



Influence Discipline Work, Safety and Health Work, And Promotion Position to Work Productivity

Natal Angelia Hutahaean¹, Sintia Nadita², Khomeiny Yuni³, Hendra Saputra⁴^{1,2,3} Program Studi Manajemen, Universitas Prima Indonesia, Indonesia⁴ Universitas Negeri Medan, Indonesia

ARTICLE INFO

Article history:

Received: July 30, 2023

Revised: July 17, 2023

Accepted: August 04, 2023

Keywords:

discipline work,
safety And health work,
promotion position,
productivity Work

Correspondence:

Khomeiny Juniorkhomeinyuni@gmail.com

ABSTRACT

PT Pelindo is an Indonesian State-Owned Enterprise that operates in the field of logistics, especially management relationships between sea and development ports. PT. Pelabuhan owns service business mainly from service ships, Service goods, and Pelabuhan general. And serve various types of loads like demolished load chest packs, bulk liquid or solid, unload load vehicles, and embarkation passengers. This company operates 94 ports located in 32 Provinces of Indonesia. PT. Indonesian Pelabuhan (Persero) Regional 1 Branch Belawan is one branch of Pelabuhan biggest in Indonesia. Study aim For explaining discipline work, safety, and health work, and promotion position to productivity working at PT. Pelabuhan Indonesia (Persero) Regional 1 Belawan Branch. Decline productivity Work PT. Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan Which caused problems with discipline work, safety and health work, and promotion position, with spread questionnaire to 116 respondents or samples in study This. Method This uses validity tests, reliability tests, and multiple linear tests application SPSS27 data processing. The results of this research show that discipline Work is influential positive and significant to productivity Work employee PT. Pelabuhan Indonesia (Persero) Regional 1 Belawan Branch. Health and Safety Work influential positive and significant to productivity Work employee PT. Pelabuhan Indonesia (Persero) Regional 1 Belawan Branch. Promotion position influential positive and significant to productivity Work employee PT. Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan. *Adjusted R Square* or *R Test* produces 0.851% or 85% Work Productivity can explained by Work Discipline, Occupational Safety and Health and Promotion Position, And the rest influenced by other variables as much as 15%.

This is an open-access article under the [CC BY](https://creativecommons.org/licenses/by/4.0/) license.



Introduction

Competition industry Which the more strict demand company For optimizing all over source Power Which owned in produce product quality high. Quality product Which generated No regardless from role Source Power Man Which owned company. Factors produced in a company such as capital, machines, and materials can be beneficial if they are processed by Human Resources. PT Pelindo, is an Indonesian State-Owned Enterprise That moves in field logistics, especially management relationship between sea And development ports. PT. Pelabuhan owns a service business mainly from service ships, Service goods, and port general. And serve various types of loads like, unload load chest pack, bulk liquid nor solid, unload load vehicles, and embarkation/ disembarkation passengers. the company operates 94 Ports located in 32 Provinces of Indonesia. PT. Indonesian Pelabuhan (Persero) Regional 1 Belawan Branch is one branch of the harbour in Indonesia.

Productivity Work is a description of the level of achievement implementation something a program activity or policy to realize target, goal, vision, And mission organization Which poured through program planning strategic something organization. Productivity Work employee PT. Pelabuhan Indonesia (Persero) Regional 1 Belawan Branch experienced a decline seen from a decline in quality Work employees. This is triggering Not yet achieving the company target of PT. Indonesian Pelabuhan (Persero) Regional 1 Belawan Branch caused by factor discipline work, safety and health work, and promotion position.

Discipline Work is something action Which used para superior For communicate with employees so that they are willing To change their behavior as well as as something effort To increase awareness And willingness of employees to comply with all rules and norms prevailing social. At PT. Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan employee is not responsible answer in doing his job like No finishing tasks within the specified time. This happens often happens and employees postpone work until day next.

