

## DAFTAR PUSTAKA

- Abubakar, R. R. T. (2018). Pengaruh Kompetensi Pegawai terhadap Produktivitas Kerja Pegawai Dinas Kesehatan Kota Bandung. *Jurnal Administrasi Negara*, 24(1), 17–32.
- Agha, S., Alrubaiee, L., & Jamhour, M. (2011). Effect of Core Competence on Competitive Advantage and Organizational Performance. *International Journal of Business and Management*, 7(1). <https://doi.org/10.5539/ijbm.v7n1p192>
- Aini, S. N. (2021). *Pengaruh Kompetensi terhadap Produktivitas Karyawan pada Divisi HR & CA PT. Tanjungenim Lestari Pulp and Paper Kabupaten Muara Enim*. Universitas Sriwijaya.
- Almaamari, Q., & Alaswad, H. I. (2021). Factors Influencing Employees' Productivity-Literature Review. *Turkish Online Journal of Qualitative Inquiry*, 6. Retrieved from <https://www.researchgate.net/publication/353332487>
- Ananda, Muh. A. S. (2022). *Determinasi Produktivitas Kerja: Flexible Working Space, Transformational Leadership, dan Organizational Culture (Literature Review Manajemen Sumber Daya Manusia)*. 3(1). <https://doi.org/10.38035/jmpis.v3i1>
- Annisa, M. (2021). *Pengaruh Lingkungan Kerja terhadap Produktivitas Kerja Karyawan pada Bagian Produksi PT. P&P Bangkinang Desa Simalinyang Kabupaten Kampar*. Universitas Islam Riau, Pekanbaru.
- Anoraga, P., & Soegiastuti, J. (1996). *Pengantar Bisnis Modern, Kajian Dasar Manajemen Perusahaan*. Jakarta: Pustaka Jaya.
- Aprilyanti, S. (2017). Pengaruh Usia dan Masa Kerja terhadap Produktivitas Kerja (Studi Kasus: PT. OASIS Water International Cabang Palembang). *Jurnal Sistem Dan Manajemen Industri*, 1(2), 68–72.
- Arikunto, S. (2013). *Prosedur Penelitian: Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.
- Arikunto, Suharsimi. (2010). *Prosedur Penelitian Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.
- Baiti, K. N., Djumali, & Kustiyah, E. (2020). Produktivitas Kerja Karyawan Ditinjau dari Motivasi, Disiplin Kerja dan Lingkungan Kerja pada PT. Iskandar Indah Printing Textile Surakarta. *Edunomika*, 04(01), 69–87.
- Bernadus, E. J. (2019). *Keterampilan Kerja, Lingkungan Kerja, dan Keselamatan Kerja terhadap Produktivitas Kerja Karyawan Devisi Teknik Harbour Mobile*

*Crane pada PT. Emitraco Investama Mandiri*. STIA dan Manajemen Kepelabuhan Barunawati, Surabayaya.

- Chiri, J. W., Gesimba, P., & Gichuhi, D. (2019). Influence of Skill Inventory Diversity on Employee Productivity in Selected Departements at The Nakuru County Government, Kenya. *International Journal of Social Science and Economic Research*, 4(8), 5551–5567. Retrieved from [www.ijsser.org](http://www.ijsser.org)
- Damayanti, F., Fadilah Fahmi, F., Purmono, B. B., & Ardhi, Q. (2024). Does Education and Skills Affect Productivity? (Study on Pontianak Pelindo). *Jurnal Ekonomi*, 13(1), 559–570. <https://doi.org/10.54209/ekonomi.v13i01>
- Dimiyati, H., & Nurjaman, K. (2014). *Manajemen Proyek*. Bandung: Pustaka Setia.
- Fachrezi, H., & Khair, H. (2020). Pengaruh Komunikasi, Motivasi dan Lingkungan Kerja terhadap Kinerja Karyawan pada PT. Angkasa Pura II (Persero) Kantor Cabang Kualanamu. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 3(1), 107–119. <https://doi.org/10.30596/maneggio.v3i1.4834>
- Fraenkel, J. R., Wallen, N. E., & Hyun, H. H. (2011). *How to Design and Evaluate Research in Education*. New York: McGraw-Hil.
- Galindo-Rueda, F., & Haskel, J. (2005). *Skills, Workforce Characteristics and Firm-Level Productivity: Evidence from the Matched ABI/Employer Skills Survey* (No. 1542). Germany.
- Ghozali, I. (2011). *Aplikasi Analisis Multivariate Dengan Program SPSS*. Semarang: Badan Penerbit Universitas Diponegoro.
- Ghozali, I. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*. Semarang: Badan Penerbit Universitas Diponegoro.
- Hasibuan, M. (2009). *Manajemen Sumber Daya Manusia* (8th ed.). Jakarta: Bumi Aksara.
- Kpee, G., & Umeghalu, E. O. (2019). New Teachers' Soft Skills and Productivity in Secondary Schools in Rivers State. *American Journal of Humanities and Social Sciences Research*, (3), 224–235. Retrieved from [www.ajhssr.com](http://www.ajhssr.com)
- Latief, A., Nurlina, N., Medagri, E., & Suharyanto, A. (2019). Pengaruh Manajemen Pengetahuan, Keterampilan dan Sikap terhadap Kinerja Karyawan. *JUPIIS: Jurnal Pendidikan Ilmu-Ilmu Sosial*, 11(2), 173–182. <https://doi.org/10.24114/jupiis.v11i2.12608>
- Leblebici, D. (2012). Impact of Workplace Quality on Employee's Productivity: Case Study of a Bank in Turkey. *Journal of Business, Economics & Finance*,

