

The Influence of Job Training and Work Motivation on Teachers' Performance at SMK Yapin Bekasi, West Java, Indonesia

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ABSTRACT: The research aims to determine the impact of training and work motivation on the performance of employees at SMKS YAPIN Bekasi, using a quantitative method with saturated sampling of 60 respondents. Data analysis includes validity test, reliability test, classical assumption test, regression analysis, correlation coefficient analysis, determinant coefficient analysis, and hypothesis testing. The results show that training significantly influences employee performance with a correlation coefficient of 0.599, indicating a moderate relationship. The determinant value is 0.359 or 35.9%, while the remaining 64.1% is influenced by other factors. Hypothesis testing yields a t-count > t-table value (5.697 > 2.001), leading to the rejection of H₀ and the acceptance of H₁, indicating a significant partial influence of training on employee performance. Work motivation significantly influences employee performance with a correlation coefficient of 0.641, signifying a strong relationship. The determinant value is 0.441 or 41.1%, while the remaining 58.9% is influenced by other factors. Hypothesis testing results in a t-count > t-table value (6.360 > 2.001), leading to the rejection of H₀ and the acceptance of H₁, indicating a significant partial influence of work motivation on employee performance. Both training and work motivation significantly influence employee performance with a correlation coefficient of 0.687, indicating a strong relationship. The determinant value is 0.472 or 47.2%, while the remaining 52.8% is influenced by other factors such as compensation, work environment, and work discipline. Hypothesis testing yields an F-count > F-table value (25.489 > 2.770), leading to the rejection of H₀ and the acceptance of H₁, indicating a significant simultaneous influence of training and work motivation on employee performance.

Keywords: Training, Work Motivation, Employee Performance.



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INTRODUCTION

The progress of a nation can be influenced by various factors or conditions, and education is one of them. Within the realm of education, teachers play a crucial role in the teaching and learning activities. Teachers are educators who directly interact with students. It is the duty of a teacher to maintain excellent performance to produce high-quality students (Alfhan, 2017:1). According to

the Law No.14 of 2005, a teacher is an educator, instructor, guide, trainer, and evaluator of early childhood education, basic education, and secondary education (Rosyadi, 2020:2).

Teachers are integral to the learning and teaching process, managing the classroom atmosphere to create an environment where students are enthusiastic and not fearful (Suharsimi, 2017:4). Teachers are a vital component of human resources in the teaching and learning process, playing a significant role in advancing potential human resources in the field of education, especially students. Therefore, teacher performance is always a focal point for society, as teachers are a key player in the world of education.

The success of teachers in the learning process is highly dependent on their performance. Performance is the activity carried out to fulfill tasks and responsibilities according to established expectations and objectives within a specific timeframe (Subroto, 2018:20). Teacher performance is the ability of a teacher to carry out teaching tasks at school and be responsible for students under their guidance, thereby improving student learning achievements. Teacher performance in teaching activities is crucial to support the creation of an effective education process, especially in building discipline and the quality of student learning outcomes (Tauhid & T.K., 2017:302).

Based on the identified problems above, the research problems can be formulated as follows: 1). Does training have a significant partial effect on the performance of teacher employees at SMKS YAPIN BEKASI, WEST JAVA? 2). Does work motivation have a significant partial effect on the performance of teacher employees at SMKS YAPIN BEKASI, WEST JAVA? 3). Do training and work motivation have a significant simultaneous effect on the performance of teacher employees at SMKS YAPIN BEKASI, WEST JAVA?

Based on the formulated problems, the objectives of this research are as follows: 1). To determine whether there is a partial influence of training on the performance of teacher employees at SMKS YAPIN BEKASI, WEST JAVA. 2). To determine whether there is a partial influence of work motivation on the performance of teacher employees at SMKS YAPIN BEKASI, WEST JAVA. 3). To determine whether there is a simultaneous influence of training and work motivation on the performance of teacher employees at SMKS YAPIN BEKASI, WEST JAVA.

Definition of Management: Management is a process of organizing or managing something conducted by individuals or a group of people. This process includes planning, organizing, executing, and controlling or supervising (Prawiro, 2021:40). It involves cooperation among employees to achieve organizational goals through planning, organizing, personnel management, directing, leading, and supervising (Fandi, 2018:1).

Definition of Human Resource Management: Human Resource Management is the continuous process designed to provide organizations and groups with personnel, ensuring they are placed in appropriate positions when the organization needs them. It encompasses planning, organizing, guiding, and supervising human resource activities, such as acquisition, development, compensation, integration, maintenance, and release, to achieve various personal, organizational, and community goals (Wajdi, 2017:78).

