



Effect of Salary and Work Environment on Productivity (Study of Human Resource Management Literature)

M. Ridho Mahaputra

Student of Economic and Business Faculty, University of Mercu Buana, Jakarta, Indonesia, email: ridhomahaputra26@gmail.com

Corresponding Author: M. Ridho Mahaputra

Abstract: The Literature Review Review of Salaries and Work Environment on Productivity is a scientific article that aims to build a research hypothesis on the influence between variables that will be used in further research, within the scope of Human Resources Management . The method of writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this Literature Review article are that: 1) Wages have an effect on Productivity; and 2) Work Environment has an effect on Productivity. Apart from these 2 exogenous variables that affect the endogenous variables of Productivity, there are still many other factors including the variables of Co-Workers, Leader and Workload.

Keywords: Wages, Work Environment, Productivity

INTRODUCTION

In a company today, they are competing to produce products and become the best company in order to compete globally and achieve competitive advantage. In achieving competitive advantage, the need for the performance of every employee involved in the company. Performance can be measured through their productivity. The productivity they do while working at the company.

Based on the above background, the researchers determined the formulation of the problem as follows:

1. Does Wages affect to Productivity ?.
2. Does Work Environment affect to Productivity ?.

LITERATURE REVIEW

Productivity

Productivity is a comparison between the results achieved with the overall required resources (Riyanto, 2019). Productivity is the ratio between output and input, or the ratio between product yields and the total resources used (Erviyanto, 2004). Productivity is the

presence of more, higher quality, and better results with the same portion of effort (Anoraga, 2009). Productivity indicators include: 1) Ability; 2) Improve the results achieved; 3) Work spirit; 4) Self development; and 5) Quality and efficiency (Edy Sutrisno, 2017).

Productivity have been studied by previous researchers, including: (Ikhsani & Ali, 2017), (F. Saputra & Mahaputra, 2022a), (Maharani & Saputra, 2021), (Agussalim et al., 2016), (Assagaf & Ali, 2017), (Mansur & Ali, 2017), (Mulyani et al., 2020), (Mahaputra & Saputra, 2021b), (Darwisyah et al., 2021), (Ali, Sastrodiharjo, et al., 2022), (Agussalim et al., 2016), (Sivaram et al., 2020a), (M & Ali, 2017), (Sivaram et al., 2019), (Octavia & Ali, 2017).

Wages

Wages is remuneration in the form of money received by an employee for his contribution in achieving organizational goals (Andrew, 2007). Wages is a financial reward that is paid to an employee on a regular basis, either annually, quarterly, monthly, weekly and even daily (Panggabean). The salary earned by an employee who works in an organization is an important factor in the success of achieving company goals, in addition to other factors. Because the salary obtained by the employee will affect work productivity, stability and employee work. Salary indicators include: 1) Salary; 2) Incentives; 3) Bonuses; 4) Allowances; 5) Facilities; and 6) Insurance (Badriyah, 2015).

Wages has been researched by previous researchers, namely: (F. Saputra & Ali, 2022), (Sudiantini & Saputra, 2022), (Yassir Araffat et al., 2020), (Fardinal et al., 2022), (Octavia et al., 2020), (Hardiansyah et al., 2019), (Rony et al., 2020), (Eprianto et al., 2021).

Work Environment

The work environment is something that is around employees so that it affects a person to get a sense of security, comfort, and satisfaction in doing and completing the work given by superiors (Anam, 2018). The work environment is everything that is around the workers that can affect themselves in carrying out their duties, for example in this case, cleanliness, lighting, music, and others (Sunyoto, D., 2012). The work environment is the entire set of tools and materials faced by the surrounding environment in which a person works, work methods, and work arrangements both as individuals and as groups (Sedarmayanti, 2012). Work environment indicators include: 1) Lighting; 2) Air circulation; 3) Convenience; and 4) Layout (Sedarmayanti, 2012).

Work Environment has been widely studied by previous researchers including: (Setiyaningrum, 2019), (F. Saputra & Mahaputra, 2022b), (Mukhtar, M., Ali, H., & Jannah, 2016), (Arista & Astuti, 2011), (Octavia et al., 2020), (Sulistyanto et al., 2022), (Sudiantini et al., 2019).

