

## REFERENCES

- Afandi, P. (2018). *Concept & Indicator Human Resources Management for Management Research*. Deepublish.
- Agustini, F. (2019). *Strategi Manajemen Sumber Daya Manusia*. UISU Press.
- Aima, H., Rizki Adam, M. M., & Hapzi Ali, C. M. A. (2017). Model of Employee Performance: Competence Analysis and Motivation (Case Study at PT. Bank Bukopin, Tbk Center). *Leadership*, 5(5).
- Ainii, S. J. Q. (2019). *PENGARUH MATA PELAJARAN KEWIRASAHAAN TERHADAP MINAT BERWIRASAHA SISWA (Studi Kasus Siswa Kelas XI Akuntansi di SMKN 3 Bandung)*. FKIP UNPAS.
- Ali, W. (2016). Understanding the Concept of Job Satisfaction, Measurements, Theories and its Significance in the Recent Organizational Environment: A Theoretical Framework. *Archives of Business Research*, 4. <https://doi.org/10.14738/abr.41.1735>
- Alita, D., Putra, A. D., & Darwis, D. (2021). Analysis of classic assumption test and multiple linear regression coefficient test for employee structural office recommendation. *IJCCS (Indonesian Journal of Computing and Cybernetics Systems)*, 15(3).
- Anwar, P. M., & Budi, I. (2018). The influence of job satisfaction and motivation on the employee performance at PT. Era Media Informasi. *IOP Conference Series: Materials Science and Engineering*, 453(1). <https://doi.org/10.1088/1757-899X/453/1/012064>

- Anwar Prabu, M. (2017). Manajemen Sumber Daya Manusia Perusahaan, Bandung: PT. *Remaja Rosdakarya*.
- Azkiya, H., & Riyanto, S. (2020). *The Importance of Work Motivation for Improving Employee Performance*.
- Changgriawan, G. S. (2017). Pengaruh kepuasan kerja dan motivasi kerja terhadap kinerja karyawan di One Way Production. *Agora*, 5(2).
- De Vito, L., Brown, A., Bannister, B., Cianci, M., & Mujtaba, B. G. (2018). Employee motivation based on the hierarchy of needs, expectancy and the two-factor theories applied with higher education employees. *IJAMEE*.
- Ghadoliya, M. K. (2020). *Family Business*.  
<https://doi.org/10.13140/RG.2.2.28214.45127>
- Hameed, A., Ramzan, M., Hafiz, M., Kashif Zubair, M., Ali, G., & Arslan, M. (2014). Impact of compensation on employee performance. *International Journal of Business and Social Science*, 5(2), 302–309.
- Hanafi, B. D., & Yohana, C. (2017). Pengaruh motivasi, dan lingkungan kerja, terhadap kinerja karyawan, dengan kepuasan kerja sebagai variabel mediasi pada PT BNI Lifeinsurance. *Jurnal Pendidikan Ekonomi Dan Bisnis (JPEB)*, 5(1), 73–89.
- Holland, P. G., & Oliver, J. E. (1992). An empirical examination of the stages of development of family business. *Journal of Business and Entrepreneurship*, 4(3), 27.
- Inayat, W., & Jahanzeb Khan, M. (2021). A Study of Job Satisfaction and Its Effect

- on the Performance of Employees Working in Private Sector Organizations, Peshawar. *Education Research International*, 2021.
- <https://doi.org/10.1155/2021/1751495>
- Kafui Agbozo, G. (2017). The Effect of Work Environment on Job Satisfaction: Evidence from the Banking Sector in Ghana. *Journal of Human Resource Management*, 5(1), 12. <https://doi.org/10.11648/j.jhrm.20170501.12>
- Kartasura, S., & Qomariah, J. R. (2021). *The impact of job satisfaction on employee performance through organizational commitment as intervening variables : A survey on employees of Mitra Swalayan Kartasura O impacto da satisfação no trabalho no desempenho dos funcionários por meio do comprometimento*. 2021, 1–8.
- Levitt, H. M., Bamberg, M., Creswell, J. W., Frost, D. M., Josselson, R., & Suárez-Orozco, C. (2018). Journal article reporting standards for qualitative primary, qualitative meta-analytic, and mixed methods research in psychology: The APA Publications and Communications Board task force report. *American Psychologist*, 73(1), 26.
- Lusri, L., & Siagian, H. (2017). Effect of Work Motivation on Employee Performance through Job Satisfaction as a Mediation Variable in Employees of PT. Borwita Citra Prima Surabaya. *Agora*, 5(1).
- Mathis, R. L., & Jackson, J. H. (2006). Human resource management: Manajemen sumber daya manusia. *Terjemahan Dian Angelia*. Jakarta: Salemba Empat.
- Minh Ha, N., Luan, N. V, & Thanh Khoa, B. (2021). Employer Attractiveness and