Definition of Training: Training is a comprehensive activity to provide, obtain, improve, and develop work competencies, productivity, discipline, attitudes, and work ethic at a specific skill and expertise level according to job levels and qualifications. It is a process to improve employees' work skills, contributing to the achievement of organizational goals (Aly, 2018:4).

Definition of Work Motivation: Work motivation describes how to encourage someone's work enthusiasm, encouraging them to work optimally by providing their abilities and skills. It focuses on driving individuals to work towards organizational goals by utilizing their potential (Alamsyah & Setyowati, 2019:150).

Definition of Performance: Performance is the result of work and work behavior achieved in completing tasks and responsibilities within a specific period. It represents an individual's achievement in fulfilling assigned duties based on skills, experience, seriousness, and time (Kasmir, 2018:182).

Hypothesis Development: Hypotheses in this research are as follows:

H01: There is no influence of training and work motivation on the performance of teacher employees at SMKS YAPIN BEKASI, WEST JAVA.

Ha1: There is an influence of training and work motivation on the performance of teacher employees at SMKS YAPIN BEKASI, WEST JAVA.

H02: There is no influence of training and work motivation on the performance of teacher employees at SMKS YAPIN BEKASI, WEST JAVA.

Ha2: There is an influence of training and work motivation on the performance of teacher employees at SMKS YAPIN BEKASI, WEST JAVA.

H03: There is no influence of training and work motivation on the performance of teacher employees at SMKS YAPIN BEKASI, WEST JAVA.

Ha3: There is an influence of training and work motivation on

METHOD

The type of research used in this study is quantitative research. According to Sugiyono (2017:69), quantitative research is: "A research method based on positivism philosophy, used to investigate a specific population or sample, data collection using research instruments, quantitative or statistical data analysis with the aim of testing predetermined hypotheses." This study is a saturated sample research because the subjects taken are less than 100 to be respondents.

This research was conducted at SMKS YAPIN BEKASI, WEST JAVA, located at Jl. Yapia Rt.01/Rw.03, Warujaya, Parung District, Bogor Regency, West Java 16630. The respondents for this study are all teachers working at SMA Yapia Parung, Bogor Regency.

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Abdillah

This research was carried out for 7 months, starting from June 2022 to December 2022. The research was conducted gradually according to the author's needs, starting with the preparation of the introduction in the form of writing a research proposal title, proposal seminar, refinement of proposal material, making research instruments, collecting primary and secondary data, processing the data obtained by the author, and compiling the thesis report.

According to Sugiyono (2017:80), research variables are something that has variations in value. Research variables are grouped into two types: independent variables and dependent variables. This study has 2 (two) independent variables, namely the influence of training (X1), and the influence of work motivation (X2), and the dependent variable is employee performance (Y).

Independent Variables (Independent Variables) a. Training (X1) is a series of individual activities to improve skills and knowledge systematically so as to have professional performance in their field. The indicators used, according to Hasibuan (2018:26), include training instructors, training goals, materials, methods used, and participant qualifications. b. Work Motivation (X2) is the impetus that arises in a person to take action to fulfill their needs based on their abilities. The indicators used, according to Mangkunegara (2017:30), include hard work, effort to progress, relationships with colleagues, and time utilization.

According to Sugiyono (2017:48), the population is a generalization area consisting of objects or subjects that have certain qualities and characteristics determined by the researcher to be studied and then drawn conclusions. In this study, the population is all teachers at SMKS YAPIN BEKASI, WEST JAVA, amounting to 60 employees.

According to Sugiyono (2017:65), a sample is a part of the quantity and characteristics owned by the population. The sample in this study is the teachers at SMK YAPIN BEKASI. The sampling technique used is saturation sampling. According to Sugiyono (2017:70), the definition of saturation sampling is a sampling determination technique when all members of the population are taken as samples. This is done when the population is relatively small, less than 30, or the study aims to make generalizations with very small errors. Therefore, the sample taken in this study is all teachers at SMKS YAPIN BEKASI, WEST JAVA, totaling 60 employees.

Data collection is a step that must be taken in research to obtain information that can explain or answer the research problem. According to Sugiyono (2017:308), the method of data collection is a scientific way to obtain valid data with the aim of being proven, developing knowledge so that it can be used to solve and anticipate problems.