Table 1. Relevant previous research

No	Author (year)	Research results	Similarities with this article	Difference with this article
1	(Sudiarso, 2022)	The Effect of Transformational Leadership, Competence and Work Environment on Employee Performance of PT Waskita Karya (Persero) Tbk in Becakayu 2a Ujung Project	Discussing about Work Environment	There are difference variables in Leadership and Employee Performance, and then there are locus research, namely in: PT Waskita Karya (Persero) Tbk
2	(Evitha & Hernawan, 2022)	Effect of Recruitment, Selection and Work Environment on Employees ' Work Performance of PT Heksa Artha Sakti , Bangkalan Branch	Discussing about Work Environment	There are difference variables in Work Performance and Recruitment

3	(Dhyan Parashakti et al., 2019)	The Effect of Workload, Work Environment, Carerr Development on Employee Job Satisfaction on PT. Sari Coffee Indonesia, Tbk.	Discussing about Work Environment	There are locus research, namely in: PT Sari Coffee Indonesia, Tbk
4	(F. Saputra & Mahaputra, 2022b)	Effect of Job Satisfaction, Employee Loyalty and Employee Commitment on Leadership Style (Human Resource Literature Study)	Discussing about Wages	There are difference in variables Job Satisfaction, Employee Loyalty and Employee Commitment
5	(Narpati et al., 2020)	The Effect of Turnover Intention and Job Satisfaction on Work Productivity Sales Promotion Girl (Spg) Matahari Department Store – Bekasi	Discussing about productivity	There are locus research, namely in: Matahari Department Store – Bekasi
6	(Narpati et al., 2021)	Employee Work Productivity Affected by Work From Home (WFH) and the Work Environment During a Pandemic	Discussing about Productivity and Work Environment	There are difference variable in Work From Home

RESEARCH METHODS

In this study, researchers used descriptive qualitative methods and library research. By reviewing previous articles that are relevant to this research. Data collection in this study was through the Google Scholar application by searching for previous scientific articles related to this variable. In this study, theoretical studies must be used consistently and based on methodological assumptions. In the sense that it must be applied inductively so that it does not raise questions that will be asked to the researcher. Researchers conduct qualitative research, namely because of its exploratory nature (Ali, H., & Limakrisna, 2013).

FINDINGS AND DISCUSSION

1. The Effect of Wages on Productivity

If the salary can be applied and implemented properly according to the indicators, namely: 1) Salary; 2) Incentives; 3) Bonuses; 4) Allowances; 5) Facilities; and 6) Insurance, it will affect productivity. Salary is an obligation that the company must provide to employees or their work. And workers are entitled to their rights as employees for what they do. In addition to salary, workers also have social security covered by the company, such as health and safety insurance, death, and so on. With adequate salaries and guarantees, the level of welfare of workers or employees will increase, thereby increasing their productivity and they are able to work well and maximally.

Wages affected to Productivity, this is in line with research conducted by: (Darwisyah et al., 2021), (Mulyani et al., 2020), (Sivaram et al., 2020b), (Agussalim et al., 2016), (Sivaram et al., 2019), (Somad et al., 2021), (Ridwan et al., 2020a), (Ridwan et al., 2020b).

2. The Effect of Work Environment on Productivity.

If the work environment can be implemented and implemented properly, in accordance with the indicators, namely: 1) Lighting; 2) Air circulation; 3) Convenience; and 4) Layout, it will affect the productivity of workers and employees. A good work environment will make workers feel comfortable and safe, so that in carrying out their work, workers can work well without any obstacles or other disturbances in their work area.

Work Environment affected to Productivity, this is in line with research conducted by: (Mahaputra & Saputra, 2021a), (Yassir Araffat et al., 2020), (Fardinal et al., 2022), (Haitao & Ali, 2022), (Gusfa et al., 2017), (Faisal et al., 2021), (Ali et al., 2020), (Thanh Nguyen et al., 2019), (Gusfa et al., 2017), (Subronto et al., 2021), (Pitri et al., 2022).

Conceptual Framework

Based on theoretical studies and discussions that have been discussed by researchers, the conceptual framework is determined as follows:

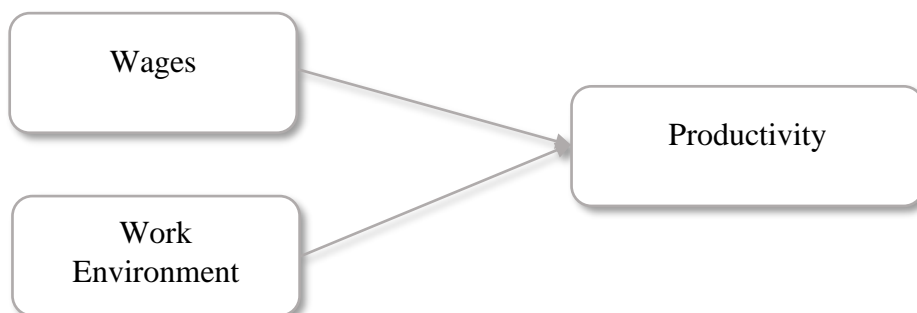


Figure 1. Conceptual Framework

Based on the relevant theoretical studies and the above discussion, then: The Effect of Wages and Work Environment on Productivity. Apart from the above variables affected to Productivity, there are other variables that affects, namely:

