

REFERENCES

- Agustian, A. (2021, June 19). *Normality test definition*. iSixSigma. Retrieved October 31, 2021, from <https://www.isixsigma.com/dictionary/normality-test/>.
- Anthony, R. (2017, September 14). *7 indicators of high employee motivation*. LinkedIn. Retrieved October 31, 2021, from <https://www.linkedin.com/pulse/7-indicators-high-employee-motivation-ray-anthony>.
- Bernazzani, S. (2021, June 10). *Intrinsic and extrinsic motivation: What's the difference?* HubSpot Blog. Retrieved October 31, 2021, from <https://blog.hubspot.com/marketing/intrinsic-and-extrinsic-motivation>.
- Cherry, K. (2020, April 27). *The psychology of what motivates us*. Verywell Mind. Retrieved October 31, 2021, from <https://www.verywellmind.com/what-is-motivation-2795378>.
- Cherry, K. (2020, January 15). *Extrinsic vs. intrinsic motivation: What's the difference?* Verywell Mind. Retrieved October 31, 2021, from <https://www.verywellmind.com/differences-between-extrinsic-and-intrinsic-motivation-2795384>.
- Cherry, K. (2020, June 3). *How emotionally intelligent are you?* Verywell Mind. Retrieved October 31, 2021, from <https://www.verywellmind.com/what-is-emotional-intelligence-2795423>.
- Ferreira, N. M. (2020, October 25). *What is entrepreneurship? detailed definition and meaning*. Oberlo. Retrieved October 31, 2021, from <https://id.oberlo.com/blog/what-is-entrepreneurship>.
- Fisher, C. (2017, November 21). *Structure of an empowered organization*. Small Business - Chron.com. Retrieved October 31, 2021, from <https://smallbusiness.chron.com/structure-empowered-organization-44194.html>.
- Frost, J. (2021, September 24). *Multicollinearity in regression analysis: Problems, detection, and solutions*. Statistics By Jim. Retrieved October 31, 2021, from <https://statisticsbyjim.com/regression/multicollinearity-in-regression-analysis/>.
- Hayes, A. (2020, September 7). *Multiple linear regression (MLR) definition*. Investopedia. Retrieved October 31, 2021, from <https://www.investopedia.com/terms/m/mlr.asp>.

- Hayes, A. (2021, September 21). *What you should know about entrepreneurs*. Investopedia. Retrieved October 31, 2021, from <https://www.investopedia.com/terms/e/entrepreneur.asp>.
- Lia Ciner October 31. (2019, October 31). *How to improve employee performance in 6 steps*. WalkMe Blog. Retrieved October 31, 2021, from <https://blog.walkme.com/how-to-improve-employee-performance/>.
- McKinley, M. (2019, September 4). *Top 9 factors that impact employee motivation: M3s Solutions: M3s Solutions*. M3S Solutions | M3S Solutions. Retrieved October 31, 2021, from <https://www.m3ssolutions.com/article/top-9-factors-impact-employee-motivation>.
- Mcleod, S. (2019, January 1). *Likert scale definition, examples and analysis*. Likert Scale Definition, Examples and Analysis | Simply Psychology. Retrieved October 31, 2021, from <https://www.simplypsychology.org/likert-scale.html>.
- Narkhede, S. (2018, June 15). *Understanding descriptive statistics*. Medium. Retrieved October 31, 2021, from <https://towardsdatascience.com/understanding-descriptive-statistics-c9c2b0641291>.
- Nicholas Jong, H. (2020, December 28). *Top Indonesian palm oil developments in 2020*. Mongabay Environmental News. Retrieved October 31, 2021, from <https://news.mongabay.com/2020/12/top-indonesia-palm-oil-news-story-2020/>.
- Question Pro. (2020, October 11). *Quantitative research: Definition, methods, types and examples*. QuestionPro. Retrieved October 31, 2021, from <https://www.questionpro.com/blog/quantitative-research/>.
- Redke, J. (2017, June 16). *Journal editors*. IGI Global. Retrieved October 31, 2021, from <https://www.igi-global.com/dictionary/lean-logistics-of-the-transportation-of-fresh-fruit-bunches-ffb-in-the-palm-oil->.
- Sheetz, D. (2020, October 16). *The relationship between motivation and staff performance*. The Best Business Management Software and Apps. Retrieved October 31, 2021, from <https://hubworks.com/en/blog/the-relationship-between-motivation-and-staff-performance.html>.
- Tanner, R. (2019, May 5). *What is motivation?* Management is a Journey®. Retrieved October 31, 2021, from <https://managementisajourney.com/what-is-motivation/#back>.