

# The Influence of Job Promotion and Work Environment on The Work Performance of Employees of The Cooperative and SME Department of Palembang City

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## ABSTRACT

This study aims to determine whether there is an effect of position promotion and work environment on the work performance of employees of the Palembang City Cooperative and SME Office. This research is quantitative descriptive research. The population and sample in this study were 40 people from the employees of the Palembang City Cooperative and SME Office. The sampling technique in this study used saturated sampling technique. Data were collected by distributing questionnaires and then analysed using SPSS version 24. The results of this study indicate that there is an effect of position promotion and work environment on the work performance of employees of the Palembang City Cooperative and SME Office. Position Promotion and Work Environment together affect the work performance of employees of the Palembang City Cooperative and SME Office.

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## 1. INTRODUCTION

Cooperatives are part of the economic structure, which means that in its activities the cooperative takes part in achieving a prosperous economic life for both cooperative members and the community (Nabawi, 2019). Cooperatives have a considerable role in structuring the joint efforts of people who have limited economic capacity, therefore the Indonesian government pays attention to the growth and development of cooperative societies (Alie et al., 2022). The development of cooperatives in Indonesia continues to grow as seen from the large number of cooperative growth. Based on ODS (Online Data System) data from the Ministry of Cooperatives SMEs (Small and Medium Enterprises) until September 2022 the number of active cooperatives in Indonesia was recorded at 127,124 with a total membership of 25,098,807 people when compared to the number of cooperatives until October 2022 increased where the number of active cooperatives was 123,048 units.

The current performance of Cooperatives and Micro, Small and Medium Enterprises in Indonesia is very good, especially during the last 5 years the government through the Ministry of Cooperatives and SMEs has carried out a total reform of cooperatives. (Barik et al., 2021) stated that the contribution of cooperatives until July 2020 reached 5.1 per cent of Indonesia's

GDP (Gross Domestic Product). To achieve the goal of increasing the growth and development of Cooperatives and SMEs, good employee work performance is needed to support these goals so that it requires the readiness of human resources who are able and understand the objectives of each work carried out (Maharani et al., 2021). To achieve these goals, it is expected that the performance of Cooperative and SME employees can continue to increase and reach an optimal level in reality the work performance of employees has fluctuated and only a few employees have achieved optimal performance.

Performance is a tool to measure the extent to which employee performance is achieved. The success or failure in an organisation in carrying out tasks is closely related to employee performance, the achievement of performance in the organisation is a factor that must be considered to realize the company in achieving predetermined goals. (Supriaddin, 2020) state that performance is the result of business relationships, abilities, and role perceptions. Employee performance is the achievement of employee results in a process of carrying out their duties in accordance with the responsibilities given. (Maharani et al., 2021) argues that performance is something that is individual, because each employee has a different level of ability in doing his job. Therefore, improving employee performance will have a positive impact on the company, so that employees have a good and optimal level of performance to help realise company goals. Some indicators to measure employee performance are quality, quantity, task execution, responsibility, understanding, innovation, work speed, work accuracy, and cooperation (Diwata Prawira et al., 2023).

Factors that affect employee performance include job promotion and work environment. Promotion is a movement that increases the authority and responsibility of employees to higher positions within an organisation so that their obligations, rights, status and income are getting bigger. (Abdullah, 2020) argues that promotion is also an important factor in the life and career of an employee which can affect their motivation. Rewards for performance results are usually expressed in the form of promotions. An employee views promotion as the most attractive thing compared to other compensation because promotion is permanent and applies for a long period of time. With a promotion, it means that there is trust and recognition of the ability and skills of the employee concerned to occupy a higher position (Ekhsan & Nurlita, 2020).

The work environment is a condition and atmosphere where employees carry out their duties and work optimally, the work environment can be a factor that influences employee decisions at work. (Irfandi, 2019) suggests that the work environment is divided into two, namely the physical work environment and the non-physical work environment. The physical environment and non-physical environment play an important role in a company or organisation to create a work passion so that employees can complete the tasks that have become their responsibility. Good work environment conditions and facilities can improve employee work performance towards their work. A conducive work environment characterised by a cohesive relationship in the group and high loyalty encourages employees to have high productivity. The indicators of the work environment are as follows; work atmosphere, relationships with colleagues, and the availability of work facilities (Devi Ramadanita, 2018).