- 1) Leader: (F. Saputra, 2021), (Chauhan et al., 2019), (Zulkarnain & Manurung, 2020), (Assagaf & Ali, 2017), (Riyanto et al., 2017), (Mansur & Ali, 2017), (Ali, Sastrodiharjo, et al., 2022), (M & Ali, 2017), (Ali, H., & Limakrisna, 2013), (Ilhamalimy & Ali, 2021), (D. A. Setyadi & Ali, 2017), (Nofrialdi, 2021), (E. B. Saputra et al., 2019).
- 2) Workload (F. Saputra, 2022b), (Octavia & Ali, 2017), (Larasetiati & Ali, 2019), (Fahmi & Ali, 2022), (Hernikasari et al., 2022), (Ali et al., 2016), (Wahono & Ali, 2021), (Iryani et al., 2021), (Hasyim & Ali, 2022), (Werita & Nofrialdi, 2021), (Desmiwerita & Saputra, 2019), (E. B. Saputra, 2022), (Hardiansyah et al., 2019), (F. Saputra & Saputra, 2021).
- 3) Co-Workers: (Mahaputra & Saputra, 2021a), (Kholisoh & Ali, 2020), (Fauzi & Ali, 2021), (Ali, Zainal, et al., 2022), (Suleman et al., 2020), (Maisharoh & Ali, 2020), (A. Setyadi et al., 2017), (Paijan & Ali, 2017), (Zulhendra & Nofrialdi, 2022).
- 4) Corporate Culture: (F. Saputra & Ali, 2022), (Masruhin et al., 2021), (Suharyono & Ali, 2015), (Richardo et al., 2020), (Zahran & Ali, 2020), (Yassir Araffat et al., 2020), (Fardinal et al., 2022), (Haitao & Ali, 2022), (Gusfa et al., 2017), (Nofrialdi, 2022).
- 5) Working Time: (F. Saputra, 2022a), (Darwisyah et al., 2021), (Mulyani et al., 2020), (Sivaram et al., 2020b), (Agussalim et al., 2016), (Sivaram et al., 2019), (Somad et al., 2021), (Ridwan et al., 2020a), (Ridwan et al., 2020b), (Rahmayani & Nofrialdi, 2022).

CONCLUSION AND RECOMMENDATION

Conclusion

Based on the discussion above, the researchers determined the following conclusions:

1. Wages is affected to Productivity.
2. Work Environment is affected to Productivity.

Recommendation

Based on the conclusions above, there are other factors that affected to Productivity, namely: Leader, Workload, Co-Workers, Corporate Culture and Working Time.

BIBLIOGRAPHY

Agussalim, M., Ayu Rezkiana Putri, M., & Ali, H. (2016). Analysis work discipline and work spirit toward performance of employees (case study tax office Pratama two Padang). *International Journal of Economic Research*.

