

## THE INFLUENCE OF MOTIVATION ON THE PERFORMANCE OF NON-PERMANENT EMPLOYEES (PTT) IN THE PUBLIC PRAJA POLICE UNIT, PASER REGENCY

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**Abstract.** PTT's role in improving management functions is the obligation of every leader to encourage and motivate each of his subordinates. While currently at the Civil Service Police Unit Service, Paser Regency, for Non-Permanent Employees or abbreviated as PTT, the fulfillment of PTT needs is still not optimal. The type of research used in this research is quantitative research with a quantitative descriptive approach. The population in this study were all PTT at the Civil Service Police Unit Service, Paser Regency, totaling 90 people. In this study, all the numbers in the population were 90 respondents Data collection techniques are the main steps in a research, because from collecting this data the goal of a research can be achieved, namely to obtain data. Without data collection techniques, you will not be able to obtain the data you want and need in a study. Data collection techniques used were observation, interviews and questionnaires. Qualitative data analysis is inductive in nature, namely an analysis based on the data obtained, then a certain relationship pattern is developed or a hypothesis is developed. In researching and analyzing and testing hypotheses in this study, the researchers used multiple linear regression, multiple correlation analysis of correlation coefficient (R), Coefficient of Determination ( $R^2$ ), F test and t test. Multiple linear regression is basically an extension of simple linear regression, namely increasing the number of independent variables that were previously only one to become two or more independent variables. The value of the correlation coefficient (R) is 0.914 which means the relationship between the independent variable and the dependent variable is very strong because it is at the level of 0.80-1.000

*Keywords:* Motivation, Performance, The Public Praja Police Unit, Paser Regency.

### 1. Introduction

PTT's role in improving management functions is the obligation of every leader to encourage and motivate each of his subordinates. For this reason, good coordination is needed among co-workers, as well as between leaders and subordinates. In carrying out an activity it is necessary to have motivation in order to create positive enthusiasm and enthusiasm for work that can affect performance, which is one part of improving human resource management (HRM), so that the goals of an organization will be easily achieved.

One of the motivations that can be carried out by a leader is to try to meet the

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needs of each PTT, in this case the fulfillment of needs according to Abraham Maslow's Theory, which consists of 5 (five) hierarchies of needs.

While currently at the Civil Service Police Unit Service, Paser Regency, for Non-Permanent Employees or abbreviated as PTT, the fulfillment of PTT needs is still not optimal. For example meeting physiological needs, for some PTT what they have received so far has not been sufficient to meet physiological needs, namely the need for clothing, food and shelter.

### **a. Definition of Management**

According to Millet in Siswanto (2018: 1) "management is a process of directing and providing work facilities to people who are organized in formal groups to achieve goals."

For every organization, both private and government, it is necessary to have a good management so that the goals can be achieved properly. This can happen if the organization has good management, especially the people who run the management.

Management is very important because an organization will not be able to achieve its planned goals if it is not run by people who really understand management, because not everyone can manage an agency and can embrace all the people who work with them.

### **b. Definition of Human Resource Management**

According to Armstrong in Hamali (2018: 1) human resource management is an approach to human management, which is based on four basic principles. First, human resources are the most important assets owned by an organization, while effective management is the key to the success of the organization. Second, this success is very likely to be achieved if the regulations or policies and procedures related to the people of the company are interconnected, and contribute to the achievement of corporate goals and strategic planning.

Third, corporate culture and values, organizational atmosphere and managerial behavior derived from this culture will have a major influence on the best achievement results. This culture must be upheld, which means that the values of the organization need to be changed or upheld, and constant effort from the top is necessary for this culture to be accepted and adhered to. Fourth, HR management is related to integration so that all members of the organization are involved and work together to achieve common goals.

### **c. Definition of Motivation**

According to Gray in Winardi in Hamali (2018: 130), "the term Motivation comes from the Latin *Movere* which means to move (to move). The word motivation is basically a motive which means encouragement, the cause or reason for someone to do something.

Basically the organization not only expects employees who are capable, capable and skilled, but most importantly they want to work hard/enterprise and desire to achieve optimal work results. The success or failure of an organization depends on the activity and creativity of its human resources. Therefore, the main thing that must be considered by a leader is to arouse the enthusiasm of his employees. The role of the leader is very large in motivating his subordinates to work according to the

program set by the organization.

