



LITERATURE REVIEW RELATIONSHIP OF WORK DISCIPLINE, REWARD AND JOB TRAINING ON WORK ACHIEVEMENT

Eric Hermawan

Lecturer of Institute STIAM, Jakarta, Indonesia, email: erichermawan493@gmail.com

Corresponding Author: Eric Hermawan

Abstract: The Literature Review article on the Relationship of Work Discipline, Reward and Job Training to Job Performance is a scientific article that aims to build a research hypothesis on the influence between variables that will be used in further research, within the scope of Human Resource Management. The method of writing this Literature Review article is using the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this study are: 1) Work Discipline is related to Work Performance; 2) Rewards are related to Work Performance; and 3) Job Training related to Job Performance. Apart from these 3 exogenous variables that affect the endogenous variable of Work Achievement, there are still many other factors including the variables of Motivation, Skill and Education.

Keywords: Work Discipline, Reward, Job Training, Work Achievement

INTRODUCTION

Work Performance is a condition that shows the abilities and achievements that have been achieved by employees, in this case the company is able to meet indicators related to work performance, namely honesty, creativity, productivity and leadership. Work performance will affect the company's performance because the level of productivity will affect the work performance obtained.

Formulation of problem

Based on the background of the problems that have been discussed, the researchers determine the formulation of the problem as follows:

1. Is Work Discipline related to Work Achievement ?
2. Is Reward related to Work Achievement ?
3. Is Job Training related to Work Achievement ?

LITERATURE REVIEW

Work Achievement

According to Sutrisno (2011: 150) Job Performance is the result of a person's efforts which are determined by the ability of his personal characteristics and perceptions of his role in the job.

According to Bernardin and Russel in Sutrisno (2016: 150) Job Performance is the level of a person's proficiency in tasks that include his work, understanding the weight of an individual's ability to fulfill the provisions in the job.

Indicators of Work Achievement according to P. Hasibuan in Hartatik (2019: 130) are: Loyalty, achievement, honesty, discipline, creativity, cooperation, leadership, personality and responsibility.

This work performance has been widely studied by previous researchers, including: (Ananda, 2019).

Work Discipline

According to Hasibuan in Sinambela (2016: 335) Work discipline is a person's ability to work regularly, diligently and continuously and to do work in accordance with applicable rules without violating the rules that have been set.

According to Rivai (2011: 825) Work discipline is a tool used by company managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all company regulations.

The indicators of Work Discipline according to Mangkunegara and Octorent (2015) are: Punctuality in coming to work, punctuality in returning home, compliance with applicable regulations, use of predetermined work uniforms, responsibility in carrying out tasks and carrying out tasks. work to completion every day.

Work Discipline has been widely studied by previous researchers including: (Elmi et al., 2016),

Reward

According to Mahmudi, Reward is a reward in the form of money given to those who can work beyond a predetermined standard. According to Ramayulis (2008) Rewards are gifts given for good deeds or things for actions that have been done.

Reward indicators according to Long in Jusuf, namely: incentives, bonuses, formal awards from the leadership, praise, and promotions.

Rewards have been widely studied by previous researchers, including: (Citra et al., 2021), (Suak et al., 2017),

Job Training

According to Henry Simamora in the Journal (Martina & Syarifuddin, 2014) Job training is an effort to motivate and improve work skills, including providing counseling on employee behavior which follows up with the provision of training. According to Sedarmayanti in Denny Triasmiko 2014, p.3) Job Training is an effort to prepare someone to do their current job and development prepares employees who need knowledge, skills and attitudes.

According to Rivai (2013) Job training is an effort to improve the quality of employees' human resources. Job Training indicators according to Mathis and Jackson (2008) are: reactions to job training, learning outcomes, organizational impact and habit change.

Job Training has been widely studied by previous researchers, including: (Mamangkey et al., 2015), (Asshidiq, 2018), (Supatmi et al., 2012).