Safety And Health Work (K3) is all activity to guarantee and protect safety and health power Work through effort prevention accident Work And disease consequence work. On PT. Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan employees do not obey regulations and safety Work like the No Use Helmet project when currently use tools and machines on moment work, so which can cause accident Work And not enough guaranteed health employee

Promotion position is a transfer process something duties and responsibilities answer work with levels Which morehigh. There is a promotion position in PT. Indonesian Pelabuhan (Persero) Regional 1 Balawan Branch knows employees experience lack defense and training Work from the company so that potency Which owned employee No Enough For get promotion position

Based on the background the researchers are interested in doing a study about "Influence Discipline Work, Safety And Health Work, And Promotion Position To Work Productivity at PT Pelabuhan Indonesia (Persero) Regional 1 Belawan".

Literature Review

Influence Discipline Work Against Productivity Work

According to Hartatic (2014, p. 183), "Discipline Work is something tool used by the manager to change something behavior as well as an effort to increase awareness And willingness somebody obey all regulations company as well as norms social ones applies."

According to Sutrisno, Edi (2014, p. 89), "Discipline Work is behavior somebody in accordance with regulations, producer existing work, or discipline is attitude Act behavior and deeds according to regulation organization well written nor which is not written."

According to Hasibuan (2016, p. 193), "Discipline is attitude, behavior in demand and actions in accordance with regulations written good company nor which is not written. The regulations in question include absenteeism, slow coming in, as well fast go-home employees. Maintaining and improving good discipline is difficult, because many factors influence it. Opinion is only one thing that is required by the organization. "Therefore, without good discipline, it is difficult for corporate organizations to achieve optimal results."

Based on the opinions of the experts above so can concluded that discipline works for the good of employee when it comes the right time, execute work in accordance with What has set by the company, and complies with regulation company so will can increase performance from the employee the so that target company will achieved.

Influence Occupational Safety and Health Against Productivity Work

According to Kuswana (2014), "safety and health Work is something knowledge And its implementation in an effort to prevent accident, fire explosion, pollution And disease consequence work."

According to Zainal (2015:137), providing his opinion that "Health and Work Safety refers to conditions physiological and psychological power Work Which caused by environment Work Which provided by the company If A company carries out actions safety and health Which effective so more A little worker Which suffers injury or disease period short nor long as consequence from work they in the company that."

According to Sinambela (2017:365), "Occupational Health and Safety is areas related to health, safety and welfare human being Work in an institution or location project."

Based on the opinions of the experts above so can concluded that safety and Occupational Health are something effort Work together, mutual understanding, and participation from businessmen And employees in the company to carry out tasks And obligations together in the fiof eld safety, health, And security Work in frame increase productivity.

Influence Promotion Position To Productivity Work

According to Hasibuan (2013:108), "Promotion position means the displacement enlarge authority and responsibility answer to someone else high in an organization which is followed by obligations, rights, status and more income big". According to NitiseMITO (2015), "Promotion is a process transfer employee from one position to another position always high followed by tasks, not quite enough more responsibility, and authority also higher than the position held before".

According to Andrew F Sikula (2017: 130), Overall technique "Promotion is something displacement in in something organization from One position to position other Which involve enhancement wages nor increase satatus."

Based on the opinions of the experts above so can concluded that promotion position can give status social, authority And not quite enough answer as well as income Which the more big for employee the

Framework Conceptual

framework thinking that is as follows :

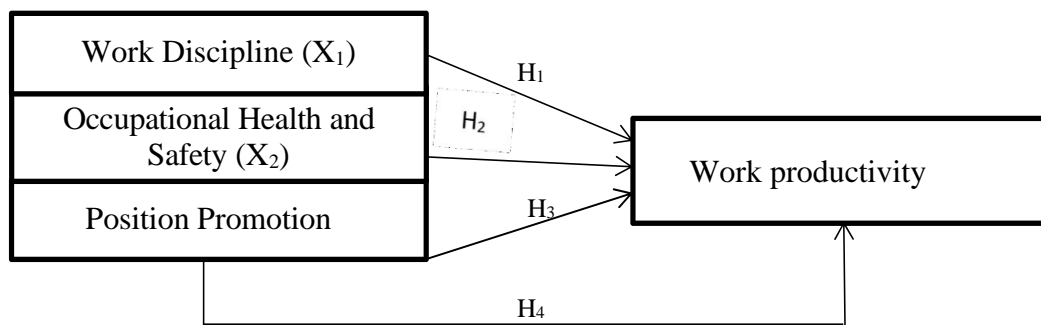


Figure 1 Framework Conceptual Study

Hypothesis

Framework conceptual so hypothesis from this research that is :