Based on a brief interview with the Head of Personnel, the Palembang City Cooperatives and SMEs Office has an assessment or evaluation result called DP3 (Employee Performance Assessment List). DP3 is confidential and must be kept properly, and can be known by the employee being assessed, the assessing official, the superior of the assessing official, up to the highest and or other officials who because of their duties or positions are required to know DP3. DP3 is confidential and must be kept properly, and can be known by employees who are assessed, appraisal officials, superiors of appraisal officials, to the highest and or other officials who because of their duties or positions are required to know DP3. Performance appraisal at the Palembang City Cooperatives and SMEs Office is carried out twice a year from January to June and July to December with the procedure of superiors assessing their employees and superiors are responsible for the assessment so that the results obtained are objective results. The results of employee performance appraisals are used as consideration/conditions for promotion, rank, class and periodic salary. With a maximum score of 100 and a minimum score of 40, and the minimum score to meet the criteria for promotion and salary is a score of 81≥100,

even so employees are expected to achieve a score of 86 or more. With the criteria that become the reference for assessment are discipline, motivation, loyalty, effectiveness and productivity. The results of the work assessment have five assessment criteria, namely;  $\geq 86$  very good, 76-85 good, 61-75 sufficient, 51-60 less and  $\leq 50$  bad these criteria are sourced from the Personnel of the Office of Cooperatives and SMEs of Palembang City.

Based on the interview with the personnel of the Palembang City Office of Cooperatives and SMEs, for the implementation of promotions in the Palembang City Office of Cooperatives and SMEs seen from work performance seen from DP3, employees who deserve promotion will be prioritised for promotion, but what employees feel in the implementation of promotions apart from looking at work appraisals and work performance there are also other factors, namely length of service. For promotion based on education at the Palembang City Cooperatives and SMEs Office, the company has employees from various levels of education from high school to master's degree and from the results of interviews conducted, the implementation of promotions to occupy certain structural positions there are still employees with educational backgrounds that are not in accordance with job qualifications, not matching qualifications can hamper the operation of the company.

In addition to promotions, work facilities also affect employee performance, namely work facilities at the Palembang City Cooperatives and SMEs Office are inadequate such as the workspace of several divisions that are less spacious so that they overlap with other divisions which hamper employee mobility while working this causes the workspace to feel crowded, there are several damaged printers that hamper work operations and in certain corners of the office there are also files that accumulate. And according to several employees I interviewed, employee harmony between divisions is still lacking because divisions with other divisions have different floors resulting in a lack of communication between divisions which causes miscommunication between divisions with other divisions. For the relationship between fellow sections in the company, there is a lack of communication and miscommunication.

The results of research by (Sabar et al., 2017)) and (Sihaloho & Siregar, 2019) that job promotion has a positive and significant effect on employee work performance. Research by (Alie et al., 2022) shows the results that the work environment has a significant positive effect on work performance. Meanwhile, research conducted by (Nurina, 2015) shows that job promotion and work environment have no effect on work performance. Based on the differences in previous findings, researchers are interested in conducting research with the title of the effect of job promotion and work environment on the work performance of employees of the Palembang City Cooperative and SME Office.

## **2. RESEARCH METHOD**

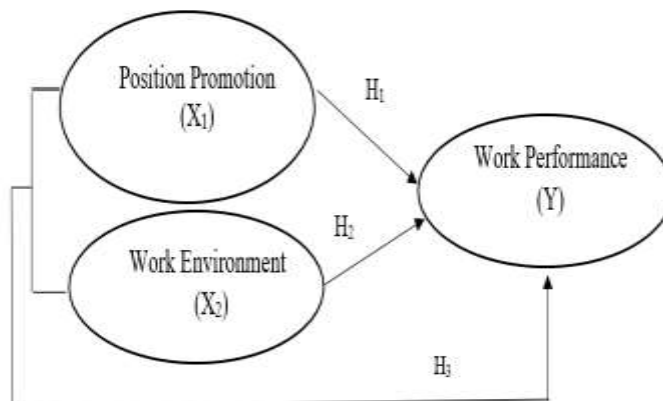
This type of research is quantitative. This study has three variables, consisting of two independent variables and one dependent variable. The independent variable consists of job promotion and work environment while the dependent variable consists of work performance.

