

The Effect of Job Training and Work Environment on Employee Performance Through Job Satisfaction at BPR Alwashliyah

Shofyan Roni

Management Study Program, Universitas Potensi Utama

ARTICLE INFO

Article history:

Received Nov 30, 2023

Revised Nov 12, 2023

Accepted Des 27, 2023

Keywords:

Work Environment
Employee Performance
Job Satisfaction

ABSTRACT

Employee performance is very determining progress something company Because performance is something very important thing in effort organization For reach objective . If employee own good performance _ naturally will give impact profitable for company vice versa _ if performance employee low so company will experience difficulties and losses in achievement goals that have been determined by the Company. Study This aim For test and analyze influence training and environment Work to performance employee through satisfaction Work in a way direct nor in a way No direct . Approach used _ in study This is approach causal . Population in study This is all over BPR Alwashliyah employees . Deep sample study This use sample fed up totaling 50 people from BPR Alwashliyah . Deep data collection techniques study This use technique documentation , observation , and questionnaires . Deep data analysis techniques study This use approach quantitative use analysis statistics with using the Analysis test Outer Model , Inner Model Analysis , and Hypothesis Testing . Deep data processing study This using the PLS (*Partial Least Square*) software program . Research result This show that in a way direct training , environment work and satisfaction Work influential significant to performance employees , training and environment Work influential significant to satisfaction Work as well as in a way No direct training and environment Work influential significant to performance employee through satisfaction works at BPR Alwashliyah .

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



Corresponding Author:

Shofyan Roni,
Management Study Program,
Universitas Potensi Utama,
JL. KL. Yos Sudarso Km. 6,5 No. 3-A, Tanjung Mulia, Tj. Mulia, Kec. Medan Deli, Kota Medan, Sumatera Utara 20241.
Email: ronie.snr82@gmail.com

1. INTRODUCTION

Source Power man has important meaning Because man role active and dominant in every activity organization. Human within organization role as decider, doer , and planner in reach objective company at a time determine forward and backward company. Humans are source different power from factor production other Because man have feelings, thoughts, desires and background heterogeneous background. Humans have them too necessities that are not limited, that is need man always increase from time to time. Need man interpreted as all something he has, achieves, and enjoys, because of That man encouraged For do activity with Work (J Jufrizen, 2016) .

Performance is a work result achieved by a person in carrying out the tasks assigned to him which is based on skill, experience, seriousness and time. This performance is combined from three factor important that is abilities and interests somebody workers, capabilities and acceptance on explanation delegation tasks and roles as well as level motivation a worker (Muis et al., 2018) .

Apart from that, performance equalized with results Work a employee. For reach good performance, the most dominant element is source Power human, though planning has arranged with good and neat but if people or implementing personnel No quality or not own Spirit high work , then planning that has been done arranged the will vain (Arianty, 2015) .

Employee performance can influenced by factors training. Through training expected employee can add the knowledge he has as well as For hone his long -standing abilities This less than optimal or Not yet There is . Sometimes knowledge employees are very minimal, then through training Of course will get addition knowledge (Kasmir, 2016).

The intended training is For repair mastery various abilities and techniques implementation work , training focus more on practice, with thereby employee after finished follow training so the result Can put it into practice straight away in place Work in activity Work everyday (Larasati, 2018).

Furthermore other influencing factors performance that is environment Work Environment work consisting on environment physical and non- physical are also the part that doesn't lost important for continuity Work employee in operate later work will bring up interaction between individual with environment Work . Environment Work is all existing conditions around the workers, so Good in a way direct nor No direct can influence himself in carry out assigned tasks. Good and fun environment _ will can give rise to enthusiastic and enthusiastic work , and vice versa If environment work that doesn't pleasant will can reduce enthusiastic and enthusiastic Work (E Sinambela & Tanjung, 2018b) .

