

The Effect of Work Time, Workload, Work Ethos, and Work Environment on Job Satisfaction Employee at Government Agriculture Service Labuhanbatu District

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Abstract

This Research Aims To Analyze The Influence of Working Period, Workload, Work Ethic and Work Environment on Employee Job Satisfaction at the Agriculture Office of the Government of Labuhanbatu Regency. The research method used in this research is quantitative. In this study, the population were employees of the Labuhanbatu Regency Government Agriculture Service as many as 42 people. The research sample uses saturated sampling technique by attracting the entire existing population to be used as a research sample with a total of 42 people. Data collection techniques used were observation, documentation studies and questionnaires. The method of analysis of this research is multiple linear regression with the SPSS program. The results of the research prove that the Working Period positive and significant effect on Employee Job Satisfaction at the Agriculture Office of the Labuhanbatu Regency Government. Workload positive and significant effect on Employee Job Satisfaction at the Agriculture Office of the Labuhanbatu Regency Government. Work ethic positive and significant effect on Employee Job Satisfaction at the Agriculture Office of the Labuhanbatu Regency Government. Work environment positive and significant effect on Employee Job Satisfaction at the Agriculture Office of the Labuhanbatu Regency Government. Tenure, Workload, Work Ethic and Work Environment simultaneously positive and significant effect on Employee Job Satisfaction at the Agriculture Office of the Labuhanbatu Regency Government. The coefficient of determination is 0.824, meaning that employee job satisfaction can be explained by variables Working Period (X1), Workload (X2), Work Ethic (X3) and Work Environment (X4) of 82.4%, while the remaining 17.6% can be explained by other variables not examined in this study.

Keywords: Workload, Work Ethic, Work Environment, Employee Job Satisfaction

1. Introduction

Human resources (HR) in companies need to be managed professionally in order to create a balance between the needs of employees and the demands and capabilities of the company's organization. This balance is the main key for the company to develop productively and naturally (Mangkunegara, 2014). In this regard, employees are an important resource that the company must protect. Every company always expects to have achievements, because having employees who excel will make an optimal contribution to the company. In addition, by having employees who excel in the company can increase the job satisfaction of the company's employees.

The North Labuhanbatu District Agriculture Office has used various information media to support institutional dynamics both at the agency and in the regions. Print media in the form of brochures, leaflets, bulletins, exposure through newspapers has been used to convey information to the public. Space and time are increasingly unlimited to accommodate the development of information. Therefore, by creating a website for the Department of Agriculture, it is hoped that it can become a bridge for information that is increasingly unlimited. Information provided by the service can be accessed by anyone, anytime and anywhere needed. Vice versa. Communities can participate actively to provide ideas, input or complaints to improve the quality of agricultural development in North Labuhanbatu District.

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Job satisfaction is an effectiveness or emotional response to various aspects of work. A set of employee feelings about whether or not their job is enjoyable. The general attitude towards one's work that shows the difference between the amount of rewards workers receive and the amount they believe they should receive (Affandi, 2021). According to Hartawan et al., (2021) defines job satisfaction as the income of employees who are happy or not about their work, this feeling can be seen from the good behavior of employees towards work and all things that are experienced in the work environment. According to Mangkunegara, (2011) the indicators of job satisfaction include: 1. Work, namely the content of work done by a person whether it has satisfying elements 2. Wages, namely the amount of payment received by a person as a result of carrying out work, whether it is in accordance with the needs that are felt to be fair. 3. Promotion, namely the possibility that someone can develop through promotion. 4. Supervisor, namely someone who always gives orders or instructions in carrying out work 5. Colleagues, namely colleagues who help each other in completing work.

According to Wijngaards et al., (2022) tenure is “the length of time an employee contributes his energy to a particular company and results in absorption of various human activities.” The more experienced an employee is, the more it will help the company to produce higher quality performance. According to Purwanto et al., (2020) quoted stating that tenure is a period of time or length of time for an employee to devote himself to a company or organization. The longer someone works in a job, the skills and ability of the employee in doing the job will increase. According to Samad et al., (2022) tenure shows how long a person has worked in each job or position which can be measured by the following categories: 1. Working age or working period. 2. Workload 3.

