

# The Influence of Stress and Job Satisfaction on Teacher Absenteeism in Sekayu District

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## ABSTRACT

The purpose of this study was to determine the effect of job stress and teacher job satisfaction on teacher joblessness in Sekayu District. The sample was 83 teachers. The sampling technique was purposive sampling, that is, where the respondents who were taken some of the teachers who became the study population based on the desired criteria. The data was collected by distributing questionnaires using a 5-point Likert scale to measure 51 statement items. The analysis technique used multiple linear regression analysis. The results showed that job stress and teacher job satisfaction simultaneously had a significant effect on teacher joblessness. Second, that teacher stress has a partial and significant effect on teacher absenteeism. Third, job satisfaction has no partial and significant effect on teacher absenteeism

**Keywords:** Job Stress, Job Satisfaction, Absenteeism

## 1. INTRODUCTION

The mismatch between needs and fulfillment can cause problems, either for employees, teachers or educators. Low salaries, unsupportive work environments, excessive workloads can make educators less productive and loyalty is low. As a result, educators tend to choose to be absent. If the level of absenteeism of educators is high, it will be detrimental to the community and educational institutions. Because it can directly or indirectly gave an affect the education process for students and the level of performance of educators. Hence, in work planning each educational institution would be considered lost work days due to absenteeism.

According to Anderson defines absenteeism as the failure to report for scheduled work. Absence is defined as failure to report scheduled work. Absence is also defined as an individual's weakness in terms of attendance at a predetermined place and time when there is a social expectation that they can attend. [1]. Therefore, absenteeism is the opposite of presence. Meanwhile, according to Cascio et al absenteeism is any failure of an employee to report for or to remain at work as scheduled, regardless of reason ". Absence is an employee's failure to report his or her work or keep working according to schedule without having to pay attention to the reasons. [2]

The causes and types of absenteeism vary and occur from tenure. Often the reasons given by educators for absenteeism tend to be sought out. The reason most

often given is internal problems within the agency. Absence can have a negative impact on institutions such as educators who are absent, meaning delaying work that should have been completed and also wasting time so that it takes more time to complete the work. Meanwhile, the positive impact for an institution such as an educator will benefit from being absent because it can reduce stress levels due to work demands that are considered quite heavy. The factor of absenteeism has more negative impacts than positive impacts. So it needs to be analyzed to find the source of the cause.

In facing the harshness of business competition at this time, organizations must need employees who are competent and responsive, for that in a company the important thing to pay attention to maintain employee job satisfaction is job stress. [3] states that, sources of stress on employees are factors inherent in work, factors from within the individual, leadership, roles in the organization, relationships within the organization, organizational structure and climate, organizational relationships with outsiders.

Educators who experience productivity and health problems, then the company's performance will be affected. Performance can be disrupted due to several factors, including dissatisfaction with the work that has been achieved, educators lacking or lack of motivation, or because of the pressure being faced by the educator, which causes the impact of stress at work. Many factors can improve the performance of good human resources in educational institutions. Among them are job satisfactions, and also job stress.

Work stress is a serious problem that befalls every employee in the workplace. [4] Stress can arise as a result of pressure or tension that comes from a lack of harmony between a person and their environment. The stress experienced by employees due to the environment they face will affect their performance and job satisfaction, so that management needs to improve the quality of the organizational environment for employees. [5]

Job stress is a tension condition that affects a person's thought processes, emotions, and conditions; the result is too much stress. Excessive can threaten a person's ability to deal with the environment and will ultimately interfere with the implementation of their duties. [6] Hasibuan stated that people who experience stress become *nervous* and feel chronic anxiety so that they often become angry, aggressive, and unable to relax, or display a non-cooperative attitude. [7] According to Rini, work stress can be related to constraints and demands. Constraints are forces that prevent someone from doing what you want while demands refer to the loss of something you want, so employees will experience stress because they face opportunities, constraints, and demands. [8]

The phenomenon of the problem that occurs at this time is still teaching dissatisfaction, which can be seen that there are still teachers leaving their teaching assignments to look for side income. So that the teacher is absent from his job. The workload that is borne by teachers is felt to be quite high so that teachers become lazy to carry out their obligations.