- Ali, H., & Limakrisna, N. (2013). Metodologi Penelitian (Petunjuk Praktis Untuk Pemecahan Masalah Bisnis, Penyusunan Skripsi (Doctoral dissertation, Tesis, dan Disertasi. In *In Deppublish: Yogyakarta*.
- Ali, H., Hadibrata, B., & Buchori, C. D. (2016). One Stop Services: Quality of Service and Accessibility to the Investor Loyalty : The Investment Coordinating Board. *International Journal of Business and Commerce*, 6(01), 38–50.
- Ali, H., Karimi, S., & Febriamansyah, R. (2020). Analysis of export performance and export competitiveness trade of crude palm oil [CPO] industry in Indonesia with RSPO in India and United States markets. *IOP Conference Series: Earth and Environmental Science*, 497(1). <https://doi.org/10.1088/1755-1315/497/1/012043>
- Ali, H., Sastrodiharjo, I., & Saputra, F. (2022). Pengukuran Organizational Citizenship Behavior : Beban Kerja , Budaya Kerja dan Motivasi (Studi Literature Review). *Jurnal Ilmu Multidisiplin*, 1(1), 83–93.
- Ali, H., Zainal, V. R., & Ilhamalimy, R. R. (2022). Determination of Purchase Decisions and Customer Satisfaction: Analysis of Brand Image and Service Quality (Review Literature of Marketing Management). *Dinasti International Journal of Digital Business Management*, 3(1), 141–153. <https://doi.org/10.31933/dijdbm.v3i1.1100>
- Arista, E. D., & Astuti, S. R. T. (2011). Analisis Pengaruh Iklan, dan Citra Merek terhadap Minat Beli Konsumen. *Aset*, 13(1), 37–45.
- Assagaf, A., & Ali, H. (2017). Determinants of Financial Performance of State-Owned Enterprises with Government Subsidy as Moderator. *International Journal of Economics and Financial Issues*.
- Chauhan, R., Ali, H., & Munawar, N. A. (2019). BUILDING PERFORMANCE SERVICE THROUGH TRANSFORMATIONAL LEADERSHIP ANALYSIS, WORK STRESS AND WORK MOTIVATION (EMPIRICAL CASE STUDY IN STATIONERY DISTRIBUTOR COMPANIES). *Dinasti International Journal of Education Management And Social Science*. <https://doi.org/10.31933/dijemss.v1i1.42>
- Darwisyah, D., Rosadi, K. I., & Ali, H. (2021). Berfikir Kesisteman Dalam Perencanaan Dan Pengembangan Pendidikan Islam. ... *Pendidikan Dan Ilmu Sosial*, 2(1), 225–237.
- Desmiwerita, & Saputra, E. B. (2019). ANALYSIS OF CASH FLOW REPORTS IN ASSESSING FINANCIAL PERFORMANCE AT THE PESISIR SELATAN DISTRICT HEALTH OFFICE. *Dinasti International Journal of Management Science*, 1(2), 181–190. <https://doi.org/10.31933/DIJMS>
- Dhyan Parashakti, R., Septiani Juniarti, & Khotimah, N. (2019). THE EFFECT OF WORKLOAD, WORK ENVIRONMENT, CARERR DEVELOPMENT ON EMPLOYEE JOB SATISFACTION ON PT. SARI COFFEE INDONESIA, Tbk. *Dinasti International Journal of Education Management And Social Science*, 1(1), 44–54. <https://doi.org/10.31933/dijemss.v1i1.35>
- Eprianto, I., Kamaludin, Saiful, & Fachruzzaman. (2021). THE IMPLEMENTATION OF CASCADING IN THE REGIONAL GOVERNMENTS. *JEM: Jurnal Ekonomi Dan Manajemen STIE Pertiba Pangkalpinang*, 7(2), 19–40.
- Evitha, Y., & Hernawan, E. (2022). Effect of Recruitment, Selection and Work Environment on Employees ' Work Performance of PT Heksa Artha Sakti , Bangkalan Branch. *Budapest International Research and Critics Institute Journal (BIRCI-Journal)*, 5(2), 15420–15429.
- Fahmi, I., & Ali, H. (2022). DETERMINATION OF CAREER PLANNING AND DECISION MAKING: ANALYSIS OF COMMUNICATION SKILLS, MOTIVATION AND EXPERIENCE (LITERATURE REVIEW HUMAN RESOURCE MANAGEMENT). *Dinasti International Journal of Management Science*, 3(5), 823–835.
- Faisal, F., Ali, H., & Imron Rosadi, K. (2021). Sistem Pengelolaan Pendidik Dan Tenaga

