

REFERENCES

- Achmad, I. M., & Witiastuti, R. S. (2018). Underpricing, Institutional Ownership and Liquidity Stock of IPO Companies in Indonesia. *Management Analysis Journal*, 7(3), 280-291. <https://doi.org/10.15294/maj.v7i3.23672>
- Amirrudin, M., Nasution, K., & Supahar (2021). Effect of Variability on Cronbach Alpha Reliability in Research Practice. *Jurnal Matematika, Statistika & Komputasi*, 17(2), 223-230. <https://doi.org/10.20956/jmsk.v17i2.11655>
- Arif, M., Syaifani, P. E., Siswadi, Y. & Jufrizen (2019). Effect of Compensation and Discipline on Employee Performance. *Proceeding of The 3rd International Conference on Accounting, Business & Economics*, 263-276. <https://journal.uui.ac.id/icabe/article/view/14723>
- Astivia, O. L. O., & Zumbo, B. D. (2019). Heteroskedasticity in Multiple Regression Analysis: What it is, How to Detect it and How to Solve it with Applications in R and SPSS. *Practical Assessment, Research, and Evaluation*, 24(1), 1-16. <https://doi.org/10.7275/q5xr-fr95>
- Augustinus, D. C., & Halim, C. F. (2021). The Effect of Motivation Towards Employee Performance for Café Workers in Medan. *Journal of Accounting and Management Innovation*, 5(1), 44-56. <https://ejournal.medan.uph.edu/index.php/jam/article/download/439/246>
- Basumallick, C. (2020, June 26). *What is Employee Productivity? Definition, Calculation, and Best Practices for Improvement*. Tool Box.

<https://www.toolbox.com/hr/performance-management/articles/what-is-employee-productivity/>

Bevans, R. (2020, March 20). *Two-way ANOVA When and How to Use it, With Examples*. Scribbr. <https://www.scribbr.com/statistics/two-way-anova/>

Bhandari, P. (2020, July 3). *Designing and Analyzing a Likert Scale What, Why and How*. Scribbr. <https://www.scribbr.com/methodology/likert-scale/>

Bhandari, P. (2020, June 12). *What is Quantitative Research? Definition, Uses and Methods*. Scribbr. <https://www.scribbr.com/methodology/quantitative-research/>

Bhandari, P. (2020, June 5). *Data Collection A Step-by-Step Guide with Methods and Examples*. Scribbr. <https://www.scribbr.com/methodology/data-collection/>

Bhandari, P. (2022, February 3). *Independent vs. Dependent Variables Definition & Examples*. Scribbr. <https://www.scribbr.com/methodology/independent-and-dependent-variables/>

Bhasin, H. (2020, June 30). *Causal Research – Meaning, Explanation, Examples, Components*. Marketing91. <https://www.marketing91.com/causal-research/>

Budi, K. O., & Dewi, A. A. S. K. (2021). The Effect of Motivation, Work Environment and Financial Compensation on Employee Performance at Mercure Hotel Kuta. *European Journal of Business and Management Research*, 6(6), 227-231. <http://dx.doi.org/10.24018/ejbmr.2021.6.6.1091>

- Casteel, A., & Bridier, N. L. (2021). Describing Populations and Samples in Doctoral Student Research. *International Journal of Doctoral Studies*, 16, 339-362. <https://doi.org/10.28945/4766>
- Christianto, D., & Karin, I. (2019). The Roles of Motivation in the English Language Learning. *The Journal of Educational Development*, 7(3), 173-177. <https://journal.unnes.ac.id/sju/index.php/jed/article/view/29627/14926>
- Dhaliwal, R. S., & Misra, P. (2020). Employability Skills Needed in Hospitality Industry: A Scopious Review. *Asian Journal of Education and Social Studies*, 10(1), 18-34. <https://doi.org/10.9734/ajess/2020/v10i130258>
- Efendi, R., Rifa'i, M. N., Bahrin, K., Milla, H., & Suharmi (2020). The Mediation of Work Motivation on the Effects of Work Discipline and Compensation on Performance Batik MSMEs Employees in Yogyakarta City, Indonesia. *International Journal of Multicultural and Multireligious Understanding*, 7(1), 689-703. <http://dx.doi.org/10.18415/ijmmu.v7i1.1375>
- Ekhsan, M., Aeni, N., Parashakti, R. D., & Fahlevi, M. (2019). The Impact of Motivation, Work Satisfaction and Compensation on Employee's Productivity in Coal Companies. *Advances in Intelligent Systems Research*, 171, 406-415. <https://www.researchgate.net/profile/Muhamad-Ekhsan/publication/337074236>
- Esthi, R. B. (2021). Effect of Compensation, Work Environment and Communication on Employee Performance in UD. Djaya Listrik and Material. *Forum Ekonomi*, 23(1), 145-154. <http://dx.doi.org/10.29264/jfor.v23i1.9110>