Table 1. Relevant Previous Research

No	Author (year)	Previous Research Results	Similarity with this article	Difference with this article
1	(Suharyono & Ali,	The Influence of Motivation, Discipline and Leadership Style on	Discussing Discipline on	In this study, there is a research locus,

	2015)	Employee Work Performance at the Social Service, Manpower and Transmigration of Batang Hari Regency	Employee Performance	namely the Social Service of Manpower and Transmigration, Batang Hari Regency
2	(Narpati, 2017)	The Effect of Work Discipline and Supervision of Employee Work Effectiveness at PT. Bank Mandiri (Persero) Tbk Bekasi Juanda Branch	Discussing Work Discipline	In this study there is a research locus, namely PT Bank Mandiri (Persero) Tbk Bekasi Juanda Branch
3	(Elmi & Ali, 2017)	The effect of incentive, training, and career development on productivity of PT. Pelita Cengkareng paper's workers	Discuss about job training	In this study, there is a research locus, namely PT Pelita Cengkareng Paper
4	(Pangkey et al., 2019)	The Influence of Organizational Culture and Discipline on Work Motivation of PT Mandarin Expert Admin Staff	Discussing Work Discipline	In this study, there is a research locus, namely PT Mandarin Expert
5	(Sunarto et al., 2017)	The Effect of Reward, Punishment and Job Satisfaction on Employee Performance at PT. Central Jakarta Sinarmas Insurance	Talking about Rewards	In this study, there is a research locus, namely PT Asuransi Sinarmas, Central Jakarta
6	(Citra et al., 2021)	The Influence of Participatory Leadership, Rewards, and Punishment on Employee Performance at Perhutani Kph Malang	Discussing Rewards	In this study there is a research locus, namely Perhutani Kph Malang

RESEARCH METHODS

The method of writing scientific articles is the qualitative method and literature review (Library Research). Assessing theory and the relationship or influence between variables from books and journals both offline in the library and online sourced from Mendeley, Google Scholar and other online media.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory, (Ali & Limakrisna, 2013). In the next stage, it will be discussed in depth in the section entitled "Related literature" or "library review" (Review literature), as the basis for formulating hypotheses and in the final stage these two literatures become the basis for comparing the results and findings. findings revealed in research. (H. Ali & Limakrisna, 2013)

DISCUSSION

Based on theoretical studies and relevant previous research tables, the following discussion is discussed:

1. Relationship Work Discipline on Work Achievement

Work Discipline is a condition in which a person does work according to existing rules and completes all his duties properly. Work discipline is the company's hope for every

employee. With the work discipline possessed by employees, it is considered that they will be able to carry out activities well in their company.

Work Discipline is related to Work Performance, such as research conducted by: (Yurnal, 2016), (Hermansyah, E. O., Machfoedz, M. B. A., & Kartawan, 2010),

2. Relationship Reward on Work Achievement

Reward is a form of attention given by an organization or company whose employees work well. Give rewards can be in the form of money, bonuses, award plaques and promotions. Before giving rewards to its employees, an organization or company will see the performance of its employees, whether they are entitled to receive the reward.

Rewards are related to Work Performance, in line with research conducted by: (Soetoto, 2018), (Kainde et al., 2021), (Atmoko & Noviriska, 2022).

3. Relationship Job Training on Work Achievement

Job training is the development of competencies or abilities and skills possessed by employees in an organization or agency. Job training will also have an impact on the company's performance because it has competent employees. The form of job training that can be provided by an organization or company can be in the form of seminars, workshops and other training.

Organizations or companies can also work with agencies that specialize in training, such as BNSP. Employees who have passed the training receive certificates and expertise that they take so that they can be implemented in their place of work.

Job Training is related to Job Performance, this is in line with research conducted by: (Noviriska, 2019), (Supriyadi et al., 2019), (Alurmei, 2019), (Mujab et al., 2021), (Corsini & Nugraha, 2021),

Conceptual Framework

Based on the problem formulation, theoretical studies, previous research and discussion of the influence between variables, the conceptual framework is obtained as follows:



Figure 1. Conceptual Framework

Based on the conceptual framework picture above, then: Work Discipline, Reward and Job Training are related to Work Achievement.

