



Effect of Innovation and Motivation on Employee Performance through Achievement Allowances at *Bappedalitbang* Mojokerto

Winda Kurnia Hardiyanti^{1*}, Sandra Oktaviana Pinaraswati²

^{1,2}Dr. Soetomo University, Indonesia

*Corresponding author: w117da.erumbee@gmail.com |

Received: 29 October 2024 | Revised: 11 November 2024 | Published: 31 December 2024

Abstract

Purpose: This study aims to analyze the Effect of Innovation and Motivation on Employee Performance Through ASN Achievement Allowances in the *Bappedalitbang* of Mojokerto City.

Research Methodology: This quantitative, observational, cross-sectional study used a census sampling technique with 65 respondents.

Results: Path analysis shows that innovation does not significantly affect ASN Performance or Achievement Allowances, while motivation has a positive and significant effect on both. Achievement Allowances also positively and significantly influence ASN Performance, and motivation significantly affects performance through Achievement Allowances, with all P-values ≤ 0.05 .

Conclusions: Based on path analysis, innovation does not significantly affect ASN Performance or Achievement Allowances, while motivation has a positive and significant effect on both. Achievement Allowances also positively and significantly influence ASN Performance, and motivation significantly affects performance through Achievement Allowances.

Limitations: This study is limited to ASN employees at the Mojokerto City Development Planning, Research, and Development Agency (*Bappedalitbang*), which may limit the generalizability of the findings to other public sector institutions.

Contributions: The study provides empirical evidence that motivation and achievement allowances are key drivers of ASN performance. It offers guidance for public sector managers to design interventions that enhance employee effectiveness and welfare.

Keywords: Achievement Allowances, Employee Performance, Innovation, Motivation

How to Cite: Hardiyanti, W.K., & Pinaraswati, S. O. (2024). Effect of Innovation and Motivation on Employee Performance through Achievement Allowances at *Bappedalitbang* Mojokerto. *Jurnal Bisnis, Ekonomi, Manajemen, dan Kewirausahaan (JBEMK)*, 4(2), 88–97.

<https://doi.org/10.52909/jbemk.v4i2.192>

1. Introduction

Performance is a fundamental aspect of organizational behavior that is directly related to the production of goods or the delivery of services Simamora (2004). Employee performance, often referred to as work achievement, reflects the quality and quantity of work produced by an employee in fulfilling their assigned responsibilities. High performance is critical for organizational success, as it ensures that institutional goals are met efficiently, resources are utilized optimally, and service standards are maintained (Agusinta et al., 2021; Keke et al., 2021). In public sector organizations, employee performance not only affects operational efficiency but also has a direct impact on public trust and satisfaction (Alfian et al., 2024; Kabdiono & Akbar, 2021; Setyawati & Aristiyanto, 2021).

Efforts to improve employee performance are multifaceted and often include the provision of performance allowances or incentives, the enhancement of motivation, skill development through training programs, and effective leadership practices (Sinta & Purnomo, 2023; Sirait et al., 2023). Performance allowances, in particular, serve as tangible recognition of employee contributions and provide a direct link between effort and reward (Hasan, 2022; Mulyanto et al., 2023). Timely and appropriate allocation of such allowances enables employees to understand the expectations placed upon them and motivates them to achieve measurable results (Rizqi & Sakinah, 2021). By clearly communicating performance goals and providing rewards for meeting these goals, agencies can foster a culture of accountability and productivity (Adil et al., 2023; Belay & Belay, 2023).

In addition to monetary recognition, the role of intrinsic factors such as motivation and innovation is increasingly recognized as essential for enhancing employee performance (Haryanto et al., 2023; Rahman & Shanjabin, 2022). Motivation drives employees to perform consistently and strive for excellence, while innovation encourages creative problem-solving and the adoption of new methods to improve work processes. Together, these factors complement the effects of performance allowances, creating a synergistic impact on overall performance outcomes (Tabasum & Ghosh, 2021; Tabrani et al., 2024). Employee performance is further influenced by external conditions, such as work environment, leadership style, and organizational support, which can either facilitate or hinder productivity (Firmansyah et al., 2024).