Environment Work is circumstances around place Work Good in a way physique or non-physical that can be done give impression pleasant, safe, reassuring employees who can influence employee in operate his task. Comfortable impression will environment Work can reduce feelings of boredom and boredom in Work. Comfort the naturally will impact on improvement motivation and produce satisfaction Work employee. On the contrary, discomfort from environment work experienced by employees. Can fatal consequences, namely decreasing motivation Work employee That yourself and produce dissatisfaction Work influential employees to performance employee in Work (Aruan & Fakhri, 2015)

Environment conducive work provides a sense of security and possibility employee For can works optimally. Environment Work That covers connection created work between fellow employees and relationships Work between subordinates and superiors as well as environment Work physique place employee Work. Atmosphere less work good, for example can caused by division work that doesn't clear , channel conflicting assignments and responsibilities siur and others. Atmosphere less work Good bro reduce somebody For Work with good and cause stress Work (Agam et al., 2015)

Apart from training and environment influencing work performance employees, satisfaction work is also one factors that also influence to performance. Satisfaction work also has an important meaning For actualization self employee. Employees who don't get satisfaction Work No will reach maturity psychological . Employees who get it satisfaction nice work usually have notes attendance, turnover work and achievements nice work compared to with employees who don't get satisfaction Work. Satisfaction Work has a very important meaning For give conducive situation in the environment company so that performance employees produced more optimal. With Thus, training leadership , promotion , and satisfaction Work own influence to performance employee (Syahputra & Jufrizen, 2019) .

Satisfaction Work is feelings felt every employee in operate all where is his job feeling like will his job or No like with his job. Satisfaction Work will seen from performance produced by each employee. When performance Good signify that somebody the satisfied will his job (Tanjung, 2019)

2. RESEARCH METHOD

Approach Research used writer is approach study associative. Approach associative is research conducted _ For combine between two variables or more To use know influence between variable One with variable (Juliandi et al., 2015) . Study this also uses approach quantitative that

describes and summarizes various conditions, situations and variables. Data analysis is in nature quantitative / statistical with objective For test hypothesis that has been set . Population in study This is all over 50 employees of Alwashliyah People's Credit Bank, Krakatau Medan Branch. Size sample obtained with use sample fed up as many as 50 people . Data collection techniques used includes : Interview to parties related which is conducted in a way direct with respondents and parties related who have information about objects and variables study . List of questions / questionnaire, provided to student . Documentation study , which was carried out For tabulate the data inside documents related writing with objects and variables study . Data analysis method used is *partial least squares-structural equation model* (PLSSEM) in modeling and assessment hypothesis.

3. RESULTS AND DISCUSSIONS

Research result

Character Respondent By Gender

Table 1. Descriptive Respondent By Gender

Description	Frequency (Person)	Percentage (%)
Gender : _		
Man	21	42.86
Woman	28	57.14
Amount	49	100

Source : Data processed 2023

Based on table 1 above , is known that respondents that is man namely 21 people or 42.86% and women namely 28 people or 57.14%. From the data above majority respondents Woman that is totaling 28 people.

Character Respondent Based on Age

Table 2. Descriptive Respondent Based on Age

Description	Frequency (Person)	Percentage (%)
Age :		
>30 years	8	16.33
30-39 years old	20	40.82
40-50 years	15	30.61
<50 years	6	12.24
Amount	49	100

Source : Processed Data Year 2023

Based on table 2 above, is known that majority age respondents namely at the age of >30 years namely 8 people or 16.33%, age between 30-39 years namely 20 people or 40.82%, age between 40-50 years namely 15 people or 30.61%, aged >50 years namely 6 people or 2.24%. From the data above majority respondents aged 30-39 years that is totaling 20 people.