Apart from the variables of Work Discipline, Reward and Job Training which are related to Job Performance. There are many other factors that affect Work Achievement, including:

- 1) Motivation: (Karsono et al., 2022), (F. Saputra & Mahaputra, 2022b), (Kurniawan, D., Putra, C. I. W., & Sianipar, 2021), (Andrian et al., 2021), (R. Saputra & Dhianty, 2022b), (Muzzamil et al., 2021), (Irfana, T. B., Adam, H., & Mirza, 2018), (Sianipar, 2019), (Manrejo, 2019), (Dhianty, 2018), (Sjafrizal et al., 2020), (Iksan et al., 2022), (Imaddudin, 2020).
- 2) Skill: (Syauket et al., 2022), (F. Saputra & Mahaputra, 2022a), (Kurniawan, 2020), (Kurniawan, S., & Zen, 2021), (Sjafrizal et al., 2020), (Imaddudin et al., 2022), (R. Saputra & Dhianty, 2022b), (Sulistyanto et al., 2020), (Athalarik & Zahra, 2021), (Erviani et al., 2019), (Ala, 2017), (Putra et al., 2022).
- 3) Education: (Karsono, 2018), (Ali et al., 2022), (Lantu & Irfana, 2019), (F. Saputra, 2022b), (Kainde et al., 2021), (Atmoko & Noviriska, 2022), (Iksan et al., 2022), (Zen, 2019), (Manrejo et al., 2020), (Dhianty, 2022), (Dwinarko, 2019), (Riyani et al., 2008), (Widiantoro et al., 2021), (Imaddudin & Susanto, 2020), (Sinthya et al., n.d.), (Ala et al., 2021).
- 4) Individual Characteristics: (Hartadi, 2018), (F. Saputra, 2022a), (Ilhamalimy & Ali, 2021), (Manrejo & Fitarningsih, 2021), (Zen et al., 2022), (Dhianty, 2021), (Soetoto, 2018), (Manrejo & Sebayang, 2021), (Dhianty, 2021), (Sinaga et al., 2020).
- 5) Leadership: (Kurniawan, S., & Zen, 2021), (Manrejo & Ariandiyen, 2022), (R. Saputra & Dhianty, 2022a), (Nugraha et al., 2017), (Athalarik & Susanto, 2020).

CONCLUSION AND RECOMMENDATION

Conclusion

Based on the problem formulation, theoretical study and discussion above, the researcher can conclude hypotheses for further research, namely:

1. Work Discipline is related to Work Achievement.
2. Reward is related to Work Achievement.
3. Job Training is related to Work Achievement.

Recommendation

Based on the conclusions above, there are other factors that can be used to develop hypotheses in further research that affect work performance, namely: Motivation, Skills, Education and Individual Characteristics.

BIBLIOGRAPHY

- Ala, F. (2017). PENGARUH MODEL PENGAJARAN DAN TINGKAT KEBUGARAN JASMANI TERHADAP KETERAMPILAN TEKNIK DASAR SEPAKBOLA ATLET SEKOLAH SEPAKBOLA PUTRA WIJAYA. *UNES Journal of Education Sciences*, 1(1), 10–19.
- Ala, F., Prawira, A. Y., Prabowo, E., & Gemael, Q. A. (2021). Model Pembelajaran Olahraga Renang Anak Usia Dini: Literature Review. *JSPEED*, 4(01), 19–26. <https://doi.org/10.31949/educatio.v7i2.995>
- Ali, H., Sastrodiharjo, I., & Saputra, F. (2022). Pengukuran Organizational Citizenship Behavior : Beban Kerja , Budaya Kerja dan Motivasi (Studi Literature Review). *Jurnal Ilmu Multidisiplin*, 1(1), 83–93.
- Alurmei, W. A. (2019). INTERVENSI ANAK ODD DI SEKOLAH AL FALAAH TANGGERAN SELATAN. *Jurnal Mitra Pendidikan (JMP Online)*, 3(3), 315–325.
- Ananda, G. C. (2019). Pengaruh Penilaian Prestasi Kerja Terhadap Promosi Pegawai pada Perguruan Panca Budi Medan. *Jurnal Abdi Ilmu*, 12(1), 102–113. <https://jurnal.pancabudi.ac.id/index.php/abdiilmu/article/view/534>

