

The Role of Work Mindfulness in Enhancing Employee Performance at the Youth and Sports Office of Medan City

Ibnu Rayyan, Erwansyah

Abstract

The rapid pace of change and escalating demands for quality public services necessitate that government institutions possess Human Resources (HR) who are technically competent and also mentally and emotionally balanced. This study aimed to investigate the role of Work Mindfulness as a critical psychological foundation for enhancing Employee Performance at the Youth and Sports Office (Dispora) of Medan City, a local agency facing high work pressure due to dense program schedules and complex inter-sectoral coordination. Employing a quantitative approach with an explanatory design, data were collected from a saturated sample of 40 employees using a structured Likert-scale questionnaire. The data underwent Simple Linear Regression analysis. The results confirmed that the instruments were highly valid and reliable. The regression analysis yielded a strong finding: the calculated t-value for Work Mindfulness ($t=7.755$) significantly exceeded the critical t-value ($t_{table}=1.686$) at the 0.05 significance level. This outcome led to the acceptance of the alternative hypothesis, confirming that Work Mindfulness has a positive and statistically significant effect on Employee Performance, as formalized by the equation $Y=1.038+0.748X$. Furthermore, the coefficient of determination ($R^2=0.613$) indicated that 61.3% of the variance in Employee Performance is explained by Work Mindfulness, establishing it as a dominant psychological predictor of performance in this public sector context. The study concludes that cultivating Work Mindfulness is essential for building a more productive, resilient, and integrity-driven workforce at the Youth and Sports Office of Medan City.

Keywords: Work Mindfulness, Employee Performance, Simple Linear Regression

Ibnu Rayyan¹

¹Study of Master of Management, Universitas Pembangunan Panca Budi, Indonesia
e-mail: rayyanibnu036@gmail.com¹

Erwansyah²

²Lecturer of Management, Universitas Pembangunan Panca Budi, Indonesia
e-mail: erwansyah@dosen.pancabudi.ac.id²

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Introduction

In this era of rapid change, public sector organizations are required to have human resources who are not only technically competent but also mentally and emotionally balanced in their work. The Youth and Sports Office (Dispora) of Medan City, as a local government agency, carries a major responsibility in planning, implementing, and supervising various youth and sports programs. Heavy workloads, tight deadlines, and increasing public service demands often create psychological pressure on employees [1]. These conditions call for internal strategies to help employees maintain focus, calmness, and mental stability while performing their duties.

One emerging approach in modern human resource management is work mindfulness, which refers to an individual's ability to be fully present, aware of their thoughts and feelings, and to accept work experiences without excessive judgment [2]. Practicing mindfulness in the workplace helps employees focus better, manage stress, and respond to job-related pressures with greater emotional control [3]. In bureaucratic environments such as the Youth and Sports Office, mindfulness has the potential to enhance work effectiveness, reduce emotional conflicts, and foster a more positive organizational culture.

Employee performance is one of the key indicators of success in public institutions. Optimal performance is reflected in employees' ability to complete tasks on time, deliver quality public services, and demonstrate dedication to fulfilling their duties [4]. However, several studies indicate that employee performance is influenced not only by external factors such as organizational systems and leadership but also by internal factors such as emotional balance, focus, and self-awareness [5]. Employees who can manage their thoughts and emotions consciously tend to be more productive, committed, and consistent in their performance [6].

In this context, work mindfulness can serve as a psychological foundation that helps employees maintain composure and clarity when facing job-related challenges. According to [7], individuals who are mindful at work are more capable of adapting to dynamic environments, finding meaning in their tasks, and sustaining motivation under pressure. Sati and Izzati (2025) [8] further emphasize that mindfulness supports employees' mental stability, enabling them to handle stress effectively while maintaining a high level of work engagement.

Phenomena observed at the Youth and Sports Office of Medan City reveal that some employees experience work pressure due to dense program schedules and the need for cross-departmental coordination. Symptoms such as psychological fatigue, reduced focus, and an imbalance between work and personal life have been reported. These conditions could potentially lower productivity and the quality of public services. Therefore, examining the role of work mindfulness in enhancing employee performance is essential to understanding how mental awareness can contribute to improved work outcomes in government institutions.