Day's research states that there is an effect of job stress on absenteeism. [9]. Huzna research results stated Effect of Job Satisfaction on absenteeism (*Absenteeism*). [10] Azis's research (2016) states that simultaneously job absenteeism and job stress affect job satisfaction of employees at the Regional Revenue Service Office of North Mamuju Regency. [11]

Firmansyah's research states that by using the F test analysis, it can be concluded that: there is a significant influence between the factors of job breadth, role stress, work group size, leadership style, employee relations, opportunities for development, reward / incentive systems. , work group norms, commitment to the organization to absent employees [12]

## **1.1. Theoretical Review**

### **1.1.1. Work Stress**

Hasibuan states stress is a condition of tension that affects one's emotions, thought processes, and conditions. People who are under stress become nervous and experience chronic anxiety. They often become angry, aggressive, unable to relax, or show an uncooperative attitude [7]

Toha stated that work stress can arise if job demands are not balanced with the ability to meet these demands, causing work stress to various degrees, namely: Medium level, acts as a motivator that has a positive impact on behavior, including work behavior; High level, occurs repeatedly and lasts a long time so

that individuals feel threats, experience physical, psychological and work behavior disorders. [13]

According to Robbins, stress is a situation in which an individual is faced with a problem, opportunity, or demand with what he wants and the conditions in that situation are uncertain but important. [14] Stress is an adaptive response to a condition someone feels threatening or challenging. There are also two kinds of stress, namely eustres (beneficial stress) and distress (harmful stress). [15] Job stress is a condition where the workers experience difficulty, inconvenience, exhausting, and frightening. [16]

Job stress is an expression of emotional and physical harm when the worker's abilities do not match the worker's abilities, needs, or resources .. [17] Job stress is an adaptive response of workers based on psychological processes, environmental conditions and individual differences that result from excessive physical or psychological demands. [18]

According to Mangkunegara, work stress is the feeling of pressure that employees feel in facing work. This work stress can be seen from the symptoms, including emotional instability, feeling uneasy, like being alone, having trouble sleeping, excessive smoking, unusual relaxation, anxiety, tension, nervousness, increased blood pressure, and experiencing indigestion. [19]

In relation to stress Fred Luthans (2011: 279) in Day (2018: 191-198) argued, "*stress is defined as an adaptive response to an external situation that results in physical, psychological and behavioral deviations for organizational participants*". Stress is defined as an adaptive response to external situations that produce physical, psychological and behavioral deviations in organizational members.

### **1.1.2. Job Satisfaction**

Job satisfaction is an affective or emotional response to various aspects of a job. This response appears as a reflection of whether or not the needs and desires of the individual are fulfilled from their current job. [20]

George stated that, "*job satisfaction is the collection of feelings and beliefs that people have about their current jobs.*" Job satisfaction is a collection of feelings and beliefs they have about their current job. It can be understood that the responses that arise to various aspects of the job are in the form of a collection of feelings and beliefs. [21]

Robbins & Judge defines job satisfaction as a positive feeling about one's job which is the result of an evaluation of its characteristics. [14] Rivai explained that job satisfaction is basically something that is individual. Each individual has a different level of satisfaction according to his own value system. [22]

Luthans argues that job satisfaction is an employee's emotional response to the achievement of expectations from their work. [18] Individual job satisfaction as a positive or negative attitude what individuals do to their work. Meanwhile, Feist stated

that job satisfaction is a feeling of thought, and the tendency of one's actions, which is a person's attitude towards work. [23]

According to Hasibuan, the factors that affect employee job satisfaction include fair and decent remuneration, placement in accordance with expertise, weight. - lightness of work, work environment, equipment that supports the implementation of work, the attitude of the leader in empowering employees, and the nature of work that is stunted or not. [7]

Job satisfaction is a positive attitude regarding healthy adjustment of employees (teachers) to work conditions and situations, including wages, social conditions, physical conditions and psychological conditions. [24]

Absenteeism is entered into English, namely Germanic which was first spoken in England in the Early Middle Ages and is today the most commonly spoken language throughout the world. According to the Cambridge English dictionary "a situation in which people are not at school or work when they should be: The high rate of absenteeism is costing the company a lot of money. Students with chronic absenteeism can pull down the school's performance."