Outer Model Analysis

Convergent Validity

Item Reliability

Following is mark *item reliability* can be seen in the column *standardized loading*:

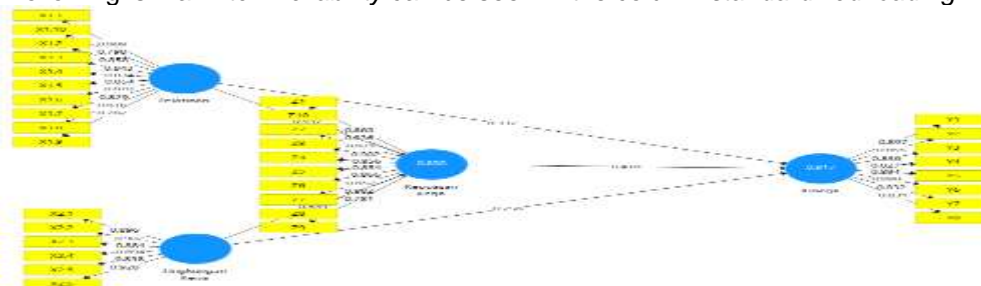


Figure 1 Standardized Loading Factor Inner and Outer Model

From the picture above can seen that the entire load is worth it more from 0.5 so No need set aside . With so, every indicator has been valid for explain each latent variable that is training, environment work , satisfaction work and performance .

Composite Reliability

With measurement the if value achieved is > 0.60 then can said that construct the own high reliability.

Table 3. Composite Reliability Results

	Cronbach's Alpha
Satisfaction Work	0.960
Performance	0.949
Environment Work	0.950
Training	0.953

Source : 2023 Data Processing Results

Based on table 3 above showing that mark *Cronbach's alpha* For satisfaction Work as big as 0.960 ; performance as big as 0.949 ; environment Work as big as 0.950 ; training as big as 0.953 . The fourth latent acquires mark *Cronbach's alpha* above 0.6 so can said all over factor own reliability or good reliability _ as tool measure .

Table 4 Results of Average Variance Extracted (AVE)

	Average Variance Extracted (AVE)
Satisfaction Work	0.734
Performance	0.736
Environment Work	0.799
Training	0.702

Source : 2023 Data Processing Results

Based on table 6 above showing that AVE value for For satisfaction Work as big as 0.734 ; performance as big as 0.736 ; environment Work as big as 0.799 ; training as big as 0.702 . Fourth variable has AVE located above 0.5 so construct own good *convergent* validity Where latent variables can explains the average more from half *variance* of the indicators.

Inner Model Analysis

Based on data processing that has been done done with using the smartPLS 3.0 program , obtained mark *R-Square* that can seen in the figures and tables following :

R² results

	R Square	R Square Adjusted
Satisfaction Work	0.850	0.844
Performance	0.917	0.911

Source : 2023 Data Processing Results

From the table above 8 are known that influence training , environment work and satisfaction Work to performance with an r-square value of 0.917 indicates that variation mark performance capable explained by variation mark training , environment work and satisfaction Work of 91.7% or in other words that the model is substantial (good), and 8.3% is influenced by variables other . Furthermore influence training and environment Work to satisfaction Work with an r-square value of 0.850 indicates that variation mark satisfaction Work capable explained by variation mark training and environment Work by 85% or in other words that the model is substantial (good), and 15% is influenced by variables other .

Testing Hypothesis

Testing Hypothesis Influence Direct

The results of the direct influence hypothesis test can be seen in the following *path coefficient* table:

Table 6. Path Coefficient

	Original Sample (O)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Satisfaction Work -> Performance	0.418	0.108	3,877	0,000
Environment Work -> Satisfaction Work	0.539	0.113	4,782	0,000
Environment Work -> Performance	0.258	0.129	1,997	0.046
Training -> Satisfaction Work	0.437	0.119	3,667	0,000
Training -> Performance	0.332	0.102	3,274	0.001

Source : 2023 Data Processing Results

Based on Table 6, it can be stated that testing hypothesis is as following :

1. Influence training to performance have coefficient track of 0.332. Influence the have mark probability (p-values) of $0.001 < 0.05$, meaning training influential significant to performance employee at Alwashliyah People's Credit Bank .
2. Influence training to satisfaction Work have coefficient track of 0.437. Influence the have mark probability (p-values) of $0.000 < 0.05$, meaning training influential significant to satisfaction works at the Alwashliyah People's Credit Bank .
3. Influence environment Work to performance have coefficient track of 0.258. Influence the have mark probability (p-values) of $0.046 < 0.05$, meaning environment Work influential significant to performance employee at Alwashliyah People's Credit Bank .
4. Influence environment Work to satisfaction Work have coefficient track of 0.539. Influence the have mark probability (p-values) of $0.000 < 0.05$, meaning environment Work influential significant to satisfaction works at the Alwashliyah People's Credit Bank .
5. Influence satisfaction Work to performance have coefficient track of 0.418. Influence the have mark probability (p-values) of $0.000 < 0.05$, meaning satisfaction Work influential significant to performance employee at Alwashliyah People's Credit Bank .