Furthermore, the integration of mindfulness values into the work culture of civil servants aligns with the spirit of bureaucratic reform and the strengthening of public service ethics. Employees who are mindful of their actions tend to be more responsible, empathetic toward the community, and ethical in providing services. Cultivating mindfulness can lead to a healthier, more resilient workforce that not only performs effectively but also embodies integrity and compassion in serving the public.

Based on these considerations, this study aims to examine the role of work mindfulness in enhancing employee performance at the Youth and Sports Office of Medan City. The findings are expected to provide empirical contributions to human resource management in the public sector, particularly in promoting a mentally healthy, productive, and service-oriented work environment.

Literature Review

2.1 Work Mindfulness

Work mindfulness comes from the concept of mindfulness, which means full awareness of the present moment without judgment. In the workplace, it refers to a condition where individuals are fully present in their work activities, focusing their attention, staying open, and not reacting excessively to surrounding situations [9]. Mindfulness is awareness of one's current experiences—thoughts, emotions, and sensations—that occur from moment to moment [10]. In a work setting, this means employees can concentrate on their tasks without being distracted by worries about the future or pressures from the past [11]. Work mindfulness is a mental state where individuals direct full attention to their work and are aware of their experiences, which improves decision-making, creativity, and performance [12]. Employees who are mindful have better emotional control, higher resilience, and better adaptability to change[13]. According to Reb, Narayanan, and Chaturvedi (2014) [14] mindfulness at work also involves acceptance without judgment. In public organizations like the Youth and Sports Office, mindfulness helps employees stay calm, think clearly, and provide more empathetic and professional public services.

According to Langer (1989), mindfulness is a cognitive state marked by openness to new information, awareness of different perspectives, and the ability to adapt flexibly to changing contexts [9]. In the workplace, work mindfulness can be identified through several key indicators: Creating New Categories, Openness to New Information, Awareness of Multiple Perspectives, Contextual Control, Process Orientation.

2.2 Employee Performance

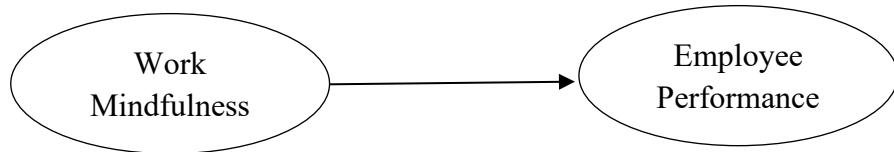
Employee performance is the result achieved by an individual in carrying out tasks and responsibilities based on their abilities, skills, and motivation [15]. It does not only reflect the final outcome of the work but also the process and behaviors displayed while performing those responsibilities. According to Mangkunegara (2017), performance refers to the quality and quantity of work results achieved by a person in completing their duties according to the responsibilities assigned [16]. Thus, performance represents the degree of success in achieving the goals or standards set by the organization.

Employee performance as the extent to which an individual can carry out their main tasks effectively, efficiently, and in accordance with organizational regulations [17]. Performance is influenced by various factors such as ability, motivation, organizational support, and work environment [18]. Gomes (2003) further adds that performance should not only be judged by the final output but also by the behavior demonstrated during the work process [19]. Behaviors such as discipline, responsibility, cooperation, and honesty are integral components of performance assessment. In public organizations such as the Youth and Sports Office of Medan City, employee performance reflects how effectively civil servants carry out their duties in providing public services. High-performing employees are expected to work professionally, be accountable, and result-oriented in line with the core values of the civil service.

According to Afandi (2018), there are nine indicators used to evaluate employee performance, which measure how effectively employees fulfill their tasks and responsibilities: Quantity of Work Results, Quality of Work Results, Efficiency in Task Execution, Work Discipline, Initiative, Accuracy, Leadership, Honesty, Creativity.