Data types based on their source are divided into two, namely primary data and secondary data: Primary Data Primary data is data obtained directly from the objects under study. According to Sugiyono (2017:204), a source of data that directly provides data to data collectors. If viewed from the data collection technique, the data collection technique can be done as follows: a. Observation According to Sugiyono (2017:141), observation is a process that is organized from various processes so that data based on facts about the reality of the world obtained through observation. In this case, the author conducts direct observations of teachers at SMKS YAPIN BEKASI, WEST JAVA, where observations are limited to the main problems, so that attention is more

focused on real and relevant data. b. Questionnaire The questionnaire is a data collection technique carried out by providing a set of questions or statements to others who are made respondents to be answered. The questionnaire can also be submitted online using Google forms. The list of questions is primarily aimed at issues related to the research problem. According to Sugiyono (2017:142), the questionnaire is an efficient data collection technique if the researcher knows who the variables will be measured and what is expected from the respondents.

Secondary Data According to Sugiyono (2017:208), secondary data is a source of data that does not directly provide data to data collectors. Data obtained in finished form, already collected and processed by others, usually already in the form of publications. Secondary data in this study includes historical data, company history, the number of employees, and other information that supports the writing material. a. Literature Study (Library Research) A literature study is carried out to obtain secondary data by reading existing literature and notes obtained during lectures, reading reference books related to the issues to be discussed.

According to Sugiyono (2017:206), data analysis is an activity after data from all respondents or other data sources have been collected. Activities in data analysis include grouping data based on variables and types of respondents, tabulating data based on variables from all respondents, presenting data for each variable studied, calculating to answer research problem formulations, and calculating to test the hypotheses that have been proposed.

RESULT AND DISCUSSION

1. General Overview of the Research Object

YAPIN Bekasi Vocational School is a private school located at JL KH.Noer Ali JL. Jembe III No 02 Jatimulya Bekasi, West Java. This school is owned by the Annaimunyah Islamic Education Foundation (YAPIN) and now the name of the foundation changed to Darunna'im Yapin Foundation at the beginning of the year 2015.

Vision of SMK YAPIN BEKASI Realization of students who are noble, resilient, have competence, and are ready to compete in the global market.

Mission of SMK YAPIN BEKASI a) Forming students to be individuals who have faith and devotion to Allah SWT, courteous, have good personalities, and have noble character. b) Preparing students with competence, skilled, and ready to work. c) Producing students with academic abilities who can continue to a higher academic level.

SMK YAPIN BEKASI, WEST JAVA has 4 majors: Marketing, Office Administration, Sharia Banking, and Multimedia, each with different mottos.

Marketing major motto "PRIMA" a) Excellence in service b) Friendly and polite in attitude c) Innovative and creative d) Serving customers with a smile e) Active in work

Office Administration major motto "PASTI" a) Appealing appearance b) Active and responsible c) Smile in service d) Skilled in communication e) Initiative and creative in work

Sharia Banking major motto "SYAR'I" a) I am trustworthy and reliable b) Believing that everything can be solved c) Active in completing tasks d) Friendly in work e) Consistent in carrying out entrusted tasks

Multimedia major motto "CANGGIH" a) Skillful in work b) Active in completing tasks c) Same moral values d) Diligent in learning and working hard e) Enthusiastic about helping others f) Living beautifully with knowledge and faith

2. Classical Assumption Test

The classical assumption test is used to determine the accuracy of data. According to Sugiyono (2018:15), a regression model will be used for forecasting, and a good model is one with minimal forecasting errors. Therefore, a model should meet several assumptions before use, commonly known as classical assumptions. In this study, classical assumption tests used include Normality Test, Multicollinearity Test, Autocorrelation Test, and Heteroscedasticity Test.

Normality Test:

The normality test is used to determine whether in a regression model, the dependent variable, independent variable, or both have a normal distribution or not. According to Ghazali (2017:160), a good regression model is normally distributed or close to normal. So, the normality test is not conducted on each variable but on the residual values. Thus, this test is conducted to examine whether data from the population is normally distributed or not. In this test, observations include the histogram of residual values and a normal probability plot. Decision-making criteria involve checking whether the spread of residual points follows the direction of the diagonal line. The results of the normality test were processed using Statistical Package for Social Science (SPSS) version 25 for Windows, with the following outcomes:

