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## The Influence of Supervision and Work Environment on the Work Effectiveness of Police Members at the Situraja Police Section, Sumedang Resort Police

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**Abstract:** The purpose of the study is to describe and analyze the influence of supervision on the effectiveness of the work of members, the influence of the work environment on the effectiveness of the work of members, To analyze the influence of supervision and the work environment together on the effectiveness of the work of members of the Situraja Police Sector. The results of the t test showed a calculated t value of 5.354 greater than the t table of 2.014 at a significance level of 0.05, The results of the t test showed a calculated t value of 4.903 greater than the t table of 2.014 , so that the hypothesis stating that there is an influence of the work environment on the effectiveness of the work of members is accepted, The results of the F test showed a calculated F value of 60.914 greater than the F table of 2.81 with a significance level of 0.000 <0.05 , so that the simultaneous hypothesis is accepted . This means that the combination of effective supervision and a conducive work environment together can increase the effectiveness of the work of members of the Situraja Police Sector . The Adjusted R Square value of 0.731 indicates that 73.1% of the variation in the effectiveness of member work can be explained by the variables of supervision and work environment , while 26.9% is influenced by other factors not examined in this study, such as leadership, work motivation, work discipline, competence, and organizational culture.

**Keyword:** Supervision, Work Environment, Work Effectiveness Of Members.

### INTRODUCTION

Work effectiveness can be achieved if every police officer is able to carry out their duties according to procedures, on time, and produce output that meets the organization's performance standards. However, work effectiveness doesn't just emerge; it's influenced by various internal and external factors within the organization. Two factors considered to have a significant influence are supervision and the work environment .

Supervision is a managerial function aimed at ensuring that tasks are carried out in accordance with regulations, standard operating procedures, and organizational goals. Through effective supervision, leaders can provide direction, correction, coaching, and evaluation of member performance. In the context of a police sector, supervision also encompasses discipline, the accuracy of instruction execution, and adherence to the police professional code of ethics. Weaknesses in supervision can lead to work deviations, low discipline, and a decline in the quality of public services.

In addition to supervision, the work environment also influences the effectiveness of police officers' performance. This includes the physical condition of the office, the availability of supporting infrastructure, the work atmosphere, relationships between members, and the organizational climate. A positive work environment can foster comfort, increase morale, and expedite task completion. Conversely, an unfavorable work environment can lead to boredom, job stress, and decreased motivation, thus impacting work effectiveness.

The work environment at the Situraja Police also still requires arrangement, both in terms of physical conditions, completeness of operational facilities, and the working atmosphere between members. Some members admitted that a less harmonious working atmosphere or high work pressure can affect the quality of task implementation. These conditions indicate that supervision and the work environment have an important role in supporting or hindering the work effectiveness of members of the Situraja Police. Based on this description, the researcher considers it important to conduct research on the influence of supervision and the work environment on the work effectiveness of police members, especially at the Situraja Police, Sumedang Police, in order to obtain empirical data that can be used as a basis for developing strategies to improve organizational performance. Therefore, this research was raised with the title: "The Influence of Supervision and the Work Environment on the Work Effectiveness of Police Members at the Situraja Police, Sumedang Police."

## **Human Resource Management**

Human Resources (HR) are the most crucial element in an organization, serving as the primary driver of all activities and the achievement of organizational goals. Unlike other resources, such as capital and technology, HR possesses the ability to think, innovate, and adapt to changes in the work environment. Therefore, an organization's success in achieving its goals depends not only on technological sophistication or capital availability, but also on the quality, passion, and competence of the people who manage it.

Human resource management is the utilization, development, assessment, reward, and management of individual members of an organization or group of workers (Simamora, 2019:3). Human resource management is an activity or actions carried out by human resources within an organization that can be used effectively to achieve various goals.

Bambang Wahyudi in his book entitled Human Resource Management Human Resources states that: "Human resource management can be defined as the science and art or process of acquiring, advancing or developing and maintaining competent workers, so that organizational goals can be achieved efficiently and there is satisfaction for the individual concerned" (Wahyudi, 2021:3).