Pang & Lu, (2018) Workload is a process in determining the number of working hours of human resources that are worked, used, and needed in completing a job for a certain period of time. According to Boulet & Parent-Lamarche, (2022) workload is a process or activity that must be completed by a worker within a certain period of time. If a worker is able to complete and adapt to a given number of tasks, then this does not become a workload. However, if the worker is not successful then the tasks and activities become a workload. According to Boulet & Parent-Lamarche, (2022) workload indicators include: 1. Working Conditions, 2. Use of Working Time, 3. Targets to be achieved.

Work ethic has various definitions as according to several experts According to Gheitani et al., (2018), work ethic is the spirit of work that is characteristic of a person or group of people who work, which is based on a belief in work ethics or perspective, and is manifested through determination and concrete behavior in the world of work. . The work ethic is a set of positive work behaviors that are rooted in strong cooperation, fundamental beliefs, accompanied by a total commitment to an integral work paradigm (Del Baldo, 2014). According to (Del Baldo, 2014), the Work Ethic Indicator consists of: a) Trust: I work really full of responsibility, b) Vocation: I work thoroughly with integrity, c) Actualization: I work hard with enthusiasm, d) Worship: I work seriously full of love, e) Art: I work smart full of creativity.

The work environment is something that exists around workers/employees that can influence employee job satisfaction in carrying out their work so that maximum work results will be obtained, where in the work environment there are work facilities that support employees in completing tasks assigned to employees to improve work employees in a company (Rachinger et al., 2019). According to (Wijngaards et al., 2022) the work environment has a positive and significant influence on employee job satisfaction. The condition of the work environment is said to be good if employees get a safe, comfortable and healthy atmosphere so that all work carried out can be completed optimally, quickly and well. According to Akbar et al., (2016), the indicators for the work environment are: 1.

The phenomenon of Tenure of Service is that there are still some employees who have not received an award for long service at work Labuhanbatu District Government Agriculture Service. The phenomenon of workload is that there are some employees who are less able to complete their tasks or workload. The phenomenon of work ethic is that there are still employees who lack enthusiasm in carrying out their work. The phenomenon of the work environment The Agriculture Office of the Labuhanbatu Regency Government is still not comfortable.

2. Methods

This research was conducted on Labuhanbatu District Government Agriculture Service, using quantitative methods. According to Sugiyono, (2013), population is a generalized area consisting of objects that have certain quantities and characteristics set by researchers to study and then draw conclusions. According to Sugiyono, (2013), the sample is part of the number of characteristics possessed by the population. The population in this study were all employees of

the Agriculture Office of the Labuhanbatu Regency Government, totaling 42 people. Withdrawal of this research sample using saturation sampling technique, by withdrawing the entire existing population to be used as a research sample. Data in this study were collected by means of interviews, observation, and distributing questionnaires directly to all employees Labuhanbatu District Government Agriculture Service, which is then tested through several analytical techniques as follows:

- 1) classical assumption test, in the classical assumption test a normality test, heteroscedasticity test, and multicollinearity test are carried out;
- 2) multiple linear regression test, using a linear equation:

$$Y = a + b_1X_1 + b_2x_2 + b_3X_3 + b_4X_4$$

with:

Y = Employee Job Satisfaction;

a = constant;

b1, b2, b3, b4 = coefficient of each variable,

X1 = Years of Service,

X2 = Workload,

X3 = Work Ethic,

X4 = Work Environment;

- 3) hypothesis testing, consisting of the t (partial) test used to analyze the partial effect of the independent variables and the dependent variable, and the F (simultaneous) test used to analyze the simultaneous effect of the independent variables on the dependent variable.
- 4) the coefficient of determination is used to measure the model's ability to explain the variation in the dependent variable. To facilitate the research process, IBM SPSS Software is used as an analytical tool in processing data in research.

