JOURNAL OF HUMANITIES, SOCIAL SCIENCES AND BUSINESS (JHSSB)

THE INFLUENCE OF WORK ENVIRONMENT AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT UPT OFFICE SAMSAT BULUKUMBA

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Abstract

This study aimed to examine the impact of work environment and work motivation on employee performance at the UPT office, Samsat Bulukumba. The sample population comprised 28 employees from the UPT office, and a saturated sampling method was employed for this quantitative research. Primary and secondary data were collected using a questionnaire distribution technique. The data were analyzed using SPSS 21. The findings indicated a positive relationship between the work environment (X1) and employee performance (Y), with a coefficient value of 0.396 (>2.059) and a significant value of 0.005 (<0.05). However, the work motivation (X2) exhibited a negative effect on employee performance (Y), with a coefficient value of -0.070 (<2.059) and a non-significant value of 0.559 (>0.05). The coefficient of determination revealed that the variables of work environment and work motivation accounted for 29.9% of the influence on employee performance, while the remaining percentage was attributed to other variables beyond the scope of this study.

Keywords: *Employee Performance, Work Environment, Work Motivation*

1. INTRODUCTION

Human resources play a crucial role in the success of a company, as employees are the organization's main asset and hold strategic positions as thinkers, planners, and controllers of organizational activities. Effective human resource management depends on employees' ability to deliver good work performance in order to achieve company goals. According to Sunyoto (2012: 43), the work environment encompasses everything surrounding the employee that can influence their task performance. Additionally, Hasibuan (2003: 95) defines work motivation as the driving force that creates enthusiasm and promotes effective collaboration to achieve job satisfaction.

Improving the quality of work among employees at the UPT office in Samsat Bulukumba is crucial for goal attainment. The quality of employee work is significantly influenced by the work environment and work motivation, as discussed in theory. A supportive work environment is essential for enhancing employee comfort and increasing work motivation. However, based on initial observations and field assessments, employee motivation appears to be declining.

The objective of this study is to examine the impact of the work environment and work motivation on employee performance at the UPT office in Samsat Bulukumba. By investigating these factors, we aim to understand how a positive work environment and high work motivation contribute to improved employee performance. The findings will have practical implications for organizations seeking to enhance employee productivity and job satisfaction.

Creating an environment that fosters high-quality performance requires considering various factors, including the work environment and employee motivation towards the organization. A positive work environment promotes efficient work execution and encourages employees to enhance their performance. Similarly, high work motivation drives employees to exert greater effort in their tasks. An adequate work environment enhances work motivation, leading to improved employee performance within the organization. The study's implications will provide valuable insights for organizations aiming to optimize their work environment and motivate employees effectively.

2. RESEARCH METHODS

This study aimed to examine the relationship between three variables: Work Environment (X1), Work Motivation (X2), and Employee Performance (Y). The variables were measured using a Likert scale, which facilitated efficient data analysis.

The target population for this study comprised all employees at the UPT Office in Bulukumba Samsat, totaling 28 individuals. Due to the small population size, a saturated sampling approach was employed, involving the inclusion of all 28 employees as participants. Data were collected through various techniques, including observation, questionnaires, and documentation.

To ensure the validity and reliability of the data, careful consideration was given to constructing the questionnaires. The questionnaires consisted of relevant items that captured the dimensions of the work environment, work motivation, and employee performance. The Likert scale provided respondents with a range of options to indicate their agreement or disagreement with each statement.

Once the data were collected, quantitative analysis methods were applied to analyze the relationships between the variables. This involved using descriptive statistics to summarize the data and inferential statistics to determine any significant associations. Specific statistical techniques, such as correlation analysis or regression analysis, were employed to assess the strength and direction of the relationships.

The research design and methodology were chosen to ensure the study's rigor and validity. By utilizing a comprehensive approach, including a well-designed questionnaire and appropriate statistical analysis, this study aimed to provide meaningful insights into the relationships among the work environment, work motivation, and employee performance.

3. RESULTS AND DISCUSSION

3.1. Research Results

Based on the data obtained, we can provide a general description of the respondents in this study. A total of 28 questionnaires were distributed to collect data from all respondents. The characteristics of the respondents, who are the subjects of this study, include their names, gender, age, last education, and years of service.