In this study, the object of research is the employees of the Palembang City Cooperative and UKM Office, which focuses on job promotion and work environment on the work performance of employees of the Palembang City Cooperative and UKM Office. The research was conducted at the Palembang City Office of Cooperatives and SMEs located at Jl. Merdeka, No.06, 22 Ilir, Kec. Bukit Kecil Palembang City. The research was conducted from September to June 2023.

Primary data collection techniques in this study using questionnaires. The population used in this study were 40 employees of the Palembang City Cooperative and UKM Office. The technique used in the withdrawal of samples in this study was saturated sample technique because the population was relatively small, so the sample in this study was 40 employees of the Palembang City Office of Cooperatives and SMEs.

Data analysis techniques used in this study are data quality test, classical assumption test, multiple regression test, hypothesis testing, and the coefficient of determination. To see the effect between the independent variable and the dependent variable, we can use SPSS (Statistical Product and Service Solution) software version 24.0.

**Framework of Thought**



**Figure 1.** Framework of Thought

**3. RESULT AND DISCUSSION**

**Data Analysis**

**Validity test**

The validity test in this study was submitted to 40 respondents as a trial questionnaire. The testing technique uses SPSS Version24. With a significant 5%, the r table df = n-2 with n = 40 and r table = n-2 = 40 (5% confidence level) = 0.263.

**Table 1.** Validity Test Results of Position Promotion Variables (X1)

No	r-count	r-table	Description
1	0,846	0,263	Valid
2	0,825	0,263	Valid
3	0,871	0,263	Valid
4	0,775	0,263	Valid
5	0,783	0,263	Valid

*Source data processed Spss V24 output (2022)*

Based on table 1. above, it is known that all halal label statements rcount > rtable, therefore it can be concluded that all statements for the halal label are declared valid.

**Table 2.** Results of the Work Environment Variable Validity Test (X2)

No	r-count	r-table	Description
1	0,788	0,263	Valid
2	0,821	0,263	Valid
3	0,872	0,263	Valid
4	0,789	0,263	Valid
5	0,772	0,263	Valid
6	0,793	0,263	Valid

*Source of data processed by Spss V24 Output (2022)*

Based on table 2 above, it is known that all brand image statements rcount > rtable, therefore it can be concluded that all statements for brand image are declared valid.

**Table 3.** Work Performance Variable Validity Test Results (Y)

No	r-count	r-table	Description
1	0,856	0,263	Valid
2	0,849	0,263	Valid
3	0,910	0,263	Valid
4	0,824	0,263	Valid
5	0,866	0,263	Valid

*Source data processed Spss V24 output (2022)*

Based on table 3, it can be seen that all purchasing decision statements  $r_{count} > r_{table}$ , therefore it can be concluded that all questions for purchasing decisions are valid.

### Reliability Test

If a measuring instrument can be doubled further, to find out its consistency, a reliability test is needed. Variable reliability will be said to be valid if it has a Cronbach's Alpha value  $> 0,60$ .

**Table 4.** Reliability Test Results

Variable	Cronbach Alpha	Criteria	Description
Position	0,875	$>0,60$	Reliable
Promotion			
Work	0,892	$>0,60$	Reliable
Environment			
Work	0,912	$>0,60$	Reliable
Performance			

*Source of data processed from SPSS 26 2022*

Based on table 4, if we look at it, each variable shows Cronbach's Alpha  $> 0.60$ . This means that each variable of raw material cost, sales promotion, selling price and net profit is declared reliable.

### Classical Assumption Test

#### Normality Test

The normality test is carried out using the Kolmogrov-Smirnov of Fit Test (K-S Test), the requirement for the normality test is the K-S significance value  $> 0.05$  if the K-S significance value  $< 0.05$ , then the research data is not normally distributed. The results of the normality test can be seen in table 5:

**Table 5.** Normality Test Results

		Unstandardized Residual
N		40
Normal Parameters <sup>a,b</sup>	Mean	.000000
	Std. Deviation	2.01646021
Most Extreme Differences	Absolute	.087
	Positive	.070
	Negative	-.087
Test Statistic		.087
Asymp. Sig. (2-tailed)		.200c,d
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
Source of data processed from SPSS 26 2022		

*Source of data processed from SPSS 26 2022*

From Table 5, the Kolmogrov-Smirnov calculation shows that the significant value is  $0.200 > 0.05$  It can be said that the data is normally distributed.