- Andrian, A., Supardi, Jumawan, Hadita, Ch. Indra Putra, W. Widjanarko, D. Kurniawan, & Hafizah. (2021). Peningkatan Kemampuan Guru Melalui Pelatihan Kewirausahaan Dan Motivasi Model Pembelajaran Daring. *Jurnal Abdimas Ekonomi Dan Bisnis (JAmEB)*, 1(2), 33–38. <https://doi.org/10.31599/jameb.v1i2.889>
- Asshidiq, M. M. (2018). PENGARUH PELATIHAN DAN LINGKUNGAN KERJA TERHADAP KINERJA DENGAN KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING PADA PEGAWAI NEGERI SIPIL DINAS PENDIDIKAN KOTA YOGYAKARTA. *JURNAL PUBLIKASI*, 7(5), 1–2.
- Athalarik, F. M., & Susanto, A. (2020). REPRESENTASI MULTIKULTURALISME DALAM SEPAK BOLA PRANCIS MASA KINI. *WACANA: Jurnal Ilmiah Ilmu Komunikasi*, 19(1), 12–23.
- Athalarik, F. M., & Zahra, F. (2021). ANALISIS FRAMING PEMBERITAAN MEDIA ONLINE MENGENAI MUNDURNYA RATU TISHA DARI JABATAN SEKRETARIS JENDERAL PSSI. *Syntax Idea*, 3(12), 2581–2598.
- Atmoko, D., & Noviriska. (2022). PERAN PEMUDA DALAM MENCEGAH BAHAYA NARKOBA DAN PORNOGRAFI DI KELURAHAN RAWAJATI, KECAMATAN PANCORAN, JAKARTA SELATAN. *Jurnal Pengabdian Kepada Masyarakat*, 2(1), 62–67.
- Citra, dwi, Sarwoko, E., & Wilujeng, S. (2021). Pengaruh Kepemimpinan Partisipatif, Reward, Dan Punishment Terhadap Kinerja Pegawai Pada Perhutani Kph Malang. *E-Jurnal Manajemen, Fakultas Ekonomika Dan Bisnis, Universitas PGRI Kanjuruhan, Malang*, 7(1).
- Corsini, A., & Nugraha, W. (2021). *Dinamika Resiliensi Pada Istri yang Menjadi Korban Perselingkuhan Suami*. 21(1), 85–100.
- Dhianty, R. (2018). Pemberlakuan POJK Nomor 77 Tahun 2016 tentang Layanan Pinjam Meminjam Uang Berbasis Teknologi Informasi Suatu Kajian Berdasarkan Teori Hukum Pembangunan. *Scripta: Jurnal Kebijakan Publik Dan Hukum*, 1(1), 25–42. <http://journal.puskapkom.org/index.php/scripta/article/view/5>.
- Dhianty, R. (2021). Tanggung Jawab Kurir dalam Transaksi Perdagangan Elektronik (e-commerce) dengan Metode Pembayaran Cash on Delivery (COD) dalam Perspektif Hubungan Keagenan. *Jurnal Sosial Dan Budaya Syar-I*, 1(1), 213–226. <https://doi.org/10.15408/sjsbs.v9i1.24671>
- Dhianty, R. (2022). Kebijakan Privasi (Privacy Policy) dan Peraturan Perundang-Undangan Sektor Platform Digital vis a vis Kebocoran Data Pribadi. *SCRIPTA Jurnal Kebijakan Publik Dan Hukum*, 2(1), 186–199.
- Dwinarko, D. (2019). Drama of Social Media Political Actors in Democracy Facebook Public Space and Democratic Practices in the 2019 Presidential Debate in Indonesia. *Advances in Social Sciences, Education and Humanities Research*, 343, 106–110.
- Elmi, F., & Ali, H. (2017). The effect of incentive, training, and career development on productivity of PT. Pelita Cengkareng paper's workers. *International Journal of Applied Business and Economic Research*.
- Elmi, F., Setyadi, A., Regiana, L., & Ali, H. (2016). Effect of leadership style, organizational culture and emotional intelligence to learning organization: On the Human Resources Development Agency of Law and Human Rights, Ministry of Law and Human Rights. *International Journal of Economic Research*.
- Erviani, R. S., Suciati, T. N., & Pohan, A. (2019). KONSEP DIRI ANGGOTA DEWAN PEREMPUAN DPR RI (Studi Interaksionisme Simbolik Tentang Konsep Diri Anggota Dewan Perempuan DRR RI Dari Kalangan Selebritas Periode 2014-2019). *Ubhara J*, 97–107. <https://doi.org/10.1037//0033-2909.126.1.78>
- Hartadi, W. (2018). Analisis Pengaruh Persepsi Harga, Kualitas Produk Dan Citra Merek