The percentage results indicate that the UPT Office in Samsat Bulukumba is predominantly staffed by male employees, accounting for 67.9%. This can be attributed to the specific position requirements set by the agency, which necessitate a higher number of male employees. Regarding age distribution, the percentage results reveal that 28.6%

of the employees fall into the age group of 30-39 years, which is higher compared to the age groups of 20-29, 40-49, and >50 years. This is likely due to the presence of employees who have transferred from other agencies and those who have been working at the UPT Office for several years.

In terms of educational background, the majority of employees hold a bachelor's degree (S1), accounting for 60.7% of the respondents. This preference for bachelor's degree holders is in line with the established standards set for employees. High school graduates mainly serve as volunteer employees, meaning their roles are auxiliary and uncertain. On the other hand, employees with master's degrees typically hold leadership positions or occupy specialized roles.

The percentage results also highlight that the largest proportion of employees falls into the 1-5 year experience range, comprising 39.3% of the total. This can be attributed to the UPT Office's regular recruitment activities, which occur almost every year, resulting in a higher number of employees in this experience group compared to others.

These findings shed light on the demographic characteristics of the respondents, providing insights into the composition of the workforce at the UPT Office in Samsat Bulukumba. It is important to consider these characteristics when interpreting the results related to the influence of the work environment and work motivation on employee performance, as they may have implications for understanding the observed outcomes.

3.1.1. Validity Test

Table 1. Validity Test Result

Variable	Items	r-statistic	r-table	Information
Work Environment (X1)	X1.1	0.447	0.374	Valid
	X1.2	0.541		Valid
	X1.3	0.473		Valid
	X1.4	0.678		Valid
	X1.5	0.753		Valid
	X1.6	0.499		Valid
	X1.7	0.389		Valid
	X1.8	0.742		Valid
	X1.9	0.715		Valid
	X1.10	0.770		Valid
	X1.11	0.852		Valid
	X1.12	0.852		Valid
	X1.13	0.852		Valid
	X1.14	0.627		Valid
	X1.15	0.579		Valid
Work Motivation (X2)	X2.1	0.482	0.374	Valid
	X2.2	0.552		Valid
	X2.3	0.808		Valid
	X2.4	0.747		Valid
	X2.5	0.685		Valid
	X2.6	0.460		Valid

	X2.7	0.504		Valid
	X2.8	0.584		Valid
	X2.9	0.604		Valid
	X2.10	0.401		Valid
	X2.11	0.417		Valid
	X2.12	0.541		Valid
	X2.13	0.568		Valid
	X2.14	0.645		Valid
	X2.15	0.581		Valid
Employee Performance (Y)	Y1	0.687	0.374	Valid
	Y2	0.750		Valid
	Y3	0.693		Valid
	Y4	0.376		Valid
	Y5	0.846		Valid
	Y6	0.769		Valid
	Y7	0.438		Valid
	Y8	0.662		Valid
	Y9	0.711		Valid

Source: Data processed with SPSS 21, 2023

Table 1 presents the results of the validity test conducted for the variables: Work Environment (X1), Work Motivation (X2), and Employee Performance (Y). The validity of each statement item was assessed, and the obtained values for all variables were found to be 0.374, indicating their validity.

3.1.2 Reliability Test

Table 2. Reliability Test Results

Variable	Cronbach Alpha	N of Items	Standard	Information
Work environment	0.888	15	0.600	Reliable
Work motivation	0.856	15	0.600	Reliable
Employee Performance	0.841	9	0.600	Reliable

Source: Data processed with SPSS 21, 2023

Table 2 displays the results of the reliability test conducted for the three variables: Work Environment, Work Motivation, and Employee Performance. The Cronbach alpha values obtained for each variable are greater than the standard threshold of 0.600, indicating high reliability. Therefore, it can be concluded that all the statements included in the questionnaire are reliable.