2.3 Conceptual Framework and Hypothesis

This study conceptualized Work Mindfulness as the independent variable (X) and Employee Performance as the dependent variable (Y), as shown in the following figure.



The hypothesis is:

Ha : The work mindfulness has a significant positive effect on Employee Performance at the Youth and Sports Office of Medan City.

Ho : The work mindfulness has no a significant positive effect on Employee Performance at the Youth and Sports Office of Medan City.

Research Methodology

This study employs a quantitative research approach to examine the relationship between work mindfulness and employee performance at the Youth and Sports Office of Medan City. The research design used is explanatory, as it aims to test hypotheses and analyze the causal relationship between the independent variable (work mindfulness) and the dependent variable (employee performance).

The population in this study consists of 40 employees working at the Youth and Sports Office of Medan City. Since the total number of employees is relatively small, this study applies a saturated sampling technique (census), in which all members of the population are included as respondents. Therefore, the total sample is 40 employees, ensuring that the data collected represent the entire population.

The data collection method involves the use of a structured questionnaire designed to measure the variables of work mindfulness and employee performance based on theoretical indicators derived from relevant literature [20]. The respondents' answers are recorded using a Likert scale ranging from strongly disagree (1) to strongly agree (5). In addition to the primary data collected through the questionnaire, secondary data are obtained from institutional reports, official documents, and other relevant references to strengthen the research findings. The collected data are analyzed using SPSS version 25.0 through the following procedures:

1. Validity and Reliability Tests.

The validity test is conducted to ensure that each questionnaire item measures the intended construct. An item is considered valid if its correlation coefficient (r-count) exceeds the critical value (r-table). The reliability test uses Cronbach's Alpha, with a coefficient value above 0.70 indicating that the instrument is reliable (Hair, 2022).

2. Regression Analysis.

The causal relationship between work mindfulness and employee performance is examined using a simple linear regression model: $Y=a+bX$

Where:

Y = Employee Performance

X = Work Mindfulness

a = Constant

b = Regression Coefficient

3. t-Test

The t-test is applied to determine whether work mindfulness has a statistically significant effect on employee performance. The hypothesis is accepted if the t-value is greater than the t-table value, or if the significance level (p-value) is less than 0.05.

4. Coefficient of Determination (R^2).

The R^2 value is used to determine how much variation in employee performance can be explained by work mindfulness. A higher R^2 value indicates a stronger influence of the independent variable on the dependent variable.

Results

4.1 Descriptive Analysis

Descriptive statistics were used to determine the minimum, maximum, mean, and standard deviation values of the research variables.

Table 1. Descriptive Statistics

Variable	N	Minimum	Maximum	Mean	Std. Deviation
Work Mindfulness	40	3.67	5.00	4.34	0.35
Employee Performance	40	3.75	5.00	4.41	0.33

Source: SPSS output, version 26.0

Based on the descriptive analysis, both the Work Mindfulness and Employee Performance variables demonstrate highly positive results among the 40 employees at the Youth and Sports Office of Medan City.

The mean value of Work Mindfulness is 4.34, indicating that employees generally perceive their level of focused, non-judgmental awareness during their tasks as being at a very good level. Meanwhile, Employee Performance records an even higher mean of 4.41, suggesting that employees' overall job performance is perceived as very strong and highly positive.

In addition, the standard deviation values are relatively low for both variables (0.35 for Work Mindfulness and 0.33 for Employee Performance). These small values indicate that the responses are clustered closely around the mean, reflecting a high degree of homogeneity among respondents. In other words, the 40 employees share a consistent, uniform, and positive perception regarding their work mindfulness and their overall job performance. This consistency strongly supports the conclusion that both variables are viewed very positively across the entire sample/population.

4.2 Validity and Reliability Tests

4.2.1 Validity Assessment

Validity was assessed using the Pearson's correlation coefficient (r -value) to ascertain the accuracy of the instrument in measuring the intended construct. This was achieved by correlating the score of each item with the total score of its respective variable.

