

DAFTAR PUSTAKA

- Abas, M. G., Pakaya, Abd. R., Monoarfa, V., & Tantawi, R. 2023. Pengaruh Disiplin Kerja terhadap Peningkatan Efektivitas Kerja di Masa Pandemi Covid-19 pada Pegawai Kecamatan Kota Barat Kota Gorontalo. *JAMBURA: Jurnal Ilmiah Manajemen dan Bisnis*, 5(3), 1199–1208. <https://doi.org/10.37479/jimb.v5i3.18228>
- Abun, D., Nicolas, M. T., Apollo, E. P., Magallanes, T., & Encarnacion, M. J. 2021. Employees' Self-Efficacy and Work Performance of Employees as Mediated by Work Environment. *International Journal of Research in Business and Social Science*, 10(7), 01–15.
- Ahdiyana, M. 2011. *Perilaku Organisasi*. Program Studi Ilmu Administrasi Negara, Universitas Negeri Yogyakarta.
- Ajabar. 2020. *Manajemen Sumber Daya Manusia*. Yogyakarta: Grup Penerbit CV Budi Utama.
- Alwisol. 2018. *Psikologi Kepribadian* (Edisi Revisi). Malang: Penerbit Universitas Muhammadiyah Malang.
- Antika, F. P. 2023. The Influence of Work Motivation and Work Discipline on Employee Performance. *West Science Business and Management*, 1(01), 31–36.
- Arikunto, S. 2017. *Pengembangan Instrumen Penelitian dan Penilaian Program*. Yogyakarta: Pustaka Pelajar.
- Armstrong, M. 2020. *Armstrong's Handbook Of Human Resource Management Practice* (15th ed.). Kogan Page.
- Aspan, H., Rosli, R., Prabowo, A., & Wahyuni, E. S. 2025. Assessment of Lecturer Work Effectiveness: Mediating Organizational Citizenship Behavior Based on Organizational Commitment and Work Motivation. *Journal of Ecohumanism*, 4(1), 1089–1101. <https://doi.org/10.62754/joe.v4i1.5915>
- Atmosoeprapto, K. 2016. *Produktivitas Aktualisasi Budaya Perusahaan*. Jakarta: PT. Gramedia.
- Bandura, A. 1997. *Self-Efficacy: Toward a Unifying Theory of Behavioral Change*. *Psychological Review*, 84(2), 191–215.
- _____. 2016. *Keterlepasan Moral: Bagaimana Manusia Melakukan Kejahatan Dan Hidup Dengan Diri Mereka Sendiri*. New York: Worth.
- Bank Mandiri. 2023. *Annual Report 2023 – Human Capital & Employee Engagement Section*. PT Bank Mandiri (Persero) Tbk. <https://www.bankmandiri.co.id>

- Busro, M. 2018. *Teori-teori Manajemen Sumber Daya Manusia*. Jakarta: Prenadamedia Group.
- Costinot, A., & Bahmani-Oskooee, M. 2023. The Influence of Work Discipline and Work Spirit on Medical Employee Performance in the Women's Empowerment Office of Population Control and Family Planning in the City of Texas. *Medical Research, Nursing, Health and Midwife Participation*, 4(2), 41–48. <https://doi.org/10.59733/medalion.v4i2.71>
- Creswell, J. W. 2014. *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* (4th Edition). New York: SAGE Publications.
- Csiszér, T. 2022. Critical Failure Factors of Process Development by the Lean Office Methodology. *Acta Polytechnica Hungarica*, 19(9), 221–238.
- Dessler, G. 2020. *Human Resource Management* (16th Edition). Pearson.
- Dharliana, & Wibowo, S. N. 2022. The Influence of Discipline and Motivation on Work Productivity. *International Journal of Economics, Business and Accounting Research*, 6(4), 1843–1851. <https://doi.org/10.29040/ijebbar.v6i4.7051>
- Dwiana, F., Lumbanraja, P., & Harahap, R. H. 2024. The Influence of Work Discipline on Job Satisfaction Through Work Motivation in Perumda Tirtanadi Employees. *Proceeding 4th International Conference on Business & Social Sciences (ICOBUSS)*, 4(1), 456–466. <https://doi.org/10.24034/icobuss.v4i1.526>
- Fawaid, M., & Ubaidillah, H. 2023. The Influence of Leadership, Supervision and Work Motivation on Employee Work Effectiveness with Work Discipline as Intervening Variable. *Indonesian Journal of Law and Economics Review*, 18(1), 6–17. <https://doi.org/10.21070/ijler.v18i0.856>
- Fianta, S. P., Adiwati, M. R., & Iryanti, E. 2021. Pengaruh Motivasi Kerja dan Disiplin Kerja terhadap Efektivitas Kerja Selama Pandemi Covid-19 pada Badan Penanggulangan Bencana Daerah Provinsi Jawa Timur. *Jurnal E-Bis*, 5(2), 543–552. <https://doi.org/10.37339/e-bis.v5i2.746>
- Furnham, A., MacRae, I., & Tetchner, J. 2021. Measuring Work Motivation: The Facets of the Work Values Questionnaire and Work Success. *Scandinavian Journal of Psychology*, 62(3), 401–408.
- Garson, G. D. 2016. *Partial Least Squares: Regression & Structural Equation Models*. Statistical Associates Publishing.
- Ghlichlee, B., & Bayat, F. 2021. Frontline Employees' Engagement and Business Performance: The Mediating Role of Customer-oriented Behaviors. *Management Research Review*, 44(2), 290–317. <https://doi.org/10.1108/MRR-11-2019-0482>.
- Ghozali, Imam. 2018. *Aplikasi Analisis Multivariate dengan Program IBM SPSS*. Semarang: Badan Penerbitan Universitas Diponegoro.