- H 1 : Work Discipline has an effect to Work Productivity at PT Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan
- H 2 : Occupational Safety and Health have an influence to Work Productivity at PT Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan
- H 3 : Promotion Position influential to Work Productivity at PT Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan
- H 4 : Discipline Work, Safety And Health Work, And Promotion Position Influential to Productivity Work On PT Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan.

Method

This research is based on an approach Because this research own a clear and orderly flow. This type of research is type study descriptive quantitative. characteristic this research is descriptive and *explanatory*. Population in study This totals 164 employees from the entire division in the period January - December 2022. Sampling technique used is saturated sampling. A number of samples were obtained from as many as 116 employees and as many as 30 employees testing validity and reliability carried out at PT Pelabuhan Indonesia (Persero) which is located on Jln. Sumatra No. 1 Belawan, North Sumatra, Indonesia. Analysis Data use regression linear multiple. Siregar (2014:301), regression multiple is For test influence variable X to variable Y. formula :

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Where :

- Y = Variable Performance Employee
- a = Constant
- b₁, b₂ = Coefficient Regression
- X₁ = Variable Promotion Position
- X₂ = Variable Motivation
- X₃ = Variable Discipline
- e = Standard Error

Research Results

Statistics Descriptive

Table 1. Statistics Descriptive Descriptive Statistics

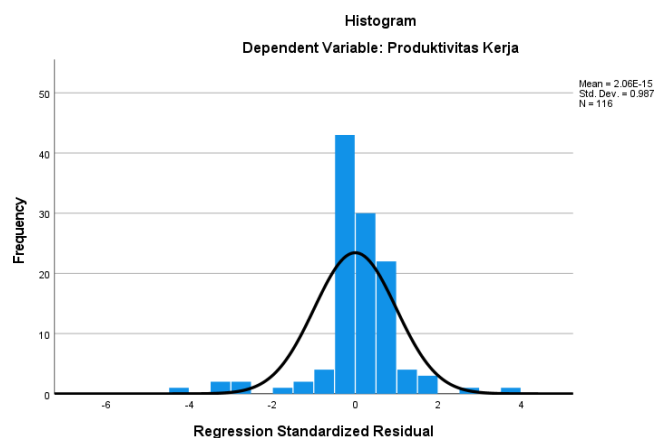
	N	Minimum	Maximum	Mean	Std. Deviation
Work Discipline	116	36.00	50.00	44.8362	4.56822
Health Dan Work Safety	116	22.00	50.00	43.9397	5.93338
Promotion Position	116	28.00	50.00	43.6293	4.73751
Work Productivity	116	26.00	50.00	44.6724	4.95331
Valid N (listwise)	116				

Source : Research Results, 2023 (Data processed)

Table 1 shows that the variable minimum value Work Discipline (X1) namely 36 and the maximum is 50, mark mean as big as 44.83 And a standard deviation as big as 4,568. Mark variable minimum Occupational Safety and Health (X2) is 22 and the maximum is 50, The mean value is 43.93 and the standard deviation is 5.933. The variable minimum value Promotion Position (X3) is 28 the and maximum is 50, the mean value is 43.62 and the standard deviation amounts to 4,737. Variable minimum value Work Productivity (Y) is 26 the and maximum is 50, the mean value is 44.67 and standard deviation of 4.953

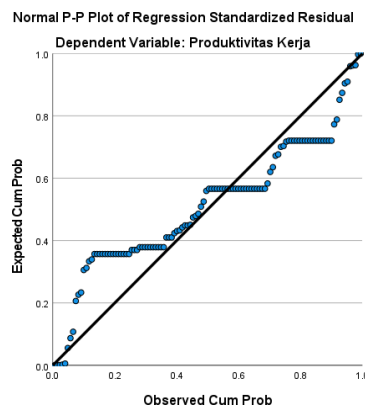
Normality Test

Figure 1. Histogram Normality Test



Source : Research Results, 2023 (Data processed)

Figure 1 shows real data form a curve line tend symmetry (U) does not deviated to the left nor to the right so can is said to be data normally distributed.