- Filgona, J., Sakiyo, J., Gwany, D. M., & Okoronka, A. U. (2020). Motivation in Learning. *Asian Journal of Education and Social Studies*, 10(4), 16-37.
<https://www.journalajess.com/index.php/AJESS/article/view/30273>
- Gasparyan, A. Y., Ayvazyan, L., Mukanova, U., Yessirkepov, M., & Kitas, G. D. (2019). Scientific Hypotheses: Writing, Promoting, and Predicting Implications. *Journal of Korean Medical Science*, 34(45).
<https://doi.org/10.3346/jkms.2019.34.e300>
- George, T. (2022, January 27). *Unstructured Interview Definition, Guide & Examples*. Scribbr. <https://www.scribbr.com/methodology/unstructured-interview/>
- George, T., & Merkus, J. (2022, January 27). *Structured Interview Definition, Guide & Examples*. Scribbr. <https://www.scribbr.com/methodology/structured-interview/>
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate SPSS 25 (9th ed.)*. Semarang: Universitas Diponegoro.
- Gupta, R. (2021, March 19). *5 Factors that Influence Employee Productivity*. LinkedIn. <https://www.linkedin.com/pulse/5-factors-influence-employee-productivity-ranen-gupta/>
- Harness, J. (2018, November, 29). *The Importance of Employee Productivity*. Biz Fluent. <https://bizfluent.com/info-8292773-importance-employee-productivity.html>
- Hartono, R., Effendi, & Nurwati, E. (2021). The Effect of Compensation and Motivation on Employee Performance with Job Satisfaction as Intervening

- Variables at Hotel XYZ, in Jakarta. *Majalah Ilmiah Bijak*, 18(1), 153-166.
<https://ojs.stiami.ac.id/index.php/bijak/article/download/1309/pdf>
- Hayes, A. (2022, January 2). *Multiple Linear Regression (MLR)*. Investopedia.
<https://www.investopedia.com/terms/m/mlr.asp>
- Hayes, A. (2022, March 12). *T-Test*. Investopedia.
<https://www.investopedia.com/terms/t/t-test.asp>
- Hayes, A. (2022, March 4). *Descriptive Statistics*. Investopedia.
https://www.investopedia.com/terms/d/descriptive_statistics.asp
- Heathfield, S. M. (2021, February 28). *What is Human Resource Management?*.
The Balance Careers. <https://www.thebalancecareers.com/what-is-human-resource-management-1918143>
- Hendron, A. (2021, September 15). *The Importance of the Hospitality Industry & Its Four Sectors*. Epos Now.
<https://www.eposnow.com/us/resources/importance-of-the-hospitality-industry/>
- Isa, A. M., Idros, W., Mahmud, W. A. W., & Pitchan, M. A. B. (2020). Non-Linear Broadcasting for Intrinsic Motives and Censorship Among Audiences in Malaysia: Normality and Multicollinearity Analysis.
<https://www.researchgate.net/profile/Asma-Isa/publication/350580340>
- Johnson, D. (2022, March 8). *What is Data Analysis? Research, Types, Methods, Techniques*. Guru99. <https://www.guru99.com/what-is-data-analysis.html>