3. Results and Discussion

3.1. Results

The validity test of the research variable has a significant criterion > 0.5. The validity test in this study was carried out on 42 samples which were carried out on respondents. Ghozali, (2016) states that the validity test is used as a measure of whether a questionnaire is deemed valid or not. Valid data is data that does not differ between the data reported by the researcher and the data that actually occurs in the research object.

Table 1. Validity Test Results

Variable	Indicator	Pearson Correlation	Value Measurement	Status
Years of service (X1)	working age	0.611	0.5	Valid
	Workload	0.615	0.5	Valid
	Mastery	0.711	0.5	Valid
Workload (X2)	Working Conditions	0.619	0.5	Valid
	Use of Working Time	0.721	0.5	Valid
	Targets to be achieved	0.732	0.5	Valid
	Job Assessment	0.624	0.5	Valid
Work ethic (X3)	Work Outlook	0.736	0.5	Valid
	Activity	0.632	0.5	Valid
	Perseverance	0.814	0.5	Valid
	Worship	0.743	0.5	Valid

Work environment (X4)	Lighting	0.752	0.5	Valid
	Temperature	0.822	0.5	Valid
	Air	0.758	0.5	Valid
	Noise	0.765	0.5	Valid
	smells	0.769	0.5	Valid
	job security	0.772	0.5	Valid
Job satisfaction (Y)	Work	0.834	0.5	Valid
	Wages	0.846	0.5	Valid
	Promotion	0.854	0.5	Valid
	Supervisor	0.867	0.5	Valid
	Work colleague	0.878	0.5	Valid

Source: Research Data Processing, 2023.

Table 2. Reliability Test Results

Variable	Croanbach Alpha (CA)	Status
Years of service	0.880	Reliable
Workload	0.879	Reliable
Work ethic	0.889	Reliable
Work environment	0.894	Reliable
Job satisfaction	0.898	Reliable

Source: Research Data Processing, 2023.

Table 1 and Table 2 show that all statement items are valid and reliable. The next test uses the classic assumption test with normality. The normality test of this study is contained in the One-Sample Kolmogorov-Smirnov Test (Table 3).

Table 3. One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		Absolute
N		42
Normal Parameters, b	Means	1.1325
	std. Deviation	1.04661
Most Extreme Differences	absolute	.205
	Positive	.205
	Negative	-.151
Test Statistics		.205
asyp. Sig. (2-tailed)		.125c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

The normality test uses the Kolmogorov-Smirnov method with a significance value of 0.125 where the result is greater than the 0.05 significance level. So it can be concluded that the normality tests in this study were normally distributed. The normality test using the Histogram chart.

In Figure 1, the data has shown a normal curve that forms a perfectly concave shape. It can be said to be normal if the line has formed a concave upward like the picture. The following is a normality test using a p-plot. The results of the multicollinearity test in this study are contained in Table 4.

Table 4 shows that the three independent variables have VIF values < 10 and values tolerance > 0.1 which means that the data in this study do not experience multicollinearity. Testing the classical assumptions with the heteroscedasticity test in this study can be contained in Figure 2.