Figure 2. PP Plot Normality Test

Source : Research Results, 2023 (Data processed)

Figure 2. Graph *PP Plot normality* shows that the data is spread out around the diagonal line, its spread part big approaching the diagonal line. This is meaningful that the data is distributed normal.

By statistics use Kolmogorov Smirnov.

**Table 2. Test Normality Kolmogorov Smirnov
One-Sample Kolmogorov-Smirnov Test**

Unstandardized Residual		
N		116
Normal Parameters ^{a, b}	Mean	,0000000
	Std. Deviation	1.88899637
Most Extreme Differences	Absolute	,226
	Positive	,182
	Negative	-,226
Test Statistics		,226
Asymp. Sig. (2-tailed) ^c		,000
Monte Carlo Sig. (2-tailed) ^d Sig.		,000
	99% Confidence Interval	
	Lower Bound	,000
	Upper Bound	,000

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

Source : Research Results, 2023 (Data processed)

Table 2. show sig 0.000 > 0.05. With thereby from results test Kolmogorov Smirnov is normally distributed data

Multicollinearity Test

Following results multicollinearity test testing namely :

Table III.3. Multicollinearity Test Coefficients a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Work Discipline	,387	2,582
	Health And Safety Work	,473	2,114
	Promotion Position	,274	3,656

a. Dependent Variables: Productivity Work

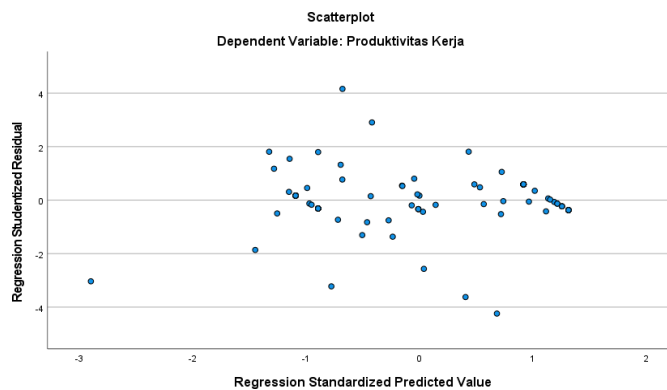
source : Research results, 2023(Data processed)

Table 3 shows that mark tolerance For variable discipline Work as big as $0.387 > 0.1$, Occupational Safety and Health of $0.473 > 0.1$, and promotion position of $0.274 > 0.01$, whereas VIF value for the variable free discipline Work of $2.582 < 10$, safety and health Work amounting to $2,114 < 10$ and promotion position $3,656 < 10$. Thus at test multicollinearity does not occur in correlation between variable free.

Test Heteroscedasticity

Heteroscedasticity Test aim test difference in residual variance of a period observation to period other observations. There are several way to detect There is or or not heteroscedasticity :

Figure 3. Test Heteroscedasticity



Source: Research Results, 2023 (Data processed)

From the scatterplot graph, it can be seen that dot, dot, dot spread in an unclear pattern well above nor under number zero (0) on the Y axis, does not converge in one place, so that from Scatterplot graphics can be done concluded that didn't happen heteroscedasticity in model regression.

Whether heteroscedasticity can seen from the probability of its significance, if its significance is above the level of 5% confidence then can concluded not to contain exists heteroscedasticity.