- Kependidikan Berbasis Simdik Dalam Manajemen Pendidikan Islam. *Jurnal Ilmu Manajemen Terapan*, 3(1), 77–85. <https://doi.org/10.31933/jimt.v3i1.704>
- Fardinal, F., Ali, H., & US, K. A. (2022). Mutu Pendidikan Islam: Jenis Kesisteman, Konstruksi Kesisteman, dan Berfikir Kesisteman. *Jurnal Ekonomi Manajemen Sistem Informasi*, 3(4), 370–382.
- Fauzi, D. H., & Ali, H. (2021). DETERMINATION OF PURCHASE AND REPURCHASE DECISIONS: PRODUCT QUALITY AND PRICE ANALYSIS (CASE STUDY ON SAMSUNG SMARTPHONE CONSUMERS IN THE CITY OF JAKARTA). *Dinasti International Journal of Digital Business Management*, 2(5), 794–810. <https://doi.org/10.31933/dijdbm.v2i5.965>
- Gusfa, H., Febrianti, S. M., & Ali, H. (2017). Methodological implication on fairclough's textual analysis in erin brockovich film script. *International Journal of Applied Business and Economic Research*.
- Haitao, N., & Ali, H. (2022). THE ROLE OF BANKING AND GOVERNMENT POLICY ON THE ECONOMIC SECTOR DURING THE COVID-19 PANDEMIC. *Dinasti International Journal of Digital Business Management*, 3(2), 161–169.
- Hardiansyah, A., Soehardi, & Rony, Z. T. (2019). PENGARUH DISIPLIN KERJA, MOTIVASI KERJA DAN KOMPENSASI TERHADAP KINERJA PEGAWAI BANK OCBC NISP BAGIAN RECORD MANAGEMENT DAN PARTNERSHIP OPERATION. *Jurnal Ilmiah Manajemen Ubhara*, 6(2), 147–161. <https://doi.org/10.36805/manajemen.v5i1.821>
- Hasyim, U., & Ali, H. (2022). REUSE INTENTION MODELS THROUGH CUSTOMER SATISFACTION DURING THE COVID-19 PANDEMIC: CASHBACK PROMOTION AND E-SERVICE QUALITY CASE STUDY: OVO ELECTRONIC MONEY IN. *Dinasti International Journal of Digital Business Management*, 3(3), 440–452.
- Hernikasari, I., Ali, H., & Hadita, H. (2022). Model Citra Merek Melalui Kepuasan Pelanggan Bear Brand: Harga Dan Kualitas Produk. *Jurnal Ilmu Manajemen Terapan*, 3(3), 329–346. <https://doi.org/10.31933/jimt.v3i3.837>
- Ikhsani, K., & Ali, H. (2017). KEPUTUSAN PEMBELIAN: ANALISIS KUALITAS PRODUK, HARGA DAN BRAND AWARENESS (Studi Kasus Produk Teh Botol Sosro Di Giant Mall Permata Tangerang). *Jurnal SWOT*, VII(3), 523–541.
- Ilhamalimy, R. R., & Ali, H. (2021). Model Perceived Risk and Trust: E-Wom and Purchase Intention (the Role of Trust Mediating in Online Shopping in Shopee Indonesia). *Dinasti International Journal of Digital Business Management*, 2(2), 204–221. <https://doi.org/10.31933/dijdbm.v2i2.651>
- Iryani, E., Ali, H., & Rosyadi, K. I. (2021). BERFIKIR KESISTEMAN DALAM SOCIAL SUPPORT: TA'AWUN UPAYA PENINGKATAN MUTU PENDIDIKAN AGAMA ISLAM DI MAS AL-IHSANIYAH SARANG BURUNG MUARO JAMBI. *JURNAL MANAJEMEN PENDIDIKAN DAN ILMU SOSIAL*, 2(1), 413–425.
- Kholisoh, N., & Ali, H. (2020). Shaping radical attitudes: Mass media and government policies analysis (case study in high school students of West Jakarta). *Talent Development and Excellence*.
- Larasetiati, M., & Ali, H. (2019). Model of consumer trust: analysis of perceived usefulness and toward repurchase intention in online travel agent. *Journal of Economics and Finance*, 3(8), 350–357. <https://doi.org/10.21276/sjef.2019.3.8.5>
- M, A., & Ali, H. (2017). MODEL KEPUASAN PELANGGAN: ANALISIS KUALITAS PRODUK DAN KUALITAS LAYANAN TERHADAP CITRA MEREK PADA GIANT CITRA RAYA JAKARTA. *Jurnal Manajemen*. <https://doi.org/10.24912/jm.v21i3.254>
- Mahaputra, M. R., & Saputra, F. (2021a). Application Of Business Ethics And Business Law