This definition states that human resource management in an organization is not only concerned with employment matters but also encompasses the organizational environment that influences human resources so that desired goals can be achieved. The primary goal of human resource management is to optimally utilize human resources within an organization.

From the various opinions above, it can be concluded that Human Resources (HR) are individuals or groups who possess the abilities, skills, and motivation to carry out organizational activities effectively and efficiently to achieve common goals. HR encompasses physical, mental, social, and moral aspects that must be managed in a targeted manner through the human resource management process.

## **Definition of Supervision**

Supervision is a management function aimed at ensuring that work is carried out in accordance with established plans, policies, and standards. Through supervision, management can determine whether organizational activities are on track or whether there are deviations that need to be corrected.

Some experts provide the following definition of supervision: Terry (2010) Supervision is a process to determine what has been achieved, evaluate, and take corrective action if necessary, so that the results of the work are in accordance with the plans that have been made. Hasibuan (2016) Supervision is an activity to observe the implementation of work, compare it with the specified standards, and take corrective action so that the implementation of the work is in accordance with the objectives that have been set.

Fayol in Handoko (2014) Supervision is a management function to ensure that everything runs according to established instructions and principles. Siagian (2011) Supervision is the process of observing the implementation of all organizational activities to ensure that all work is carried out according to the established plan.

Based on the definition above, it can be concluded that Supervision is a systematic process for monitoring, assessing and controlling the implementation of work to ensure compliance with plans, standards and organizational objectives, and taking corrective action if deviations occur .

## **Work environment**

Sedarmayanti (2017) states that the work environment is the entirety of the tools, materials, conditions, work methods, and work arrangements that are around workers that can affect the implementation of work . According to Wibowo (2020) , the work environment includes factors such as facilities, interactions between people, organizational structures, and work atmosphere that affect the way employees work and their work results .

The work environment is one of the factors in the Human Resource Management function, specifically the planning function. The planning function is directly related to employees working in the organizational environment. Therefore, the work environment within an organization will influence all organizational activities. Different work environments in each organization can provide different levels of satisfaction for employees, resulting in different work performance in completing assigned tasks. What must be strived for to improve work methods in an organization or other workplace is to ensure that employees can work and carry out their duties in conditions that meet requirements, so they can carry out their duties without experiencing obstacles. The work environment will greatly influence work performance in completing the tasks assigned to him (Sedarmayanti, 2020 :18) .

A poor work environment is considered by many experts as uneconomical, because it is the main cause of wasted time and other things that result in the work results ( output ) produced by employees will decrease. Every person, both individually and in groups, reacts with a fairly high sensitivity or sensitivity to the psychological climate, for example, dim lighting, stuffy rooms, uncomfortable chairs, this can drastically undermine work morale or reduce the effectiveness and efficiency of employee work. A work environment that satisfies employees will encourage employees to work as well as possible, this happens because a good environment will improve the employee's work performance, so that they can complete the tasks assigned to them well .

From these two definitions, it can be concluded that the environment is factors that are outside or inside the organization in the form of conditions, situations, circumstances, events and influences that surround and influence the development of the organization which can give rise to opportunities or threats .

## Employee Work Effectiveness

Work effectiveness is an important indicator in assessing the quality of task implementation and the achievement of organizational goals. The term work effectiveness relates to the extent to which achieved results align with the targets, standards, or objectives set by the organization. According to Handoko (2021), effectiveness is the ability to select the right objectives or tools to achieve predetermined goals. This means that effectiveness emphasizes the work results or output obtained.