According to Davis stated that: "Effective department meet both company objectives and employee need. When employee needs are unmet, turnover, absenteeism, and union activity are more likely". [25] According to Leap and Crino (2006), "Absences occur when an employee fails to report to work as scheduled".[26] A similar opinion was expressed by Flippo: "Absenteeism is the title given to a condition that exists when a person fails to come to work when properly scheduled to work" [27].

According to Anderson (2001: 233), in Day (2018; 191-198) "defines absenteeism as,, the failure to report for scheduled work " Martocchio and Harrison (1993: 263) in Day (2018; 191-198) define it as,, an individual's lack of physical presence at a given location and time when there is a social expectation for him or her to be there. 'thus, absence is the logical opposite of attendance ".

Based on the explanation above, absenteeism can sometimes have valid reasons such as illness, duty, or reasons because a family member is sick. But sometimes an employee pretends to be using a valid reason even though he wants to stay at home. In other words absenteeism can have legitimate causes so that its absence is acceptable to the organization but employees can also take advantage of these legitimate reasons just to avoid coming to work.

To find out the severity of absenteeism, a measurement is needed. This measurement can be done through various aspects. [28] said that these aspects are; Frequency; Aspects of people; Percentage of time lost aspect; Aspects of average length of absence per person. The reasonable level of employee absenteeism is between 2% to 3%, while absenteeism rates of 3% to 5% are less efficient, and more than 5% are no longer efficient.

**2. METHODS**

The type of this research is quantitative research, that is, according to [29] research that is focused on the study of objective phenomena to be studied quantitatively. Quantitative research is a process that uses data in the form of numbers as a tool to analyze information about what you want to know. This study uses a lot of numbers, starting from data collection, interpretation of data and presenting research results. The data used in this study are primary data, namely questionnaire data obtained from interviews with the teacher. This research consists of two independent variables, namely job stress (X1), job satisfaction (X2), while the dependent variable is absenteeism (Y).

Table 1. The Significance of Job Satisfaction on Teacher Absenteeism.

Model		Unstandardized Coefficients		Std. Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	44.511	9.335		4.768	0.000
	Job satisfaction	0.053	0.087	0.068	0.609	0.544

a. Dependent Variable: Absence of work

Data collection research was carried out quantitatively. This research method uses partial and simultaneous regression methods, used for analysis or hypothesis testing if the researcher intends to know the effect or relationship of the independent variable with the dependent, where one of the independent variables is controlled (fixed) according to [30]

The population in this study are all teachers in Sekayu sub-district, which consists of 83 teachers, the technique used technique, *purposive sampling* which is a sampling technique that takes a portion of the total number of samples from the desired criteria.

Data collection techniques in this study were conducted by using questionnaires, interviews, observations or observations, exams or tests. , documentation, etc.[31] In this study, the data collection technique used by the researcher was a questionnaire that the respondent had to answer according to the circumstances he was experiencing, observation and documentation.

Data collected using a Likert scale model. The data analysis technique used simple regression analysis and multiple regressions using SPSS *For Windows* version 25.00

**3. RESULTS AND DISCUSSION**

**3.1. The effect of job stress on teacher absenteeism**

Table 2. The Significance of Work Stress on Teacher Absenteeism.

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.
		B	Std. Error	Beta			
1	(Constant)	15.475	6.125			2.527	0.013
	Job Stress	0.369	0.063			0.547	0.000

a. Dependent Variable: Job absenteeism

The relationship model of job stress on teacher absenteeism is expressed in the form of regression equation  $Y = 15,475 + 0.369 X1$ . The regression equation significance test can be presented in the following table.

Based on the significance test of the work stress variable on teacher absenteeism in Sekayu sub-district, the t value is  $5.879 >$  the t table price is 1.9889 where the t value is greater than the t table and the significance value is 0.000 less than 0.05, so  $H_01$  is accepted so that there a significant effect of job stress on teacher absenteeism in Sekayu sub-district

**3.2. The Effect of Job Satisfaction on Teacher Absenteeism.**

The model of the relationship between job satisfaction and teacher absenteeism is expressed in the form of the regression equation  $Y = 44.511 + 0.053 X2$ . The regression equation significance test can be presented in the following table.

