



INFLUENCE OF MOTIVATION AND DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES (STUDIES ON, CV EASTERN STAR HOME IN SURABAYA)

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AUTHORS' CONTRIBUTIONS

This work was carried out in collaboration between all authors. Script writing this article is divided into three authors wherein contributions of the first writers to implement data collection and data analysis, the author of the two has contributed to the foundation of the theory, previous research and the third is as a mentor and simultaneously contribute to the conclusions and suggestions of research results.

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ABSTRACT

The aim of this study was to determine and examine Is there any influence of motivation on employee performance, discipline Is there any influence on employee performance, Is there any influence of motivation and discipline to employee performance in CV. *Eastern Star Home in Surabaya*.

This type of research in this study is an explanatory research and research using quantitative approach with survey method, where the study took a sample of the population and using the questionnaire as the main data collection tool. This study is expected to determine the influence of variables that have been determined which describes the motivation and discipline influence on employee performance, discipline influence on employee performance, motivation and discipline influence on the performance in office CV. Eastern Star Home. Total population in this study as many as 50 people. Samples taken as many as 33 people, based on the formula Slovin by using proportional stratified random sampling procedure. Data collection techniques with survey method using a questionnaire and analysis techniques using Linear Regression Analysis.

The results showed a correlation coefficient (R) 144%, the coefficient of determination (R-Square) 62.1%, f test states that there is a minimal influence of the independent variables (1) (X1, X2) that affect the dependent variable (Y) with significant value 0.001 <0.05, t test states that the two variables X1 (motivation) and X2 (discipline) affects variable Y (the performance of employees) with significant value of the variable X1 (motivation) 0013 <0.05, while the significant value of the variable X2 (discipline) 0020 <0.05.

Keywords: Motivation; discipline; the performance of employees.

1. INTRODUCTION

An established company has several purposes, in achieving the company, the problems faced by the management not only in raw materials, production machinery, money and the environment, but also about the employees (human resources) which manages the production factors. According Veithzal Rival (2003: 1) [1] management of human resources is one of the fields and the general management includes aspects of planning, organizing, implementation and control. Human role in the organization as an employee or employees holds a decisive role, because life and death of the organization solely dependent on humans. According to Hamzah B. Uno and Nina Lamatenggo [2] employees are human resources that lead to the survival of an organization or institution. To reach the employee in accordance with the expectations of a leader, it is not easy to implement. Where the motivation theory of Maslow's Hierarchy [3], which assumes three hierarchy of human needs someone that is a social creature who wants, needs that have to be satisfied not become a tool motivator, simply unmet needs that will be a motivator, someone needs multilevel set or sequence from the bottom next level (Malayu SP Hasibuan, 2013: 153) [4].

To achieve the desired objectives are not only leaders motivate employees only, equally important factor is to improve discipline in the implementation of the performance of the employees according to Malayu SP Hasibuan (2013: 193-194) [4]. Discipline is one's awareness and willingness to obey all company rules and social norms in force. CV. Eastern Star Home in Surabaya is a company of Electrical and Mechanical Contractors Association of Indonesia (AKLI) which are services where the purpose of the CV. Eastern Star Home in Surabaya itself is oriented to customer satisfaction. Customers will be satisfied if all employees are motivated to work with discipline, discipline must be applied immediately and as quickly as possible and applied consistently. Not surprisingly, when the CV. Eastern Star implement performance management system to help manage employee performance better and in turn, it affects organizational performance. "Achilles heel" of human resource management [5]. Therefore, it is very important to manage effective management performance reflects a paradigm shift from evaluation of thought performance as a discrete event to a continuous process [6]. In particular, performance management covers the entire span of time in improving performance. It includes approaches to creating a shared vision of the organization's goals

and objectives, helping employees to understand and know their part in contributing to them and apply the relationship between performance and reward [7]. Performance evaluation can serve as a valuable input to make administrative decisions relating to the promotion of employees, and employee salary increases [8]. In other words, the performance evaluation results will be returned to the individual to motivate and stimulate employees in doing work better and show how much employers recognize their performance.

2. STUDY LITERATURE

2.1 Accomplished Studies

Puji Astuti [9]. Findings that the performance of the employees affected by the motivation to work, while the remaining 34% are influenced by other factors.

Vicky Ristian [10] they found that overall the data independent variables affect the dependent variable employee performance amounted to 70.2% while the remaining 29.8% is influenced by other variables outside the model under study.

Sri Nuriyah [11] the findings showed that there is influence between independent variables namely achievement motivation (X) on employee performance (Y) of Public Relations and Protocol Surabaya City Government.