**d. Motivational Process**

We will view motivation as a process of need fulfillment, in which a need means some internal statement that makes certain outcomes appear attractive. A need that does not bring satisfaction will create tension which will increase friction between individuals which will generate search behavior to achieve certain goals, which if successful will be able to satisfy these needs which will ultimately reduce the tension that exists. Thus it can be said that motivated employees are actually in a state of tension. To be able to release the existing tension they make efforts, namely "the greater the tension the harder the effort they will do" which makes employees more motivated to keep trying to achieve their goals.

The process of emergence of motivation according to Gitosudarmo in Sunyoto (2012: 192) is as follows:

- 1) If a certain need arises in a human being and this need has not been met, it will cause the birth of an urge to try to carry out activities.
- 2) If the need has not been met, then someone will then find a way to fulfill his desire.
- 3) To achieve the expected achievement goals, a person must be supported by abilities, skills and experience in meeting all his needs.
- 4) Perform a formal evaluation of achievement regarding success in achieving goals which is carried out in stages.
- 5) Someone will work better if they feel that what they do is valued and given a reward or reward.
- 6) From the salary or compensation received, a person can then consider how much the need can be met from the salary or reward they receive.

**e. Constraints and Factors Supporting Motivation**

According to Hasibuan (2014: 102) the motivational constraints are as follows:

- 1) To determine the most appropriate motivational tool, it is difficult because the desires of each individual employee are not the same
- 2) The company's ability is limited in providing facilities and incentives
- 3) It is difficult for managers to know the work motivation of each individual employee
- 4) Managers find it difficult to provide fair and proper incentives

According to Hasibuan (2014: 102) although each individual employee has different desires, there are similarities in their needs, that is, every human being wants to live and to live needs to eat and normal humans have self-esteem.

So every human being/employee expects compensation for the achievements he has given and wants to get praise, good treatment from his superiors.

**f. Definition of Performance**

Organizational performance will be largely determined by the elements of its employees, therefore in measuring the performance of an organization it should be measured in the work appearance of its employees. Some definitions of performance expressed by some experts are as follows:

According to Simanjuntak in Widodo (2015: 131) "performance is the level of

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achievement of results for the implementation of certain tasks".

According to Foster and Seeker in Widodo (2015: 131) "performance is the result achieved by a person according to the standards that apply to the job in question."

Based on the two definitions of performance above, it can be concluded that the meaning of performance is the level of achievement of results on the implementation of certain tasks according to the standards that apply to the job in question.

### **g. Performance assessment**

As we know, the results of job analysis activities are job descriptions and job specifications. Based on information from job descriptions and specifications, we have clear references for the following interests: recruitment, interviews, personal selection, organizational orientation, training, developing forms of personnel (performance) assessment, assessment standards, job evaluation, and clarification of the roles and roles of a position.

According to Mondy in Widodo (2015: 135) "performance appraisal is a formal system for reviewing and evaluating the performance of individuals or teams in carrying out their duties."

According to Werther & Davis in Widodo (2015: 135) "performance appraisal is a process carried out by an organization to evaluate the work of its employees."

From these two definitions, it can be concluded that performance appraisal is a formal system for reviewing and evaluating the performance of individuals or teams through a process carried out by an organization in carrying out its duties.

### **h. Factors In Performance Appraisal**

According to Dessler in Widodo (2015: 136) there are five factors in performance appraisal that are popular, namely:

- 1) Job performance, including accuracy, thoroughness, skills and acceptance of output.
- 2) The quantity of work, including the volume of output and contribution.
- 3) Required leadership, including requiring advice, direction or improvement.
- 4) Discipline, including attendance, sanctions, scripts, regulations, can be trusted or relied on and timeliness.
- 5) Communication, including relations between employees and leaders, as well as communication media

## **2. Methods**

The type of research used in this research is quantitative research with a quantitative descriptive approach.

### **2.1. Population and Sample**

The population in this study were all PTT at the Civil Service Police Unit Service, Paser Regency, totaling 90 people. In this study, all the numbers in the population were 90 respondents.