For public sector agencies, ensuring high employee performance has broader implications beyond individual achievement (Kuswanti & Purnomo, 2023). Effective performance contributes to improved service delivery to the community, strengthens organizational credibility, and promotes stability in human resource management (Parmenas, 2021; Putra et al., 2023). One practical step taken by local governments to enhance employee welfare and performance is the provision of performance allowances (Akhirudin & Purnomo, 2023). These allowances represent all income, earnings, or remuneration in the form of money or goods received by employees as compensation for their services. Beyond boosting performance, performance allowances also aim to increase employee loyalty, reduce turnover, and ensure a committed workforce capable of meeting evolving organizational challenges (Makambe & Moeng, 2019; Solihin, 2021).

This study focuses on analyzing and determining the influence of innovation and motivation on employee performance through achievement allowances at the Mojokerto City Development Planning Research and Development Agency (*Bappedalitbang*). By examining the interactions between these variables, this research seeks to provide insights into effective strategies for improving public sector employee performance, enhancing institutional efficiency, and ensuring that employee contributions are recognized and rewarded in a systematic and meaningful manner. 2011

2. Literature Review

2.1 Innovation and Employee Performance

Innovation refers to the adoption of new ideas, methods, or processes to improve work effectiveness. In public sector organizations, innovation can help employees find creative solutions to administrative challenges and improve service delivery (Subagyo et al., 2022; Wardhani & Uilly, 2021). Innovative practices can lead to more efficient processes, higher productivity, and better outcomes for both the organization and the public. Although innovation has potential, its direct impact on performance may depend on complementary factors such as organizational support and incentive mechanisms. Employees may require motivation, training, and adequate resources to convert innovative ideas into tangible performance improvements (Ichdan, 2024; Nugraha & Purnomo, 2022; Winarko & Purnomo, 2023).

2.2 Motivation and Employee Performance

Motivation drives employees to exert effort, achieve goals, and maintain high performance. Both intrinsic (personal satisfaction, career growth) and extrinsic (monetary rewards, recognition) factors contribute to motivation (Wijayanto & Purnomo, 2023). In public organizations, highly motivated employees tend to complete tasks efficiently, adhere to standards, and provide better services. Motivation also mediates the relationship between incentives (such as achievement allowances) and performance, enhancing the effectiveness of reward systems. By fostering motivation, management can encourage employees to achieve higher productivity and engagement (Kurbani et al., 2023).

2.3 Achievement Allowances and Performance

Achievement allowances are additional financial incentives provided based on performance results. They serve as a reward for employees who meet or exceed work expectations. In the public sector, performance allowances can improve employee effectiveness, loyalty, and reduce turnover (Wijayanti & Santoso, 2022). The provision of performance allowances ensures employees are recognized for their contributions and can increase job satisfaction. As a mediator, achievement allowances amplify the effects of motivation on overall performance (Fernando & Surjandari, 2022; Ichdan, 2024).

2.4 Employee Performance in Public Sector Institutions

Employee performance in government agencies affects service quality, organizational credibility, and public trust. High-performing employees contribute to efficiency, compliance with regulations, and achievement of institutional objectives (Nuraeni et al., 2022; Satria, 2021). Monitoring performance and implementing structured reward systems are key to maintaining workforce effectiveness. By integrating innovation, motivation, and achievement allowances, public sector managers can create a supportive environment that enhances productivity and service outcomes. This integrated approach ensures that employees remain committed and achieve both personal and organizational goals (Saputra & Kusnadi, 2021).

3. Methodology

This study was quantitative in nature. This research was an observational study conducted on a number of objects according to their actual conditions, without any interval from the researcher (Mulyana, 2006; Nayla, 2014). This study used a cross-sectional method. The sample size was 65. The census sampling technique means that all populations were used as samples in the study (D, 2003; Mardalis, 2014; Nazir, 2011).