Researchers from other countries (Walker, 2004) states the performance standards in the security sector is an attractive area of global concern. Some foreign countries have developed different promising strategies and techniques to improve the performance of the security sector, although the results have been minimum. Then the police is an area ripe for research notes Braga, [12].

Papaioannou [13] and Spray and Wang [14] confirmed that there will be a significant positive relationship between task orientation, perceptual task-involving motivational climate and emergence behavior related disciplines; as well as the correlation between ego orientation, perception of ego-involving motivational climate and the emergence of behaviors associated with indiscipline. Likewise, a significant positive relationship will be established between the task involving motivational climate and dispositional flow and a significant negative relationship between ego-involving motivational climate and flow dispositional.

2.2 Theoretical Basis

2.2.1 Motivation

Work Motivation. Motivation comes from the Latin meaning *movere*, move or in English is called to move. Do the job [10: 41]. Motive can be interpreted as a power that is in a person who encouraged him to do something. Motivation is the power that comes from within and outside of oneself. This strength that stimulate, direct the behavior of a person to perform a certain action, for the achievement in particular, and in this way will be beneficial to the organization as a whole [15].

According Gitosudarmo (2001: 109) [16] motivation is a factor that encourages a person to perform a certain activity, therefore motivation is often interpreted also as a factor driving behavior.

According to Bambang Swasto [17], motivation is a particular situation in a person psychology that arise because of the encouragement to meet their needs.

According to Gibson and Stoner believes that motivation is an influential factor in the performance of an employee or labor. Mean while, according Moekijat [18] in his book "Fundamentals of Motivation" that motivation is encouragement / move, as a stimulus from within, an impulse that causes someone to do something. Maslow's hierarchy of needs [2:153-157] hierarchy of needs following the plural theory that someone behaves / works, because of the urge to fulfill a variety of Maslow needs argues, that someone needs tiered. That is, if the first requirement has been met, the needs of second level would appear to be the main one. Furthermore, if the second level needs have been met, there is a need third level and so on until the fifth level of need. literature on motivation and theories of motivation, gives some insight into the needs of people and helps in the understanding of what people would (and did) value. There are four theories of content: Maslow's hierarchy of needs, Herzberg's two-factor theory, Alderfer's three-part hierarchy of needs and McClelland's theory of achievement motivation [19].

2.2.2 Discipline

According to Malayu S. P. Hasibuan [2:193-194] discipline is awareness and the willingness of a person to obey all company rules and social norms in force.

According Tohardi [20] Work Discipline here in regarding working time discipline, and discipline in complying with the regulations stipulated in the agency or company. Good discipline is self-discipline.

Many people are aware that there is a possibility that behind the self-discipline is the increase of laziness. With the heightened awareness in implementing the rules of the company or agency that is embodied in the work discipline is high then an employee's performance will also increase.

According Veithzal Rival [15:444] argues that: "Discipline of work is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as efforts to raise awareness and the willingness of a person to comply with all company rules and social norms in force".

According Asmiarsih [7] discipline is a strength that develops in the body's own workers that caused him to adapt voluntarily to the decisions, regulations, and high values of work and behavior.

Bejo Siswanto (2005: 291) [13] states disciplines are: An attitude of respect, respect, obey, and obey the regulations that apply, Veithzal Rival (2004: 444) [21] argues that: Discipline of work is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as efforts to raise awareness and the willingness of a person to comply with all company rules and social norms that apply, while Muchdarsyah Sinungan (2000: 146) [22] explains: Discipline working as a mental attitude that is reflected in the actions or behavior of individuals, groups or communities in the form of compliance or obedience (obedience) to the regulations set by government or ethics, norms, and the rules that apply in the community for the purpose of certain. Sondang P. Siagian (2005: 305) [23] also argued that the discipline is a form of training that is trying to improve and establish the knowledge, attitude and behavior of employees, so employees are voluntarily trying to work cooperatively with other employees.

According Singodimedjo, [24] the discipline of work is the attitude of a person's readiness and willingness to adhere to and comply with regulatory norms in force in the vicinity. The indicators of labor discipline by Singodimedjo, [24], consisting of (1) arrive on time, (2) to contribute to the organization, (3) advice and guidance (4) The time came home from work (5) obey the rules.

2.2.3 Employee performance

Understanding performance by Flippo (1984: 13) [25] the results achieved by a person in a line of work according to certain criteria to apply for a particular job and evaluated by certain people. Furthermore, by Flippo (1984: 14) [25] a person in order to achieve high performance depends on cooperation,

personality, intelligence is diverse, leadership, safety, knowledge work, attendance, loyalty, toughness and initiative. As according to Henry Simamora (1999, 500) [26] is the level of employee performance against the employee reaches requirements job requirements. Simamora further stated that "performance assessment generally includes both qualitative and quantitative aspects of the performance execution of work". Meanwhile, according to Stephen. P. Robbins (1996, 218) the employee's performance is a function of interaction between capability and innovation. If there is not adequate performance will be negatively affected, trends and skills should be considered in addition to motivation.