Table 4. Gletjer Test Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	,146	1,823		,080	1,000
	Work Discipline	,267	,063	,246	4,251	1,000
	Health Dan Work Safety	,289	,044	,347	6,615	1,000
	Promotion Position	,455	,072	,435	6,315	1,000

a. Dependent Variables: Productivity Work

b. Dependent Variables: ABSUT

Source: Research Results, 2023 (Data processed)

Table 4. above shows the mark sign cant from variable free Discipline Work as big as $1,000 > 0.05$ variable free, Occupational Safety and Health equal to $1,000 > 0.05$ and variable freestyle, Promotion Position of $1,000 > 0.05$. Thus, from *Gletjer* test results can said didn't happen problem heteroscedasticity

Multiple Liner Regression

The testing hypothesis used in research is to use analysis regression linear multiple. Formula equality regression linear multiple is as follows:

Table 5. Results Analysis Regression Linear Multiple Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	,146	1,823		,080	,936

Work Discipline	,267	,063	,246	4,251	,000
Health Dan Work Safety	,289	,044	,347	6,615	,000
Promotion Position	,455	,072	,435	6,315	,000

a. Dependent Variables: Productivity Work

b. Dependent Variables: ABSUT

The regression model used is as follows :

$$Y = 0.146 + 0.267 X1 + 0.289 X2 + 0.455 X3 + e$$

Can interpreted as:

1. Constant 1,096 show mark productivity worth 0.146
2. Variable Discipline Work's own coefficient regression is as big as 0.267 Which shows that There is a influence positive between variable Work Discipline (X1) against Work Productivity of 0.267 which is interpreted If Work Discipline increases by 1 unit so Productivity Work will increase as big as 0.267 with assumption that variable other independent constant.
3. Variable Safety And Health Work own coefficient regression as big as 0.289 Which shows that There is a influence positive between variable Safety and Health Work (X2) against Work Productivity is 0.289 which means If Safety and Occupational Health increased by 1 unit so Work Productivity will increase as big as.289 with the assumption that variable other independent constant.
4. Variable Promotion Position own coefficient regression of 0.455 which shows that There is an influence positive between variable Promotion Position (X3) against Productivity Work as big as 0.455 This interpreted Promotion Position goes on as big as 1 unit so Productivity Work will increase as big as 0.455 with the assumption that variable independent others are constant.

Coefficient Determination Hypothesis

Following are the test results coefficient determination namely :

Table 6. Coefficient Test Determination Model Summary ^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,924 ^a	,855	,851	1,914

a. Predictors: (Constant), Promotion Position, Health and Safety Work, Work Discipline

b. Dependent Variables: Productivity Work

Source : Research Results, 2023 (Data processed)

Table 6 produces 0.851% or 85 % of Work Productivity explained by Work Discipline, Occupational Safety and Health and Promotion Position, and the rest is influenced by other variables as much as 15%

Testing Hypothesis By Simultaneous (F Test)

Testing F statistics on testing a hypothesis in a way simultaneous is have influence variable free to variable bound.

Table 7. Simultaneous Test (F Test)

Sum of Squares Model		ANOVA ^a				
		df	Mean Square	F	Sig.	
1	Regression	2411,196	3	803,732	219,366	,000 ^b
	Residual	410,355	112	3,664		
	Total	2821,552	115			

a. Dependent Variables: Productivity Work

b. Predictors: (Constant), Promotion Position, Occupational Health and Safety, Work Discipline

Source : Research Results, 2023 (Data processed)

Table 7. Results testing obtained mark F count (219,366) > F table (2.45) and probability significance 0.000 < 0.05, meaning that Ho is rejected and Ha is accepted ie in a way simultaneous Discipline Work, Safety And Health Work And promotion Position to Productivity Work PT. Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan.

Testing Hypothesis By Partial (T Test)

The t test is used to find out There is or not connection or meaningful influence (significant) between variable independent in a way Partial to variable dependent.