- Jones, P. (2018, June 12). *What makes a hospitality professional?*. eHotelier.
<https://insights.ehotelier.com/insights/2018/06/12/makes-hospitality-professional/>
- Kapur, R. (2018, March). *Hospitality Management*. ResearchGate.
https://www.researchgate.net/publication/323746450_Hospitality_Management
- Kaur, P., Stoltzfus, J., & Yellapu, V. (2018). Descriptive Statistics. *International Journal of Academic Medicine*, 4(1), 60-63.
https://doi.org/10.4103/IJAM.IJAM_7_18
- Kenton, W. (2021, August 14). *Sample*. Investopedia.
<https://www.investopedia.com/terms/s/sample.asp>
- Khaled, W., Lin, J., Han, Z., Zhao, Y., & Hao, H. (2019). Test for Heteroscedasticity in Partially Linear Regression Models. *Journal of Systems Science and Complexity*, 32, 1194-1210.
<https://link.springer.com/article/10.1007/s11424-019-7374-2>
- Khatun, N. (2021). Applications of Normality Test in Statistical Analysis. *Open Journal of Statistics*, 11, 113-122. <https://doi.org/10.4236/ojs.2021.111006>
- Landman, P. (n.d.). *Hospitality Industry*. Xotels.
<https://www.xotels.com/en/glossary/hospitality-industry>
- Landman, P. (n.d.). *Hospitality Management*. Xotels.
<https://www.xotels.com/en/glossary/hospitality-management>

- Leonard, K. (2019, March 1). *Importance of Compensation in the Workplace*. Chron. <https://smallbusiness.chron.com/importance-compensation-workplace-38470.html>
- Mahathir, M., Matondang, A. R., & Wibowo, R. P. (2020). The Influence of Financial and Non-Financial Compensation on the Work Motivation of Harvest Workers in PT. Rizky Fajar Adi Putra. *International Journal of Research and Review*, 7(1), 253-257. https://www.ijrrjournal.com/IJRR_Vol.7_Issue.1_Jan2020/IJRR0036.pdf
- Majaski, C. (2021, October 28). *Hypothesis Testing*. Investopedia. <https://www.investopedia.com/terms/h/hypothesistesting.asp>
- Marneros, S., Papageorgiou, G., & Efstathiades, A. (2020). Identifying Key Success Competencies for the Hospitality Industry: The Perspectives of Professionals. *Journal of Teaching in Travel & Tourism*, 20(4), 1-25. <https://doi.org/10.1080/15313220.2020.1745732>
- Maryani, Y., Entang, M., & Tukiran, M. (2020). The Relationship between Work Motivation, Work Discipline and Employee Performance at the Regional Secretariat of Bogor City. *International Journal of Social and Management Studies (IJOSMAS)*, 2(2), 1-16. <https://repository.unpak.ac.id/tukangna/repo/file/files-20210314172432.pdf>
- McCombes, S. (2019, May 15). *Descriptive Research Design Definition, Methods and Examples*. Scribbr. <https://www.scribbr.com/methodology/descriptive-research/>

- McCombes, S. (2019, September 19). *Sampling Methods Types and Techniques Explained*. Scribbr. <https://www.scribbr.com/methodology/sampling-methods/>
- McLeod, S. (n.d.). *Questionnaire: Definition, Examples, Design and Types*. Simply Psychology. <https://www.simplypsychology.org/questionnaires.html>
- McLeod, S. (n.d.). *What are Independent and Dependent Variables?*. Simply Psychology. <https://www.simplypsychology.org/variables.html>
- Middleton, F. (2019, July 3). *Reliability vs Validity in Research Differences, Types and Examples*. Scribbr. <https://www.scribbr.com/methodology/reliability-vs-validity/>
- 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), 67-72. https://dx.doi.org/10.4103%2Faca.ACA_157_18
- Mohammed, H. O. (2019). The effect of motivation on employee productivity (A case study private bank in Kurdistan regional government). *Restaurant Business*, 118(11), 119-136. https://www.researchgate.net/publication/337561368_The_effect_of_motivation_on_employee_productivity_A_case_study_private_bank_in_Kurdistan_regional_government
- Nilasari, B. M., Nisfiannoor, M., & Devinta, F. R. M. (2021). Changes in Motivation that Effect Employee Performance During the COVID 19

Pandemic. *Journal of Applied Management*, 19(2), 435-447.
<http://dx.doi.org/10.21776/ub.jam.2021.019.02.19>

Nuryadi, & Rahmawati, P. (2018). Student Perceptions About Implementation Of Project Based Learning Model Viewed From Creativity And Student Learning Outcomes. *Jurnal Mercumatika : Jurnal Penelitian Matematika dan Pendidikan Matematika*, 3(1), 53-62. <https://ejournal.mercubuana-yogya.ac.id/index.php/mercumatika/article/view/656>