- Terhadap Kepuasan Pelanggan Sepeda Motor Sport Yamaha Yzf-R25 Di Kota Cilegon. *Journal Industrial Servicess*, 4(1), 113–117. <https://doi.org/10.36055/jiss.v4i1.4097>
- Hermansyah, E. O., Machfoedz, M. B. A., & Kartawan, D. (2010). EFFECT OF MOTIVATION, ORGANIZATIONAL, STRUCTURE AND CULTURE ON CAUSAL RELATIONSHIP BETWEEN BUDGETARY PARTICIPTION AND MANAJERIAL PERFORMANCE. *Paper-Doctoral Program of Economics*.
- Iksan, N., Imaddudin, & Athalarik, F. M. (2022). Komunikasi Nusantara Komunikasi Pemasaran sebagai Upaya Rebuilding Image Pizza Hut Restoran di Masa Pandemi Covid-19. *Jurnal Komunikasi Nusantara*, 4(1), 1–9.
- Ilhamalimy, R. R., & Ali, H. (2021). Model Perceived Risk and Trust: E-Wom and Purchase Intention (the Role of Trust Mediating in Online Shopping in Shopee Indonesia). *Dinasti International Journal of Digital Business Management*, 2(2), 204–221. <https://doi.org/10.31933/dijdbm.v2i2.651>
- Imaddudin, I. (2020). Fear of Missing Out (FoMO) dan Konsep Diri Generasi Z: Ditinjau Dari Aspek Komunikasi. *Journalism, Public Relation and Media Communication Studies Journal (JPRMEDCOM)*, 2(1), 24–39.
- Imaddudin, Sitanggang, A. O., Bachtiar, A. K. M. I. P., & Priyadi, R. (2022). Hubungan antara istilah informasi penanganan covid-19 di media berita online dengan sikap masyarakat desa cimanggis kecamatan bojonggede kabupaten bogor. *COMMNIQUE: Jurnal Ilmiah Ilmu Komunikasi*, 4(2), 56–68.
- Imaddudin, & Susanto, T. (2020). Pembangunan Partisipasi Politik Generasi Muda Melalui Website dan Twitter Jejak Parlemen. *CHANNEL: Jurnal Komunikasi*, 8(1), 17–24. <https://doi.org/10.12928/channel.v8i1.15014>
- Irfana, T. B., Adam, H., & Mirza, M. A. (2018). The Survey of Household Empowerment and Small-scale Households in Southeast Sulawesi through Rural Banks (BPR) in Mobilizing Rural Economy. In *Conference Proceedings Jakarta Indonesia, ICABE 2018*.
- Kainde, B. I. S., Saimima, I. D. S., & Yurnal. (2021). Rekonstruksi Pasal 66 Ayat (3) Undang-Undang No. 29 Tahun 2004 Tentang Undang-Undang Praktik Kedokteran Terkait Tata Cara Pengaduan Tindakan Malapraktik Dokter di Indonesia. *Jurnal Hukum Sasana*, 7(2), 309–320. <https://doi.org/10.31599/sasana.v7i2.807>
- Karsono, B. (2018). Gerakan Islam Radikal di Sulawesi Selatan: Pola Rekrutmen dan Pola Gerakan Komite Persiapan Penegakan Syariat Islam (KPPSI) dan Laskar Jundullah. *Jurnal Keamanan Nasional*, IV(2), 231–246. <https://doi.org/10.21580/WS.23.1.220.2>
- Karsono, B., Suraji, R., & Sastrodiharjo, I. (2022). The Influence of Leadership Spirituality to Improving the Quality of Higher Education in Indonesia. *International Journal of Social Sciences and Humanities Invention*, 9(01), 6832–6841.
- Kurniawan, D., Putra, C. I. W., & Sianipar, P. B. H. (2021). Analysis Of Company Performance with The Approach Balanced Scorecard in Bank Xyz. *Review of International Geographical Education Online*, 11(7).
- Kurniawan, S., & Zen, A. (2021). Impact of Servicescape to Visitor's Loyalty to Revisit Botani Square Mall Bogor. *International Conference on Global Optimization and Its Applications*, 1(1).
- Kurniawan, D. (2020). *Effect of Internal Control of Sales system on company performance (Case Study of PT Stainless Steel Primavalve)*.
- Lantu, R. Z., & Irfana, T. B. (2019). Kepemimpinan dan Kepuasan Kerja Dampaknya Terhadap Kinerja Guru. *Jurnal Ilmiah Manajemen Ubhara*, 6(1), 54–63. <https://doi.org/10.31599/jmu.v6i1.494>
- Mamangkey, T. J., Tumbel, A., & Uhing, Y. (2015). the Effect of Training , Experience and Work Environment of the Performance. *Pengaruh Pelatihan, Pengalaman Dan*