**Multicollinearity Test**

The multicollinearity test is carried out to determine whether or not there is a high correlation between the independent variables.

**Table 6. Multicollinearity Test Results**

Model	Collinearity Stat Tolerane	VIF
1(Constant)		
Position Promotion (X1)	0,164	6,097
Work Environment (X2)	0,164	6,097

*Source of data processed from SPSS 26 2022*

Based on table 6, it shows that the tolerance value is  $0.164 > 0.01$  and the VIF value is  $6.097 < 10$ , meaning that there is no multicollinearity so it can be concluded that there is no multicollinearity between the independent variables in the regression model.

**Heteroscedasticity Test**

The heteroscedasticity test aims to determine whether there is an inequality of variance in the regression model from one residual observation to another.

**Table 7. Heteroscedasticity Test Results**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,143	,940		3,345	,000
	Position Promotion (X1)	,105	,107	,378	,981	,333
	Work Environment (X2)	-153	,096	-,618	-1.602	,118

*Source of data processed from SPSS 26 2022*

Based on the test results in table 7, the significance value is 0.333, while the work environment variable has a significance value of 0.118. The significance level of this test must be greater than 0.05 which is fulfilled by the values obtained for all variables. Therefore, it can be concluded that no heteroscedasticity occurs.

**Multiple Linear Regression Analysis**

Multiple linear regression analysis is used to determine the effect or linear relationship between two or more dependent variables.

**Table 8. Multiple Linear Regression Test Results**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,190	,800		6,484	,000
	Position Promotion (X1)	,872	,037	1,016	23,754	,000
	Work Environment (X2)	,342	,060	,354	5,669	,000

a. Dependent Variable: Work Performance

Based on the results of SPSS 24 output in table 8, the multiple linear regression equation can be formulated as follows:

$$Y = 5,190 + 0,872X_1 + 0,342X_2 + e$$

Based on the multiple linear regression equation above, it can be explained as follows:

- The constant value is obtained at 5.190. This means that if the independent variables of Position Promotion and Work Environment do not exist or have a value of 0, the value of employee work performance is 5,190.
- The regression coefficient value of the position promotion variable (b1) is positive and equal to 0.872. this shows that if the position promotion variable (X1) increases by one unit, the Work Performance (Y) on the position promotion variable will also experience the same increase.
- The coefficient value (b2) of the Work Environment variable shows a number of 0.342 and a positive direction, meaning that if the Work Environment variable (X2) increases by one unit, it will be followed by an increase in Work Performance (Y) on the work environment variable, namely by 0.342 units.

### Hypothesis Test

#### Partial Test (t)

The t-test is used to test the significance of each independent variable to the dependent variable. This test is done by comparing tcount with ttable. The partial test results (t test) are as follows:

**Table 9.** Partial Test Results (t) Position Promotion  
Coefficients<sup>a</sup>

Model	Unstandardized Coefficients B	Std. Error	Std. C Beta	t	Sig.
1 (Constant)	3,305	,816		4,051	,000
Position Promotion	,702	,031	,839	23,073	,000

a. Dependent Variable: Work Performance

Source data processed from SPSS V24 2022

In table 9, the variable influence of position promotion (X1) on work performance where the tcount value of position promotion is 23.073 greater than the ttable value of 2.026 with a significant value of 0.000 < 0.05, it can be said that the independent variable has a partially significant effect on the dependent variable.

**Table 10.** Partial Test Results (t) Work Environment  
Coefficients<sup>a</sup>

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1 (Constant)	3,305	,816		4,051	,000
Work Environment	,342	,060	,354	5,669	,000

a. Dependent Variable: Work Performance

In table 10, the Work Environment Influence Variable (X2) on work performance where the work environment tcount is 5.669 greater than the ttable value of 2.026 with a significant value of 0.000 < 0.05, it can be said that the independent variable has a partially significant effect on the dependent variable.

**Simultaneous Test (F Test)**

The F test is used to determine whether the independent variables simultaneously have a significant effect on the dependent variable. This test is done by comparing the significance of the  $f_{count} > f_{tabel}$  value.