3.1.3 Research Descriptive

Based on the responses from the respondents, an analysis of the work environment variable (X1) consisting of 15 statement items reveals that the highest mean value is

observed for indicator number 6, "Cold air can make me work well," with a mean value of 4.60. This indicates that employees highly value a comfortable and cool working environment to enhance their productivity. On the other hand, the indicator with the lowest mean value is indicator number 7, "I don't feel disturbed by the sound of vehicles around the work environment," with a mean value of 3.28. This suggests that employees prefer working in a less noisy environment.

Regarding the work motivation variable (X2) and its 15 statement items, the highest mean value is found in indicator number 1, "I have to be responsible for the work assigned to me," and indicator number 9, "I believe leadership is crucial for employees to be trustworthy in their duties," both with a mean value of 4.60. This indicates that employees prioritize responsibility and consider leadership as an important quality for gaining trust and performing their duties effectively. Conversely, the indicator with the lowest mean value is indicator number 4, "If the compensation provided by the agency is higher than what is currently obtained, then I will work harder." This suggests that employees do not necessarily rely on higher compensation as a sole motivator for their performance.

In terms of the employee performance variable (Y) and its 9 statement items, the indicator with the highest mean value is indicator number 4, "My co-worker never imposes his duties on other employees," with a mean value of 4.64. This indicates that employees are committed to fulfilling their responsibilities without burdening others, reflecting trustworthiness, responsibility, and leadership qualities. Conversely, the indicator with the lowest mean value is indicator number 7, "In team work, my colleagues work well without relying on each other," with a mean value of 3.89. This suggests that some employees still rely on their colleagues in team projects, potentially leading to unequal distribution of workload. Encouraging employees to work independently and efficiently without relying heavily on others can enhance overall performance.

3.1.4. Classical Assumption Test

1) Normality Test

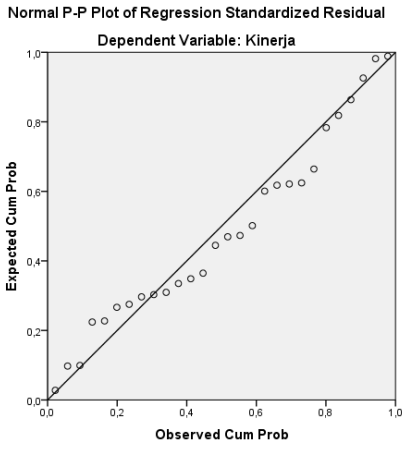

Figure 1. P-Plot Normal Curve

Based on Figure 1, it is evident that the data distribution in this study follows a normal distribution pattern. The data points on the Norm P-Plot are widely dispersed and closely align with the diagonal line. Therefore, it can be concluded that the data meets the assumption of normality, indicating its suitability for analysis.

2) Multicollinearity Test

Table 3. Multicollinearity Test Result

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			tolerance	VIF
1	(Constant)	16,599	8,168		2,032	,053		
	Work environment	,396	,129	,596	3,061	,005	,739	1.353
	Work motivation	-.070	,118	-,115	-,592	,559	,739	1.353

a. Dependent Variable: Employee Performance

Source: Data processed with SPSS 21, 2023

Based on Table 3, the results of the multicollinearity test in this study are presented. The tolerance value for each variable is 0.739 (Tolerance > 0.1), and the VIF value is 1.353 (VIF < 10). These findings indicate that none of the variables have a tolerance value below 0.1, and there is also no tolerance value exceeding 10. Therefore, it can be concluded that the regression model does not exhibit multicollinearity issues.

3) Heteroscedasticity Test

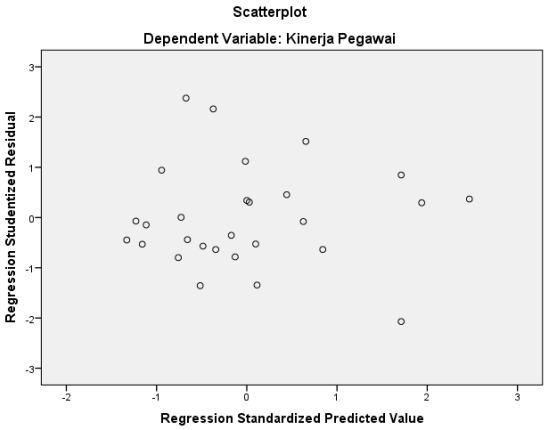

Figure 2. Scatterplot Heteroscedasticity Test Result

In Figure 2, the scattered dots are observed to be randomly dispersed without displaying any specific pattern. Based on this observation, it can be concluded that there is no evidence of heteroscedasticity present in the data.