Testing Indirectly

As for influence No direct between variable free and variable tied to research This can stated is as following :

Table 7. Specific Indirect Effects

	Original Sample (O)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Environment Work -> Satisfaction Work -> Performance	0.226	0.078	2,906	0.004
Training -> Satisfaction Work -> Performance	0.183	0.070	2,619	0.009

Source : PLS 3.00

Based on Table 7 above , you can stated that testing hypothesis is as following :

1. Influence training to performance through satisfaction Work have coefficient track of 0.183. Influence the have mark probability (p-values) of $0.009 < 0.05$, meaning training influential significant to performance employee through satisfaction Work at the Alwashliyah People's Credit Bank .
2. Influence environment Work to performance through satisfaction Work have coefficient track of 0.226. Influence the have mark probability (p-values) of $0.004 < 0.05$, meaning environment Work influential significant to performance employee through satisfaction Work at the Alwashliyah People's Credit Bank .

Discussion

Influence Training On Performance

From the results analysis testing hypothesis influence training to performance have coefficient track of 0.332. Influence the have mark probability (p-values) of $0.001 < 0.05$, meaning training influential significant to performance employee at Alwashliyah People's Credit Bank .

This matter show that training Work Mum increase performance employee at Alwashliyah People's Credit Bank Where with the more increasing training provided to supporting employees work employee the so productivity employee the will the more increase with thereby so performance employee will the more increase .

Training in something agency have very important role and will determine performance agency That Alone. From training whatever form and level in essence will heading towards something change behavior , good in a way individual nor group. Training is something effort To use developing human resources especially in field knowledge, abilities , skills and attitudes the knowledge in question is knowledge about necessary knowledge _ dominated by something position or position certain (Yusnandar et al., 2020) .

Research result This in line with results research previously carried out by (Mutholib, 2019) , (Elizar Sinambela & Tanjung, 2018) conclude that training influential significant to performance employee.

Influence Environment Work On Performance

From the results analysis testing hypothesis influence environment Work to performance have coefficient track of 0.258. Influence the have mark probability (p-values) of $0.046 < 0.05$, meaning environment Work influential significant to performance employee at Alwashliyah People's Credit Bank.

That matter show that the more Good environment the work of the Alwashliyah People's Credit Bank , then will create something fun job For done , so will creates a feeling of satisfaction and comfort in do job , where related circumstances with connection Work employee , fine connection with leader nor connection fellow colleague work, then will create feeling like to his job so that will creates a feeling of comfort and satisfaction Work employee , with thereby employee will more Spirit in do his job so that performance employee will the more increase.

Environment Work have influence to employee company in business For finish assigned tasks to him , which was in the end influential to discipline Work employee . Environment good and satisfying work employee Of course will increase performance employee That Alone . So that they can finish assigned tasks _ with good and full not quite enough answer . Thereby vice versa when environment Work not enough satisfying for employee cause employee Work in lack of atmosphere calm down , so will can heighten level their mistake do .

Research result This in line with results study previously carried out by (Farisi et al., 2021) ; (Sartika & Khair, 2022) , concluded that environment Work influential to performance .

Influence Satisfaction Work On Performance

From the results analysis testing hypothesis influence satisfaction Work to performance have coefficient track of 0.418. Influence the have mark probability (p-values) of $0.000 < 0.05$, meaning satisfaction Work influential significant to performance employee at Alwashliyah People's Credit Bank .

This matter show that with satisfaction work you have increasing number of employees increase so performance employee at the Alwashliyah People's Credit Bank will the more increase. Employee feel satisfied on what is received, accompanied with connection with good leader so employee will more truly in do his job so performance employee the will the more increase.