- On Economic Democracy That Impacts Business Sustainability. *Journal of Law Politic and Humanities*, 1(3), 115–125.
- Mahaputra, M. R., & Saputra, F. (2021b). RELATIONSHIP WORD OF MOUTH , ADVERTISING AND PRODUCT QUALITY TO BRAND AWARENESS. *Dinasti International Journal of Digital Business Management*, 2(6), 1099–1108.
- Maharani, A., & Saputra, F. (2021). Relationship of Investment Motivation , Investment Knowledge and Minimum Capital to Investment Interest. *Journal of Law Politic and Humanities*, 2(1), 23–32.
- Maisharoh, T., & Ali, H. (2020). Faktor-faktor yang mempengaruhi Infrastruktur Teknologi Informasi: Keuangan, Fleksibilitas TI, dan Kinerja Organisasi. *Universitas Mercu Bauna (UMB) Jakarta*, 1–9.
- Mansur, S., & Ali, H. (2017). Impact of customer engagement to reputation of the Bri Syariah Indonesia. *International Journal of Economic Research*.
- Masruhin, S., Ali, H., & Rosadi, K. I. (2021). Faktor Yang Mempengaruhi Pendidikan Islam: Sistem Berfikir Kebenaran, Pengetahuan, Nilai (Moralitas). *JMPIS Jurnal Manajemen Pendidikan Dan Ilmu Sosial*, 2(2), 844–857.
- Mukhtar, M., Ali, H., & Jannah, S. (2016). Analisis Pengaruh Gaya Kepemimpinan dan Budaya Organisasi Terhadap Pengembangan Karir Kementerian Agama Provinsi Jambi. *IOSR Jurnal Bisnis Dan Manajemen (IOSR-JBM)*, 18(11), 65–74.
- Mulyani, S. R., Ridwan, M., & Ali, H. (2020). Model of human services and resources: The improvement efforts of Silungkang restaurant attractiveness on consumers. *Talent Development and Excellence*.
- Narpati, B., Andrian, A., & Nursal, M. F. (2020). Pengaruh Turnover Intention Dan Kepuasan Kerja Terhadap Produktivitas Kerja Sales Promotion Girl (Spg) Matahari Department Store – Bekasi. *Business Management Analysis Journal (BMAJ)*, 3(2), 174–188. <https://doi.org/10.24176/bmaj.v3i2.4819>
- Narpati, B., Lubis, I., Meutia, K. I., & Ningrum, E. P. (2021). Produktivitas Kerja Pegawai yang Dipengaruhi oleh Work From Home (WFH) dan Lingkungan Kerja Selama Masa Pandemi. *JIMF (Jurnal Ilmiah Manajemen Forkamma)*, 4(2), 121–133. <https://doi.org/10.32493/frkm.v4i2.9808>
- Nofrialdi, R. (2021). Online Shopping Behavior Model: Determining the Factors Affecting Repurchase Intention. *Journal of Law, Politic and Humanities*, 1(2), 88–97.
- Nofrialdi, R. (2022). the Effect of Student’S Creativity and Learning Interest on Learning Achievement in Economic Students Class Xi Ips Sma Ekasakti Padang. *Journal International on Global Education*, 1(1), 37–46. <https://doi.org/10.31933/jige.v1i1.536>
- Octavia, A., & Ali, H. (2017). International Review of Management and Marketing The Model of Market Orientation, Entrepreneurial Orientation and Business Performance of Small and Medium Enterprises. *International Review of Management and Marketing*.
- Octavia, A., Sriyudha, Y., & Ali, H. (2020). Innovation capability and supply chain management: Empirical study of Indonesian traditional herbal medicine products. *International Journal of Supply Chain Management*.
- Paijan, P., & Ali, H. (2017). Pengaruh Gaya Kepemimpinan Transformasional, Pelatihan Terhadap Motivasi Kerja Serta Implikasi Kinerja Tenaga Kependidikan Di Universitas Mercu Buana Jakarta. *Jurnal Ekonomi*, 21(3), 343–359. <https://doi.org/10.24912/je.v21i3.23>
- Pitri, A., Ali, H., & Us, K. A. (2022). Faktor-Faktor Yang Mempengaruhi Pendidikan Islam : Paradigma , Berpikir Kesisteman Dan Kebijakan Pemerintah (Literature Review Manajemen Pendidikan). 2(1), 23–40.
- Rahmayani, O., & Nofrialdi, R. (2022). The Effect of Utilization of Social Media Instagram @Nanarfshop on Buying Interest of Fisipol Students University Ekasakti Padang. *Journal*

- of Law Politic and Humanities*, 2(2), 85–94.
- Richardo, Hussin, M., Bin Norman, M. H., & Ali, H. (2020). A student loyalty model: Promotion, products, and registration decision analysis-Case study of griya english fun learning at the tutoring institute in wonosobo central Java. *International Journal of Innovation, Creativity and Change*.
- Ridwan, M., Mulyani, S. R., & Ali, H. (2020a). Improving employee performance through perceived organizational support, organizational commitment and organizational citizenship behavior. *Systematic Reviews in Pharmacy*, 11(12), 839–849. <https://doi.org/10.31838/srp.2020.5.123>
- Ridwan, M., Mulyani, S. R., & Ali, H. (2020b). Perceived organizational support in efforts to improve organizational commitments and its impact on employee performance(study at SPMI private university in West Sumatra). *Talent Development and Excellence*.
- Riyanto, S., Yanti, R. R., & Ali, H. (2017). The Effect of Training and Organizational Commitment on Performance of State University of Jakarta Student Cooperative (KOPMA UNJ) Management. *Saudi Journal of Humanities and Social Sciences*. <https://doi.org/10.21276/sjhss>
- Rony, Z. T., Lubis, F. M., Santoso, B., & Rizkyta, A. (2020). The relevance of political skills for leaders and managers in the industrial revolution 4.0: A case study of the Indonesian private television industry. *International Journal of Innovation, Creativity and Change*, 12(1), 447–465.
- Saputra, E. B. (2022). the Effect of Teacher Communication Ability and Learning Motivation on Student Learning Outcomes in Economic Lessons for Class Xi Ips Sma Ekasakti in Padang Academic Year 2015/2016. *Journal International on Global Education*, 1(1), 1–10. <https://doi.org/10.31933/jige.v1i1.532>
- Saputra, E. B., Saputra, E., & Satriawan, N. (2019). Upaya Meningkatkan Partisipasi Dan Hasil Belajar Siswa Dengan Menggunakan Metode Diskusi Kelompok Pada Mata Pelajaran IPS Terpadu Kelas VIII Di SMP Negeri 19 Padang . *Jurnal Penelitian Aktual Dan Kajian Analisis Reformasi Pendidikan*, 17(1), 91–102.
- Saputra, F. (2021). Leadership , Communication , And Work Motivation In Determining The Success Of Professional Organizations. *Journal of Law Politic and Humanities*, 1(2), 59–70.
- Saputra, F. (2022a). Analysis Effect Return on Assets (ROA), Return on Equity (ROE) and Price Earning Ratio (PER) on Stock Prices of Coal Companies in the Indonesia Stock Exchange (IDX) Period 2018-2021. *Dinasti International Journal of Economics, Finance and Accounting*, 3(1), 82–94. <http://repository.uph.edu/41805/%0Ahttp://repository.uph.edu/41805/4/Chapter1.pdf>
- Saputra, F. (2022b). The Role of Human Resources , Hardware , and Databases in Mass Media Companies. *International Journal of Advanced Multidisciplinary*, 1(1), 45–52.
- Saputra, F., & Ali, H. (2022). PENERAPAN MANAJEMEN POAC: PEMULIHAN EKONOMI SERTA KETAHANAN NASIONAL PADA MASA PANDEMI COVID-19 (LITERATURE REVIEW MANAJEMEN POAC). *Jurnal Ilmu Manajemen Terapan*, 3(3), 316–328. <https://doi.org/10.31933/jimt.v3i3>
- Saputra, F., & Mahaputra, M. R. (2022a). Building Occupational Safety and Health (K3): Analysis of the Work Environment and Work Discipline. *Journal of Law Politic and Humanities*, 2(3), 105–114.
- Saputra, F., & Mahaputra, M. R. (2022b). EFFECT OF JOB SATISFACTION , EMPLOYEE LOYALTY AND EMPLOYEE COMMITMENT ON LEADERSHIP STYLE (HUMAN RESOURCE LITERATURE STUDY). *Dinasti International Journal of Management Science*, 3(4), 762–772.
- Saputra, F., & Saputra, E. B. (2021). Measures of Corruption : Needs , Opportunity and