4) Statistical Heteroscedasticity Test

Table 4. Statistical Heteroscedasticity Result

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	-.949	5,151		-,184	,855
1 Work environment	,011	.082	.032	, 137	,892
Work motivation	.033	.075	,102	,440	,664

a. Dependent Variable: RES_2

Source: Data processed with SPSS 21, 2023

Based on Table 4, the significance values of all independent variables are above 0.5. The significance value of the work environment variable (X1) is 0.892, and the significance value of the work motivation variable (X2) is 0.664. Therefore, it can be concluded that there is no significant heteroscedasticity observed in the data of this study.

5) Linearity Test

Table 5. Work Environment Linearity Test Results with Employee Performance

ANOVA Table

			Sum of Squares	f	Mean Square	F	Sig.
Employee Performance * Work Environment	Between Groups	(Combined)	124,874	11	11.352	1,576	,198
		Linearity	69,373	1	69,373	9,632	,007
		Deviation from Linearity	55,500	10	5,550	,771	,655
	Within Groups		115,233	16	7,202		
	Total		240,107	27			

Source: Data processed with SPSS 21, 2023

Table 5 presents the significance value of the Deviation from Linearity between the work environment and employee performance, which is reported as 0.655. As 0.655 is greater than the significance threshold of 0.05, it indicates that there is a linear relationship between the work environment variables and employee performance.

Table 6. Linearity Test Results of Work Motivation and Employee Performance
ANOVA Table

			Sum of Squares	f	Mean Square	F	Sig.
Employee Performance * Work Motivation	Between Groups	(Combined)	122,440	14	8,746	,966	,527
		Linearity	8,606	1	8,606	,951	,347
		Deviation from Linearity	113,834	13	8,756	,967	,523
	Within Groups		117,667	13	9,051		
	Total		240,107	27			

Source: Data processed with SPSS 21, 2023

Table 6 displays the significance value of the Deviation from Linearity between work motivation and employee performance, which is reported as 0.523. Since 0.523 is greater than the significance threshold of 0.05, it can be interpreted that there is a linear relationship between the work motivation variable and employee performance.

3.1.5. Autocorrelation Test

Table 7. Autocorrelation Test Results
Summary model[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	, 547[a]	,299	,243	2.59519	1,624

a. Predictors: (Constant), Work Motivation, Work Environment

b. Dependent Variable: Employee Performance

Source: Data processed with SPSS 21, 2023

Table 7 presents the Durbin-Watson (DW) value of 1.624, which lies between dU (1.559) and 4-dU (2.441). As a result, the autocorrelation coefficient is zero. This indicates the absence of autocorrelation symptoms in the data.

3.1.6. Multivariate Analysis

1) Multiple Linear Regression Analysis

Table 8. Results of Multiple Linear Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,599	8,168		2,032	.053
	Work environment	,396	,129	,596	3,061	,005
	Work motivation	-.070	,118	-,115	-,592	,559

a. Dependent Variable: Performance

Based on Table 8, it can be concluded that the dependent variable (Y) is influenced by the variables used in this study, leading to the following equation:

$$Y = 16.599 + 0.396X1 - 0.070X2 + e$$

The multiple linear regression equation above explains the magnitude of the influence of the independent variables (X1 and X2) on the dependent variable (Y) as follows:

1. The constant value of 16.599 indicates that if the work environment variable (X1) and work motivation (X2) have a value of 0, the resulting employee performance is 16.599. This is assuming that other variables affecting employee performance are held constant.
2. The regression coefficient of the work environment (X1) is 0.396, indicating that for each additional point in the work environment variable, the employee performance (Y) for UPT office employees in Bulukumba Samsat will increase by 0.396 points, assuming other variables have fixed values. The positive coefficient indicates a positive relationship between the work environment and employee performance. In other words, when employees have a better work environment, their performance is expected to increase.
3. The regression coefficient of work motivation (X2) has a negative value of -0.070, suggesting that for each additional point in the work motivation variable, there will be a decrease in employee performance (Y) at the UPT office in Bulukumba Samsat by 0.070 points, assuming other variables have fixed values. This indicates that a decrease in motivation will lead to a decrease in employee performance.