When employees feel very satisfied with job, salary, colleagues Work etc, then they will do performance optimally. When all aspect satisfaction related work with employee can fulfilled by the company, then employee will do optimization Work For company. With exists satisfaction work felt by employees Of course will impact to performance demonstrated by employees , there is fundamental differences between employees who have satisfaction Work with those who don't own satisfaction work, employees who have satisfaction Work will own more notes _ good and obedient

to regulation as well as usually will own good performance compared to with employees who don't own satisfaction in carry out work (Nasution, 2018).

Research result This in line with results study previously carried out by (SF Harahap & Tirtayasa, 2020) ; (MI Nasution, 2018) ; conclude that satisfaction Work influential to performance.

Influence Training To Satisfaction Work

From the results analysis testing hypothesis influence training to satisfaction Work have coefficient track of 0.437. Influence the have mark probability (p-values) of $0.000 < 0.05$, meaning training influential significant to satisfaction works at the Alwashliyah People's Credit Bank.

This matter show that training Work Mum increase satisfaction Work employee at Alwashliyah People's Credit Bank Where with the more increasing training provided to supporting employees work employee the so employee will feel satisfied on what are they accept with thereby so satisfaction Work employee will the more increase.

Training as part education that concerns the learning process For acquire and improve outside skills system. Training is an involved learning process acquisition skills, concepts, rules, or attitude For increase performance employee. Training consists on series planned activities For increase skills, knowledge, experience, or change attitude somebody. Training for employee is a teaching process knowledge and expertise certain as well as attitude to employees the more skilled and capable carry out not quite enough he answered with the more OK, appropriate with standard (Supatmi , 2013).

Research result This in line with results study previous research conducted by (Supatmi , 2013) and (Meiditha , 2019) concluded that training influential to satisfaction Work.

Influence Environment Work To Satisfaction Work

From the results analysis testing influence environment Work to satisfaction Work have coefficient track of 0.539. Influence the have mark probability (p-values) of $0.000 < 0.05$, meaning environment Work influential significant to satisfaction works at the Alwashliyah People's Credit Bank.

This matter show that environment Work capable increase satisfaction Work Alwashliyah People's Credit Bank employee, where the more Good environment work , then will create something fun job For done , so will creates a feeling of satisfaction working as an employee of the Alwashliyah People's Credit Bank . Circumstances that occur are related with connection Work employee , fine connection with colleague Work nor connection with superior so will create feeling like to his job so that will creates a feeling of satisfaction work for employees.

Environment non- physical work role important For increase satisfaction Work employee. This matter happen Because environment non- physical work like structure task , design work , pattern leadership , pattern Work the same and culture organization the more OK , then satisfaction Work employees are also increasing improved (Wibowo et al., 2014)

Research result This in line with results study previously conducted by (Aruan & Fakhri, 2015) , (Wibowo et al., 2014) (Rasyid & Tanjung, 2020) , (Astuti & Iverizkinawati, 2018) conclude that environment Work influential towards satisfaction Work .

Influence Training On Employee Performance Through Satisfaction Work

From the results analysis testing hypothesis influence training to performance through satisfaction Work have coefficient track of 0.183. Influence the have mark probability (p-values) of $0.009 < 0.05$, meaning training influential significant to performance employee through satisfaction Work at the Alwashliyah People's Credit Bank.

This matter show that training Work Mum increase performance employee through satisfaction Work employee at Alwashliyah People's Credit Bank Where with the more increasing training provided to supporting employees work employee the so employee will feel satisfied on what are they accept with thereby so satisfaction Work employee will the more increase with thereby so employee will more Spirit in do his job with thereby so performance employee will the more increase.

Training is one of implementation function management source Power man For get sourced employees Power good and right human being. So when company give effective training, p the will

give knowledge new, skills new, abilities new and appropriate behavior. Where matter This will give enhancement contribution employee form optimal performance for company to company capable reach objective . With matter this , then company can grow and excel in the middle competition or at least company can still endure (Prayogi et al., 2021) .