- Rationalization. *Journal of Law Politic and Humanities*, 2(1), 42–50.
- Setyaningrum, A. C. (2019). Pengembangan Karir Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening. *Jurnal Ilmu Manajemen*, 7(3), 824–831.
- Setyadi, A., Ali, H., & Imaroh, T. S. (2017). Building Brand Image: Analysis of Service Quality and Customer Satisfaction. *Saudi Journal of Business and Management Studies*, 2(8), 770–777. <https://doi.org/10.21276/sjbms>
- Setyadi, D. A., & Ali, H. (2017). Build Customer Loyalty with CRM and Brand Image (Case Study on Giant Citra Raya). *IOSR Journal of Business and Management*, 19(01), 35–42. <https://doi.org/10.9790/487x-1901043542>
- Sivaram, M., Hudaya, A., & Ali, H. (2019). Building a Purchase and Purchase Decision: Analysis of Brand Awareness and Brand Loyalty (CASE STUDY OF PRIVATE LABEL PRODUCTS AT ALFAMIDI STORES IN TANGERANG CITY) M. *Dinasti International Journal of Education Management And Social Science*, 1(2), 235–248. <https://doi.org/10.31933/DIJEMSS>
- Sivaram, M., Munawar, N. A., & Ali, H. (2020a). DETERMINATION OF PURCHASE INTENT DETERMINATION OF PURCHASE INTENTION THROUGH BRAND AWARENESS AND PERCEIVED QUALITY (Case Study: For consumers PT. Sentosa Santosa Finance Tangerang area). *Dinasti International Journal of Management Science*, 1(2), 232–246. <https://doi.org/10.31933/dijms.v1i2.71>
- Sivaram, M., Munawar, N. A., & Ali, H. (2020b). DETERMINATION OF PURCHASE INTENT DETERMINATION OF PURCHASE INTENTION THROUGH BRAND AWARENESS AND PERCEIVED QUALITY (Case Study: For consumers PT. Sentosa Santosa Finance Tangerang area). *Dinasti International Journal of Management Science*. <https://doi.org/10.31933/dijms.v1i2.71>
- Somad, A., Rosadi, K. I., Ali, H., Kesisteman, J., & Kesisteman, B. (2021). FAKTOR YANG MEMPENGARUHI MODEL SISTEM PENDIDIKAN ISLAM : JENIS KESISTEMAN , KONSTRUKSI KESISTEMAN , BERPIKIR KESISTEMAN. *Jurnal Ilmu Hukum Humaniora Dan Politik*, 1(2), 200–210.
- Subronto, S., Ali, H., & Rosadi, K. I. (2021). Faktor Yang Mempengaruhi Manajemen Pendidikan Islam: Sistem Pendidikan, Pengelolaan Pendidikan dan Tenaga Pendidikan. *Jurnal Ekonomi Manajemen Sistem Informasi*, 3(1), 24–34. <https://doi.org/10.31933/jimt.v2i3.432>
- Sudiantini, D., & Saputra, F. (2022). Pengaruh Gaya Kepemimpinan: Kepuasan Kerja, Loyalitas Pegawai dan Komitmen di PT Lensa Potret Mandiri. *Formosa Journal of Sustainable Research (FJSR)*, 1(3), 467–478.
- Sudiantini, D., Umar, H., & Arafah, W. (2019). The Influence of Strategic Leadership Competencies and Organizational Culture on Public Service Performance with Work Climate as a Moderation Variable in Banten Provincial Government (in Lebak Regency , Pandeglang Regency , Serang Regency). *International Journal of Creative Research and Studies*, 3(10), 92–98.
- Sudiarso, S. (2022). the Effect of Transformational Leadership, Competence and Work Environment on Employee Performance of Pt Waskita Karya (Persero) Tbk in Becakayu 2a Ujung Project. *Dinasti International Journal of Management Science*, 3(3), 535–546. <https://doi.org/10.31933/dijms.v3i3.1103>
- Suharyono, & Ali, H. (2015). PENGARUH MOTIVASI, KEDISIPLINAN DAN GAYA KEPEMIMPINAN TERHADAP PRESTASI KERJA PEGAWAI PADA DINAS SOSIAL TENAGA KERJA DAN TRANSMIGRASI KABUPATEN BATANG HARI. *Jurnal Ilmiah Universitas Batanghari Jambi*, 15(2), 78–86.
- Suleman, D., Ali, H., Nusraningrum, D., & Ali, M. M. (2020). Pembeda Konsumen Dalam Memilih Tempat Belanja Offline Vs Online. *Jurnal Ecodemica: Jurnal Ekonomi*,