Patrick, P., & Mazhar, S. (2019). Core Functions of Human Resource Management and its Effectiveness on Organization: A Study. *International Journal of Research in Economics and Social Sciences (IJRESS)*, 9(5), 257-266.
https://www.researchgate.net/publication/350089524_Core_Functions_of_Human_Resource_Management_and_its_Effectiveness_on_Organization_A_Study

Pawirosumatro, S., & Iriani, D. (2018). The Influence of Work Stress, Working Cost, Compensation and Work Discipline on Employee's Productivity. *International Journal of Economics and Business Administration*, 6(4), 62-75. <https://www.um.edu.my/library/oar/handle/123456789/43933>

Pradita, M. Y. (2017). Pengaruh Kompensasi, Gaya Kepemimpinan, dan Karakteristik Tenaga Pemasar terhadap Motivasi dan Kinerja Tenaga Pemasar pada PT Bank Rakyat Indonesia (Persero) Tbk. Cabang Jombang. *Jurnal Bisnis Dan Manajemen*, 4(2), 153-164.
<https://doi.org/10.26905/jbm.v4i2.1697>

- Prasetio, A. P., & Agathanisa, C. (2019). Examining Employee's Compensation Satisfaction and Work Stress in a Retail Company and Its Effect to Increase Employee Job Satisfaction. *International Journal of Human Resource Studies*, 9(2), 239-265. <https://doi.org/10.5296/ijhrs.v9i2.14791>
- Prasetyaningtyas, S. W., Heryanto, C., Nurfauzi, N. F., & Tanjung, S. B. (2021). The Effect of Work From Home on Employee Productivity in Banking Industry. *Journal of Applied Management*, 19(3), 507-521. <http://dx.doi.org/10.21776/ub.jam.2021.019.03.05>
- Putra, I. N. S. K., & Mujiati, N. W. (2022). The Effect of Compensation, Work Environment, and Work Motivation on Employee Productivity. *European Journal of Business and Management Research*, 7(2), 212-215. <https://doi.org/10.24018/ejbmr.2022.7.2.1310>
- Putriana & Sahputra, C. A. (2021). The Effect of Discipline and Work Environment on Employee Productivity of Palm Oil Factory (PKS) of PT. Perkebunan Nusantara V Sei.Rokan, Pagaran Tapah Subdistrict, Rokan Hulu Regency, Riau. *International Journal of Trends in Accounting Research*, 2(2), 193-204. <https://adaindonesia.or.id/journal/index.php/ijtar/article/view/80/148>
- Rahmad, Harmen, H., & Sakir, A. (2022). The Effect of Motivation and Perception of Compensation Fairness on Performance Mediated by Job Satisfaction on Hotel Employees in Banda Aceh. *International Journal of Business Management and Economic Review*, 5(1), 62-74. <http://doi.org/10.35409/IJBMER.2022.3358>

- Rehayem, M. (2019, September 5). *What is Hospitality Management? (+Jobs, Skills, and Salary)*. G2. <https://learn.g2.com/hospitality-management>
- Sadaghashvili, A., & Correia, R. F. (2019). Online Negative Reviews in the Hospitality Industry: Moving from problems to Opportunities. *Journal of Marketing Research and Case Studies*, 1-14. <https://ibimapublishing.com/articles/JMRCS/2019/126255/>
- Safitri, R. M., Yuliana, Yudistira, S. (2020). The Effect of Compensation on Employee Productivity in Grand Rocky Hotel Bukittinggi. *International Journal of Tourism, Haritage and Recreation Sport*, 2(1), 1-8. <http://ijthrs.ppj.unp.ac.id/index.php/ijthrs/article/view/29>
- Saman, A. (2020). Effect of Compensation on Employee Satisfaction and Employee Performance. *International Journal of Economics Business and Accounting Research (IJEBAR)*, 4(1), 185-190. <https://jurnal.stie-aas.ac.id/index.php/IJEBAR/article/view/947/471>
- Sastrohadiwiryo, S., & Syuhada, A. H. (2019). *Manajemen Tenaga Kerja Indonesia*. https://www.google.co.id/books/edition/Manajemen_Tenaga_Kerja_Indonesia/AgNWEAAAQBAJ?hl=en&gbpv=1&dq=manajemen+tenaga+kerja+indonesia+siswanto+2019&pg=PR4&printsec=frontcover
- Setiawaty, R., Sulistyorini, T. B., Margono, & Rahmawati, L. E. (2018). Validity Test and Reliability of Indonesian Language Multiple Choice in Final Term Examination. *The 1st International Seminar on Language, Literature and Education*, 43-50. <https://doi.org/10.18502/kss.v3i9.2609>