- Gilang Narendra , 2017, Pengaruh Efikasi Diri Terhadap Kepuasan Kerja Dengan Motivasi Sebagai Variabel Intervening Pada PDAM Surya Sembada Kota Surabaya, *Jurnal Ilmu Manajemen Volume 5 Nomor 3– Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Surabaya* , p: 1-8
- Gufron, M. N., & Suminta, R. R. 2010. *Teori-teori Psikologi*. Yogyakarta: Ar-Ruzz Media.
- Gunawan, A. 2020. Pengaruh Disiplin Kerja dan Motivasi Kerja terhadap Kinerja Karyawan PT. Sakura Java Indonesia Ejp. *IKRAITH-EKONOMIKA*, 3(3), 64–72. <https://doi.org/10.37817/ikraith-ekonomika.v3i3.1040>
- Hafidzoh, I. 2020. *Hubungan antara Dukungan Sosial Teman Sebaya dan Dukungan Sosial Orang Tua terhadap Efikasi Diri Mahasiswa Psikologi Islam dalam Menyusun Skripsi di IAIN Kediri*. IAIN Kediri.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. 2019. *Multivariate Data Analysis* (8th ed.). Pearson.
- Hair, J. F., Hult, T. M., Ringle, C. M., & Sarstedt, M. 2022. *A Primer on Partial Least Squares Structural Equation Modeling (PLS-SEM)*. New York: SAGE Publications Ltd.
- Haitao, N. 2022. The Effect of Work Communication and Work Effectiveness on Leadership (A Study Literature). *Journal of Law Politic and Humanities*, 2(4), 152–164. <https://doi.org/10.38035/jlph.v2i4>
- Hakim, L., & Rosadi, K. I. 2021. Model of Increasing Work Effectiveness Through Motivation. *Proceedings of the 5th Asian Education Symposium 2020 (AES 2020)*, 566, 68–72. <https://doi.org/10.2991/assehr.k.210715.014>
- Hamali, A. Y. 2018. *Pemahaman Manajemen Sumber Daya Manusia*. Yogyakarta: Center of Academic Publishing Service.
- Hamsinah, Irawan, S., & Wahyudi. 2025. Performance of Land Office Employees in South Tangerang City: The Role of Work Motivation, Work Discipline and Competence in Work Effectiveness. *Kontingensi: Scientific Journal of Management*, 13(1), 356–378. <https://doi.org/10.56457/jimk.v13i1.782>
- Harun, A. T., Gaffar, Djakaria, D. V., & Dunggio, S. 2024. Pengaruh Motivasi terhadap Efektivitas Kerja di Kantor Camat Tolinggula Kabupaten Gorontalo Utara. *Provider: Jurnal Ilmu Pemerintahan*, 3(2), 103–116. <https://doi.org/10.59713/projip.v3i2.1083>
- Husaeni, F., Herlina, E., & Kartika, R. 2021. Pengaruh Motivasi dan Disiplin Kerja terhadap Efektivitas Kinerja Pegawai (Studi pada Kantor Kementerian Agama Kabupaten Ciamis). *Business Management and Entrepreneurship Journal*, 3(2), 140–149.
- Hasibuan, Malayu S.P 2007, *Manajemen Sumber Daya Manusia Perusahaan*,. Bandung, PT. Bumi Aksa