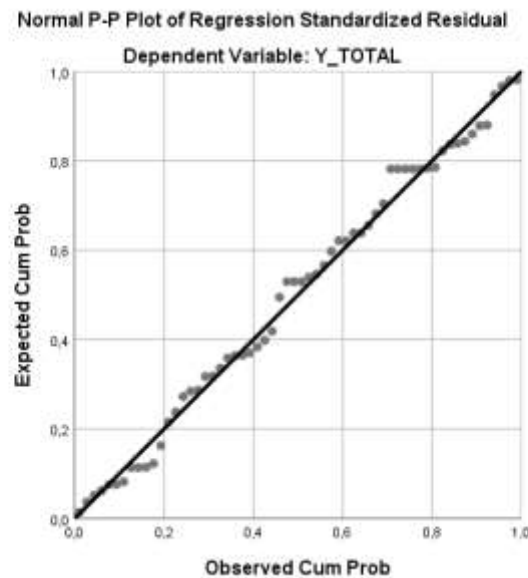


Figure 1: *P-P Plot for Normality Test - Residual Point Distribution*
Source: Data processed using SPSS 25, 2022

Heteroscedasticity Test

Testing can also be conducted by examining the scatter plot between the predicted values of the dependent variable (ZPRED) and its residuals (SRESID) with the following conditions: a. If the points form a specific pattern such as widening and narrowing waves, heteroscedasticity disturbance has occurred. b. If the points spread without forming a specific pattern, then there is no heteroscedasticity disturbance.

The results of the heteroscedasticity test were processed using Statistical Package for Social Science (SPSS) version 25 for Windows, with the following outcomes:

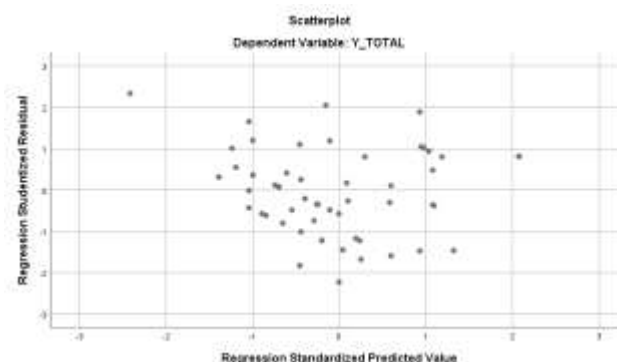


Figure 2: *Scatter Plot Graph of Heteroscedasticity Test Results*
Source: Data processed by SPSS 25, 2022

The Influence of Training (X1) on Employee Performance (Y)

Based on the analysis results, the regression equation is obtained as $Y = 11.762 + 0.637X_1$. The correlation coefficient value is 0.599, meaning that both variables have a moderate level of relationship. The determination coefficient value is 0.359 or 35.9%, while the remaining 64.1% is influenced by other factors. The hypothesis test results show $t \text{ count} > t \text{ table}$ or $(5.697 > 2.001)$. Thus, H_0 is rejected, and H_1 is accepted, indicating a significant partial influence between Training on the Performance of SMK YAPIN BEKASI Teachers.

The Influence of Work Motivation (X2) on Employee Performance (Y)

Based on the analysis results, the regression equation is obtained as $Y = 11.199 + 0.652X_2$. The correlation coefficient value is 0.641, meaning that both variables have a strong level of relationship. The determination coefficient value is 0.411 or 41.1%, while the remaining 58.9% is influenced by other factors. The hypothesis test results show $t \text{ count} > t \text{ table}$ or $(6.360 > 2.001)$. Thus, H_0 is rejected, and H_1 is accepted, indicating a significant partial influence between Work Motivation on the Performance of SMK YAPIN BEKASI Teachers.

The Influence of Training (X1) and Work Motivation (X2) on Employee Performance (Y)

Based on the analysis results, the regression equation is obtained as $Y = 6.683 + 0.321X_1 + 0.444X_2$. The correlation coefficient value is 0.687, meaning that Training (X1) and Work Motivation (X2) have a strong level of relationship with Employee Performance. The determination coefficient value is 0.472 or 47.2%, while the remaining 52.8% is influenced by other factors. The hypothesis test results show that the $F \text{ count} > F \text{ table}$ or $(25.489 > 2.770)$. Thus, H_0 is rejected, and H_1 is accepted, indicating a significant simultaneous influence between Training and Work Motivation on the Performance of SMK YAPIN BEKASI Teachers.