- Lingkungan Kerja Terhadap Kinerja Karyawan Pada Pt. Bangun Wenang Beverages Company Manado*, 3(1), 737–747.
- Manrejo, S. (2019). Analysis of Tax Compliance with Intervening Variable Pmk Number 91 of 2015 in Jakarta Central Tax Service Office. *Journal of Business and Economics*, 10(10), 981–991. [https://doi.org/10.15341/jbe\(2155-7950\)/10.10.2019/006](https://doi.org/10.15341/jbe(2155-7950)/10.10.2019/006)
- Manrejo, S., & Ariandyen, T. (2022). Perencanaan Pajak Penghasilan Pasal 21 PT 8wood International Group. *Oikonomia: Jurnal Manajemen*, 18(1), 47–57. <http://dx.doi.org/10.47313/oikonomia.v18i1.1512>
- Manrejo, S., & Fitaningsih, R. (2021). TUKIN PAYMENT ANALYSIS TO EMPLOYEES IN THE INFORMATION AND COMPLAINTS SERVICES OFFICE DIRECTORATE GENERAL OF TAXATION OF THE REPUBLIC OF INDONESIA. *Management Research Studies Journal*, II(20), 55–66. <http://journal.perbanas.id/index.php/mrsj/article/view/364>
- Manrejo, S., Moeljadi, Surachman, & Sudjatno. (2020). Model of Tax Compliance Based on Intention to Pay Tax. *International Journal of Innovation, Creativity and Change*, 14(8), 52–70.
- Manrejo, S., & Sebayang, D. R. (2021). Analisis Implementasi Perencanaan Ppn dan Ppnbm Pada Pt Astragraphia Xprins Indonesia. *AKURASI: Jurnal Riset Akuntansi Dan Keuangan*, 3(3), 197–210. <https://doi.org/10.36407/akurasi.v3i3.430>
- Mujab, S., Sukreni, T., Muzzamil, F., & Nainggolan, I. L. (2021). Pelatihan Pengolahan Sampah dan Bisnis Dropship di Kelurahan Tanjungmekar-Karawang. *URGensi: Jurnal Pengabdian Masyarakat Multidisiplin*, 1(1), 38–48. <http://jurnal.hasbie.or.id/index.php/ju/article/view/29%0Ahttp://jurnal.hasbie.or.id/index.php/ju/article/download/29/18>
- Muzzamil, F., Fatimah, S., & Hasanah, R. (2021). Pengaruh Lingkungan Terhadap Perkembangan Sosial Emosional Anak. *MURANGKALIH: Jurnal Pendidikan Anak Usia Dini*, 1(2), 1–20.
- Narpati, B. (2017). Pengaruh Disiplin Kerja dan Pengawasan Efektivits Kerja Karyawan pada PT.Bank Mandiri (Persero) Tbk Cabang Bekasi Juanda. In *Jurnal Kajian Ilmiah* (Vol. 17, Issue 1, pp. 1–11).
- Noviriska. (2019). SOLUSI KONFLIK HUKUM BISNIS DALAM KONTRAK KERJASAMA ANTARA AGENCY MODEL DAN TALENT DENGAN PARA PIHAK PADA INDUSTRI ENTERTAINMENT. *Jurnal Krtha Bhayangkara*, 13(1), 76–99.
- Nugraha, A. C. W., Rahmi, H., & Balsa, Y. (2017). Dinamika Psikologis Berhadapan dengan Kematian pada Petugas Palang Hitam. *Jurnal Ilmiah Psikologi MIND SET*, 8(01), 1–10.
- Pangkey, J. L., Irfana, T. B., & Irsan, K. (2019). PENGARUH BUDAYA ORGANISASI DAN DISIPLIN TERHADAP MOTIVASI KERJA STAFF ADMIN PT MANDARIN EXPERT. *Jurnal Ilmiah Manajemen Ubhara*, 6(2), 14–34.
- Putra, A. N., Lawanis, H., Ala, F., & Bahtra, R. (2022). Efektivitas Model Latihan Small Sided Games Terhadap Peningkatan Keterampilan Teknik Dasar Sepakbola Siswa Ssb Usia 12 Tahun. *Jurnal Sporta Sainatika*, 7(1), 111–120. <https://doi.org/10.24036/sporta.v7i1.218>
- Riyani, A. D., Sitanggang, A. O., & Novrian. (2008). Pengaruh Selebgram Endorser Online Shop di Instagram Terhadap Citra Perusahaan Vanilla Hijab. *Ubhara Jaya Press*, 41–54.
- Saputra, F. (2022a). Analysis of Total Debt , Revenue and Net Profit on Stock Prices of Foods And Beverages Companies on the Indonesia Stock Exchange (IDX) Period 2018-2021. *Journal of Accounting and Finance Management*, 3(1), 10–20. <https://doi.org/https://doi.org/10.38035/jafm.v3i1>
- Saputra, F. (2022b). The Role of Human Resources , Hardware , and Databases in Mass