### **2.2. Data collection technique**

Data collection techniques are the main steps in a research, because from collecting this data the goal of a research can be achieved, namely to obtain data. Without data collection

techniques, you will not be able to obtain the data you want and need in a study. Data collection techniques used were observation, interviews and questionnaires.

### 2.3. Data analysis technique

Qualitative data analysis is inductive in nature, namely an analysis based on the data obtained, then a certain relationship pattern is developed or a hypothesis is developed. In researching and analyzing and testing hypotheses in this study, the researchers used multiple linear regression, multiple correlation analysis of correlation coefficient (R), Coefficient of Determination ( $R^2$ ), F test and t test.

### 2.4. Multiple Regression Analysis

Multiple linear regression is basically an extension of simple linear regression, namely increasing the number of independent variables that were previously only one to become two or more independent variables.

The regression equation for n predictors is:

$$Y = a + b_1X_1 + b_2X_2 + \dots + b_nX_n$$

Where:

Y = Variabel dependen

a = Constant value

b1, b2 = Regression coefficient

X<sub>1</sub>, X<sub>2</sub> = Independent variable

Used to determine the effect/relationship of independent variables, namely motivation consisting of physiological needs, safety needs, social needs, esteem needs and self-actualization needs on PTT performance.

### 2.4. Correlation Coefficient Calculation

"Calculation of the correlation coefficient is used to determine the strength of the influence between the dependent variable and the independent variable" (Sugiyono, 2010:256).

The correlation coefficient of determination (R) is formulated as follows:

$$R_{y.x1x2} = \sqrt{\frac{r^2_{yx1} + r^2_{yx2} - 2r_{yx1}r_{yx2}r_{x1x2}}{1 - r^2_{x1x2}}}$$

Source: Business Research Methodology (Sugiyono, 2010:256)

Where :

$R_{yx1x2}$  = Correlation between variables X<sup>1</sup> and X<sup>2</sup> together with variable Y

$r_{yx1}$  = Product moment correlation between X<sup>1</sup> and Y

$r_{yx}$  = Product moment correlation between X<sup>2</sup> and Y

$r_{x1x2}$  = Product moment correlation between X<sup>1</sup> and X<sup>2</sup>

### 2.4. Koefisien Determination ( $R^2$ )

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The coefficient of determination ( $R^2$ ) is used to measure the magnitude of the influence between 2 (two) variables or more. The greater  $R^2$ , the greater the influence of the independent variables on the dependent variables.

$$\bar{R}^2 = 1 - \frac{(\sum \hat{e}_1^2)/(n-k)}{\sum (Y_1 - \bar{Y})^2 / (n-1)}$$

*Source: Introductory Econometrics and its Application accompanied by Eviews guide (Widarjono, 2016:70)*

Where:

k = The number of parameters, including the intercept  
n = Number of observations

#### 2.4. Concurrent F test

$F_{\text{count}}$  is intended to test the regression model for the influence of all independent variables namely X1, X2, X3, X4 and X5 together (simultaneously) on the dependent variable. Using the  $F_{\text{count}}$  Test formula, (Sugiyono, 2010: 257), as follows:

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

Where:

F =  $F_{\text{count}}$   
R = Multiple correlation coefficient  
k = number of independent variables  
n = number of sample members

#### 2.5. Partial t test

$t_{\text{count}}$  is meant to test how significant the degree of influence of the dependent variable is on the independent variable partially. The t test can be formulated as follows:

$$t = \frac{r_p \sqrt{n-3}}{\sqrt{1-r_p^2}}$$

Where:

$r_p$  = determined partial correlation  
n = number of samples

t =  $t_{\text{count}}$  which is then consulted with  $t_{\text{table}}$

### 3. Results and Discussion

#### 3.1. Multiple Regression Results

Next is to carry out multiple linear regression analysis, this analysis is to determine the effect of each sub-variable consisting of physiological needs, security needs, social needs, esteem needs and self-actualization needs in this study on the dependent variable or non-permanent employee performance ( PTT). The results of multiple linear regression analysis after calculations using the SPSS application