CONCLUSION

Based on the discussions in the previous sections and the results of the analysis and discussion regarding the Influence of Training and Work Motivation on Employee Performance, the following conclusions can be drawn:

1. Training significantly influences employee performance with the regression equation $Y = 11.762 + 0.637X_1$. The partial correlation coefficient or the level of influence between the independent variable Training (X1) and the dependent variable Employee Performance (Y) is obtained as 0.599, indicating a moderate relationship. The partial determination coefficient value is 0.359 or 35.9%, while the remaining 64.1% is influenced by other factors. The hypothesis test results show $t \text{ count} > t \text{ table}$ or $(5.697 > 2.001)$. Thus, H_0 is rejected, and H_1 is accepted, indicating a significant partial influence of Training on the Performance of SMK YAPIN BEKASI Teachers.
2. Work Motivation significantly influences employee performance with the regression equation $Y = 11.199 + 0.652X_2$. The partial correlation coefficient or the level of influence between the independent variable Work Motivation (X2) and the dependent variable

Employee Performance (Y) is obtained as 0.641, indicating a strong relationship. The partial determination coefficient value is 0.411 or 41.1%, while the remaining 58.9% is influenced by other factors. The hypothesis test results show $t \text{ count} > t \text{ table}$ or $(6.360 > 2.001)$. Thus, H_0 is rejected, and H_1 is accepted, indicating a significant partial influence of Work Motivation on the Performance of SMK YAPIN BEKASI Teachers.

3. Training and Work Motivation significantly influence Employee Performance with the regression equation $Y = 6.683 + 0.321X_1 + 0.444X_2$. The partial correlation coefficient or the level of influence between the independent variables Training (X_1) and Work Motivation (X_2) and the dependent variable Employee Performance (Y) is obtained as 0.687, indicating a strong relationship. The partial determination coefficient value is 0.472 or 47.2%, while the remaining 52.8% is influenced by other factors such as compensation, working environment, and work discipline. The hypothesis test results show $F \text{ count} > F \text{ table}$ or $(25.489 > 2.770)$. Thus, H_0 is rejected, and H_1 is accepted, indicating a significant simultaneous influence of Training and Work Motivation on the Performance of SMK YAPIN BEKASI Teachers.

This study has been conducted according to scientific procedures but still has many shortcomings and limitations, including:

1. Factors influencing the Performance of SMK YAPIN BEKASI Teachers, in this study, consist of independent variables, Training and Work Motivation, with the dependent variable, Employee Performance. However, there are undoubtedly many other factors influencing Employee Performance that could be investigated in future research.
2. The sample used consisted of 60 respondents, and sometimes the answers given by the respondents may not accurately represent the actual situation. Therefore, future research could be more comprehensive by adding other methods or additional variables for greater accuracy.
3. The researcher faced challenges in reaching all teachers and meeting them in person. Therefore, the researcher had to distribute online questionnaires using Google Forms.

Based on the above research conclusions regarding the Influence of Training and Work Motivation on the Performance of SMK YAPIN BEKASI Teachers, the researcher proposes suggestions that can be considered as solutions from the discussions and taken into account by the school management in making their decisions:

1. Considering the Training variable (X_1) at SMKS YAPIN BEKASI JAWA BARAT, indicators with weak scores were obtained, with the lowest average score being 4.13 for statement number 4, "Training participants are in accordance with the specified qualifications." Therefore, the researcher suggests that the school principal recommends teachers participating in training according to the specified qualifications or in their respective fields. This ensures that teachers attending training learn more from the training results to achieve the school's expected goals.

2. Regarding the Work Motivation variable (X2) at SMKS YAPIN BEKASI JAWA BARAT, indicators with weak scores were obtained, with the lowest average score being 3.98 for statement number 6, "I am able to provide encouragement by motivating or assisting colleagues in completing tasks." Therefore, the researcher suggests that teachers should build harmonious relationships with fellow teachers so that if one teacher encounters difficulties, it can be discussed and resolved together. Teachers should also think positively about the criticisms and suggestions given by the school principal or other colleagues to create a positive culture within the school environment. Additionally, the school should provide rewards to teachers to encourage them to improve their teaching performance, resulting in relevant achievements in education.
3. Based on the Employee Performance variable (Y) at SMKS YAPIN BEKASI JAWA BARAT, indicators with weak scores were obtained, with the lowest average score being 4.02 for statement number 2, "The quality of work I do is in accordance with the set standards." Therefore, the researcher suggests that teachers should always improve the quality of their teaching according to the established standards to motivate students to remain enthusiastic about learning as expected.

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