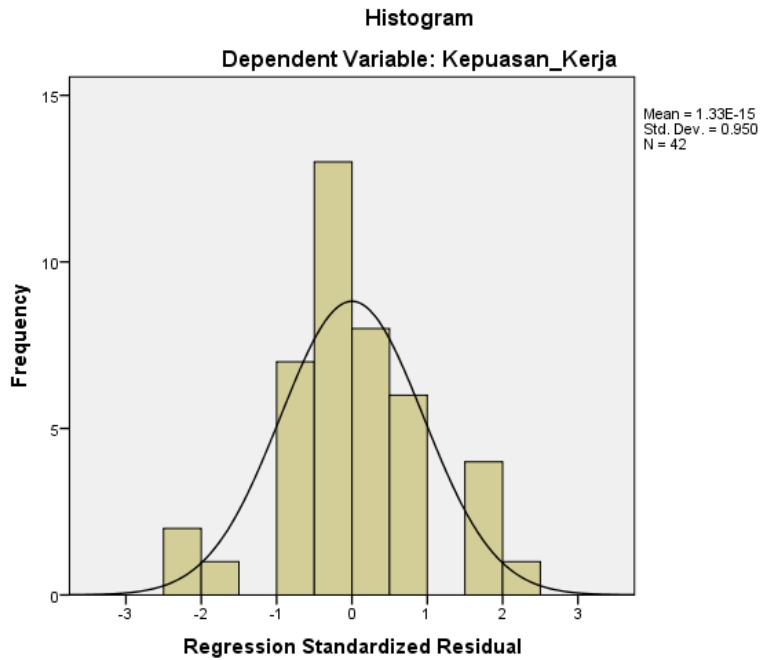


Figure 1. Histogram
 Source: Research Results, 2023.

Table 4. Test results of Multicollinearity

Model	Coefficients ^a					Collinearity Statistics	
	Unstandardized Coefficients B	std. Error	Standardized Coefficients Betas	t	Sig.	tolerance	VIF
1 (Constant)	1919	2,829		.678	.502		
Years of service	.308	.172	.204	2.144	.035	.876	1.142
Workload	.351	.234	.178	2,497	013	.614	1628
Work ethic	.589	.123	.567	4,795	.000	.620	1614
Work environment	.439	.084	.533	5,242	.000	.836	1,196

a. Dependent Variable: Job Satisfaction

Source: Research Data Processing, 2023.

Based on Figure 2, it can be stated that the data from this study spread above and below the number 0 on the Y-axis, and did not form a clear pattern, so that the data did not experience symptoms of heteroscedasticity. The results of the research analysis by testing multiple linear analysis can be contained in Table 5.

Based on these values, the multiple linear regression equation is obtained as follows:

$$Y = 1919 + 0,308X_1 + 0.351X_2 + 0.589X_3 + 0.439X_4$$

Table 5 explains that the value of B at Service Period (B1) is 0.308. Mark Workload (B2) of 0.351. Mark Work ethic (B3) of 0.589. Work environment (B4) of 0.439 and a constant value (a) of 1919. The description of the multiple linear regression equation shows that the variable has a positive sign towards the coefficient Employee Job Satisfaction.

To test the research hypothesis, the t test can be used. This test was carried out to analyze the influence of the independent variables, namely Service Period (X1), Workload (X2), Work ethic(X3) and Work environment(X4) partially to the dependent variable, namely Employee Job Satisfaction (Y). As for determining the t table value, the following equation can be used: $df = nk - 1 = 42 - 5 - 1 = 36$. After being calculated using this equation, the t table value is 1688. The t-test results can be contained in Table 6.

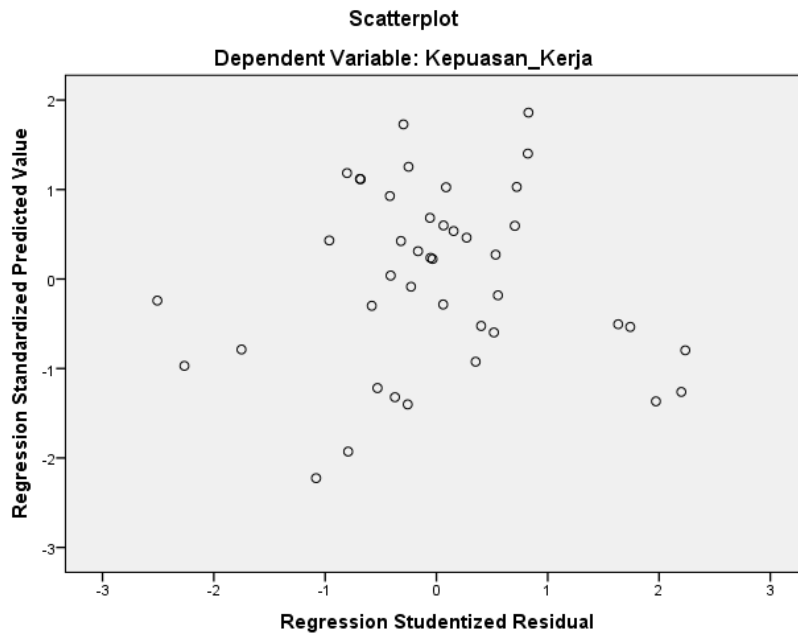


Figure 2. Scatterplot
Source: Research Data Processing, 2023.