- Media Companies. *International Journal of Advanced Multidisciplinary*, 1(1), 45–52.
- Saputra, F., & Mahaputra, M. R. (2022a). EFFECT OF JOB SATISFACTION , EMPLOYEE LOYALTY AND EMPLOYEE COMMITMENT ON LEADERSHIP STYLE (HUMAN RESOURCE LITERATURE STUDY). *Dinasti International Journal of Management Science*, 3(4), 762–772.
- Saputra, F., & Mahaputra, M. R. (2022b). Relationship of Purchase Interest , Price and Purchase Decisions to IMEI Policy (Literature Review Study). *Journal of Low Politic and Humanities*, 2(2), 71–80.
- Saputra, R., & Dhianty, R. (2022a). Investment License and Environmental Sustainability In Perspective of Law Number 11 the Year 2020 Concerning Job Creation. *ADMINISTRATIVE AND ENVIRONMENTAL LAW REVIEW*, 3(1), 25–36.
- Saputra, R., & Dhianty, R. (2022b). PEMAHAMAN UU CIPTA KERJA DAN IMPLIKASINYA TERHADAP SUSTAINABLE DEVELOPMENT PADA DINAS LINGKUNGAN HIDUP KABUPATEN BEKASI. *Jurnal Pengabdian Kepada Masyarakat*, 1(1), 32–40.
- Sianipar, P. B. (2019). Persepsi terhadap Pengungkapan Sosial, Ekonomi, dan Lingkungan Hidup dalam Memprediksi Kinerja Perusahaan. *Managerial Jurnal Penelitian Ilmu Manajemen*, 2(1).
- Sinaga, B. F., Madonna, M., & Novrian. (2020). PERAN KOMISI PENYIARAN INDONESIA (KPI) PUSAT DALAM MELAKUKAN PENGAWASAN ISI SIARAN PILKADA 2018 (Studi Deskriptif Pada Bidang Pengawasan Isi Siaran KPI di Televisi). *Ubhara Jaya Press*, 1, 180–197.
- Sinthya, D., Dwinarko, & Pohan, A. (n.d.). Daya Tarik Program Sitkom Dunia Terbalik Rcti Episode 96 Terhadap Persepsi Warga Perumahan Borobudur Rt 15 Rw 004 Aren Jaya. *Ubhara Jaya Press*, 198–209.
- Sjafrizal, T., Dwinarko, & Madonna, M. (2020). PELATIHAN TEKNIK PEMASARAN USAHA EKONOMI KREATIF (UEP) PADA KARANG TARUNA KELURAHAN MARGA MULYA KOTA BEKASI. *INTELEKTIVA: Jurnal Ekonomi, Sosial & Humaniora*, 02(02), 19–24.
- Soetoto, E. O. H. (2018). The impact of Indonesia’s food law reform on the concept of food sovereignty in Indonesia. *IOP Conference Series: Earth and Environmental Science*, 131(1). <https://doi.org/10.1088/1755-1315/131/1/012026>
- Suak, R., Adolfini, & Uhing, Y. (2017). Pengaruh Reward Dan Punishment Terhadap Kinerja Karyawan Sutanraja Hotel Amurang. *Emba*, 5(2), 1050–1059.
- Suharyono, & Ali, H. (2015). PENGARUH MOTIVASI, KEDISIPLINAN DAN GAYA KEPEMIMPINAN TERHADAP PRESTASI KERJA PEGAWAI PADA DINAS SOSIAL TENAGA KERJA DAN TRANSMIGRASI KABUPATEN BATANG HARI. *Jurnal Ilmiah Universitas Batanghari Jambi*, 15(2), 78–86.
- Sulistiyanto, A., Dwinarko, Sjafrizal, T., & Mujab, S. (2020). STRATEGI KOMUNIKASI PEMASARAN PRODUKSI PERTANIAN JAMUR TIRAM PADA KELOMPOK TANI “ANUGERAH MAKMUR” DI DUSUN CIBUERUM, SERANGPANJANG, KABUPATEN SUBANG. *INTELEKTIVA: Jurnal Ekonomi, Sosial & Humaniora*, 01(11), 99–108.
- Sunarto, A., Umi, R., & Ciptaningsih, E. M. S. S. (2017). Pengaruh Reward (Penghargaan), Punishment (Hukuman) Dan Kepuasan Kerja Terhadap Kinerja Karyawan Pada PT. Asuransi Sinarmas Jakarta Pusat. *Pascasarjana Universitas Pamulang*, 2017, 1–20.
- Supatmi, M. E., Nimram, U., & Utami, H. N. (2012). Pengaruh Pelatihan, Kompensasi terhadap Kepuasan Kerja Karyawan dan Kinerja Karyawan. *Jurnal Profit*, 7(1), 25–37.
- Supriyadi, T., Apriyenti, L. U., Rismalinda, Hutahaean, E. S. H., Pertiwi, Y. W., Gina, F., Fitriyanto, M., & Anifa. (2019). Cita-citamu Mau Jadi Apa ? : Mengajarkan Cita-cita