**Table 8. Partial Test (Ujit)
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
		B	Std. Error			
1	(Constant)	,146	1,823		,080	,936
	Work Discipline	,267	,063	,246	4,251	,000
	Health Dan Work Safety	,289	,044	,347	6,615	,000
	Promotion Position	,455	,072	,435	6,315	,000

a. Dependent Variables: Productivity Work

Source : Research Results, 2023 (Data processed)

Mark t table For probability 0.05 on degrees free (df) = 116-3-1= 112 is amounting to 1,981. Thus results from testing the hypothesis in a way Partial can explained as follows :

1. Calculation results in testing a hypothesis in a way Partial obtained mark t-count > t-table or 4.251 > 1.981 and the significance obtained is 0.000 < 0.05, meaning that Ho is rejected and Ha accepted ie signifi cant in a way Partial Discipline Work on the performance of PT employees. Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan.
2. Calculation results in testing hypothesis in a way Partial obtained mark t-count > t-table or 6.615 > 1.981 and the significance obtained is 0.000 < 0.05, meaning that Ho is rejected and Ha accepted ie signifi cant in a way Partial Occupational Safety and Health towards Performance employee PT. Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan.
3. Calculation results in testing hypothesis in a way Partial obtained mark t-count > t-table or 6.315 > 1.981 and the significance obtained is 0.000 < 0.05, meaning that Ho is rejected and Ha accepted ie signifi cant in a way Partial Promotion position on employee performance PT. Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan.

Influence Discipline Work to Productivity Work

Calculation results in testing a hypothesis in a way Partial obtained mark t-count > t-table or 4.251 > 1.979 and the significance obtained is 0.000 < 0.05, meaning that Ho is rejected and Ha accepted ie signifi cant in a way Partial Discipline Work on the performance of PT employees. Pelabuhan Indonesia (Persero) Regional 1 Belawan Branch.

The results of this research are supported by Safitri Indriyani (2015) provided the conclusion that Work Discipline influences Work Productivity. Based on the results study This shows that influence discipline Work to productivity Work on PT. Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan. This is meaningful if discipline Work improved will give impact on enhancement productivity work. Employees who own discipline Work Which tall tend can finish work well so increase productivity work. On the contrary, employees who have disciplined low work cannot influence productivity work. Employee Which discipline will influence productivity Work

Influence Safety And Health Work to Productivity Work

Calculation results in testing a hypothesis in a way Partial obtained mark t-count > table or 6,615 > 1.981 and the significance obtained is 0.000 < 0.05, meaning that Ho is rejected and Ha accepted that is signifi cant in a way Partial Safety And Health Work to Performance employee PT. Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan.

The results of this research are supported by Brilian Swastika (2021) which provides the conclusion that Safety And Health Work influence Productivity Work.

Based on the results this research shows that there exists an influence of safety and health Work on productivity at PT. Indonesian Pelabuhan (Persero) Regional 1 Branch Belawan. This means if safety and health Work are improved will have a impact positive on the enhancement of productivity work. Employees feel safe with it procedure work and the existence of adequate equipment which will give rise to a sense of

security and influence productivity work. On the contrary, employees who don't think so safely No will influence productivity work. Making employees feel safe will can increase productivity work.

Influence Promotion Position to Productivity Work

Calculation results in testing a hypothesis in a way Partial obtained mark t-count > t-table or 6,315 > 1.981 and the significance obtained is $0.000 < 0.05$, meaning that H_0 is rejected and H_a accepted that is signifi cant in a way Partial Promotion position to Performance employee PT. Pelabuhan Indonesia (Persero) Regional 1 Belawan Branch.

Results study This is supported by Saharuddin Soehardi (2019) Who gives a conclusion that the Promotion Position signifi can And influential to Productivity Work.

Based on results this research shows that there exists an influence of promotion position on productivity Work on PT. Pelabuhan Indonesia (Persero) Regional 1 Branch Belawan. This is meaningful if promotion Work improved will give impact on enhancement productivity work. Employees who own Spirit Work Which tall For get a promotion position very influential in productivity work. This is what can cause employees to the more enterprising and enthusiastic to achieve maximum results And influence or push employees.