**$Y = 0,175+0,080X_1+0,038X_2+0,074X_3+0,156X_4+0,442X_5$** , yang berarti bahwa:

- 1) The number 0.175 is a constant, meaning that if  $X^1$ ,  $X^2$ ,  $X^3$ ,  $X^4$  and  $X^5$  have the same value as 0 (zero), then the magnitude of the variable Y (PTT performance) is 0.175.
- 2) The number  $0.080X^1$  is the magnitude of the regression coefficient for the variable physiological needs ( $X^1$ ). Which means if the value of  $X^1$  is equal to 1 unit, then PTT performance (Y) will increase by 0.080 assuming other variables remain constant and have a positive effect on PTT performance (Y).
- 3) The number  $0.038X^2$  is the magnitude of the regression coefficient for the variable needs for security ( $X^2$ ). Which means if the  $X^2$  value is equal to 1 unit, then the PTT performance (Y) will increase by 0.038 assuming the other variables are constant or constant, and have a positive effect on PTT performance (Y).
- 4) The number  $0.074X^3$  is the magnitude of the regression coefficient for the social needs variable ( $X^3$ ). Which means if the value of  $X^3$  is equal to 1 unit, then PTT performance (Y) will increase by 0.074 assuming the other variables are constant or constant, and have a positive effect on PTT performance (Y).
- 5) The number  $0.156X^4$  is the magnitude of the regression coefficient for the variable need for appreciation ( $X^4$ ). Which means if the value of  $X^4$  is equal to 1 unit, then PTT performance (Y) will increase by 0.156 assuming the other variables are constant or constant, and have a positive effect on PTT performance (Y).
- 6) The number  $0.442X^5$  is the magnitude of the regression coefficient for the variable self-actualization needs ( $X^5$ ). Which means if the value of  $X^5$  is equal to 1 unit, then PTT performance (Y) will increase by 0.442 assuming the other variables are constant or have a positive effect on PTT performance (Y).

### 3.2. Correlation Coefficient (R) And Determination Coefficients ( $R^2$ )

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**Table 1**  
**Correlation Coefficient Results and Determination Coefficients**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.914 <sup>a</sup>	0.836	0.826	0.12297

*Source: processed primary data*

### 3.3. Correlation Coefficient (R)

Based on table 1, it is known that the results of the correlation coefficient test (R) are 0.914, which means at the 0.80-1.000 level. Because of that, the relationship between the independent variables (physiological needs, safety needs, social needs, esteem needs and self-actualization needs) and the dependent variable (PTT performance) is very strong.

### 3.4. Determination Coefficients (R)

Table 1 for the calculation of the coefficient of determination (R<sup>2</sup>) from Adjusted R Square with a value of 0.826, which means that the variables studied (physiological needs, security needs, social needs, esteem needs and self-actualization needs) contributed 82.6% on the performance of non-permanent employees (PTT), while the remaining 17.4% (100% -82.6%) are not included in this study

### 3.5. F Test Results

**Table 2**  
**F Test Results (Simultaneously or Together)**

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	6.455	5	1.291	85.363	.000 <sup>b</sup>
1 Residual	1.270	84	.015		
Total	7.725	89			

*Source: processed primary data*

From the results of the SPSS calculations that have been shown in table 16, it can be seen that the results of the F or F<sub>count</sub> test are 85.363. And when compared with F<sub>table</sub> which is

equal to 2.3231 obtained from  $n-k-1$  or  $90-5-1 = 84$  in column df (5), then the results will be obtained, namely  $F_{\text{count}} > F_{\text{table}}$  or  $85.363 > 2.3231$ , meaning that the X variable that consisting of physiological needs ( $X^1$ ), safety needs ( $X^2$ ), social needs ( $X^3$ ), esteem needs ( $X^4$ ) and self-actualization needs ( $X^5$ ) have a significant effect on PTT performance (Y). And it can be concluded that the first hypothesis can be accepted or  $H_0$  is rejected and  $H_a$  is accepted.