- _____. 2021. *Manajemen Sumber Daya Manusia* (Edisi Revisi). Bandung: PT. Bumi Aksara.
- Herzberg, F. (1966). *Work and the Nature of Man*. Cleveland: World Publishing Company.
- Husein, Umar. 2007. *Riset Sumber Daya Manusia*. Jakarta: PT Gramedia Pustaka
- Hussain, M. S., & Khan, S. A. 2022. Self-Efficacy of Teachers: A Review of the Literature. *Multi-Disciplinary Research Journal*, 1(50), 110–116.
- Ilahi, D. K., Mukzam, M. D., & Prasetya, A. 2017. Pengaruh Kepuasan Kerja terhadap Disiplin Kerja dan Komitmen Organisasional (Studi pada Karyawan PT. PLN (Persero) Distribusi Jawa Timur Area Malang). *Jurnal Administrasi Bisnis*, 44(1), 31–39. <https://administrasibisnis.studentjournal.ub.ac.id/index.php/jab/article/view/1723>
- Indah, A., Erawan, E., & Arifin, H. M. Z. 2020. Pengaruh Disiplin Pegawai dan Motivasi Kerja terhadap Efektivitas Kerja Pegawai di Kantor Badan Perencanaan Pembangunan Daerah (Bappeda) Kabupaten Kutai Kartanegara. *eJournal Administrasi Publik*, 8(1), 9602–9615.
- Irfan, A. A., & Mahargiono, P. B. 2023. Pengaruh Disiplin Kerja dan Lingkungan Kerja terhadap Produktivitas Kerja Karyawan dengan Motivasi sebagai Variabel Intervening. *Jurnal Ilmiah Manajemen dan Bisnis*, 2(1), 70–88. <https://doi.org/10.24034/jimbis.v2i1.5794>
- Jonathan, D., & Dewi, Y. E. P. 2023. Work From Home: The Influence of Work Motivation and Work Environment on Employee Work Spirit. *International Journal of Social Science and Business*, 7(1), 50–60. <https://doi.org/10.23887/ijssb.v7i1.52517>
- Jufrizen, & Sitorus, T. S. 2021. Pengaruh Motivasi Kerja dan Kepuasan Kerja terhadap Kinerja dengan Disiplin Kerja sebagai Variabel Intervening. *Seminar Nasional Teknologi Edukasi dan Humaniora 2021*, 1(1), 844–859. <https://jurnal.ceredindonesia.or.id/index.php/sintesa/article/download/419/434>
- Kaligis, J. N., Tumbelaka, S., & Goni, D. 2023. Organizational Culture, Work Motivation, and Work Effectiveness (Case Study on Hotels in Tomohon and Tondano). *International Journal of Applied Business and International Management*, 8(1), 89–100. <https://www.ejournal.aibpmjournals.com/index.php/IJABIM>
- Kanapathipillai, K., Shaari, A. B., & Mahbob, N. N. 2021. The Influence of Self-Efficacy on Job Performance of Employees in the Online Retail Sector in Malaysia: The Mediating Effect of Innovative Behavior. *European Journal of Human Resource Management Studies*, 5(3), 85–111. <https://doi.org/10.46827/ejhrms.v5i3.1188>

