect of Work Ethics on Employee Performance Improvement at the Majene District HR Empowerment and Personnel Agency

Based on the results of the tests that have been carried out, it is known that the work ethic variable has the value of t_{count} of 2.071 and t_{table} amounting to 2.028. Until $t_{count}(2,071) > t_{table}(2,028)$ with a coefficient value of 0.046 < 0.05 . Work ethic is a variable that has a positive influence on improving employee performance. This can be seen from the coefficient value, which is 0.322, so that if the work ethic value increases, the performance increase will increase. From this explanation it is known that the work ethic variable has a positive and significant effect on improving employee performance at the Majene District Staffing and HR Empowerment Agency.

4. The Influence of Competence on Employee Performance Improvement at the Majene Regency Personnel and HR Empowerment Agency

Based on the results of the tests that have been carried out, it is known that the competency variable is the value of t_{count} of 4.370 and t_{table} amounting to 2.028. Until $t_{count}(4,370) > t_{table}(2,028)$ with a coefficient value of 0.000 < 0.05 . Competence is a variable that has a positive influence on improving employee performance. This can be seen from the coefficient value, which is 0.607, so that if the competency value increases, the performance increase will increase. From this explanation it is known that the competency variable has a positive and significant effect on improving employee performance at the Majene District Staffing and HR Empowerment Agency.

5. The Effect of TPP on Employee Performance Improvement at the Majene District Staffing and HR Empowerment Agency

Based on the results of the tests that have been carried out, it is known that the TPP variable has the value of t_{count} of 2.147 and t_{table} amounting to 2.028. Until $t_{count}(2,147) > t_{table}(2,028)$ with a coefficient value of 0.039 < 0.05 . TPP is a variable that has a positive influence on improving employee performance. This can be seen from the coefficient value, which is 0.382, so that if the competency value increases, the performance increase will increase. From this explanation it is known that the TPP variable has a positive and significant effect on improving employee performance at the Majene District Staffing and HR Empowerment Agency.

6. The Effect of Work Ethics Through TPP on Employee Performance Improvement at the Majene Regency Personnel and HR Empowerment Agency

Based on test results *path analysis* with *Sobel Test* t value is obtained t_{table} obtained from the t table with a significance level of 0.05 and 95 degrees of freedom, with t_{table} of 1.687. As for the value of $t_{count} 18,622 < t_{table} 1.687$ it can be concluded that there is a mediating effect. These results indicate that work ethic indirectly has a significant effect through TPP on improving employee performance at the Majene District Staffing and HR Empowerment Agency. In other words, TPP can significantly mediate the influence of the work ethic on improving employee performance at the HR Personnel and Empowerment Agency. As for the direct effect coefficient value of 0.322 and an indirect effect of 0.223, while the total effect is 0.545.

7. The Effect of Competence Through TPP on Employee Performance Improvement at the Majene Regency HR Empowerment and Personnel Agency

Based on test results *path analysis* with *Sobel Test* t value is obtained t_{table} obtained from the t table with a significance level of 0.05 and 95 degrees of freedom, with t_{table} of 1.687. As for the value of $t_{count} - 1,683 < t_{table} 1.687$, it can be concluded that there is no mediating effect. These results indicate that indirectly competency does not have a significant effect through TPP on improving employee performance at the Majene District Staffing and HR Empowerment Agency. In other words, TPP is not significantly able to mediate the effect of competence on improving employee performance at the HR Personnel and Empowerment Agency. As for the direct effect coefficient value of 0.607 and the indirect effect of -0.127, while the total effect is 0.480.

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

1. Based on the results of statistical tests, it is known that work ethic has a positive and significant effect on TPP at the Majene District Staffing and HR Empowerment Agency. This means that the better the work ethic of the Majene District Staffing and HR Empowerment Agency, the TPP will increase.
2. Based on the results of statistical tests, it is known that competency has no positive and significant effect on TPP at the Majene District Staffing and HR Empowerment Agency. This means that the better the competency possessed by the Majene Regency Personnel and HR Empowerment Agency, the lower the TPP.
3. Based on the results of statistical tests, it is known that work ethic has a positive and significant effect on improving employee performance at the Majene District Staffing and HR Empowerment Agency. This means that the better the work ethic of the Majene Regency Staffing and HR Empowerment Agency, the better the performance of employees.
4. Based on the results of statistical tests, it is known that competency has a positive and significant effect on improving employee performance at the Majene District Staffing and HR Empowerment Agency. This means that the better the competency possessed by the Majene Regency Personnel and HR Empowerment Agency, the better the performance of employees.
5. Based on the results of statistical tests, it is known that TPP has a positive and significant effect on improving employee performance at the Majene District Staffing and HR Empowerment Agency. This means that the better the TPP owned by the Majene Regency Personnel and HR Empowerment Agency, the better employee performance will be.
6. Based on the results of statistical tests, it is known that work ethic has a significant effect through TPP on improving employee performance at the Majene District Staffing and HR Empowerment Agency.
7. Based on the results of statistical tests, it is known that competency does not have a significant effect through TPP on improving employee performance at the Majene Regency Staffing and HR Empowerment Agency.

Suggestion

1. For BKPSDM Majene Regency
Employees are expected to comply with the regulations in the Majene Regency Staffing and HR Empowerment Agency so that the organization can run well and is directed so that employee discipline is needed to make this happen. Creativity and

innovations that can build an organization are needed to improve the work ethic of employees and the organization itself.

An employee is expected to have a professional spirit that can always encourage himself to create a more professional work. By working professionally, it means that employees carry out all activities with due regard to the quality and results of their work.

With the TPP given to employees, it is hoped that employees will be more motivated to provide better performance and be disciplined in completing their duties. Then, employees are expected to be able to understand the main tasks and functions of each so that they are not constrained in doing the job.

2. For Universities

As a reference for the completeness of the library as the development of science and technology as one of the tri dharma of higher education.

3. For Further Researchers

It is necessary to further develop the results of this study by other studies by paying attention to and knowing the factors that have a significant effect on employee performance, so that the level of achievement of goals is more successful.

THANK YOU

1. Mr. Dr. H. Mashur Razak, SE., M.M as Head of STIE Nobel Indonesia Makassar.
2. Mr. Dr. Maryadi, S.E., M.M, as Director of PPS STIE Nobel Indonesia Makassar.
3. Dr. Sylvia Sjarlis, S.E., M.Si., Ak., C.A. as Head of PPS STIE Nobel Indonesia Makassar Master of Management Study Program.
4. Mrs. Haeranah Alwany, S.E., M.M and Dr. Didiek Handayani Gusti, S.E., M.Sc as supervisor I and advisor II who patiently provided input, support, suggestions and constructive criticism for the smooth writing of this thesis.
5. Mr. Dr. H. Badaruddin Muhdini, S.T., M.M and Dr. H. Nawir Rahman S.E., M.Sc as the Examination Team who has provided many inputs for the perfection of this thesis.
6. Mr/Ms Lecturer and PPS STIE Nobel staff who have helped during the lecture process up to the stage of completing the preparation of this thesis.
7. Especially for my beloved parents and family who have provided prayer and motivation.
8. Beloved wife and beloved children who have given sincere encouragement in completing the study of the Postgraduate program, I hope that the knowledge that the writer gets will benefit the family.

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