- I(1). Retrieved from [http://www.businessperform.com/workplace-training/workplace\\_environment.html](http://www.businessperform.com/workplace-training/workplace_environment.html)
- Locke, E. A., & Latham, G. P. (1991). A Theory of Goal Setting and Task Performance. *The Academy of Management Review*, 16(2), 480. <https://doi.org/10.2307/258875>
- Mangkunegara, A. P. (2010). *Manajemen Sumber Daya Manusia*. Bandung: Remaja Rosdakarya.
- Mangkunegara, A. P., & Waris, A. (2015). Effect of Training, Competence and Discipline on Employee Performance in Company (Case Study in PT. Asuransi Bangun Askrida). *Procedia - Social and Behavioral Sciences*, 211, 1240–1251. <https://doi.org/10.1016/j.sbspro.2015.11.165>
- Massoudi, Dr. A. H., & Hamdi, Dr. S. S. A. (2017). The Consequence of Work Environment on Employees Productivity. *IOSR Journal of Business and Management*, 19(01), 35–42. <https://doi.org/10.9790/487x-1901033542>
- Mathis, R. L., & Jackson, J. H. (2012). *Manajemen Sumber Daya Manusia*. Jakarta: Salemba Empat.
- Melinda, L., Yuliana, S., & Widjaja, D. C. (2019). Pengaruh Knowledge, Skill, Ability, Attitude terhadap Kinerja Karyawan JW Marriott Hotel Surabaya. *Jurnal Hospitality Dan Manajemen Jasa*, 7(2), 471–485.
- Mukhadis, A. (2015). *Kiat Menulis Karya Ilmiah*. Malang: Aditya Media Publishing.
- Musfiqon. (2012). *Pengembangan Media Belajar dan Sumber Belajar*. Jakarta: Prestasi Pustakakarya.
- Musfirah, F. A. (2023). The Influence of Competence and Work Environment on Employee Productivity in PT. Inko Java Semarang. *Proceedings of the 7th International Conference on Accounting, Management and Economics (ICAME-7 2022)*, 33–43. [https://doi.org/10.2991/978-94-6463-146-3\\_5](https://doi.org/10.2991/978-94-6463-146-3_5)
- Nitisemito, A. S. (2013). *Manajemen Personalia*. Jakarta: Ghalia Indonesia.
- Paais, M. (2022). The Influence of Facilities and Motivation on Employee Productivity. *Journal of Multidisciplinary Research*, 1(4), 21–31. <https://doi.org/10.56943/jmr.v1i4.204>
- Panjaitan, M. (2017). Pengaruh Lingkungan Kerja terhadap Produktivitas Kerja Karyawan. *Jurnal Manajemen*, 3(2), 1–5. Retrieved from <http://ejournal.lmiimedan.net/index.php/jm/article/view/7/7>
- Pasae, P., Lawalata, I. L. D., Anshar, M. A., Mukhtar, A., Makkulawu, A., & Kessi, P. (2021). The Influence of Human Resource Competence Factors on