Next, Gibson (2013) states that work effectiveness is the level of success of an organization in achieving planned goals. The higher the level of goal achievement, the higher the level of work effectiveness. According to Hasibuan (2017), work effectiveness is the completion of work on time with maximum results in accordance with established standards, without ignoring the quality of work results. From several opinions, it can be concluded that work effectiveness is the ability of an individual or group to carry out their duties optimally so that the results achieved are in accordance with targets, standards, and organizational goals both in terms of quantity, quality, and timeliness. In the context of a police organization, the effectiveness of police officers can be seen from their success in carrying out service, protection, shelter, law enforcement, and maintaining public security and order (Kamtibmas). The better a police officer carries out these functions, the higher their work effectiveness.

## METHOD

### Types of research

This study uses a quantitative approach with a causal associative research type. The quantitative approach was chosen because this study aims to examine the relationship and influence between variables that can be measured numerically and analyzed using statistical methods. The explanatory research method is used to explain the influence of the independent variables, namely supervision ( $X_1$ ) and the work environment ( $X_2$ ), on the dependent variable, namely the effectiveness of police officers' work ( $Y$ ). Thus, this study not only describes the phenomenon but also explains the cause and effect between these variables based on empirical data.

### Sample population

The population in this study is all police officers serving at the Situraja Police Station, both police officers and administrative staff who are active in 2025. The population size based on internal data is 45 police officers serving at the Situraja Police Station. Regarding the research, the author used a total sampling technique of 45 respondents.

### Method of collecting data

Research instruments are tools used by researchers to collect the data needed to answer the problem formulation and test the research hypothesis. In this study, the main instrument used was a questionnaire compiled based on indicators of each research variable, namely supervision ( $X_1$ ), work environment ( $X_2$ ), and work effectiveness of members. ( $Y$ ).

The data collection techniques used in this study are as follows:

### Questionnaire

A questionnaire was given to respondents to determine the influence of supervision and the work environment on the work effectiveness of members of the Situraja Police.

Assessment of a series of research questionnaire statements that have been answered by respondents using the following research norms:

A question is positive if the answer is: a) Strongly Agree Score 5, b) Agree Score 4, c) Quite Agree Score 3, d) Disagree Score 2, e) Strongly Disagree Score 1, Likert scale.

The Likert scale is used to measure an individual's or group's attitudes, opinions, and perceptions about social events or phenomena. In this research, these social phenomena have been specifically defined by the researcher, and are hereinafter referred to as research variables.

**Research Instruments**

Instrument research on supervision variables (X1), work environment (X2) and work effectiveness (Y) in members of the Situraja Police Sector in the form of a questionnaire with a Likert scoring model filled out by respondents on the questionnaire distributed. The Likert scale consists of 5 (five) scales, namely Strongly Agree (SS), Agree (S), Quite Agree (CS), Disagree (TS) and Strongly Disagree (STS) with value weights for positive and negative statements.

**Analysis Method**

The analysis technique used in this study was quantitative analysis using statistics. Furthermore, to obtain and expedite data input, statistical software was used to support this research. The software used to support this research was SPSS (Statistical Product and Service Solutions) version 29. In SPSS, raw data that had been processed into numbers was input into SPSS, making it easier for the author to conduct this research.

**Validity Testing**

$$r_{xy} = \frac{n(\sum XY) - (\sum X)(\sum Y)}{\sqrt{n(\sum X^2) - (\sum X)^2} \cdot \sqrt{n(\sum Y^2) - (\sum Y)^2}}$$

The basis for decision making in validity testing is as follows :

- a.If the r value is positive and the r result is > r table , then the item or variable is valid.
- b.If the r value is negative and r result < r table or r result is negative > r table then the item or variable is invalid.

A questionnaire is declared valid if the r value obtained from the calculation results (r<sub>xy</sub>) is greater than the table r value (5%).

**Instrument Reliability Test**

According to Arikunto (2020:221), reliability refers to the degree to which an instrument is sufficiently reliable to be used using the Cronbach's Alpha formula. The formula used in this reliability test is as follows:

$$r_1 = \left[ \frac{k}{(k-1)} \right] \left[ \frac{S_t^2 - \sum p_i q_i}{S_t^2} \right]$$

The basis for decision making in the reliability test in this study is as follows: 1) If the r alpha value is positive and r alpha > r table , then the item or variable is reliable. 2) If the r alpha value is negative and r alpha < r table or r alpha is negative > r table , then the item or variable is not reliable.