According to Anwar Prabu Mangkunegara (2001: 67) [27] term performance actually comes from the word job performance and is also called the actual performance or performance (real achievements that have been achieved by someone). understanding work performance or achievement is the result of the quality and quantity of work achieved by an employee in performing their duties in accordance with the responsibilities given to him. While the according Moehariono [17:95-96] understanding of the performance or the performance of an overview of the level of achievement of the implementation of a program of activities or policies in realizing target, purpose, vision, and mission of the organization is poured through a strategic planning organization.

According to Malayu S. P. Hasibuan [2:94] explains that "Performance is the result of work achieved in executing the tasks assigned to him based on the skills, experience, sincerity and time". Meanwhile, according to McDaniel [in 1: 62], which looked at the performance is the interaction between the ability of a person with motivation.

According to Robbins [28], is the achievement of optimal performance in accordance with the potential of an employee is always a concern that the leaders of the organization.

According to Gibson James, 2006, [29] Gibson, David, Dervish, and Lofquest (1970) (in Sutisna, 1995), there are four factors that form dimension of performance, which is measured in the assessment of job performance, ie (1) performance, involves the ability to promotion of employees, achievement in completing the work, (2) conforms, reflect how people work together 111 with superiors and colleagues, as well as compliance with company regulations, (3) dependability see the extent to which the level of discipline of employees against the rules set and approved by the employees themselves, (4)

personal adjustment, see how the employee's ability to adapt to the work environment.

Performance is an activity that is related to three main aspects, namely: (a) conduct, (b) the results, and (c) the effectiveness of the organization. Behavior shows the activities in achieving its objectives, the effectiveness of the measures under consideration, the results of the organizational work emphasizes the aspects of the work process [19:296]. Term performance could be interpreted as being a process performance and results in individuals and organizations.

Performance evaluation usually takes place in an annual or semi-annual sessions. And effective performance evaluation should accurately describe the responsibilities of employees and contribute to the organization [30] and is free from errors generosity, the halo effect and various restrictions. Not surprisingly, research topics and measurement accuracy rating is in the mainstream of organizational psychology. However, De Nisi and Pritchard [4] believes that the performance evaluation studies were also interested in issues of measurement and not sufficiently interested in ways to improve performance. So doing, the research on employee reaction is very important because what looked employee can affect their behavior and performance.

3. RESEARCH METHODS

This type of research is explanatory research and research using quantitative approach with survey method. According Singarimbun [30] is the method of survey research is research taking sample from one population and use the questionnaire as the main data collection tool. This study will determine the effect of pre-defined variables that explain the influence of motivation and discipline on the performance of employees, the office CV. Eastern Star Home.

This research was conducted at the office CV. Eastern Star Home Surabaya The population in this study as many as 50 people. Samples taken as many as 33 people, based on the formula Slovin with techniques proportional stratified random sampling procedure. Data collection techniques with survey method using a questionnaire.

Instruments used in collecting the data must meet two requirements, namely the validity and reliability. And the results are all valid and reliable. So that the instrument can be used in research methods analysis in this research is the analysis of descriptive and inferential statistical analysis using the Linear Regression Analysis and Testing Hypotheses (F test and t test).

3.1 Variables

3.1.1 Independent variables

The independent variable (independent) are variables that affect that can be interpreted as a cause variable [22:119]. The independent variables in the study consisted of:

- a. **Motivation (X1)** is the perception of respondents regarding the encouragement or high spirit in carrying out the work.

3.1.2 Indicator variables

1. Physiological needs (physiological needs): The need to sustain life.
 2. The need for safety and security (safety and security needs): The need for freedom from the threat of feeling safe from the threat of accidents and safety in carrying out the work.
 3. The need for social relationships (affiliation needs): Social needs and acceptable in the association group of workers and the public environment.
 4. The need for recognition (esteem needs): The need for self-esteem and recognition and awards prestige of employees and the public environment.
 5. The self-actualization needs (self-actualization): The need for self-actualization by using the abilities, skills and potential for achieving optimal performance is very satisfactory / outstanding.
- b. **Discipline (X2)** is an attitude and behavior that demonstrate adherence to the rules of the organization employees.