- Employee Work Performance. *Point of View Research Management*, 2(3), 151–160. Retrieved from <https://journal.accountingpointofview.id/index.php/povrema>
- Pramono, T., Maulana, A., Fahriz, F., Chidir, G., & Iskandar, J. (2023). The Essence of the Influence of Work Environment on Employee Performance: A Narrative Literature Review. *International Journal of Social and Management Studies (IJOSMAS)*, 4(3), 78–87. Retrieved from <http://www.ijosmas.org>
- Pramularso, E. Y. (2018). Pengaruh Kompetensi terhadap Kinerja Karyawan CV Inaura Anugerah Jakarta. *Widya Cipta*, II(1).
- Pratiguna, A. A., Marchaban, & Nugroho, E. P. (2010). *The Influence of Leadership Style to Working Productivity by Employee's Working Motivation and Ability as Mediated Factors in Health Department of Klaten Regency*. Universitas Gadjah Mada, Yogyakarta.
- Priyono, & Marnis. (2008). *Manajemen Sumber Daya Manusia*. Sidoarjo: Zifatama Publisher.
- Purba, P., Dalimunthe, R. F., & Absah, Y. (2020). The Effect of Work Skills and Employee's Job Involvement on Employee Performance Through Job Satisfaction in Manpower Office of Medan, Indonesia. *European Journal of Human Resource Management Studies*, 4(2). <https://doi.org/10.5281/zenodo.3829741>
- Rachman, T. (2016). *Manajemen Sumber Daya Manusia Perusahaan*. Bogor: Ghalia Indonesia.
- Rahardjo, D. A. S. (2022). Sumber Daya Manusia. In *Bandung: CV Mandar Maju*. Semarang: Yayasan Prima Agus Teknik.
- Rahmat, A. K., Ibrahim, I., Senathirajah, A. R. S., & Zainudin, A. D. (2023). The Determinant Factors of Green Office Layout Towards Employee Workplace Productivity. *International Journal of Professional Business Review*, 8(4). <https://doi.org/10.26668/businessreview/2023.v8i4.932>
- Rochaeni, H., Herlina, E., & Mahfud. (2022). Choosing A Competence, Education and Work Discipline on The Productivity of Food Security and Agricultural Services for The Future. *International Journal of Management, Economics, Business and Accounting (IJMEBA)*, 1(1). Retrieved from <http://portal.xjurnal.com/index.php/ijmeba>
- Santosa, P. B., & Ashari. (2005). *Analisis Statistik dengan MS Excel dan SPSS*. Yogyakarta: Andi.

- Saroja, P. (2023). The Effect of Competence and Work Environment on Employee Work Productivity at PT Asia Dwimitra Industry. *Scientia*, 2(1), 226–230. <https://doi.org/10.51773/sssh.v2i1.156>
- Sarwono, S. S., & Soeroso, A. (2001). Determinasi Demografi terhadap Perilaku Karitatif Keorganisasian. *Jurnal Siasat Bisnis*, 1(6), 21–37.
- Satispi, E. (2022). Study of the Effect of Job Training and Employee Competence on Employee Work Productivity at The Ministry of Human Resources and Transmigration. *Article The Social Perspective Journal*, 2(1), 1–11. <https://doi.org/10.53947/TSPJ.V2I1.404>
- Sedarmayanti. (2011). *Manajemen Sumber Daya Manusia, Reformasi Birokrasi Manajemen*. Bandung: Rafika Aditama.
- Sedarmayanti. (2014). *Sumber Daya Manusia dan Produktivitas Kerja*. Jakarta: Mandar Maju.
- Sedarmayanti. (2017). *Perencanaan dan Pengembangan SDM untuk Meningkatkan*. Bandung: PT Refika Aditama.
- Sela, J., Lengkong, V. P., & Trang, I. (2018). The Effect of Competence and Design Training on The Training Effectiveness Teachers of Senior High School and Vocational School Manado in Regional Education Department of North Sulawesi Province. *Jurnal EMBA*, 6(4), 2368–2377.
- Septianto, D. (2020). *Pengaruh Lingkungan Kerja dan Stres Kerja terhadap Kinerja Karyawan Studi pada PT Pataya Raya Semarang*. Universitas Diponegoro, Semarang.
- Sinungan, M. (2014). *Produktivitas Apa dan Bagaimana* (9th ed.). Jakarta: Bumi Aksara.
- Sjahrudin, H., Nugraha, J. P., Nurbakti, R., Yakup, & Jayanto, I. (2023). Influence of Employee Competency and Work Placement Analysis on Increasing Employee Productivity. *Quantitative Economics and Management Studies*, 4(2), 314–322. <https://doi.org/10.35877/454ri.qems1566>
- Soetrisno, A. P., & Gilang, A. (2018). Pengaruh Kompetensi terhadap Kinerja Karyawan (Studi di PT. Telekomunikasi Indonesia Tbk Witel Bandung). *JURISMA Jurnal Riset Bisnis & Manajemen*, 8(1).
- Sudarmanto. (2009). *Kinerja dan Pengembangan Kompetensi SDM*. Yogyakarta: Pustaka Pelajar.
- Sugiyono. (2014). *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.