Table 5. Results of Multiple Linear Analysis

Coefficients^a						
Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	std. Error	Betas		
1	(Constant)	1919	2,829		.678	.502
	Years of service	.308	.172	.204	2.144	.035
	Workload	.351	.234	.178	2,497	.013
	Work ethic	.589	.123	.567	4,795	.000
	Work environment	.439	.084	.533	5,242	.000

a. Dependent Variable: Job Satisfaction

Source: Research Data Processing, 2023.

Table 6. Results of t test (Partial)

Coefficients^a						
Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	std. Error	Betas		
1	(Constant)	1919	2,829		.678	.502
	Years of service	.308	.172	.204	2.144	.035
	Workload	.351	.234	.178	2,497	.013
	Work ethic	.589	.123	.567	4,795	.000
	Work environment	.439	.084	.533	5,242	.000

a. Dependent Variable: Job Satisfaction

Source: Research Data Processing, 2023.

Based on Table 6, it can be seen that the results of the regression analysis obtained the value of t count 2.144 > t table 1.688 this means that the variable Years of Service (X1) has a positive effect on the Employee Job Satisfaction variable (Y). Then the significant value is 0.035 < 0.05, which means that the tenure variable (X1) has a significant effect on the employee job satisfaction variable (Y). Based on the results of the regression analysis, the value of t

count is obtained $2.497 > t$ table 1.688 this means work load variable (X2) has a positive effect on the Employee Job Satisfaction variable (Y). Then the significant value is $0.013 < 0.05$ which means work load variable (X2) has a significant effect on the Employee Job Satisfaction variable (Y). Furthermore, the results of the regression analysis obtained by the value of t count $4.795 > t$ table 1.688, this means Work ethic (X3) has a positive effect on the Employee Job Satisfaction variable (Y). Then the significant value is $0.000 < 0.05$ which means Work ethic (X3) has a significant effect on the Employee Job Satisfaction variable (Y). The results of the regression analysis obtained by the value of t count $5.242 > t$ table 1.688 this means Work environment (X4) has a positive effect on the Employee Job Satisfaction variable (Y). Then the significant value is $0.000 < 0.05$ which means Work environment (X4) has a significant effect on the Employee Job Satisfaction variable (Y).

The F test was carried out to test the independent variables namely Working Period (X1), Workload (X2), Work Ethics (X3) and Work Environment (X4) simultaneously having a significant or not significant relationship to the dependent variable, namely Employee Job Satisfaction (Y). As for determining the value of F table, the following equation can be used: $df = k; n - k = 5; 42 - 5 = 5; 37$. After calculating using this equation, F table = (5; 37) then the value of F table is 2.470. The results of the F test in this study can be contained in Table 7.

Table 7. F test results

ANOVA^a

Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	209,630	4	52,407	19,631	.000b
	residual	98,775	37	2,670		
	Total	308,405	41			

a. Dependent Variable: Job Satisfaction

b. Predictors: (Constant), Work Environment, Years of Service, Work Ethics, Workload

Source: Research Data Processing, 2023.

Table 7 shows the F count value of $19.631 > F$ table 2.470 with a significance value of $0.000 < 0.05$. From these results, it can be concluded that tenure (X1), workload (X2), work ethic (X3) and work environment (X4) simultaneously have a positive and significant effect on employee job satisfaction (Y).

The coefficient of determination was carried out to analyze the contribution of the independent variables, namely Service Period (X1), Workload (X2), Work Ethics (X3) and Work Environment (X4) to the dependent variable, namely Employee Job Satisfaction (Y). The results of the test for the coefficient of determination can be contained in Table 8.