3.1.3 Indicator variables

1. Attendance: basic indicators to measure discipline.
2. Adherence to the rules of work: Recognizes work rules, will not neglect the working procedures and will always follow the guidelines set by the company.
3. Obedience on working standards: The amount of the employee's responsibilities towards her mandated tasks.
4. The level of vigilance high: Employees will always cautious, calculating and accuracy in work and always use something effectively and efficiently.
5. Work ethic: Employees behave politely to customers.

3.2 Dependent Variables

The dependent variable (dependent) is variable due which is also often referred to as a result of or dependent variable [22:119]. The dependent variable in this research is the employee performance (Y). Employee Performance (Y) is the result of work that can be achieved by a person or group of people in a company in accordance with the authority and responsibilities of each.

3.2.1 Indicator variables

1. Quality: Quality of work is measured employee perceptions.
2. Quantity: The amount be produced employees.
3. Timeliness: The level of activity which was completed at the beginning of time / timely.
4. Effectiveness: The level of oversight resources of the organization.
5. Independence: The degree to which employees have the commitment to work with the authorities and responsibilities of the office.

4. RESULTS AND DISCUSSION

4.1 Characteristics of Respondents

Characteristics of respondents most respondents were male with a number of 25 respondents (59.1%), while for women amounted to 7 respondents (40.9%). Data based on the characteristics of respondents aged at most in the range of 41-50 years with a total of 10 people (36.4%), followed by respondents aged up to 30 years as many as 9 people (25%) and the remaining seven respondents (15.9%) aged 31- 40 years and 6 respondents (22.7%) aged over 50 years. The education level of respondents who studied are diverse ranging from high school (SLTA) to undergraduate S-1. Educational composition of respondents uneven with dominance at the level of high school education, amounting to 15 people (38.6%), 7 person educated diploma (27.2%) and a bachelor's S-1 with the number of 11 respondents (34.1%).

4.2 Data Analysis

4.2.1 Descriptive analysis

Descriptive analysis was intended to describe the frequency distribution of respondents based questionnaire distributed in 33 people showed that the variables descriptive responder analysis motivation, work discipline and employee performance responded well by employees. Followed motivational aspects assessed employees targeted especially good content

of the material. Discipline employee considered to be very high, especially on adherence to regulations, adherence to labor standards and work ethics. Employee performance is also very positive response from almost all three elements, namely timeliness, quality of work and quantity of work. Inferential Statistical Analysis Regression Analysis.

Multiple regression analysis is used to describe the relationship between the independent variables (free) to the dependent variable (dependent). The important things in the regression analysis, among others: the regression equation, the coefficient of determination (R²), the F-test and test-t. from regression equation is known that the employee's performance dependent variable (Y) value will be predicted by the independent variables namely motivation (X1), and work discipline (X2). Regression coefficients on both variables is positive, it can be interpreted that there is increased motivation, and increased discipline positive effect on employee performance.

The regression equation with the standardized coefficient (beta) as follows:

$$Y = 0,411X_1 + 0,306X_2 + 0,323X_3$$

$$R^2 = 60,7\%$$

Multiple regression analysis used in this study to determine the effect of motivation (X1) and discipline (X2) on employee performance (Y) on the CV. Eastern Star Home in Surabaya. After knowing the results of the test assumptions, will be conducted multiple regression analysis. To simplify the calculation, use SPSS software version 20.0, so that the data obtained as follows: (see Table 1).

Based on the analysis in the table 5:11, the model obtained regression equation as follows:

$$Y = 15.739 + 1.143 X1 + 2.194 X2$$

From the equation above, we can conclude that if there is no motivation and discipline, then indigo performance of employees amounted to 15 739. In addition, each of motivation one, then it will improve the performance of employees is 1,143. And any increase discipline one time, then it will improve the performance of employees amounted to 2,194, and vice versa. Coefficient value of correlation (R) relationship between the two variables of 0,144.where it indicates there is a strong correlation between the variables of motivation, discipline and performance variables whereas employees the coefficient of determination (R-Square) in the Table 2 obtained a value of 0.621. This suggests that the ability and the motivation variable discipline variables affect the performance of employees amounted to 62.1% and 37.9%, there are still other variables that affect the performance of the employee. Hypothesis

4.2.2 F test

F test used in this study to determine the effect of several variables on the dependent variable. To simplify the calculation, use SPSS software version 20.0, so that the data obtained as follows: (see Table 1).

Based on the above analysis results obtained significance value of 0.001 <0.05. These results show that of the two independent variables tested (motivation and discipline), there are at least 1 independent variables that affect employee performance.

4.2.3 Test T

T test in this study to determine which independent variables that affect employee performance. To simplify the calculation, use SPSS software version 20.0, so that the data obtained as follows: (see Table 4).

