

## REFERENCES

- Ali, BJ, & Anwar, G. (2021). *An Empirical Study of Employees' Motivation and its Influence Job Satisfaction*. International Journal of Engineering, Business and Management, 5(2), 21-30.
- Arikunto, S. (2019). *Research procedure of a practice approach*. Jakarta: PT. Rineka Cipta
- Benson, A., Li, D., & Shue, K. (2019). *Promotions and the peter principle*. The Quarterly Journal of Economics, 134(4), 2085-2134.
- Darim, A. (2020). *Management of organizational behavior in realizing competent human resources*. Munaddhomah: Jurnal Manajemen Pendidikan Islam, 1(1), 22-40.
- Diastuti, M. (2021). *Providing compensation as a benchmark for employee morale*. Performance: Journal of Economics and Management, 18(2), 248-252.
- Dwinati, Y., & Patricia, N. V. (2022). *Determinants of employee performance in the construction materials industry*. Journal of Current Research in Business and Economics, 1(1), 34-42.
- Fahraini, F., & Syarif, R. (2022). The Effect of Compensation, Work Discipline and Communication on Employee Performance at PT. Nikos Distribution Indonesia. IKRAITH-ECONOMICS, 5(1), 20-30.
- Fauziyah, S., & Hendriani, A. (2019). *Improving Cooperation Skills through the Teams Games Tournament Class III Elementary School Cooperative Learning Model*. Journal of Primary School Teacher Education, 4(2), 196-210.

- Haris, A., Ghozali, I., & Najmudin, N. (2019). *Indicators of financial distress condition in Indonesian banking industry*. Accounting, 8(1), 27-36.
- Harry, A. S., & Barinua, V. (2022). *Workplace Promotion System and Employee Attitude To Work In Access Bank Plc, Port Harcourt*. BW Academic Journal, 22-22.
- Hasibuan, P. W., & Bangun, S. (2020). *The Influence of Organizational Compensation and Culture on Employee Performance in PT. Artatel Indokarya*. Journal of Research in Business, Economics, and Education, 2(3), 612-622.
- Ikhwana, M., & Anggraini, Y. (2021). *Analysis of Motivation in Increasing Employee Work Productivity at Bank Syariah Indonesia Magetan MT Haryono Sub-Branch Office 01*. Niqosiya: Journal of Economics and Business Research, 1(2), 217-232.
- Lubis, N., & Onsardi, O. (2021). *The effect of compensation, organizational commitment and job satisfaction on turnover intention at PT. Bukit Angkasa Makmur Bengkulu (Case Study of Production Employees of PT. BAM Bengkulu)*. Jurnal Entrepreneur dan Manajemen Sains (JEMS), 2(2), 196-208.
- Lubis, I. T., & Ningsi, E. H. (2022). *Determinants Of Financial Performance In Local Governments In District/City In Indonesia*. Enrichment: Journal of Management, 12(2), 2385-2390.
- Mangkunegara, A. P., & Octorend, T. R. (2019). *Effect of work discipline, work motivation and job satisfaction on employee organizational commitment in the company (Case study in PT. Dada Indonesia)*. Marketing, 293, 31-36.

- Mathis, R. L., Jackson, J. H., Valentine, S. R., & Meglich, P. A. (2019). *Human Resource Management*. Cengage learning.
- Michael, M., & Yunior, K. (2021). *The Effect of Promotion, Motivation and Discipline on the Performance of PT. Indonesia's Baruna Natural Expanse*. Jurnal AKMAMI (Akuntansi Manajemen Ekonomi), 2 (2), 483-490.
- Ningsih, et al., (2022). *Factors associated with the incidence of chronic energy deficiency*. Edu Midwifery Journal (Bemj), 5(2), 94–100
- Nurdin, A., Baskoro, F. V. E., & Sulistyorini, S. (2023). *The Effect Of Work Discipline And Compensation On Employee Job Satisfaction At Pt Indomarco Prismatama Pedurungan District*. Solution, 21(2), 623-630.
- Purba, K., & Sudibjo, K. (2020). *The effects analysis of transformational leadership, work motivation and compensation on employee performance in PT. Sago Nauli*. Budapest International Research and Critics Institute (BIRCI-Journal): Humanities and Social Sciences, 3(3), 1606-1617.
- Priansa, D. J., & Suryawardani, B. (2020). *Effects of E-marketing and social media marketing on E-commerce shopping decisions*. Jurnal Manajemen Indonesia, 20(1).
- Saifudin, A., Aima, M., Sutawidjaya, A., & Sugiyono, S. (2021). *Hospital digitalization in the era of industry 4.0 based on GHRM and service quality*. International Journal of Data and Network Science, 5(2), 107-114.
- Simamora, H. (2021). *Human Resource Management*. Yogyakarta: STIE YKPN.
- Susan, E. (2019). *Human resource management*. Adaara: Jurnal Manajemen Pendidikan Islam, 9(2), 952-962.

Yohana, E., & Priyanto, S. D. (2019). *Energy and Exergy Analysis of Steam Power Plant 3rd Unit PT PLN (PERSERO) Centre Unit Generation Tanjung Jati B Use BFP-T Modification Cycle*. In E3S Web of Conferences (Vol. 125, p. 13003). EDP Sciences.