- Karim, M. R., Masud, N. A., Subarna, Mst. T. N., Billah, Md. M., & Wienaah, P. 2021. Self-Efficacy: A Key Component of Teacher Effectiveness. *Asian Journal of Education and Social Studies*, 25(1), 24–34. <https://doi.org/10.9734/ajess/2021/v25i130590>
- Karimah, N., Widhiandono, H., Darmawan, A., & Miftahuddin, M. A. 2025. The Influence of Work Discipline and Work Environment on Job Satisfaction with Work Motivation as a Mediating Variable. *International Journal of Business and Applied Economics*, 4(4), 2075–2094. <https://doi.org/10.55927/ijbae.v4i4.222>
- Kasmiaty, Baharuddin, Fattah, M. N., H., N., Yusriadi, Usman, Muh. I., & Suherman. 2021. The Influence of Leadership and Work Motivation on Work Effectiveness through Discipline. *Proceedings of the International Conference on Industrial Engineering and Operations Management*, 3648–3655. <https://doi.org/10.46254/SA02.20210847>
- Kibar, Y., Ferine, K. F., & Indrawan, M. I. 2023. The Effect of Work Stress and Work Discipline on Employee Performance with Work Motivation as an Intervening Variable at PT HKI Jakarta. *International Journal of Management, Economics and Accounting*, 1(2), 668–682. <https://doi.org/10.61306/IJMEA>
- Korbekandi, M. M., & Tabarsa, G. 2024. The Effect of Self-Efficacy and Optimism on Job Performance: The Mediating Role of Work Engagement. *Public Administration Perspective*, 15(1), 15–35. <https://doi.org/10.48308/jpap.2023.103105>
- Kuswibowo, C. 2020. Pengaruh Motivasi Kerja dan Disiplin Kerja terhadap Produktivitas Kerja Karyawan. *Prosiding Simposium Nasional Multidisiplin Universitas Muhammadiyah Tangerang*, 2, 43–49.
- Lazuardy, P., Badruzaman, J., & Rosliyati, A. 2024. The Influence of Self-Efficacy, Organizational Climate and Work Life Balance on Work Achievement through Motivation as an Intervening Variable. *Management and Sustainability*, 3(1), 1–11.
- Lussier, R. N., & Achua, C. F. 2022. *Leadership: Theory, Application, & Skill Development* (7th Edition). Cengage Learning.
- Luthans, F. 2011. *Organizational Behavior* (12th ed.). McGraw-Hill.
- Manurung, S., Samosir, J., Syafrudin, Wartonah, & Fatmasari, R. 2021. The Effect of Work From Home (WFH) Performance During Covid-19 Pandemic and Self Effication on the Work Effectiveness of Lecturers. *Natural Volatiles & Essential Oils*, 8(4), 14717–14732. <https://www.nveo.org/index.php/journal/article/view/3203>
- Marsh, H. W., Martin, A. J., Yeung, A. S., & Craven, R. G. 2017. Competence Self-Perceptions. Dalam A. J. Elliot, C. S. Dweck, & D. S. Yeager (Ed.),

Handbook of Competence and Motivation: Theory and Application (Second Edition). The Guilford Press.

- Masnawati, E., & Hariani, M. 2023. Impact of Leadership, Discipline, and Organizational Commitment on the Effectiveness of Teacher Work. *Bulletin of Science, Technology and Society*, 2(2), 20–24. <https://inti.ejournalmeta.com/index.php/inti/article/view/26>
- Masra, F., Akbar, M., & Fuad, N. 2020. The Effects of Organization Learning and Self Efficacy towards the Work Effectiveness of the Lecturers at Politeknik Kesehatan Kemenkes RI Tanjungkarang. *Proceeding of the 5th NA International Conference on Industrial Engineering and Operations Management*, 3645–3652.
- Masram, & Mu'ah. 2017. *Manajemen Sumber Daya Manusia*. Sidoarjo: Penerbit Zifatama Publisher.
- Meianto, S., Bahiramsyah, A., & Endri. 2022. Work Effectiveness in Relation with Communication, Workload, and Work Discipline. *Linguistics and Culture Review*, 6(S1), 134–145. <https://doi.org/10.21744/lingcure.v6nS1.1998>
- Nair, M., & Bhate, V. 2024. Influence of Self-Efficacy and Quality of Life on Work Motivation across Different Sectors. *Journal of Health and Well-being*, 15(4), 494–497.
- Pradipto, S dan E. Rahardja. 2015. Analisis Pengaruh Gaya Kepemimpinan Dan Disiplin Kerja Terhadap Kinerja Pegawai, Dengan Motivasi Kerja Sebagai Variabel Intervening (Studi Pada Dinas Pendidikan Provinsi Jawa Tengah). *Diponegoro Journal Of Management* 4(4) : 1-11
- Pranitasari, D., & Khotimah, K. 2021. Analisis Disiplin Kerja Karyawan pada PT. Bont Technologies Nusantara. *Jurnal Akuntansi dan Manajemen*, 18(01), 22–38. <https://doi.org/10.36406/jam.v18i01.375>
- Purba, I., & Tambun, N. A. 2015. Faktor-faktor yang Mempengaruhi Motivasi Karyawan pada Grand Serela Hotel & Convention Medan. *Jurnal Bisnis Administrasi*, 04(01), 22–33.
- Putra, A. R., & Darmawan, D. 2024. The Role of Supervisory Support and Self-Efficacy on Work Effectiveness with Work Burnout as a Moderator Variable. *Jurnal Simki Economic*, 7(2), 439–451. <https://doi.org/10.29407/jse.v7i2.358>
- Putranto, F. T., Susita, D., & Handaru, A. W. 2022. The Influence of Leadership Style and Interpersonal Communication on Work Effectiveness with Job Satisfaction as Mediation Variables. *Journal of Business and Management Review*, 3(2), 174–190. <https://doi.org/10.47153/jbmr32.2972022>
- Rahmawati, D., Siswani, S., Nurminingsih, & Ahmadun. 2023. The Influence of Work Motivation and Work Discipline on the Effectiveness of Employee Work in the Directorate Work Unit at Poltekkes Ministry of Health Jakarta III.