Influence Environment Work On Employee Performance Through Satisfaction Work

From the results analysis testing hypothesis influence environment Work to performance through satisfaction Work have coefficient track of 0.226. Influence the have mark probability (p-values) of $0.004 < 0.05$, meaning environment Work influential significant to performance employee through satisfaction Work at the Alwashliyah People's Credit Bank .

Environment Work capable increase performance employees who experience satisfaction Work Alwashliyah Rural Bank employee. Environment nice work will create something fun job _ For done , so will creates a feeling of satisfaction works as an employee of the Alwashliyah People's Credit Bank, where related circumstances with connection Work employee, fine connection with colleague Work nor connection with superior so will create feeling like to his job so that will creates a feeling of satisfaction work for employees. With thereby so employee will the more Spirit in do work so that performance employee will the more increase.

A fun and giving environment maximum performance for employee. Because of employees No feel disturbed in carry out his duties. So they more calm, active, diligent and serious face his duties . Creation environment fun and enjoyable work fulfil need employee will give maximum performance and drive Spirit they. On the contrary environment less work _ get attention will bring impact negative and decreasing task experience interference , so not enough enthusiasm and lack pour out energy and mind to his task

4. CONCLUSION

Based on results research and discussions that have been carried out stated previously so can taken conclusion are 1) By direct training influential significant to performance employee at the Alwashliyah People's Credit Bank. 2) By direct environment Work influential significant to performance employee at the Alwashliyah People's Credit Bank. 3) By direct satisfaction Work influential significant to performance employee at the Alwashliyah People's Credit Bank. 4) By direct training influential significant to satisfaction Work at the Alwashliyah People's Credit Bank. 5) By direct environment Work influential significant to satisfaction Work at the Alwashliyah People's Credit Bank. 6) By No direct training influential significant to performance employee through satisfaction performance at the Alwashliyah People's Credit Bank. 7) By No direct environment Work influential significant to performance employee through satisfaction work at the Alwashliyah People's Credit Bank.

REFERENCES

- Agam, F., Suryatini, M., & Sudarta. (2015). Analisa Pengaruh Beban Kerja, Lingkungan Kerja dan Pengalaman Kerja Terhadap Stres Kerja Pada Karyawan PT. Pelayaran Sindutama Bahari Cabang Lembar. *Jurnal Magister Manajemen Universitas Mataram*, 1(1), 1–15.
- Arianty, N. (2015). Pengaruh Pelimpahan Wewenang dan Koordinasi Kerja Terhadap Pengambilan Keputusan di Perusahaan Asuransi Di Kota Medan. *Jurnal Manajemen Tools*, 4(2), 80–91.
- Aruan, Q. S., & Fakhri, M. (2015). Pengaruh Lingkungan Kerja Terhadap Kepuasan Kerja Karyawan Lapangan Departemen Grasberg. *Modus*, 27(2), 17–32.
- Astuti, R., & Iverizkinawati, I. (2018). Pengaruh Kepemimpinan dan Lingkungan Kerja terhadap Kepuasan Kerja Karyawan pada PT. Sarana Agro Nusantara Medan. *Jurnal Ilman*, 6(1), 26–41.
- Farisi, S., Prayogi, M. A., & Juliana, E. (2021). The Influence Of Work Motivation And Work Environment On Organizational Citizenship Behavior With Job Satisfaction As An Intervening Variable At The Youth And Sports Office Of North Sumatra Province. *International Journal of Economic, Business, Accounting, Agriculture Management and Sharia Administration (IJEBA)*, 1(2), 257–268.
- Harahap, S. F., & Tirtayasa, S. (2020). Pengaruh Motivasi, Disiplin, Dan Kepuasan Kerja Terhadap Kinerja Karyawan Di PT. Angkasa Pura II (Persero) Kantor Cabang Kualanamu. *Maneggio:*