**Table 11.** Simultaneous Test Results (F Test)

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	655.422	2	327.711	76.463	,000 <sup>b</sup>
Residual	158.578	37	4.286		
Total	814.000	39			

a. Dependent Variable: Work Performance  
 b. Predictors: (Constant), Position Promotion

*Source of data processed from SPSS 26 2022*

It can be seen in table 11, the  $f_{count}$  value is 76.463 and the  $f_{tabel}$  value is 3.25 so that the  $f_{count} > f_{tabel}$  value. And based on the significant value in the F test results table above is 0.000. So it can be said that  $0.000 < 0.05$  means that  $H_0$  is rejected. It can be concluded that the variables of Position Promotion (X1) and Work Environment (X2) simultaneously have a significant effect on employee work performance at the Palembang City Cooperative and UKM Office.

**Coefficient of Determination (R2)**

The coefficient of determination (R2) is used to determine how much the ability of the independent variable can explain the dependent variable.

**Table 12.** Test Results of the Coefficient of Determination (R2)  
**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,897 <sup>a</sup>	,805	,795	2,07024

a. Predictors: (Constant), X2, X1  
 b. Dependent Variable: Y

*Source of data processed from SPSS 26*

The coefficient value of R Square (R2) is 0.805 or 80.5 percent as shown in Table 12. Thus it can be concluded that the variables of job promotion and work environment have a magnitude of 0.805 (80.5%) on employee work performance.

**DISCUSSION**

**Effect of Position Promotion on Work Performance**

In this research, position promotion at the Palembang City Cooperative and UKM Office has a positive and significant effect on work performance so that  $H_1$  is accepted. The results of testing this hypothesis are in line with the findings of (Supriaddin, 2020), (Alie et al., 2022) which state that position promotion variables affect work performance positively and significantly.

Job promotion variables affect employee work performance, because good and correct job promotions carried out by companies such as the opportunity to be promoted will also encourage work enthusiasm for employees so as to spur good employee work performance for the company. As stated by (Irfandi, 2019) job promotion aims to improve and increase the enthusiasm for employee work performance. If promotions are given to high-achieving employees, it can increase motivation to increase work enthusiasm so as to achieve high productivity in the company.

**The Effect of Work Environment on Work Performance**

In this research, the work environment of the Palembang City Cooperative and UKM Office has a positive and significant effect on work performance so that  $H_1$  is accepted. The results of



testing this hypothesis are in line with the findings of (Barik et al., 2021), (Arifin & Yulianthi, 2015) and (Diwata Prawira et al., 2023) stating that work environment variables affect work performance positively and significantly.

The work environment according to (Rozjiqin & Ridlwan, 2022) The work environment must be healthy and made as comfortable as possible in order to increase employee productivity and performance so that it can have an impact on employee work performance and positive energy can be emitted from a good work environment. The company must always maintain and improve comfort in a good workplace or environment, so that employees can feel comfortable when doing work and tasks so that they can achieve good company targets and goals.

### **Effect of Position Promotion and Work Environment on Work Performance**

Position Promotion and Work Environment of the Palembang City Cooperative and UKM Office have a positive and significant effect on Work Performance so as to accept H3. The results of testing this hypothesis also produce a coefficient of determination (R) score of 80.5 per cent, which means that the Work Performance variable (Y) is sufficiently explained by the influence of Position Promotion and Work Environment in this study. The results of this test are in line with research conducted by (Abdullah, 2020), (Dhermawan et al., 2012) and (Supriaddin, 2020) found that the test results simultaneously prove that the variables of job promotion, and work environment affect work performance positively and significantly.

According to (Abdullah, 2020) Work performance is the result of work in quality and quantity that can be obtained by an employee in carrying out his main duties and functions as an employee according to the responsibilities given. Where the independent variables of Position Promotion and Work Environment simultaneously affect the dependent variable of work performance, with the promotion of positions and the existence of a good work environment, the complete facilities provided by the company to employees will greatly affect the morale of employees so that employees will be able to work well and provide optimal work results and can achieve good work performance for the company.

## **4. CONCLUSION**

Based on the research that has been done, it can be concluded from the research results that partially the position promotion variable has a significant effect on employee work performance. Work environment variables have a significant effect on employee work performance. Job promotion variables and work environment have a significant effect on employee work performance.

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