- Streefkerk, R. (2018, June 20). *Primary vs Secondary Sources Explained with Easy Examples*. Scribbr. <https://www.scribbr.com/citing-sources/primary-and-secondary-sources/>
- Sugiyono, P. D. (2018). *Metode Penelitian Kuantitatif*. Bandung: Alfabeta.
- Sukarta, G. I. P., & Dewi, A. A. S. K. (2020). Effect of Work Compensation, Motivation and Discipline on Employee Productivity. *American Journal of Humanities and Social Sciences Research (AJHSSR)*, 4(2), 27-33. <https://www.ajhssr.com/wp-content/uploads/2020/02/E20422733.pdf>
- Surajiyo, Suwarno, Kesuma, I. M., & Gustiherawati, T. (2021). The Effect of Work Discipline on Employees Performance with Motivation as a Moderating Variables in the Inspectorate Office of Musi Rawas District. *International Journal of Community Service & Engagement*, 2(1), 1-12. <https://journal.jis-institute.org/index.php/ijcse/article/view/189/143>
- Sutrisno, & Sunarsi, D. (2019). The Effect of Work Motivation and Discipline on Employee Productivity at PT. Anugerah Agung in Jakarta. *Jurnal Administrare: Jurnal Pemikiran Ilmiah dan Pendidikan Administrasi Perkantoran*, 6(2), 187-196. <https://pdfs.semanticscholar.org/2676/9a8396c7a44a95d1a1bfbc72fee77d21bcf2.pdf>
- Taherdoost, H. (2019). What Is The Best Response Scale for Survey and Questionnaire Design; Review of Different Lengths of Rating Scale / Attitude Scale / Likert Scale. *International Journal of Academic Research*

in *Management (IJARM)*, 8(1), 1-10. <https://hal.archives-ouvertes.fr/hal-02557308/document>

Tan, T. L., Anh, P. V. T., Nhu, P. N. P., Thu, T. T. A., Tuan, V. D. A., & Hung, H. N. (2021). Research Factors Affecting the Working Motivation of Employees at Accommodation Facilities in Danang. *International Journal of Marketing & Human Resource Research*, 2(4), 236-264. <https://journal.jis-institute.org/index.php/ijmhrr/article/view/438/288>

Thakur, M. (n.d.). *Pearson Correlation Coefficient*. Wall Street Mojo. <https://www.wallstreetmojo.com/pearson-correlation-coefficient/>

Thakur, V. (2019, September 16). *Top 10 Benefits of Discipline*. LinkedIn. <https://www.linkedin.com/pulse/top-10-benefits-discipline-vipan-thakur/>

Wang, H., Zhang, Y., & Wan, M. (2020). Linking High-Performance Work Systems and Employee Well-Being: A Multilevel Examination of the Roles of Organisation-Based Self-Esteem and Departmental Formalisation. *Human Resource Management Journal*, 32(1), 92-116. <https://doi.org/10.1111/1748-8583.12391>

Yuliadi, & Tahir, R. (2019). Work Discipline, Competence, Empowerment, Job Satisfaction, and Employee Performance. *International Journal of Recent Technology and Engineering (IJRTE)*, 8(3), 7209-7215. <http://dx.doi.org/10.35940/ijrte.C6221.098319>

Yuliannisa, SN, Basrinda, G., & Yani, A. (2017). Effect of Compensation and Motivation on Work Productivity at PT. Interpan Pacific Futures, Banjarmasin. *Journal of Administrative and Management Sciences*, 2(1),

93-106.

<https://ejournal.stiabinabanuabjm.ac.id/index.php/administraus/article/view/29/15>

Zach. (2020, December 31). *The Breusch-Pagan Test: Definition & Example*.

Statology. <https://www.statology.org/breusch-pagan-test/>