Table 1. Regression analysis

Design	Un standardized coefficients		Standardized coefficients	t	Sig.	Colinearity statistics	
	B	Std. error	Beta			Tolerance	VIF
1 (Constant)	15.739	6.456		2.438	.021		
Motivation	.143	.259	.100	.551	.585	.985	1.015
discipline	.094	.188	.092	.503	.618	.985	1.015

Table 2. R-square

Design	R	R square	Adjusted R square	Std. error of the estimate	Durbin-Watson
1	.144 ^a	.621	.045	1.363	1.782

Table 3. Test F ANOVA

Design		Sum of squares	df	Mean square	F	Sig.
1	Regression	1.178	2	.589	.317	.001 ^a
	Residual	55.731	30	1.858		
	Total	56.909	32			

Table 4. Test T coefficients

Design		Un standardized coefficients		Standardized coefficients	t	Sig.
		B	Std. error	Beta		
1	(Constant)	15.739	6.456		2.438	.029
	Motivation	1.143	.259	.100	.551	.013
	discipline	2.194	.188	.092	.503	.020

Based on the analysis above, indicates that the two variables tested, it turns out both affect employee performance. This conclusion is derived from the value of the significance of motivation for $0.013 > 0.05$, while the value of the significance of discipline at $0.020 < 0.05$.

5. DISCUSSION

The results of analysis best regression model as follows:

$$Y = 15.739 + 1.143 X_1 + 2.194 X_2$$

While the coefficient of determination (R-Square) obtained a value of 0.621. This suggests that the ability of motivation and discipline variables affect the performance of employees amounted to 62.1% and 37.9%, there are still other variables that affect the performance of employees, this is in line with previous research conducted by Puji Astuti [9]. Stating results finding that the employee's performance is influenced by the motivation to work, while the remaining 34% are influenced by other factors. And Vicky Ristian [10]. They found that overall the data independent variables affect the dependent variable employee performance amounted to 70.2% while the remaining 29.8% is influenced by other variables outside the model under study. In addition, based on the analysis by F test obtained significance value of $0.001 < 0.05$. These results show that of the two independent variables tested (motivation and discipline), there are at least 1 independent variables that affect performance The next employee, based on the analysis by T test showed that both variables tested, it turns out both affect employee performance. This conclusion is derived from the value of the significance of motivation for $0.013 > 0.05$, while the value of the significance of discipline at $0.020 < 0.05$. This is consistent with previous investigators, Sri Nuriyah (2008), The findings showed that there is influence

between independent variables namely achievement motivation (X) on employee performance (Y) of Public Relations and Protocol Government of Surabaya. dan some researchers from other countries [31] which states the performance standards in the security sector is an attractive area of global concern. Some foreign countries have developed different promising strategies and techniques to improve the performance of the security sector, although the results have been minimum. Then the police is an area ripe for research notes Braga, [12], while Papaioannou [13] and Spray and Wang [14] confirmed that there will be a significant positive relationship between task orientation, perceptual tasks involving motivational climate and emergence behavior related disciplines; as well as the correlation between ego orientation, perception of ego-involving motivational climate and the emergence of behaviors associated with indiscipline. Likewise, a significant positive relationship will be established between the task involving motivational climate and dispositional flow and a significant negative relationship between ego-involving motivational climate and flow disposition.

6. CONCLUSIONS AND SUGGESTIONS

6.1 Conclusion

Obtained significance value of 0.013, while the value of riding a significance level of 0.05 (< 0.05), so it is worth testing the significance or reject H_0 and accept H_a stating that motivation influence on employee performance in CV. Eastern Star Home in Surabaya.

Obtained significance value of 0,020. While the value of a significance level of 0.05 (< 0.05), thus appreciating the significance of this test or reject H_0 and accept H_a stating that disciplinary effect on employee performance in CV. Eastern Star Home in Surabaya.

From these two variables were tested using SPSS 20.0 software obtained value of R-Square of 0.621. This suggests that the ability of the variables X1 (motivation) and X2 (discipline) affect variable Y (the performance of employees) amounted to 62.1% and 37.9%, there are still other variables that affect the variable Y (the performance of the employee).

6.2 Suggestion

Based on the research results can be obtained researchers, the researchers suggest some of the following:

For the company is expected to provide motivation to employees so that employees are more motivated to work. In addition, the company is also expected to maintain discipline norms that already exist.

For employees, it should increase the motivation and discipline of work in him, so that his work performance increased again A leader must be able to work together with their employees.

COMPETING INTERESTS

Authors have declared that no competing interests exist.

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