The Influence of Langaskara and Quarantine Motivation for Staff Performance in Agriculture Quarantine Department Headquarter

Attar Asmawan[*], Syamsul Ma'arif[**], Joko Affandi[***]

[*] Post Graduate, School of Business, Bogor Agricultural University, Indonesia 16151
[**] School of Business, Bogor Agricultural University, Indonesia 16151
[***] School of Business, Bogor Agricultural University, Indonesia 16151

Abstract- The purpose of this research is to examine the influence of "Langaskara" training in performance, motivation training, and motivation in the performance of Barantan office. The methodology that is done in this research is Structural Equation Modeling (SEM), PSAK, and SWOT. This research conclude that human resource is taken as an important part for the operational of the institution, particularly in the government institution. Thus, training is aimed as a tool to develop the potential ability of the employee as well as to courage their motivation. The calculation in this research showed that training is significantly give a positive impact to the performance as it is indicated with the score of 3.01, motivation that significantly influencing to the performance is indicated with the score of 2,70, and training that significantly influencing to the motivation is indicated with the score of 4,49.

Index Terms- Training, SEM, Motivation, Performance, Government Institutions.

I. INTRODUCTION

The general condition of this current situation shows that company or institution still has weaknesses in several things, such as, inefficient management, limited funding and technology also the quality of the human resource that is not yet capable, (Rayadi, 2012). Human resource play a critical part in the company or institution to determine the growing of their entities. One of the indicator of the employee performance is the support of their skills, where it is indicated with two factors, first factor is skills factor that consist of : physically healthy, education, training and experience, whereas the second factor is motivational factor that consist of : attitude and work ethic. It proves that the skills factor of the employee has a central role to realize the vision of the company or institution (Simanjuntak, 2005). Besides that, the improvement of the employee's attitude toward their responsibility and work can be done with the effort by motivating them (Setiana and Siswandoko, 2009).

The inefficiency factor of the civil servants (PNS) in the case of public service is the huge number of the total PNS spreaded in Indonesia, but lies some position in the government. If the total employee per year, starting from 2007, that has already retire reach 120.000, meanwhile government only inaugurate new employee by the total of 25.000, this large number of the employee in Indonesia today can be indicated as an overload, in which to pay the salary for 3.6 million employee and 2.9 million retiree, APBN need to provide the fund which reach Rp 125 billion per year (Tohirin, 2008). However, there are several factors that determine the performance besides the educational factor, that is the factors that determine the individual performance such as; colleague, skills, supervising, company regulation, motivation, and training (Aamodt, 2010). Relate to the performance of the human resource of the Quarantine Agriculture Department, below is the table 1, showing the total employee of it that has distinctive performance assessment for every of them listed on the headquarter of the department.

Langaskara is a training that is held by the Quarantine Agriculture Department (BARANTAN) to give comprehension to Civil Servant candidates (CPNS) that is newly inaugurated and has not yet take the Langaskara training at the scope of the department which include; task and assignment, function, rights, obligation, and the role of become Civil Servant (PNS), also to induce the spirit of being BARANTAN, the implementation of the discipline and the personality development of the participant. Constituted by the decree of the Head of Quarantine Agriculture Department (Barantan) Number 300a/Kpts/Kp.430/L.1/06 date 13 November 2006 about Stipulating the Training Participant for Introducing them about Quarantine Assignment. Below is the table provided to depict as a whole about the population of Agriculture Department in 2014.

Table 1. Data of the Total Employee in Agriculture Department

Echelon Unit 1	Total of Employee	Percentage (%)
General Secretary	1133	5.57
Inspectorate General	285	1.4
Directorate General of Foods Plant	774	3.81
Directorate General of Agriculture Infrastructure	341	1.68
Directorate General of Farm and Healthy	2198	10.81

Directorate General of Plantation	1133	5.57
Research and Development Department	7466	36.7
Agriculture PPSDM Department	2276	11.19
Food Security Department	300	1.47
Directorate General of Processing and Marketing Agricultural Products	372	1.83
Directorate General of Horticulture	383	1.88
Agriculture Quarantine Department	3680	18.09
Number of Employee	**20341**	**100**

Source : General Secretary of Agriculture Department, 2014.