For the population of $N=40$ employees at a 5% significance level ($\alpha=0.05$), the critical r -table value is 0.312 (two-tailed test). An item is considered valid if the calculated r -value is greater than the r -table value ($r_{\text{count}}>r_{\text{table}}$). The analysis reveals that:

- Work Mindfulness: All 10 items used to measure Work Mindfulness achieved an r -value significantly greater than 0.312, confirming that the instrument for this variable is valid.
- Employee Performance: All 8 items used to measure Employee Performance also resulted in an r -value exceeding 0.312, indicating that the items for this variable are also valid.

In summary, every item in the questionnaire is deemed valid and suitable for further analysis.

4.2.2 Reliability Assessment

Reliability was measured using Cronbach's Alpha (α), which assesses the internal consistency of the measurement instrument. Following the standard guideline (Ghozali, 2016),

an instrument is considered reliable if the Cronbach's Alpha value is greater than the threshold of 0.60.

Table 2. Reliability Results

Variable	Cronbach's Alpha	Benchmark	Result
Work Mindfulness	0.865	> 0.60	Reliable
Employee Performance	0.824	> 0.60	Reliable

Both the Work Mindfulness and Employee Performance scales yielded Cronbach's Alpha values of 0.865 and 0.824, respectively. These values are substantially higher than the required 0.60 threshold. These results confirm that the measurement instruments possess a high degree of reliability and internal consistency. The finding suggests that the questionnaire items consistently and accurately measure the constructs of Work Mindfulness and Employee Performance. With the instrument established as both valid and reliable, the collected data is considered robust and appropriate for subsequent inferential statistical analysis, such as regression testing.

4.3 Regression Analysis

4.3.1 Simple Linear Regression

A simple linear regression analysis was conducted to examine the effect of the independent variable, Work Mindfulness (X), on the dependent variable, Employee Performance (Y), among the staff at the Youth and Sports Office of Medan City.

Table 3. Regression Results

Model	B	Std. Error	Beta	t	Sig. (p)
(Constant)	1.038	0.426	—	2.435	0.020
Work Mindfulness	0.748	0.096	0.783	7.755	0.000

Dependent Variable: Employee Performance

The regression coefficient (B) for the Work Mindfulness variable is 0.748. This positive value indicates a direct and positive effect: for every one-unit increase in an employee's perceived level of Work Mindfulness, their Employee Performance is predicted to increase by 0.748 units, assuming all other factors remain constant.

The significance value (p-value) for Work Mindfulness is 0.000. Since this value is significantly below the 0.05 significance threshold ($0.000 < 0.05$), it firmly confirms a statistically significant and positive relationship between Work Mindfulness and Employee Performance. The coefficient statistics ($B=0.748, t=7.755, p=0.000$) explicitly demonstrate that higher levels of Work Mindfulness lead to greater Employee Performance. Furthermore, the standardized beta coefficient ($\text{Beta}=0.783$) is high, suggesting a strong strength of influence of Work Mindfulness on Employee Performance.

These findings decisively support the central premise of the study: Work Mindfulness plays a crucial and significant role in enhancing Employee Performance. This suggests that strategies aimed at cultivating mindfulness in the workplace can be highly effective in boosting the overall performance of employees at the Youth and Sports Office of Medan City.

4.3.2 Coefficient of Determination (R^2)

The coefficient of determination (R^2) was calculated to measure the proportion of variance in the dependent variable, Employee Performance, that can be explained by the independent variable, Work Mindfulness.

Table 4. Coefficient of Determination

Model	R	R ²	Adjusted R ²
1	0.783	0.613	0.603

Source: SPSS output, version 26.0

The analysis results show that the Coefficient of Determination (R²) value is 0.613. This finding signifies that 61.3% of the variation observed in Employee Performance can be statistically explained by Work Mindfulness. Conversely, the remaining 38.7% of the variance in Employee Performance is influenced by other variables or factors not included within this research model, such as organizational climate, employee motivation, or leadership style.

The correlation coefficient (R=0.783) indicates a strong positive relationship between Work Mindfulness and Employee Performance. This result is consistent with the simple linear regression analysis, which confirmed that Work Mindfulness has a positive and significant effect on Employee Performance.