Conclusion

Based on the results of data analysis and discussion, it can be concluded as follows:

1. The test results obtained a calculated F value (219.366) > F table (2.45) and a significance probability of $0.000 < 0.05$, meaning that H_0 is rejected and H_a is accepted, namely simultaneously Work Discipline, Occupational Safety and Health and Job Promotion on Productivity PT work. Indonesian Harbor (Persero) Regional 1 Belawan Branch.
2. The results of partial hypothesis testing calculations obtained a value of t-count > t-table or 4.251 > 1.981 and the significance obtained was $0.000 < 0.05$, meaning that H_0 was rejected and H_a was accepted, namely partially significant. Work discipline on the performance of PT employees. Indonesian Harbor (Persero) Regional 1 Belawan Branch.
3. The results of partial hypothesis testing calculations obtained a value of t-count > t-table or 6.615 > 1.981 and the significance obtained was $0.000 < 0.05$, meaning that H_0 was rejected and H_a was accepted, namely partially significant Occupational Safety and Health on the Performance of PT employees. Indonesian Harbor (Persero) Regional 1 Belawan Branch.
4. The results of partial hypothesis testing calculations obtained a value of t-count > t-table or 6.315 > 1.981 and the significance obtained was $0.000 < 0.05$, meaning that H_0 was rejected and H_a was accepted, namely partially significant. Job promotion on the performance of PT employees. Indonesian Harbor (Persero) Regional 1 Belawan Branch

References

- Alex, Nitisemito. 2015. **Management Source Power Human**. Bandung: References Loyal Andrew E. Sikula.
2017. **Human Resource Management**, Erlangga. Bandung Cici Daughter, Ratnasari. 2022. **Health And Safety Work (K3), Discipline Work, And Burden Work To Productivity Employee Division Production On PT DANKOS PHARMA JAKARTA EAST**. Other thesis, UNSADA.
- Edy Sutrisno, 2014. **Human Resource Management**. Print Sixth. Pranada Media Group, Jakarta.
- Ghozali, Imam. 2013. **Application Multivariate Analysis with the IBM SPSS 21 Program PLS Regression Update**. Semarang: University Publishing Agency Diponegoro.
- _____. 2016. **Application Analysis Multivariate With Program IBM SPSS 23 (Edition 8)**. Print to VIII. Semarang : Body Publisher University Diponegoro.
- Gunawan, Priest. 2015. **Method Study Qualitative Theory And Practice**, Jakarta: Literary Earth.
- Hartatic, Beautiful Praise. 2014. **Book Practical Develop HR**. Yogyakarta: Like
- Hasibuan, Malay SP. 2013. **Management Source Power Human**. Jakarta: PT Earth Script
- _____. 2016. **Management Source Power Human**. Jakarta: Publisher Literary Earth.
- _____. 2018. **Management Source Power Human**. Edition Revision. Jakarta: PT. Earth Script.

- Kurniawan Robert, Budi Yulianto. 2016. ***Analysis Regression Base And Implementation with R*** ; Edition First. Jakarta: KENCANA
- Muji, great Pacimbaran. 2018. *Influence Safety Health Work, Wages Incentive And Discipline Work To Productivity Work Employee On UD. STUFF FERTILE SUBDISTRICT TULAKAN REGENCY PACITAN*. Thesis (S1) thesis, University Muhammadiyah Ponorogo.
- Sinambela, Lijan Poltak. ***Management Source Power Human***. Jakarta: PT Bumi Script.
- Siregar, Syo fi an. 2014. ***Methodology Study Quantitative : be equipped with manual calculations & SPSS Types of Monograph Material***. Jakarta: Kencana.
- Sujarweni, V. Wiratna. 2014. ***Research Methods : Complete, Practical, and Easy Understood***. Yogyakarta: References New Press.
- Vincentius, Vincentius. 2020. *Influence Promotion Position, Discipline Work And Environment Work To Performance Employee PT. EXTREMELY BEAUTIFUL GATRA*. Thesis thesis, School Tall Knowledge Economy Indonesia Jakarta.
- Wow Sunaryo Kuswana. 2014. ***Ergonomics And K3 Health Safety Work***. Bandung: Rosda
- Zainal, Veithzal Rivai. 2015. ***Human Resource Management for Companies From Theory to Practice***, Edition third. Jakarta: PT Raja Gra fi ndo Persada.