Journal of Management, Accounting, General Finance and International Economic Issues, 2(4), 978–989. <https://doi.org/10.55047/marginal.v2i4.761>

Raydina Aulia Putri, Didik Hadiyatno, Rahajeng Cahyaning Putri, 2025, Kepuasan Kerja Dipengaruhi Oleh Disiplin Kerja, Motivasi, Dan Komunikasi Pada Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia (BKPSDM) Balikpapan *Journal Fakultas Ekonomi Dan Bisnis Geoekonomi*, Volume 16 Nomor 02 September 2025, Universitas Balikpapan <https://doi.org/10.36277/Geoekonomi.V16i2.587>

Riduwan. 2015. *Dasar-Dasar Statistika*. Bandung: Alfabeta.

Riduwan & Kuncoro, E. A. 2017. *Cara Menggunakan dan Memaknai Path Analysis (Analisis Jalur)*. Bandung: Alfabeta

Rizki, A., & Suprajang, S. E. 2017. Analisis Kedisiplinan Kerja dan Lingkungan Kerja terhadap Kinerja pada Karyawan PT Griya Asri Mandiri Blitar. *Jurnal Penelitian Manajemen Terapan (PENATARAN)*, 2(1), 49–56. <https://journal.stieken.ac.id/index.php/penataran/article/view/315>

Robbins, S. P., & Judge, T. A. 2021. *Organizational Behavior* (18 ed.). Pearson.

Rosyiana, I. 2019. *Innovative Behavior at Work: Tinjauan Psikologi & Implementasi di Organisasi*. Yogyakarta: Deepublish.

Samosir, J., Paramaatha, D. N., Kartnati, N., Madjid, S. A., & Haryono. 2021. Promoting Work Effectiveness: The Impact of Job Design and Work Motivation. *Journal of Tianjin University Science and Technology*, 54(06), 13–24.

Sarwono, J. 2012. *Path Analysis: Teori, Aplikasi, Prosedur Analisis untuk Riset Skripsi, Tesis, dan Disertasi*. Jakarta: PT Elex Media Komputindo.

Sedarmayanti. 2019. *Sumber Daya Manusia dan Produktivitas Kerja*. Bandung: Refika Aditama.

Sekaran, U., & Bougie, R. 2016. *Research Methods for Business 7th Edition*. John Wiley & Sons, Ltd.

Siagian, S. P. 2016. *Manajemen Motivasi*. Jakarta: Rineka Cipta.

Silalahi, U. 2017. Studi tentang Ilmu Administrasi. *Jurnal Bisnis dan Manajemen*, 12(1).

Siagian, M. 2018. Peranan Disiplin Kerja Dan Kompensasi Dalam Mendeterminasi Kinerja Karyawan Dengan Motivasi Kerja Sebagai Variabel Intervening Pada PT. Cahaya Pulau Pura Di Kota Batam. *Jurnal Ilmiah Manajemen* 6(2): 22-49

Sinambela, L. P. 2019. *Manajemen Sumber Daya Manusia: Membangun Tim Kerja yang Solid untuk Meningkatkan Kinerja*. Jakarta: Bumi Aksara.