- Employee Performance: An Exploratory Study. *Journal of System and Management Sciences*. <https://doi.org/10.33168/JSMS.2021.0107>
- Mishra, P., Pandey, C. M., Singh, U., Gupta, A., Sahu, C., & Keshri, A. (2019). Descriptive statistics and normality tests for statistical data. *Annals of Cardiac Anaesthesia*, 22(1), 67.
- Mohammed, A. (2018). *Entrepreneurship lecture note*.
- Munawaroh, M., Suharto, S., & Subagja, D. I. K. (2020). Effect of Motivation and Job Satisfaction on Employee Performance Through Working Discipline At Pt. Bamboo Tirta Engineering. *International Journal of Business and Social Science Research*, 28–35. <https://doi.org/10.47742/ijbssr.v1n1p4>
- Nanincova, N. (2019). Pengaruh Kualitas Layanan Terhadap Kepuasan Pelanggan Noach Cafe and Bistro. *Agora*, 7(2).
- Neck, H. M., Neck, C. P., & Murray, E. L. (2019). *Entrepreneurship: the practice and mindset*. Sage Publications.
- Octaviannand, R., Pandjaitan, N. K., & Kuswanto, S. (2017). Effect of Job Satisfaction and Motivation towards Employee's Performance in XYZ Shipping Company. *Journal of Education and Practice*, 8(8), 72–79.
- Perez-Melo, S., & Kibria, B. M. (2020). On some test statistics for testing the regression coefficients in presence of multicollinearity: a simulation study. *Stats*, 3(1), 40–55.
- Platis, C., Reklitis, P., & Zimeras, S. (2015). Relation between job satisfaction and job performance in healthcare services. *PROCEDIA-Social and Behavioral*

- Sciences*, 175, 480–487.
- Putri, A. R. (2020). The influence of Exchange Rate and Freight Cost Toward Export Volume of Adidas at PT Apparel One Indonesia 1 Semarang. *JOBS (Jurnal Of Business Studies)*, 6(2), 123–134.
- Razak, A., Sarpan, S., & Ramlan, R. (2018). Effect of leadership style, motivation and work discipline on employee performance in PT. ABC Makassar. *International Review of Management and Marketing*, 8(6), 67.
- Robbins, S. P., & Judge, T. A. (2017). Organizational Behavior, Seventeenth Edition. Harlow, UK: Pearson Education Limited.
- Robescu, O., & Iancu, A.-G. (2016). The Effects of Motivation on Employees Performance in Organizations. *Valahian Journal of Economic Studies*, 7(2), 49–56. <https://doi.org/10.1515/vjes-2016-0006>
- Rukajat, A. (2018). *Pendekatan penelitian kuantitatif: quantitative research approach*. Deepublish.
- Shmailan, B., & Abdulwahab, S. (2016). *The relationship between job satisfaction, job performance and employee engagement: An explorative study, Issues in Business Management and Economics*, 4 (1), 1-8.
- Stanley, L., Kellermanns, F. W., & Zellweger, T. M. (2017). Latent profile analysis: Understanding family firm profiles. *Family Business Review*, 30(1), 84–102.
- Stawati, V. (2020). Pengaruh Profitabilitas, Leverage dan Ukuran Perusahaan terhadap Penghindaran Pajak. *Jurnal Akuntansi Dan Bisnis: Jurnal Program Studi Akuntansi*, 6(2), 147–157.

Sunarta, S. (2019). Pentingnya Kepuasan Kerja. *Efisiensi: Kajian Ilmu Administrasi*, 16(2), 63–75.

Supartha, W. G., & Sintaasih, D. K. (2017). Pengantar perilaku organisasi. *Denpasar Timur: CV. Setia Bakti.*

Tohidi, H. (2017). The effects of motivation in education. *Procedia - Social and Behavioral Sciences*, 31, 820 – 824.  
<https://doi.org/10.1016/j.sbspro.2011.12.148>

Wiedermann, W., Artner, R., & von Eye, A. (2017). Heteroscedasticity as a basis of direction dependence in reversible linear regression models. *Multivariate Behavioral Research*, 52(2), 222–241.