3.1.7. Coefficient of Determination

Table 9. Coefficient of Determination Results

Summary models

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	, 547[a]	,299	,243	2.59519

a. Predictors: (Constant), Work Motivation, Work Environment

Source: Data processed with SPSS 21, 2023

In Table 9, the coefficient of determination (R^2) is calculated to be 0.299. This indicates that 29.9% of the variation in the dependent variable (Y) can be explained by the variation in the two independent variables (X1 and X2) included in the model. The remaining 70.1% of the variation in the dependent variable is attributed to other variables that are not accounted for in this particular model.

This finding suggests that the work environment and work motivation variables, as represented by X1 and X2, contribute to approximately 29.9% of the observed variation in employee performance (Y). However, there are other factors or variables not considered in this study that also influence employee performance and account for the majority of the variation.

It is important to note that the model's explanatory power, as indicated by R^2, is relatively modest at 29.9%. This suggests that there may be additional variables or factors beyond the work environment and work motivation that significantly influence employee performance and should be explored in future research.

3.1.8. T Test

Table 10. Partial Test Result (t test)

Model		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,599	8,168		2,032	.053
	Work environment	,396	,129	,596	3,061	,005
	Work motivation	-.070	,118	-,115	-,592	,559

a. Dependent Variable: Performance

Source: Data processed with SPSS 21, 2023

In Table 10, the results of the partial test (t-test) for the effects of the independent variables on the dependent variable are presented. Let's examine each effect individually:

1. Effect of Work Environment (X1) on Employee Performance (Y)
   The t-statistic value for the work environment variable (X1) is 3.061, while the t-table value is 2.059. Since the t-statistic (3.061) is greater than the t-table (2.059) and the significance value of 0.005 is less than 0.05, the

hypothesis stating that the work environment has a significant effect on employee performance in UPT Samsat Bulukumba is accepted. Therefore, it can be concluded that there is a significant partial influence of the work environment on employee performance.

2. Effect of Work Motivation (X2) on Employee Performance (Y)
According to Table 10, the t-statistic value for the work motivation variable (X2) is -0.592, while the t-table value is 2.059. In this case, the t-statistic (-0.592) is less than the t-table (2.059), and the significance value of 0.559 is greater than 0.05. As a result, the hypothesis suggesting a significant effect of work motivation on employee performance in UPT Samsat Bulukumba is rejected. Therefore, it can be concluded that there is no significant positive effect of work motivation on employee performance.

In summary, the partial test results indicate that the work environment variable (X1) has a significant positive effect on employee performance (Y) in UPT Samsat Bulukumba. On the other hand, the work motivation variable (X2) does not have a significant positive effect on employee performance. These findings highlight the importance of the work environment in influencing employee performance, while suggesting that other factors beyond work motivation may play a more significant role.

3.1.9. F Test

Table 11 F Test Result (Simultaneous Test)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	71,731	2	35,866	5,325	,012[b]
	Residual	168,376	25	6,735		
	Total	240,107	27			

a. Dependent Variable: Performance

b. Predictors: (Constant), Work Motivation, Work Environment

Source: Data processed with SPSS 21, 2023

In Table 11, the results of the simultaneous test, also known as the F-test, for the coefficients are presented. Let's analyze the findings:

The obtained F-statistic value is 5.325, while the critical F-table value is 3.37. By comparing these values, we can observe that the F-statistic value (5.325) is greater than the critical F-table value (3.37). Additionally, the significance level of 0.012 is less than 0.05.

Based on these results, it can be concluded that the work environment variable (X1) and work motivation variable (X2) together have a significant positive effect on the employee performance variable (Y). This implies that both the work environment and work motivation play a significant role in influencing employee performance.

In other words, when the work environment and work motivation are improved, it is expected to lead to better employee performance. This finding emphasizes the importance of considering and enhancing both the work environment and work motivation factors to optimize overall performance in the given context.