4. Results and Discussion

4.1 Results

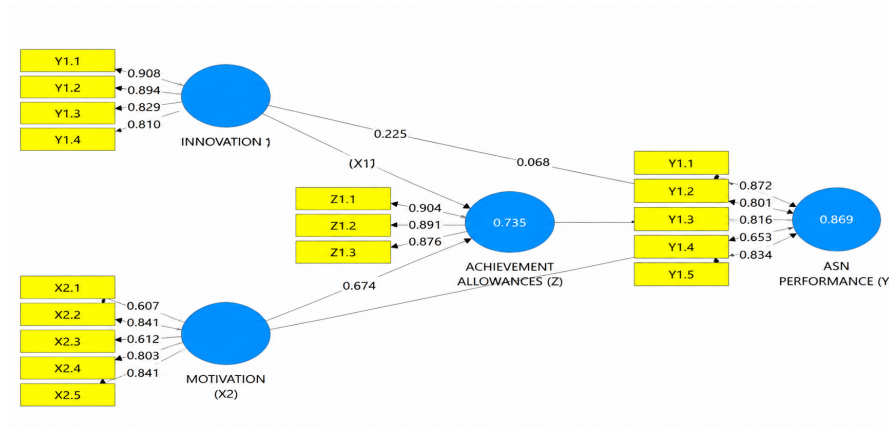


Figure 1. Structural Model

Based on Figure 1, the diagram illustrates the structural relationships among Innovation (X1), Motivation (X2), Achievement Allowances (Z), and ASN Performance (Y). The figure shows that Motivation positively and significantly affects both Achievement Allowances and ASN Performance, while Innovation has a weaker or non-significant impact. Achievement Allowances also have a strong positive effect on ASN Performance. The paths are represented with coefficients indicating the strength of each relationship. The model highlights the mediating role of Achievement Allowances in transmitting the effects of Innovation and Motivation to ASN Performance.

Table 1. Validity Test Results

Variable	Question Item Number	r_{count}	Description
Innovation (X1)	1	0,908	Valid
	2	0,884	Valid
	3	0,864	Valid
	4	0,840	Valid
Work Motivation (X2)	1	0,607	Valid
	2	0,844	Valid
	3	0,861	Valid
	4	0,867	Valid
	5	0,843	Valid
Achievement Allowances (Z)	1	0,904	Valid
	2	0,894	Valid
	3	0,840	Valid
Employee Performance (Y)	1	0,872	Valid
	2	0,801	Valid
	3	0,829	Valid
	4	0,895	Valid
	5	0,834	Valid

Table 1 shows that the correlation of each indicator to the total construct score of each variable shows

significant results, namely $r_{count} \geq r_{table}$. It can be concluded that all question items from all variables, namely Leadership, Compensation, Work Motivation and Employee Performance, are declared valid.

Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
ASN PERFORMANCE (Y)	0.901	0.905	0.927	0.717
INNOVATION (X1)	0.899	0.909	0.929	0.767
MOTIVATION (X2)	0.864	0.877	0.904	0.657
ACHIEVEMENT ALLOWANCES (Z)	0.833	0.834	0.901	0.752

Figure 2. Reliability and Validity

table 2 shows that the three variables produced an alpha value of 0.9. Thus, all variables have a value > 0.60, and the research instrument is suitable for use in data collection.

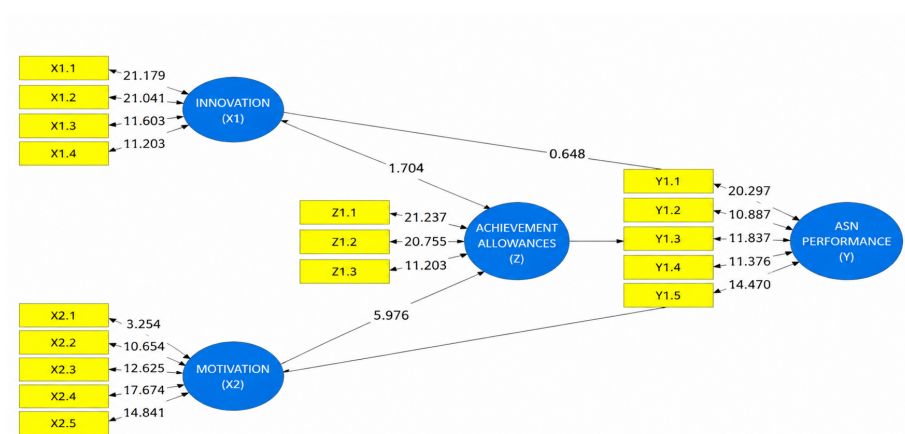


Figure 3. Structural Model

Based on Figure 3, the structural model illustrates that Innovation (X1) and Motivation (X2) influence ASN Performance (Y) both directly and indirectly through Achievement Allowances (Z), with path coefficients indicating the strength of each relationship.

Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O /STDEV)	P Values
INNOVATION (X1) -> ASN PERFORMANCE (Y)	0.068	0.067	0.105	0.648	0.517
INNOVATION (X1) -> ACHIEVEMENT ALLOWANCES (Z)	0.225	0.221	0.132	1.704	0.089
MOTIVATION (X2) -> ASN PERFORMANCE (Y)	0.543	0.541	0.123	4.406	0.000
MOTIVATION (X2) -> ACHIEVEMENT ALLOWANCES (Z)	0.674	0.669	0.113	5.976	0.000
ACHIEVEMENT ALLOWANCES (Z) -> ASN PERFORMANCE (Y)	0.369	0.375	0.134	2.754	0.006

Figure 4. Path Coefficient

Based on Table 4, the path coefficients indicate that Motivation significantly influences both ASN Performance and Achievement Allowances, while Innovation does not show a significant effect. Achievement Allowances also have a significant positive impact on ASN Performance, highlighting the mediating role of allowances in improving employee outcomes.

	R-square	R-square adjusted	Q-square (=1-SSE/SSO)	R-square adjusted (estimated)	Q-square (estimated)
ASN PERFORMANCE (Y)	0.674	0.669	0.566	0.679	0.567
ACHIEVEMENT ALLOWANCES (Z)	0.633	0.628	0.546	0.634	0.546

Figure 5. R Square

Based on Table 5, the R-square and adjusted R-square values indicate that both ASN Performance (Y) and Achievement Allowances (Z) have moderate explanatory power, while the Q-square values suggest that the model has good predictive relevance.

4.2 Discussion

It is proven that innovation has no positive and insignificant effect with a probability value of $0.517 \geq 0.05$ on ASN Performance at *Bappedalitbang*, Mojokerto City. Motivation has a positive and significant effect on ASN Performance at *Bappedalitbang*, Mojokerto City, with a probability value of $0.000 \leq 0.05$. Innovation has no positive and insignificant effect with a probability value of $0.089 \geq 0.05$ on ASN Achievement Allowance at *Bappedalitbang*, in Mojokerto City. Motivation has a positive and significant effect, with a probability value of $0.000 \leq 0.05$, on ASN Achievement Allowance at the Development Planning Research and Development Agency of Mojokerto City. It is proven that Achievement Allowance has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Performance at the Development Planning Research and Development Agency of the Mojokerto City. Innovation has no positive and insignificant effect with a probability value of $0.177 \geq 0.05$ on ASN Performance through achievement allowances at *Bappedalitbang*, Mojokerto City. Motivation has a positive and significant effect, with a probability value of $0.017 \leq 0.05$, on ASN Performance through Achievement Allowances at *Bappedalitbang*, Mojokerto City. The seventh hypothesis is that work discipline affects ASN employee performance through ASN employee job satisfaction at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing was carried out using path model analysis (path analysis), based on the assumption model testing states that Work Discipline with a sobel test value of 1.79477369 then a significance probability value (P-value) of $0.03 \leq 0.05$.

5. Conclusions

Based on the results of research and testing of path analysis, Innovation has no positive and insignificant effect with a probability value of $0.517 \geq 0.05$ on ASN Performance at *Bappedalitbang*, Mojokerto City. Based on the results of research and testing of path analysis, it is proven that Motivation has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Performance at *Bappedalitbang*, Mojokerto City. Based on the results of the research and testing of path analysis, it is proven that Innovation has no positive and insignificant effect with a probability value of $0.089 \geq 0.05$ on ASN Achievement Allowances at *Bappedalitbang*, Mojokerto City. Based on the results of research and testing of path analysis, it is proven that Motivation has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Achievement Allowances at the Development Planning Agency, Research and

Development of Mojokerto City. Based on the results of the research and testing of the path analysis, it is proven that the Achievement Allowance has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on ASN Performance at the Development Planning Research and Development Agency of Mojokerto City. Based on the results of the research and testing of the path analysis, it is proven that Innovation does not have a positive and insignificant effect with a probability value of $0.177 \geq 0.05$ on ASN Performance through Achievement Allowances at *Bappedalitbang*, Mojokerto City. The results of the research and testing of the path analysis prove that Motivation has a positive and significant effect, with a probability value of $0.017 \leq 0.05$, on ASN Performance through Achievement Allowances at *Bappedalitbang*, Mojokerto City.