From the aspect of quality, the number of human resource is always problematic in most of the Barantan Working Unit year to year. Below is the Tabel 2 that depict the performance of Barantan at the period of 2010 - 2014.

Table 2. Measurement Report of Barantan Performance

Indicator	2010		2011		2012		2013		2014	
	Target (%)	Achievement (%)	Target (%)	Achievement (%)	Target (%)	Achievement (%)	Target (%)	Achievement (%)	Target (%)	Achievement (%)
1	79	110,05	80	98,78	80	113.53	85	106.86	90	100
2	83	115	80	115,03	90	111.09	90	111.03	95	111.09
3	93	105,87	90	107,58	95	110.84	90	110.85	95	104.71

Source: Lakip Part of Barantan Plan, 2016

Based on researcher observation, it is found that mostly employee is not fully active in doing their tasks, in which makes them, who working at Barantan headquarter office less or totally not showing their working potentials even though Barantan already held the Langaskara training that has been given to them to improve their performance, but not yet give positive impact nor adjustment to Public Servants achievement.

The focus on this research is (1) to analyze the impact of the training to employee performance of Barantan headquarter office, (2) to analyze the influence of motivation for employee performance in Barantan head quarter office, (3) to analyze the impact of training towards working motivation of the employee in the Barantan head quarter office, (4) to formulate some strategies to improve the employee performance in Barantan head quarter office.

II.   RESEARCH METHOD

This research is limited only on analyze the impact of the training towards the employee performance, motivation for performance, and training for motivation, that has population by 243, and 152 of them are taken as the sample. This research is conducted in the Barantan Head Quarter, in which the selection of this place is done based on the population which stated as the largest compared to other working unit or Unit Pelaksana Teknis (UPT).

This research is done based on qualitative and quantitative method that using *Structural Equation Modelling (SEM)*, *Strategy Analysis Factors Summary (SFAS),* and *Analysis Strength, Weakness, Opportunity, Threat* method. The source of the data is divided into two as : (1) primary data that is obtained and processed from the questionnaire, in-depth interview, and (2) secondary data that is obtained from the literature study from journal, reference book, and other data source.

The sampling technique of this study is using non opportunity sampling and quota sampling approach. Slovin formula is used to determine the total sample respondent for each questionnaire. Further, the technique of sampling in doing the in-depth- interview that using non-opportunity-sampling is done by purposive sampling in which the respondent is chosen by the status of them as *key person* on their Barantan headquarter, it is the person or actor that has authority to take a decision and also the most understand person who know about the condition and training problem, as provided in the table 3.

Table 3. In-Depth-Interview Respondent

No	Nama	Jabatan
1	Mulyanto	Secretary of Barantan
2	Sujarwanto	Head of Animal Quarantine Centre
3	Antarjo	Head of Plant Quarantine Centre
4	Arifin Tasrif	Head of Compliance, Teamwork, and Information Centre

Processing Technique and Analyzing Data

Data is acquired, and conducted by using qualitative and quantitative method in the form of table, picture, and matrix. The data conduction is done in several process, in which :

        1.   Questionnaire distribution to every sample or example that has been already determined by using quota sampling technique

        2.   In depth interview to every respondent that has been determined and also secondary data collecting which has any relation to the research that is conducted

        3.   Conducting and analyzing data resulting from the questionnaire distribution by using SEM and supported by Lisrel software.

        4.   Strategy formulation that is combining Internal Factors Analysis Summary (IFAS) and External Factors Analysis Summary (EFAS) emerging the top three results that is used to codify the SFAS and SWOT

## III.   RESEARCH OUTCOME

Respondent Characteristic

This research is using questionnaire distribution method in Barantan headquarter to know how effective the Langaskara training. Total 152 questionnaire based on the position level after distributed by using *quota sampling*. Overall the analysis of the respondent characteristic in this research is based on gender, marrital status, age, working length, and education. Here are the result that is obtained for respondent characteristic.