Based on the significance test of the job satisfaction variable on teacher absenteeism in Sekayu sub-district, the t value is  $0.609 <$ the t table price is 1.9889 where the t value is smaller than the t table and the significance value 0.544 is greater than 0.05, so  $H_01$  is rejected so that it does not There is a significant influence between job satisfaction and teacher absenteeism in the Sekayu sub-district

**3.3. The Effect of Job Stress and Job Satisfaction on Teacher Absenteeism.**

The relationship model of job stress and job satisfaction on teacher absenteeism is expressed in the form of the regression equation  $Y = 5.908 + 0.0.375X1 + 0.0.086X2$ . This means that job absenteeism will increase positively with job stress and job satisfaction.

To find out the truth of hypothesis testing, a simultaneous test is carried out using the F test to determine the effect of job stress and job satisfaction variables on teacher joblessness. The test criteria are as follows:

- a. If the probability value (significant)  $< 0.005$ , then  $H_03$  is rejected
- b. If the probability value (significant)  $> 0.005$ , then  $H_03$  is accepted.

Then for the F test, the test criteria are as follows

- a.  $H_03$  accepted if  $F_{count} > F_{table}$
- b.  $H_03$  is accepted if  $F_{count} \leq F_{table}$ .

Table 3. Significance of the Effect of Job Stress and Job Satisfaction on Job Absenteeism.

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	5908	10145			0.582	0.562
Job Stress	0.375	0.063	0.555		5.966	0.000
Job satisfaction	0.086	0.073	0.110		1.181	0.241

a. Dependent Variable: Job Absence

The results of multiple regression analysis can be seen in the following table.

Based on the significance test of job stress and teacher satisfaction variables together on teacher absenteeism in Sekayu sub-district, the f value is calculated at  $18.082 >$  the f table price of 3.11 where the price f count is greater than f table and a significance value of 0.000 which is smaller than 0.005, so  $H_03$  is accepted so that there is a significant influence between job stress and job satisfaction together on teacher joblessness in Sekayu District

Table 4. The Results of Multiple Regression Analysis of Job Stress and Satisfaction With Job Absenteeism.

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	8653,237	2	4326,619	18,062	.000 <sup>b</sup>
Residual	163,462	80	239,543		
Total	27816,699	82			

To find out how much influence the independent variable has on the dependent variable in a simulated way, it can be seen in the following summary model table. The

Table above shows the R value which is a symbol of the correlation coefficient value. At the value above the correlation value is 0.558. This value can be interpreted that the relationship between the two research variables is in the strong category. Through this table also obtained the value of R Square or the coefficient of determination (KD) which shows how good the regression model is formed by the interaction of the independent and dependent variables. KD value obtained was 0,311 which can be interpreted to mean that the independent variable X has the effect of a contribution of 31.1% to variable Y and 68.9,% are influenced by other factors outside of the variable X

**3.4. Measures to Reduce Workplace Absenteeism through a Reduction in Job Stress Levels**

Increasing the stress experienced by teachers in Sekayu Subdistrict on job absenteeism can be seen from the feelings of employees in developing their potential at work, teachers 'feelings about work situations (such as cooperative relationships formed between employees and coworkers), employees' feelings about recognition of work results (such as the recognition of the leadership for the work that has been done by the employee) and the employee's feeling of appreciation for the work result (such as advancement in career paths for the achievements achieved by the employee) will decrease when the stress experienced by the employee is seen through physical symptoms (such as headaches, nausea). , heart rate increases s When carrying out assigned tasks), psychological symptoms (such as restlessness, frustration, and irritability), cognitive symptoms (such as low concentration and lack of confidence) and behavioral symptoms (such as carelessness and hesitation in carrying out tasks) have increased.