Acknowledgements

The authors would like to thank the Mojokerto City Development Planning, Research, and Development Agency (*Bappedalitbang*) for granting access to employee data and supporting this study. Appreciation is also extended to Dr. Soetomo University for providing research guidance.

Author Contributions

WKH conceptualized the study, supervised data collection, and drafted the manuscript. SOP performed data analysis, prepared tables and figures, and contributed to manuscript editing. Both authors reviewed and approved the final manuscript.

Conflicts of Interest

The authors declare that there is no conflict of interest regarding the publication of this study. This research was conducted independently, and no financial or personal relationships influenced the results or interpretation of the findings.

References

- Adil, A., Sapar, S., & Jasman, J. (2023). The effect of job appraisal and job training on employee performance at pt. bank sulsebar luwu. *Journal of Multidisciplinary Academic Business Studies*, 1(1), 71–82. <https://doi.org/10.35912/jomabs.v1i1.1816>
- Agusinta, L., Nugroho, A. E., Fachrial, P., & Suryawan, R. F. (2021). Assessment model of employee competence, ground support equipment effectiveness, and satisfaction on service quality. *Jurnal Transportasi, Logistik, dan Aviassi*, 1(1), 55–69. <https://doi.org/10.52909/jtla.v1i1.37>
- Akhirudin, E., & Purnomo, B. R. (2023). Impact of democratic leadership, compensation, and work environment on employee performance via motivation. *Jurnal Bisnis, Ekonomi, Manajemen, Dan Kewirausahaan*, 3(2), 92–101. <https://doi.org/10.52909/jbemk.v4i2.174>
- Alfian, D., Wibisono, C., & Khaddafi, M. (2024). The influence of leadership style, work environment and competency on employee performance: Job satisfaction as an intervening variable at the labour and transmigration office in the province of riau islands. *Journal of Multidisciplinary Academic and Practice Studies*, 2(1), 37–54. <https://doi.org/10.35912/jomaps.v2i1.2405>
- Belay, B. N., & Belay, Z. N. (2023). Role of employee recruitment and selection on performance of ethiopian electric power corporation, mekelle branch. *Annals of Human Resource Management Research*, 3(1), 63–81. <https://doi.org/10.35912/ahrmr.v3i1.1829>
- D, R. N. (2003). *Kebijakan publik, formulasi, implementasi, dan evaluasi*. Gramedia.
- Fernando, L., & Surjandari, D. A. (2022). The impact of internal control, cultural control, incentives, and work discipline on employee performance (case study in pt lestari jaya raya). *Annals of Management and Organization Research*, 2(3), 209–223. <https://doi.org/10.35912/amor.v2i3.929>
- Firmansyah, D., Satriawan, B., & Indrawan, M. G. (2024). The influence of competence, job placement, and workload on employee performance through intrinsic motivation as an intervening variable in the communication and informatics department of the riau islands provincial government. *Journal of Multidisciplinary Academic Business Studies*, 1(2), 83–98. <https://doi.org/10.35912/jomabs.v1i2.3395>
- Haryanto, E., Wibisono, C., Catrayasa, I. W., Ngaliman, N., & Indrawan, M. G. (2023). The effect of education, training, and promotion on employee performance through job satisfaction in the inspectorate of tanjungpinang city and bintan district. *Journal of Multidisciplinary Academic and Practice Studies*, 1(4), 269–285. <https://doi.org/10.35912/jomaps.v1i4.1772>
- Hasan, H. (2022). Ethics work in increase performance employees in the aviation industry. *Jurnal Transportasi, Logistik, dan Aviassi*, 2(1), 55–62. <https://doi.org/10.52909/jtla.v2i1.99>
- Ichdan, D. A. (2024). Analysis of employee performance through productivity: The role of kaizen culture, motivation, and work discipline in the manufacturing industry. *Annals of Human Resource Management Research*, 4(1), 13–28. <https://doi.org/10.35912/ahrmr.v4i1.2158>
- Kabdiyono, E. A., & Akbar, R. S. (2021). Redesign of the classroom building construction at al-murqoniyah vocational school, hambalang. *Jurnal Teknik Dan Informatika*, 1(2), 135–160. <https://doi.org/10.52909/jti.v1i1.15>
- Keke, Y., Tobing, N. G. L., & Tanjung, I. (2021). The effect of occupational safety and health on employee performance at pt. angkasa kargo. *Jurnal Transportasi, Logistik, dan Aviassi*, 1(1), 42–54. <https://doi.org/10.52909/jtla.v1i1.36>
- Kurbani, A., Novalia, N., & Nuarly, M. (2023). The effect of health, spatial planning and work discipline on employee work effectiveness. *Journal of Multidisciplinary Academic and Practice Studies*, 1(2), 71–80. <https://doi.org/10.35912/jomaps.v1i2.1619>
- Kuswanti, D. I., & Purnomo, B. R. (2023). The influence of leadership style and organizational culture on employee performance at mojokerto revenue agency. *Jurnal Bisnis, Ekonomi, Manajemen, Dan Kewirausahaan*, 3(2), 82–91. <https://doi.org/10.52909/jbemk.v4i2.173>