- Manajemen, Dan Bisnis*, 4(2), 275–282. <https://doi.org/10.31294/jeco.v4i2.8122>
- Sulistyanto, A., Muhamad, P., Dwinarko, & Sjafrizal, T. (2022). Pemberdayaan dan Pendampingan Masyarakat Desa dalam Transformasi Digital Pelayanan Publik Berbasis Website. *ABDIRA: Jurnal Pengabdian Masyarakat*, 2(3), 117–128. <http://abdira.org/index.php/abdira/article/view/173>
- Thanh Nguyen, P., Ali, H., & Agung Hudaya. (2019). MODEL BUYING DECISION AND REPEAT PURCHASE: PRODUCT QUALITY ANALYSIS (Case Study of Bank Permata Syariah Jakarta KPR Financing Customers). *Dinasti International Journal of Management Science*. <https://doi.org/10.31933/dijms.v1i1.29>
- Wahono, S., & Ali, H. (2021). Peranan Data Warehouse, Software Dan Brainware Terhadap Pengambilan Keputusan (Literature Review Executive Support Sistem for Business). *Jurnal Ekonomi Manajemen Sistem Informasi*, 3(2), 225–239. <https://doi.org/10.31933/jemsi.v3i2.781>
- Werita, D., & Nofrialdi, R. (2021). ANALISIS EFEKTIVITAS PENGELOLAAN DAN SISTEM PENGENDALIAN PIUTANG PADA PT. DAGNA MEDIKA. *Jurnal Akademi Akuntansi Indonesia Padang*, 1(1), 13–21.
- Yassir Araffat, M., Ali, H., Indra Bangsawan, M., Kusuma Diarti, D., & Budiono, A. (2020). The Influence of Leadership Style and Work Discipline on Employee Performance in the Department of Transportation Dompu District. *International Journal of Multicultural and Multireligious Understanding*, Volume 7(Issue 8), 758–767. <http://ijmmu.comhttp://dx.doi.org/10.18415/ijmmu.v7i8.2187>
- Zahran, R., & Ali, H. (2020). Faktor-Faktor Yang Mempengaruhi Sistem Informasi : Sumber Daya Manusia, Bisnis, Teknologi dan Metode (Literature Review Manajemen Pemasaran). *Jurnal Akuntansi Universitas Mercubuana*, 1–21. https://www.academia.edu/download/65018601/Artikel_Literatur_Review_Faktor_Yang_Mempengaruhi_Sistem_Informasi_Ravena_Zahran_dikonversi.pdf
- Zulhendra, & Nofrialdi, R. (2022). Petty Cash Accounting Analysis on CV Min Java Farm. *Journal of Accounting and Finance Management*, 3(1), 28–35.
- Zulkarnain, D., & Manurung, A. D. R. (2020). THE INFLUENCES OF TRANSFORMATIONAL LEADERSHIP, ORGANIZATIONAL CITIZENSHIP BEHAVIOR, AND QUALITY OF WORK LIFE ON THE JOB SATISFACTION. *Dinasti International Journal of Management Science*, 1(3), 331–346. <https://doi.org/10.31933/DIJMS>