### 3.5. Partial t test

**Tabel 3**  
**T Test Results (Partial Or Alone)**

Model	t count	t table	Sig.	Description
Physiological needs ( $X_1$ )	2.580	1.6632	.012	Significant
The need for security ( $X_2$ )	.956	1.6632	.342	Not significant
Social needs ( $X_3$ )	2.633	1.6632	.010	Significant
The need for appreciation ( $X_4$ )	4.175	1.6632	.000	Significant
Self-actualization needs ( $X_5$ )	9.475	1.6632	.000	Significant

*Source: processed primary data*

The t test is a test conducted to determine the effect of each variable X (physiological needs, safety needs, social needs, esteem needs and self-actualization needs) on variable Y (PTT performance), while the results are:

- 1) For physiological needs ( $X^1$ ) a tcount of 2.580 is obtained with a significant level of 0.012, and when compared with a ttable of 1.6632, then  $t_{\text{count}} > t_{\text{table}}$  or  $2.580 > 1.6624$ , thus  $H_0$  is rejected and  $H_a$  is accepted, which means that the variable physiological needs ( $X^1$ ) have a significant effect on PTT performance (Y).
- 2) For the need for a sense of security ( $X^2$ ) a tcount of 0.956 is obtained with a significant level of 0.342, and when compared with a  $t_{\text{table}}$  of 1.6632, then  $t_{\text{count}} < t_{\text{table}}$  or  $0.956 < 1.6624$ , thus  $H_0$  is accepted and  $H_a$  is rejected, which means that safety needs variable ( $X^2$ ) has no significant effect on PTT performance (Y).
- 3) For social needs ( $X^3$ ) a tcount of 2.633 is obtained with a significant level of 0.010, and when compared with a ttable of 1.6632, then  $t_{\text{count}} > t_{\text{table}}$  or 2.633

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> 1.6624, thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted which means that the variable social needs (X<sup>3</sup>) have a significant effect on PTT performance (Y).

- 4) For the need for awards (X<sup>4</sup>) a t<sub>count</sub> of 4.175 is obtained with a significant level of 0.000, and when compared with a t<sub>table</sub> of 1.6632, then t<sub>count</sub> > t<sub>table</sub> or 4.175 > 1.6624, thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted which means that the variable reward needs (X<sup>4</sup>) have a significant effect on PTT performance (Y).
- 5) For self-actualization needs (X<sup>5</sup>) a t<sub>count</sub> of 9.475 is obtained with a significant level of 0.000, and when compared to a t<sub>table</sub> of 1.6632, then t<sub>count</sub> > t<sub>table</sub> or 9.475 > 1.6624, thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted, which means that self-actualization needs variable (X<sup>5</sup>) has a significant effect on PTT performance (Y).

From this explanation, the first hypothesis for the t test (partially) is not proven, because the second hypothesis states that the dominant variable is physiological needs (X<sup>1</sup>). And it turns out that after conducting research by distributing questionnaires to 90 respondents at the Civil Service Police Unit Service, Paser Regency, the dominant variable is the variable self-actualization needs (X<sup>5</sup>) with the highest t-value among other variables, namely 9.475 and a significant value of 0.000. In other words, the second hypothesis is rejected or H<sub>a</sub> is accepted and H<sub>0</sub> is rejected.

#### **4. Conclusions**

Based on the description and explanation in the previous chapter, the researcher draws the following conclusions:

- 1)  $Y = 0.175 + 0.080X^1 + 0.038X^2 + 0.074X^3 + 0.156X^4 + 0.442X^5$ , which means that all independent variables (X) namely motivation consist of physiological needs (X<sup>1</sup>), safety needs (X<sup>2</sup>), social needs (X<sup>3</sup>), esteem needs (X<sup>4</sup>) and self-actualization needs (X<sup>5</sup>) in this study have a positive influence on the dependent variable (Y), namely the performance of non-permanent employees.
- 2) The value of the correlation coefficient (R) is 0.914 which means the relationship between the independent variable and the dependent variable is very strong because it is at the level of 0.80-1.000.
- 3) The value of the coefficient of determination (R<sup>2</sup>) is 0.826 or 82.6% which means that the variable studied has contributed 82.6% to the dependent variable, while the remaining (100% -82.6%) is 17.4% influenced by other variables not included in this study.
- 4) The calculated F value is 85.363 when compared to the F table of 2.3181, it is obtained that the F count is greater than the F<sub>table</sub> or F<sub>count</sub> > F<sub>table</sub> or 85.363 > 2.3231 which means that the independent variables influence simultaneously (simultaneously) to the dependent variable.
- 5) The dominant variable is the self-actualization need variable (X<sup>5</sup>), this is evidenced by the highest t-value among the other variables, which is 9.474 and the lowest significant value is 0.000.

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