- Makambe, U., & Moeng, G. J. M. (2019). The effects of leadership styles on employee performance: A case of a selected commercial bank in Botswana. *Annals of Management and Organization Research*, 1(1), 39–50. <https://doi.org/10.35912/amor.v1i1.274>
- Mardalis. (2014). *Metode penelitian suatu pendekatan proposal*. PT Bumi Aksara.
- Muliyanto, M., Indrayani, I., Satriawan, B., Ngaliman, N., & Catrayasa, I. W. (2023). The influence of competence, motivation, and work culture on employee performance through self-efficacy as an intervening variable for medical support employees regional general hospital Tanjungpinang city. *Journal of Multidisciplinary Academic Business Studies*, 1(1), 1–12. <https://doi.org/10.35912/jomabs.v1i1.1777>
- Mulyana, D. (2006). *Teknik praktis riset komunikasi*. Kencana Prenada Media Group.
- Nayla, A. P. (2014). *Panduan lengkap sistem administrasi gaji dan upah*. Laksana.
- Nazir, M. (2011). *Metode penelitian*. Ghalia Indonesia.
- Nugraha, K. S., & Purnomo, B. R. (2022). Effect of innovation and human capital on work effectiveness with job satisfaction as intervening variable. *Jurnal Bisnis, Ekonomi, Manajemen, dan Kewirausahaan*, 2(2), 84–93. <https://doi.org/10.52909/jbemk.v4i2.180>
- Nuraeni, N., Ahmad, G., Matin, M., Sulaiman, S., & Izhari, F. (2022). Effect of work motivation and discipline on employee performance mediated by work competency at pt. bprs al salaam. *Journal of Economics, Management, Entrepreneurship, and Business*, 2(1), 23–35. <https://doi.org/10.52909/jemeb.v2i1.80>
- Parmenas, N. H. (2021). Strategies for maintaining employee well-being during the covid-19 pandemic. *Journal of Economics, Management, Entrepreneurship, & Business*, 1(1), 15–31. <https://doi.org/10.52909/jemeb.v1i1.3>
- Putra, M. F., Ahadiyat, A., & Keumalahayati, K. (2023). The influence of leadership style on performance with motivation as mediation (study on employees of metro city trade services during pandemic). *Journal of Multidisciplinary Academic and Practice Studies*, 1(1), 15–27. <https://doi.org/10.35912/jomaps.v1i1.1536>
- Rahman, G. M., & Shanjabin, S. (2022). The trilogy of job stress, motivation, and satisfaction of police officers: Empirical findings from Bangladesh. *International Journal of Financial, Accounting, and Management*, 4(1), 85–99. <https://doi.org/10.35912/ijfam.v4i1.866>
- Rizqi, A., & Sakinah, N. A. (2021). The effect of transformational leadership on turnover intention through job satisfaction and organizational commitment. *Jurnal Bisnis, Ekonomi, Manajemen, Dan Kewirausahaan*, 1(2), 94–107. <https://doi.org/10.52909/jbemk.v1i1.32>
- Saputra, T. D., & Kusnadi, K. (2021). Effect of strategic human resources competency and logistic management on performance mediated by strategic leadership. *Journal of Economics, Management, Entrepreneurship, & Business*, 1(2), 96–117. <https://doi.org/10.52909/jemeb.v1i2.55>
- Satria, B. (2021). The effect of transformational leadership and work motivation on employee performance at pt. xyz. *Jurnal Bisnis, Ekonomi, Manajemen, Dan Kewirausahaan*, 1(1), 36–47. <https://doi.org/10.52909/jbemk.v1i1.25>
- Setyawati, A., & Aristiyanto, F. K. (2021). Improving discipline through apron movement control (amc) at pt angkasa pura i adi soemarmo airport. *Jurnal Transportasi, Logistik, dan Aviassi*, 1(1), 1–17. <https://doi.org/10.52909/jtla.v1i1.33>
- Simamora, H. (2004). *Manajemen sumber daya manusia edisi ketiga*. STIE YKPN.
- Sinta, K., & Purnomo, B. R. (2023). Competency and organizational commitment effects on employee performance through job satisfaction at Mojokerto Diskoperindag-ukm. *Jurnal Bisnis, Ekonomi, Manajemen, Dan Kewirausahaan*, 3(1), 43–52. <https://doi.org/10.52909/jbemk.v4i2.179>
- Sirait, A., Dewi, N. P., & Rumengan, A. E. (2023). Influence of transformational leadership, organizational citizenship behavior, and worker involvement on innovative work performance with sharing of knowledge as an intervening variable at the office of PLP class II Tanjung Uban, Ministry