- Jurnal Ilmiah Magister Manajemen*, 3(1), 120–135.
<https://doi.org/10.30596/maneggio.v3i1.4866>
- Jufrizen, J. (2016). Efek Mediasi Kepuasan Kerja Pada Pengaruh Kompensasi Terhadap Kinerja Karyawan. *Jurnal Ilmiah Manajemen Dan Bisnis*, 17(1), 1–18.
- Juliandi, A., Irfan, I., & Manurung, S. (2015). *Metodologi Penelitian Bisnis Konsep dan Aplikasi*. UMSU PRESS.
- Kasmir, K. (2016). *Manajemen Sumber Daya Manusia*. PT Rajagrafindo Persada.
- Larasati, S. (2018). *Manajemen Sumber Daya Manusia*.
- Muis, M. R., Jufrizen, J., & Fahmi, M. (2018). Pengaruh Budaya Organisasi Dan Komitmen Organisasi Terhadap Kinerja Karyawan. *Jesya (Jurnal Ekonomi & Ekonomi Syariah)*, 1(1), 9–25.
- Mutholib, M. (2019). Pengaruh Pelatihan Kerja dan Kompensasi Finansial terhadap Kinerja. *Liabilities (Jurnal Pendidikan Akuntansi)*, 2(3), 222–236.
<https://doi.org/10.30596/liabilities.v2i3.3993>
- Nasution, M. I. (2018). Peran Kepuasan Kerja dan Kepemimpinan Transformasional terhadap Kinerja Karyawan. *Prosiding: The National Conferences Management and Business (NCMAB) 2018*, 425–439.
- Prayogi, M. A., Farisi, S., & Salwa, H. (2021). Pengaruh Pelatihan Dan Budaya Organisasi Terhadap Kinerja Karyawan Di Mediasi Oleh Organizational Citizenship Behavior. *Prosiding Seminar Nasional Kewirausahaan*, 2(1), 1068–1076.
- Sartika, N. D., & Khair, H. (2022). Pengaruh Lingkungan Kerja, Kepuasan Kerja Dan Organizational Citizenship Behavior Terhadap Kinerja Dosen (Study Empiris Pada Politeknik Ganesha Medan). *Jurnal Ekonomi & Ekonomi Syariah*, 5(2), 1335–1347.
- Sinambela, E., & Tanjung, H. (2018). Pengaruh Pelatihan, Kompetensi, Lingkungan Kerja Terhadap Kinerja Pegawai. *Manggeio: Jurnal Ilmiah Magister Manajemen*, 1(1), 46–58.
- Sinambela, Elizar, & Tanjung, H. (2018). Pengaruh Pelatihan, Kompetensi, Lingkungan Kerja Terhadap Kinerja Pegawai. *Manggeio: Jurnal Ilmiah Magister Manajemen*, 1(1), 46–58.
- Syahputra, I., & Jufrizen, J. (2019). Pengaruh Diklat, Promosi dan Kepuasan Kerja Terhadap Kinerja Pegawai. *Manggeio: Jurnal Ilmiah Magister Manajemen*, 2(1), 104–116.
- Tanjung, H. (2019). Pengaruh Keterlibatan Kerja Dan Kepuasan Kerja Terhadap Komitmen Organisasi Pegawai. *Jurnal Humaniora: Jurnal Ilmu Sosial, Ekonomi Dan Hukum*, 4(2), 36–49.
- Wibowo, M., Musadieg, M. A., & Nurtjahjono, G. E. (2014). Pengaruh Lingkungan Kerja Terhadap Kepuasan Kerja (Studi Pada Karyawan PT. Telekomunikasi Indonesia Tbk Kandatel Malang). *Jurnal Administrasi Bisnis (JAB)*, 16(1), 1–9.
- Yusnandar, W., Nefri, R., & Siregar, S. (2020). Pengaruh Disiplin Kerja Dan Pelatihan Terhadap Kinerja Karyawan Dengan Budaya Organisasi Sebagai Variabel Moderasi Pada Rumah Sakit Milik Pemerintah di Kota Medan. *Jurnal Humaniora: Jurnal Ilmu Sosial, Ekonomi Dan Hukum*, 4(1), 61–72.