The observation that has been done through questionnaire result the outcome that majority is male, with the percentage of 55.9%, and female 44.1%. After gender, there is respondent identity that is explained by the marital status, in which the data that is obtained stated that majority 90.8% already married, and 9.2% is not yet married. The age also become an instrument in this research to know the respondent characteristic. Younger employee tend to have stronger physical body so that they are expected to work hard (Nitisemito 2000). Based on the observation that is acquired, it is found that mostly employee is on the age range between 31st and 40nd, which has 42.1%.

Then the instrument of working lengt, that is acquired that mostly employee who has been working for 10 years or more it has 64.5%. Because the more longer they working on the company or institution it will give more commitment to the organization and ready to do every tasks, moreover that is more challenging, and also can have the possibility to take higher position level at the company (Robbins 2006). And finally, respondent characteristic from the education level, is nearly close with the number of bachelor employee and postgraduate employee, that is with the total bachelor employee by 42.8%, and postgraduate employee by 41.4%. It is become an instrument because the most important thing to improve the competitiveness level of the company is the education level (Hariandja 2002). Organization will be more efficient if they can retain the good performance time by time, and can create good connection between human resource regulation and performance (Purcell and Hutchinson, 2003).


Result of SEM Analysis

This research is done by using SEM because statistical technique is considered to be a good tools to answer the fundamental question which regard as dimensional (Ferdinand, 2002). This research is done by using SEM to know the inter-construction influence, in this case i s traiing, motivation, and performance. By using this analysis tool it is found that the inter-construction influence in this research resulting the sub indicator from the motivation. Below the T count which is shown by :
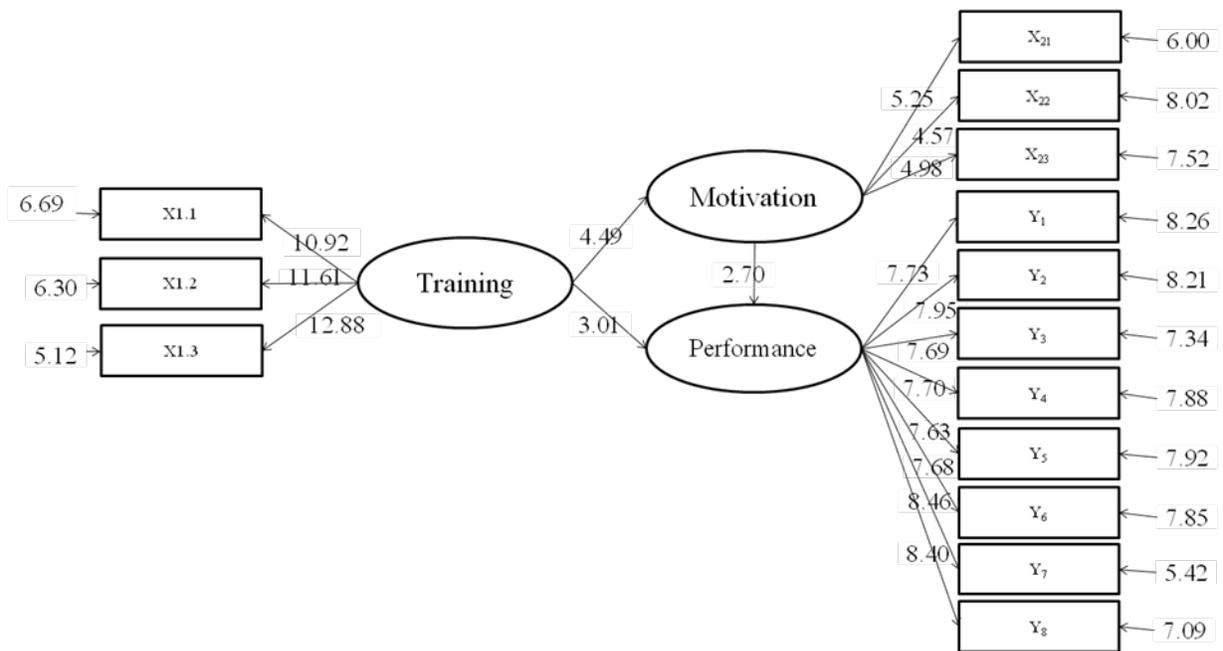
Picture 1. T hitung