- of transportation. *Journal of Multidisciplinary Academic and Practice Studies*, 1(2), 111–127. <https://doi.org/10.35912/jomaps.v1i2.2371>
- Solihin, A. (2021). The effect of workload, compensation, and career development on employee loyalty at pt. abc. *Jurnal Bisnis, Ekonomi, Manajemen, Dan Kewirausahaan*, 1(1), 48–58. <https://doi.org/10.52909/jbemk.v1i1.26>
- Subagyo, H., Adnyana, K. R., Mudjiardjo, M., & Setiawan, E. B. (2022). The impact of sap implementation and inventory management on ship operational performance through purchase performance. *Jurnal Bisnis, Ekonomi, Manajemen, Dan Kewirausahaan*, 2(1), 1–13. <https://doi.org/10.52909/jbemk.v2i1.71>
- Tabasum, F., & Ghosh, N. (2021). Reinventing employee morale during covid pandemic: Study of psychological contract and job satisfaction of healthcare professionals. *International Journal of Financial, Accounting, and Management*, 3(3), 259–274. <https://doi.org/10.35912/ijfam.v3i3.596>
- Tabrani, M., Satriawan, B., & Indrawan, M. G. (2024). The effect of competency, education and training, workload on functional employee performance with work motivation as a variable intervening at regional government secretariat of the riau island province. *Journal of Multidisciplinary Academic Business Studies*, 1(3), 207–220. <https://doi.org/10.35912/jomabs.v1i3.2398>
- Wardhani, P. I., & Uilly, L. R. R. (2021). The effect of competence and staff placement on performance with job satisfaction as a mediating variable. *Jurnal Bisnis, Ekonomi, Manajemen, Dan Kewirausahaan*, 1(2), 108–119. <https://doi.org/10.52909/jbemk.v4i2.187>
- Wijayanti, E., & Santoso, S. (2022). Chse-based tourism and culinary recovery strategy with information system support: Case study dpdp borobudur. *Journal of Economics, Management, Entrepreneurship, and Business*, 2(2), 65–90. <https://doi.org/10.52909/jemeb.v2i2.81>
- Wijayanto, I., & Purnomo, B. R. (2023). Influence of leadership and organizational culture on employee performance with job satisfaction at kranggan office. *Jurnal Bisnis, Ekonomi, Manajemen, Dan Kewirausahaan*, 3(1), 32–42. <https://doi.org/10.52909/jbemk.v4i2.178>
- Winarko, G., & Purnomo, B. R. (2023). The influence of leadership and compensation on employee performance at cv gabryl utama beton, mojokerto. *Jurnal Bisnis, Ekonomi, Manajemen, Dan Kewirausahaan*, 3(1), 12–20. <https://doi.org/10.52909/jbemk.v4i2.176>