Table 8. Determination Coefficient Test Results

Summary models					
Model	R	R Square	Adjusted R Square	std. Error of the Estimate	
1	.824a	.680	.645	1634	

a. Predictors: (Constant), Work Environment, Years of Service, Work Ethics, Workload

Source: Research Data Processing, 2023.

The R value from the analysis of the coefficient of determination is 0.824 meaning that Employee Job Satisfaction can be explained by the variables Years of Service (X1), Workload (X2), Work Ethic (X3) and Work Environment (X4) of 82.4%, while the remaining 17.6% can be explained by other variables that not examined in this study.

3.2. Discussion

The calculated t value is equal to $2.144 > t$ table 1.688 this means variable Years of service positive effect on Employee Job Satisfaction variable. Then the significant value is $0.035 < 0.05$ which means variable Years of service significant effect on the variable Employee Job Satisfaction. According to Rahayu & Rushadiyati, (2021) quoted stating that tenure is a period of time or length of time for an employee to devote himself to a company or organization. The longer someone works in a job, the skills and ability of the employee in doing the job will increase. The results of this study are in line with the results of previous research conducted by Boyatzis dalam Priansa, (2014), conclude that Years of service has a positive and significant effect on employee job satisfaction at the Agriculture Office of the Labuhanbatu Regency Government.

The calculated t value is equal to $2.497 > t$ table 1.688 this means variable Workload positive effect on Employee Job Satisfaction variable. Then the significant value is $0.013 < 0.05$ which means variable Workload significant effect on the variable Employee Job Satisfaction. According to Britt et al., (2001) workload is a process or activity that must be completed by a worker within a certain period of time. The results of this study are in line with the results of previous research conducted by Kuoppala et al., (2008), conclude that Workload has a positive and significant effect on employee job satisfaction at the Agriculture Office of the Labuhanbatu Regency Government.

The calculated t value is $4.795 > t$ table 1.688 this means work ethic positively effect on Employee Job Satisfaction variable. Then the significant value is $0.000 < 0.05$ which means variable Work ethic significant effect on the variable Employee Job Satisfaction. According to Panjaitan, Maludin, (2017), work ethic is the spirit of work that characterizes a person or group of people who work, which is based on ethics or a work perspective that is believed, and manifested through determination and concrete behavior in the world of work. The results of this study are in line with the results of previous research conducted by Darmawan & Putri, (2017), conclude that Work ethic has a positive and significant effect on employee job satisfaction at the Agriculture Office of the Labuhanbatu Regency Government.

The calculated t value is equal to $5.242 > t$ table 1.688 this means variable Work environment positive effect on Employee Job Satisfaction variable. Then the significant value is $0.000 < 0.05$ which means variable Work environment significant effect on the variable Employee Job Satisfaction. The work environment is something that exists around workers/employees that can influence employee job satisfaction in carrying out their work so that maximum work results will be obtained, where in the work environment there are work facilities that support employees in completing tasks assigned to employees to improve work employees in a company Samad et al., (2022). The results of this study are in line with the results of previous research conducted by Inceoglu et al., (2018), conclude that Work environment has a positive and significant effect on employee job satisfaction at the Agriculture Office of the Labuhanbatu Regency Government.

4. Conclusions

Based on the result and discussion, we conclude that:

- a) Tenure has a positive and significant effect on Employee Job Satisfaction at the Agriculture Office of the Labuhanbatu Regency Government.
- b) Workload has a positive and significant effect on Employee Job Satisfaction at the Agriculture Office of the Labuhanbatu Regency Government.
- c) Work Ethics has a positive and significant effect on Employee Job Satisfaction at the Agriculture Office of the Labuhanbatu Regency Government.
- d) Work environment has a positive and significant effect on Employee Job Satisfaction at the Agriculture Office of the Labuhanbatu Regency Government.
- e) Years of Service, Workload, Work Ethic and Work Environment simultaneously have a positive and significant effect on Employee Job Satisfaction at the Agriculture Office of the Labuhanbatu Regency Government.

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