Although the model's explanatory power is not absolute, the high R² value (0.613) demonstrates that Work Mindfulness is a major contributing factor and holds substantial importance in determining the level of employee performance within the Youth and Sports Office of Medan City.

4.3.3 Hypothesis Testing (t-Test)

The hypothesis testing was performed using the t-test from the simple linear regression model to determine whether the independent variable, Work Mindfulness, has a positive and significant influence on the dependent variable, Employee Performance.

Table 5. t- Test Result

Model	B	Std. Error	Beta	T
(Constant)	1.038	0.426	—	2.435
Work Mindfulness	0.748	0.096	0.783	7.755

Dependent Variable: Employee Performance

The results of the t-test analysis based on the simple linear regression model were used to determine whether the independent variable, Work Mindfulness, has a significant influence on the dependent variable, Employee Performance. As shown in Table 5, the regression output indicates that the calculated t-value ($t_{alc} = 7.755$) is greater than the critical t-value ($t_{tab} = 1.686$) at a significance level of $\alpha = 0.05$ with 38 degrees of freedom ($df = 40 - 1 - 1$). This comparison confirms that the null hypothesis (H_0), which states there is no significant effect of Work Mindfulness on Employee Performance, is rejected, while the alternative hypothesis (H_a), which posits that Work Mindfulness has a positive and significant effect on Employee Performance, is accepted. These findings provide strong statistical evidence that higher levels of mindfulness at work contribute to better employee performance. In practical terms, employees who demonstrate focused attention, awareness, and a non-judgmental attitude toward their work tasks are more capable of maintaining productivity, making sound decisions, and adapting effectively to challenges. Consequently, the results reinforce the theoretical notion that cultivating mindfulness within the workplace is a key psychological factor that enhances both individual and organizational performance, particularly at the Youth and Sports Office of Medan City.

Conclusion

This study was conducted to examine the role of Work Mindfulness in enhancing Employee Performance at the Youth and Sports Office of Medan City. Based on the analysis of data obtained from 40 employees through a structured questionnaire and subsequent

inferential statistical testing using Simple Linear Regression, several important conclusions can be drawn. First, the measurement instruments used in this research demonstrated strong validity and reliability. All questionnaire items for both variables were valid, as indicated by the value of r-count exceeding the r-table (0.312), which confirms that each item effectively measures the intended construct. Furthermore, the reliability results showed high consistency, with Cronbach's Alpha values of 0.865 for Work Mindfulness and 0.824 for Employee Performance, exceeding the minimum threshold of 0.60, ensuring that the instruments used were both accurate and stable over time.

Second, the results of the hypothesis testing revealed that Work Mindfulness has a positive and significant effect on Employee Performance. The regression equation $Y = 1.038 + 0.748X$ indicates that every one-unit increase in Work Mindfulness leads to an estimated 0.748-unit increase in Employee Performance. The t-test results further supported this finding, showing that the calculated t-value (7.755) was much greater than the critical t-table value (1.686) at a significance level of 0.05 and degrees of freedom (df) = 38. This clearly supports the rejection of the null hypothesis and the acceptance of the alternative hypothesis, demonstrating that higher levels of mindfulness in the workplace significantly improve employees' performance outcomes.

Third, the coefficient of determination (R^2) revealed that Work Mindfulness explains 61.3% of the variation in Employee Performance, while the remaining 38.7% is influenced by other factors not examined in this study, such as organizational culture, job skills, leadership style, or compensation. Despite the existence of these other influences, Work Mindfulness emerged as a major psychological factor contributing to employee success.

In conclusion, this research provides strong empirical evidence that promoting Work Mindfulness plays a crucial role in improving the performance of civil servants. Employees who practice mindfulness—being fully present, aware, and accepting in their work—are more likely to perform their duties with focus, precision, and emotional stability. Therefore, the Youth and Sports Office of Medan City can enhance its overall effectiveness and service quality by fostering a work environment that supports mindfulness practices, leading to a more productive, resilient, and high-performing workforce.

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