- Pada Anak-Anak Komunitas Rumah Pelangi Bekasi. *JURNAL ABDIMAS UBJ: Jurnal Pengabdian Kepada Masyarakat*, 2(2), 131–139.
- Syauket, A., Karsono, B., & Atmoko, D. (2022). Kebijakan Telemudik Bentuk Perlindungan Negara Pada Masyarakat Menuju New Normal Ditengah Pandemi Corona. *Jurnal Kajian Ilmiah*, 22(1), 1–10. <https://doi.org/10.31599/jki.v22i1.696>
- Widiantoro, A., Nursyamsi, S. E., & Imaddudin. (2021). Pola Komunikasi Interpersonal Satgas COVID-19 dalam Menghadapi Stigma Negatif Pasien COVID-19 di RW 01 Kelurahan Kaliabang Tengah, Bekasi Utara. *JPRMEDCOM: Journalism, Public Relation and Media Communication Studies Journal*, 3(2), 18–27.
- Yurnal. (2016). PEMBANGUNAN NEGARA HUKUM BERBASIS HUMAN DEVELOPMENT INDEX: SEBUAH RENUNGAN PHILOSOPHY. *Al-Mursalah*, 2(2), 39–46. <http://jurnal.staitapaktuan.ac.id/index.php/Al-Mursalah/article/download/83/66>
- Zen, A. (2019). Analisa Penggunaan ALTMAN Z-SCORE Untuk Mengetahui Potensi Kebangkrutan PT. Bumi Resources Tbk. *Repository LPPMP Ubharajaya*.
- Zen, A., Sukaesih, K., & Malik, A. J. (2022). Analysis of the Effect of the Educational System and Student Motivation in Creating Workforce Competitiveness (A Case Study Facing the Industrial Revolution 4.0). *Technium Social Sciences Journal*, 31, 662–669.