**Multiple Regression Analysis**

Sugiyono (2019:277) proposed multiple linear regression analysis used to make predictions, how the value of a variable changes dependent if the value of the independent

variable is increased or decreased. This analysis is used by involving two or more independent variables. between the dependent variable (Y) and the independent variables (X 1 , and X 2 ), This method is used to determine the strength of the influence between several factors. independent variables simultaneously with the dependent variable.

$$\mu_{Y/X_1, X_2, \dots, X_n} = A + B_1X_1 + B_2X_2 + \dots + B_nX_n$$

technique used in this study was multiple linear regression. The analysis was conducted computerized using the computer program Statistical Product and Service Solutions (SPSS) Version 29 for Windows .

**Hypothesis**

The calculations or analysis in this study utilize the SPSS computer program for Windows 2 9. The test statistics used are:

**F test**

The F test statistic is used to determine simultaneously (multiple) the influence between supervision (X) and the work environment (Y) on work effectiveness (Y) , with the test decision being: 1) H o is accepted if F count < F table, 2) H o is rejected if F count > F table.

**t-test**

To determine the influence of the independent variable individually (partially) on the dependent variable, the decision is to use a partial test (t-test) with the test decision being: 1) H0 is accepted if t count < t table, 2) H o is rejected if t count > t table. 1) Then to find out the magnitude of the influence, use the partial determination coefficient (r2 ) .

If the r 2 for each independent variable is greater , the greater its contribution to the dependent variable and if there is a dependent variable with the largest r 2 number, the smallest probability and the highest calculated r , then the dependent variable has a large relationship to the independent variable .

**F test**

The F test is used to determine whether there is a simultaneous influence between the independent variables on the dependent variable. The F test formula according to Sugiyono (2019:190) is as follows:

$$F = \frac{R^2/k}{(1-R^2)/(n-k-1)}$$

**Information:**

- F = F value (F count )
- R2 = Multiple correlation coefficient
- K = Number of independent variables
- n = Sample size

The basis for making the decision is as follows: 1) If F count < F table , then H 0 is accepted. 1) If F count > F table , then H0 is rejected.

**Coefficient of Determination**

The definition of the coefficient of determination according to Andi Supangat (2018:350) is: " The coefficient of determination is a quantity to show the level of strength of the relationship between two or more variables in the form of a percentage (showing how much percentage of the diversity of y can be explained by the diversity of x), or in other words how much x can contribute to y."

Mudrajad Kuncoro (2021:100) states that the coefficient essentially measures the model's ability to explain variation in the dependent variable. The coefficient of determination is between zero (0) and one (1). A small r2 value indicates that the independent variables' ability to explain variation is very limited. A value close to one indicates that the independent variables provide almost all the information needed to predict variation in the dependent variable.

The magnitude of the relationship between the variables "X 1 " and "X 2 " with the variable "Y" can be determined by using the coefficient of determination analysis, which is obtained by squaring the correlation coefficient. Based on the definition above, the coefficient of determination is part of the total diversity of the dependent variable that can be calculated by the diversity of the independent variable calculated with the coefficient of determination with the basic assumption that other factors outside the variable are considered fixed or constant. To determine the value of the coefficient of determination, it can be calculated using the formula:

$$K_d = r^2 \times 100\%$$

**Information:**

Kd = Value of coefficient of determination

r = Correlation coefficient value.