- Sugiyono. (2016). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Sugiyono. (2018). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Bandung: Alfabeta.
- Sugiyono. (2022). *Metode Penelitian Kuantitatif*. Bandung: Alfabeta.
- Sunyoto, D. (2012). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Buku Seru.
- Suprpto, S., Lalla, N. N., Mulat, T. C., & Arda, D. (2023). Human Resource Development and Job Satisfaction Among Nurses. *International Journal of Public Health Science (IJPHS)*, 12(3), 1056–1063. <https://doi.org/10.11591/ijphs.v12i3.22982>
- Sutaguna, I. N. T., Yusuf, M., Ardianto, R., & Wartono, P. (2023). The Effect of Competence, Work Experience, Work Environment, and Work Discipline On Employee Performance. *Asian Journal of Management Entrepreneurship and Social Science*, 3(1), 367–381. Retrieved from <https://ajmesc.com/index.php/ajmesc>
- Sutalaksana, I. Z. (2006). *Teknik Tata Cara Sistem Kerja*. Bandung: Institut Teknologi Bandung.
- Sutrisno, E. (2010). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana Prenada Media Group.
- Syahdan, F. (2017). *Hubungan Antara Keterampilan Kerja dengan Produktivitas Kerja*. 5(1), 81–88.
- Syukri, A. F., Rahayu, A. S., Larasati, A. D., Situmorang, B., Rafly, M., & Putri, Z. A. (2023). Pengaruh Skill, Motivasi, dan Kompetensi Pada Produktivitas Kerja Karyawan. (Literature Review MSDM). *Jurnal Mahasiswa Kreatif*, 1(4), 128–137. <https://doi.org/10.59581/jmk-widyakarya.v1i3.637>
- Ta`ali, Mawardi, A., & Yanto, D. T. P. (2019). *Pelatihan PLC dan Elektropneumatik untuk Meningkatkan Kompetensi Profesional Guru SMK Bidang Ketenagalistrikan: Implementasi Revolusi Industri 4.0*. 5. Retrieved from <http://ejournal.unp.ac.id/index.php/jtev/indexJTEV>
- Wibowo. (2014). *Prilaku Dalam Organisasi*. Jakarta: PT. Raja Grafindo Persada.
- Widayatun. (2005). *Ilmu Perilaku*. Jakarta: Rineka Cipta.
- Yasin, M., & Priyono, J. (2016). Analisis Faktor Usia, Gaji, dan Beban Tanggungan terhadap Produksi Home Industri Sepatu di Sidoarjo (Studi Kasus di Kecamatan Krian). *Jurnal Ekonomi & Bisnis*, 1(1), 95–120.

- Yuniarsih, T., & Suwatno, S. (2011). *Manajemen Sumber Daya Manusia*. Bandung: Alfabeta.
- Zhenjing, G., Chupradit, S., Ku, K. Y., Nassani, A. A., & Haffar, M. (2022). Impact of Employees' Workplace Environment on Employees' Performance: A Multi-Mediation Model. *Frontiers in Public Health*, *10*, 1–13. <https://doi.org/10.3389/fpubh.2022.890400>
- Zivin, J. G., & Neidell, M. (2012). The Impact of Pollution on Worker Productivity. *American Economic Review*, *102*(7), 3652–3673. <https://doi.org/10.1257/aer.102.7.3652>
- Zwell, M. (2000). *Creating a Culture of Competence*. New York: John Wiley & Sons, Inc.