3.2. Discussion

Based on the findings of the research conducted on the impact of the Work Environment on Employee Performance at the UPT office, Samsat Bulukumba, it can be concluded that the work environment variable (X1) has a significant positive effect on the employee performance variable (Y). This conclusion is supported by the SPSS output, which indicates that the t-statistic for the work environment variable (X1) is 3.061, exceeding the critical t-table value of 2.059, with a significance value of 0.005 < 0.05. Therefore, the first hypothesis is accepted, suggesting a significant influence of the work environment on employee performance at the UPT office, Samsat Bulukumba.

This finding aligns with the research conducted by Rizky Nur Adha et al. (2019), which also demonstrated a significant effect of the work environment on employee performance. Thus, it can be concluded that the work environment is an effective factor in improving employee performance at the UPT office, Samsat Bulukumba. Hence, the hypothesis in this study is supported.

Regarding the impact of Work Motivation on Employee Performance at the UPT office, Bulukumba Samsat, the results indicate that the work motivation variable (X2) does not have a significant positive effect on the employee performance variable (Y). The SPSS output reveals a t-statistic value of -0.592 for the work motivation variable (X2), which is lower than the critical t-table value of 2.059, with a significance value of 0.559 > 0.05. Therefore, the second hypothesis of this study is rejected, suggesting no significant influence of work motivation on employee performance.

This finding is consistent with the research conducted by Rizky Nur Adha et al. (2019), which also indicated no significant effect of work motivation on employee performance. Consequently, work motivation can be considered ineffective in enhancing employee performance at the UPT office, Bulukumba Samsat. Thus, the hypothesis in this study is rejected.

Analyzing the results of the regression equation, it can be observed that the work environment variable (X1) has the most significant influence on the dependent variable. The regression coefficient for the work environment variable is 0.396, indicating that each increment of one point in the work environment (X1) leads to a 0.396 increase in employee performance (Y) for UPT office employees, Bulukumba Samsat. Therefore, it can be concluded that the work environment has a positive influence on employee performance.

On the other hand, the regression coefficient for work motivation is -0.070, indicating that each additional point in the work motivation variable (X2) results in a 0.070 decrease in employee performance (Y) at the UPT office, Bulukumba Samsat. This suggests that work motivation does not have a positive influence on employee performance.

4. CONCLUSION

The findings revealed that the work environment variable (X1) had a significant positive effect on employee performance (Y), while the work motivation variable (X2) did not show a significant positive effect on employee performance.

The analysis of the regression equation indicated that the work environment variable had the most substantial influence on employee performance. For every one-

point increase in the work environment variable, employee performance increased by 0.396 points. On the other hand, the work motivation variable had a negative coefficient (-0.070), suggesting that an increase in work motivation led to a slight decrease in employee performance. These results indicate that creating a positive and conducive work environment is crucial for enhancing employee performance at the UPT office, Samsat Bulukumba. It highlights the significance of factors such as physical workspace, organizational culture, and interpersonal relationships in fostering employee productivity and engagement.

However, the study did not find a significant positive relationship between work motivation and employee performance. This suggests that efforts solely focused on increasing work motivation may not lead to substantial improvements in employee performance. It is important for organizations to consider a holistic approach that encompasses multiple factors, including the work environment, in order to effectively enhance employee performance.

Based on the findings of this study, the following suggestions can be made to improve employee performance at the UPT office, Samsat Bulukumba. Firstly, organizations should prioritize creating a positive work environment by providing a comfortable workspace, promoting teamwork, open communication, and recognizing employee achievements. This can enhance employee satisfaction, engagement, and overall performance. Secondly, while work motivation may not have shown a significant effect, organizations should still focus on strategies to increase employee motivation, such as professional development opportunities and meaningful rewards. Additionally, further research is recommended to explore other factors that influence performance, such as leadership styles and job satisfaction. Finally, interventions to improve performance should be tailored to the unique characteristics of the UPT office, considering factors like organizational culture and industry-specific challenges. By implementing these suggestions, organizations can create an environment that supports employee performance and ultimately enhances organizational success.

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