**RESULTS AND DISCUSSION**

The quantitative data that has been compiled, through the distribution of questionnaires or surveys that the researcher has carried out, becomes the average value of variable X 1 ( supervision ), variable X 2 ( work environment ) and variable Y ( work effectiveness of members ) and is analyzed using parametric statistics with the program SPSS Release 29.00 For Windows , namely to find out whether each variable studied has a positive influence on work motivation or vice versa. The data was analyzed using the regression analysis command ( option ) found on the SPSS main menu . The values in each SPSS output are described as follows:

**Multiple Linear Regression Test**

| Model |                       | Coefficients <sup>a</sup>   |            |                           | t     | Sig. |
|-------|-----------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                       | Unstandardized Coefficients |            | Standardized Coefficients |       |      |
|       |                       | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)            | 8,438                       | 5,057      |                           | 1,669 | .103 |
|       | Supervision (X1)      | .480                        | .090       | .508                      | 5,354 | .000 |
|       | Work environment (X2) | .419                        | .085       | .465                      | 4,903 | .000 |

a. Dependent Variable: Member work effectiveness (Y)

Based on the SPSS output results in the coefficients table in above, it can be identified that the multiple linear regression equation is as follows:

$$Y = 8.438 + 0.480X_1 + 0.419X_2$$

meaning

Constant value  $a = 8.438$ , it can be interpreted that if the training and work environment variables have a value of zero, then the effectiveness of the member's work has a negative value of 8.438.

Supervision regression coefficient  $b_1 = 0.480$ , can be interpreted that if the supervision value increases by one, the member's work effectiveness value will also increase by 0.480 .

Work environment regression coefficient  $b_2 = 0.419$ , it can be interpreted that if the work environment value increases by one, the member's work effectiveness value will also increase by 0.419 .

### **The Influence of Supervision (X 1 ) on the Work Effectiveness of Members (Y ) .**

Calculated t value of the supervision variable (X 1 ) is 5.354 while the t table value for  $n = 45$  is 2.014 . So  $5.354 > 2.014$  , then  $H_0$  is rejected and  $H_a$  is accepted, it can be stated that supervision (X 1 ) has a significant effect on the effectiveness of member work (Y ) .

### **The influence of the work environment (X 2 ) on the effectiveness of member work (Y ) .**

Calculated t value of the work environment variable (X 2 ) is 4.903, while the t table value for  $n = 45$  is 2.014 . So  $4.903 > 2.014$  , it can be concluded that partially the work environment variable (X 2 ) has an effect on the effectiveness of member work (Y).

### **F test**

calculated F value is 60,914, while the F table (  $\alpha = 0.05$ ) for  $n = 45$  is 2.81. So the calculated  $F >$  from the F table (  $\alpha = 0.05$ ) or  $60,914 > 2.81$  with a significant level of 0.000 because  $0.000 < 0.05$ , then it can be said that supervision (X 1 ) and the work environment (X 2 ) together have a positive effect on the effectiveness of member work (Y ) .

### **Coefficient of Determination**

Based on the Model Summary table, the Adjusted R Square value is 0.731. This shows that 73.1% of supervision (X1 ) and work environment (X2 ) simultaneously influence the effectiveness of member work (Y), while the remaining 26.9% is influenced by other factors not examined in this study.

## **CONCLUSION**

Supervision (X1) has a significant effect on the effectiveness of member work. (Y). This is proven by the results of the t-test which shows a calculated t value of 5.354 which is greater than the t-table of 2.014 at a significance level of 0.05 .

The results of the t-test show that the calculated t value is 4.903, which is greater than the t-table of 2.014 , so that the hypothesis stating that there is an influence of the work environment on the effectiveness of member work is accepted .

The F test results show that the calculated F value is 60.914, which is greater than the F table of 2.81 with a significance level of  $0.000 < 0.05$  , so the simultaneous hypothesis is accepted . This means that the combination of effective supervision and a conducive work environment together can increase the work effectiveness of the Situraja Police members . The Adjusted R Square value of 0.731 indicates that 73.1% of the variation in the effectiveness of member work can be explained by the variables of supervision and work environment , while

26.9% is influenced by other factors not examined in this study, such as leadership, work motivation, work discipline, competence, and organizational culture.

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