The results of this study are in line with the opinion of several experts, including George who stated that, "highly stressed employees tend to have a more negative outlook on various aspects of their jobs and organizations and are more likely to have low levels of job satisfaction and organizational commitment.[21]. Employees with high stress levels tend to have negative views on various aspects of their work and organization and have lower job satisfaction and organizational commitment. In line with Ivancevich's opinion, stated that, "stress at work is the biggest problem in European companies. There appears little doubt that one of the major adverse influences on job satisfaction, work performance and productivity, and absenteeism and turnover is the incidence of stress at work. " Job stress is the biggest problem in European companies. There is an assumption that the main thing that affects job satisfaction, performance, and productivity, and absenteeism and turnover is job stress. [32]

Thus, some of the findings above emphasize that stress is a factor that has a direct influence on job absenteeism.

### **3.5. Efforts to Reduce Absenteeism Through Increasing Teacher Job Satisfaction.**

The results of this study indicate that there is no direct effect of job satisfaction on absenteeism. This means that job satisfaction has a direct effect on absenteeism.

If these findings are interpreted, the increase in job satisfaction experienced by teachers in Sekayu results in a decrease in employee absenteeism. The teacher's failure to report work or keep working according to schedule, failure to complete assignments according to schedule and absenteeism during working hours had decreased when the job satisfaction obtained by employees can be seen from the employee's feelings about the work arrangement (such as opportunities received by employees in developing potential in workplace), feelings of work situations (such as cooperative relationships formed between employees and co-workers), feelings of recognition of work results (such as recognition of the work done by employees) and feelings of appreciation for work results (such as promotion career on the achievements achieved by employees) has increased.

The results of this study was in line with the opinion of several experts including McShane who stated that, "job satisfaction affects many of the individual behaviors ... (Task performance, organizational citizenship, quitting, absenteeism, etc.)."Job satisfaction affects many individual behaviors (performance, OCB, leaving work, absenteeism, etc.). [33]

In line with McShane, Moorhead and Griffin stated that, "a satisfied employee tends to be absent less often, to make positive contributions and to stay with the organization. In contrast, a dissatisfied employee may be absent more often, may experience

stress that disrupts coworkers, and may be continually looking for another job. "[34]

According to Moorhead and Griffin, employees who are satisfied with their work tend to rarely leave their jobs, make positive contributions and are loyal to the organization / institution they work for. This condition is different from employees who are not satisfied with their work. Employees who are dissatisfied with their work are more likely to be absent, experience stress that interferes with their work and may continue to look for other jobs. This shows that job satisfaction can affect employee absenteeism.

Hellriegel and Slocum also explain the things that affect absenteeism, "low job satisfaction can result in costly turnover, absenteeism, tardiness and even poor mental health. Low job satisfaction can result in job transfers, absenteeism, delays and even mental disorders. In line with Hellriegel and Slocum, Schermerhorn (2010: 79) stated, "job satisfaction influences withdraw behavior such as absenteeism, turnover, day dreaming and cyber loafing." [35]

Job satisfaction affects deviant attitudes such as absenteeism, job transfers, daydreaming and virtual distraction. Newstrom further stated that, "job dissatisfaction may lead to increased absenteeism, turnover, and other undesirable behavior, so employers want to develop satisfaction among their employees." [36]

According to Newstrom, job dissatisfaction experienced by employees will increase the occurrence of absenteeism, job transfers, and other behaviors that are not expected to occur in an institution / organization. Therefore, leaders of institutions / organizations need to develop job satisfaction from employees to prevent these unexpected behaviors. [36]

## **4. CONCLUSION**

Based on the results of data analysis, the effect of job stress and job satisfaction both partially and simultaneously on job absenteeism can be concluded. It is explained as follows:

1. The job stress has a partial effect on job absenteeism, so it can be concluded that the first hypothesis is accepted. This shows that work stress has a significant and significant effect on job absenteeism
2. The satisfaction has no partial effect on job absenteeism, so it can be concluded that the first hypothesis is rejected. This shows that job satisfaction has no and insignificant effect on job absenteeism
3. The stress and job satisfaction simultaneously influence job absenteeism so it can be concluded that the first hypothesis is accepted. This indicates that job stress and job satisfaction. Simultaneous and significant effect on job absenteeism.

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