- Sindrawati. 2023. Pengaruh Disiplin Kerja terhadap Efektivitas Kerja Pegawai di Kantor Kelurahan Pakemitan Kecamatan Cinambo Kota Bandung. *Public Administration and Development Journal*, 1(1), 16–20. <https://doi.org/10.59223/padj.v1i1.8>
- Sitohang, A. P., & Budiono, N. A. 2021. Effect of Job Satisfaction, Quality of Work Life, and Self Efficacy on Employee Work Productivity Case Study on PT. Bank Woori Saudara Indonesia Tbk. *European Journal of Business and Management Research*, 6(5), 51–55. <https://doi.org/10.24018/ejbmr.2021.6.5.1034>
- Sobirin, A. 2017. *Perilaku Organisasi*. Universitas Terbuka.
- Steers, R. M. 2015. *Efektivitas Organisasi*. Jakarta Timur: Penerbit Erlangga.
- Sudaryo, Y., Aribowo, A., & Sofiati, N. A. 2018. *Manajemen Sumber Daya Manusia: Kompensasi Tidak Langsung dan Lingkungan Kerja Fisik*. Yogyakarta: Penerbit ANDI.
- Sugiyono. 2019. *Metodologi Penelitian Kuantitatif dan Kualitatif dan R&D*. Bandung: Penerbit Alfabeta.
- _____. 2022. *Metode Penelitian Kuantitatif*. Bandung: Penerbit Alfabeta.
- Suliztyanto, M., Anwar, Y., & Rizky, C. 2023. The Influence of Work Discipline and Compensation on Work Effectiveness with Job Satisfaction as an Intervening Variable in Field Employees Authority Office Medan Region II Airport Authority. *International Journal of Social Science, Education, Communication and Economics*, 2(3), 553–566. <https://doi.org/10.54443/sj.v2i3.161>
- Supomo, & Nurhayati, E. 2018. *Manajemen Sumber Daya Manusia*. Bandung: Penerbit Yrama Widya.
- Suryani, N. K., & Foeh, J. 2019. *Manajemen Sumber Daya Manusia: Tinjauan Praktis Aplikatif*. Bali : Penerbit Nilacakra.
- Sutrisno, E. 2016. *Manajemen Sumber Daya Manusia: Vol. Cetakan Kedelapan*. Jakarta: Prenadamedia Group.
- Syahyuni, D. 2018. Hubungan antara Budaya Organisasi dengan Disiplin Kerja pada Badan Kepegawaian Negara Jakarta. *Widya Cipta*, 2(2), 155–162. <https://doi.org/10.31294/widyacipta.v2i2.3648>
- Tam, N. Van. 2025. Impact of Self-Efficacy on Construction Labor Productivity: The Mediating Role of Work Motivation. *Engineering, Construction and Architectural Management*, 32(5), 3407–3431. <https://doi.org/10.1108/ECAM-11-2023-1114>
- Umar, H. 2018. *Metode Penelitian untuk Skripsi dan Tesis*. Depok: Penerbit Rajawali Press.

- Vaidya, R. W., Thakur, P. L., & Meshram, D. K. 2020. *Human Resource Management*. Thakur Publication Pvt. Ltd.
- Violinda, Q., Shofiana, I., & Indiworo, R. H. E. 2023. Analysis of Factors that Influence Employee Performance Through Work Effectiveness. *Jurnal Publikasi Ilmu Manajemen*, 2(1), 218–231.
- Wijaya, C. 2017. *Perilaku Organisasi*. Lembaga Peduli Pengembangan Pendidikan Indonesia.
- Winardi. 2016. *Kepemimpinan dalam Manajemen*. Jakarta: Penerbit Rineka Cipta.
- Xie, Z., Zhang, L.-F., & Deng, M. 2024. Self-Efficacy and Work Motivation among Inclusive Education Teachers in China. *International Journal of Disability, Development and Education*, 71(2), 236–250. <https://doi.org/10.1080/1034912X.2022.2094900>
- Zulaida, C. P., & Parwoto. 2023. The Influence of Work Discipline, Work Environment and Organizational Culture on Teacher Performance at SMP Negeri 252 Jakarta with Work Motivation as a Mediating Variable. *Journal of Social Research*, 2(4), 1342–1354. <https://doi.org/10.55324/josr.v2i4.806>