Picture 1, show that the T count is known based on value from the each construct. This picture explained that training has t count value by 3.01 which means significantly and positive towards the performance. For motivational influence training result that the value is 4.49 which means significant and positive. then motivation that influence the performance result that the value is 2.70 which means significant and positively influence toward the performance. The sub motivation indicator that is derived from Vroom theory (1964), stated that motivation consists of hope, valence, and instrument. Referring to Muscalu and Montean (2013), salary improvement should refer to prestige and achievement not for seniority, motivate employee is not easy and should be followed by consistent effort. X_{21} is the hope symbol, X_{22} is the symbol of valence indicator, and X_{23} as asymbol of instrument indicator. *Addressed Employee motivation Issues "that employee motivation toughened the ability to take responsibility for one's actions. This awareness led to employees aspirations to learn, and improve job performance* (Dasborough, 2006).

Gomes (2003) identify that motivation as a behaviour that is shown to the object. Chi Square that is acquired is 114.51 which means the less value the best model will come. Then the RMSEA value is counted by 0.071 which means by the value requirement 0.08 or less than that, it means the model is acceptable.
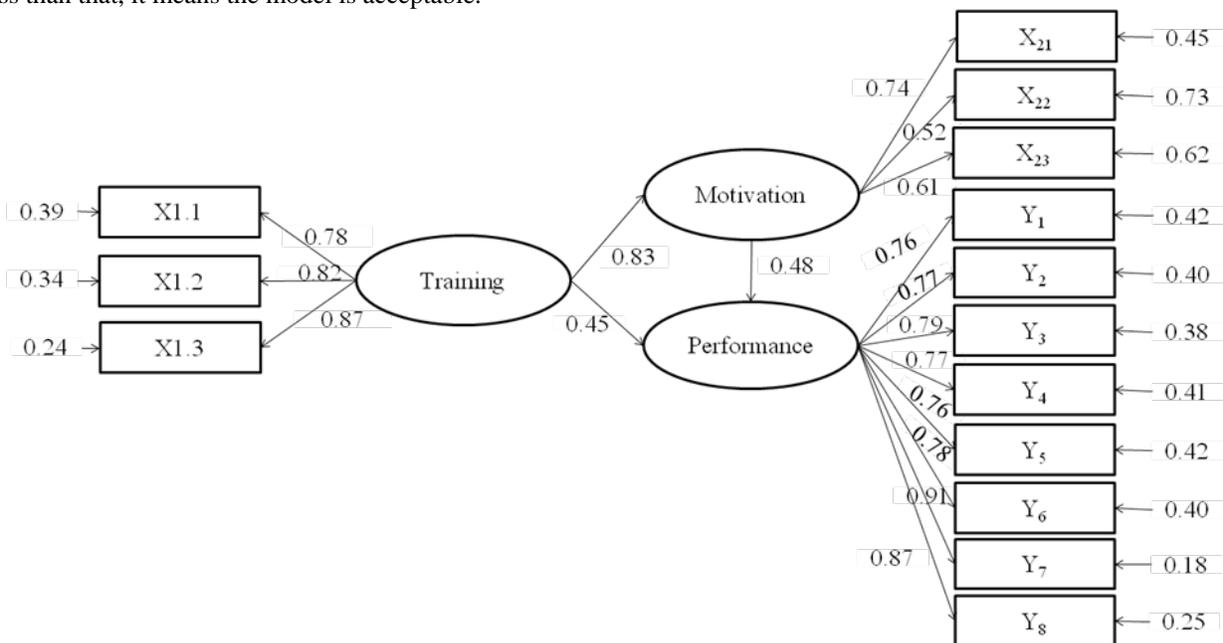
Picture 2. Standardized Loading Factor

After processed into Lisrel Software, it is found contribution value in each construct towards the dimensional factor, such as X_{13} dimension has the biggest contribution toward training by 0.87. Then for motivtaion construct contribute to the biggest dimension on the X_{21} statement by 0.74. And for the performance consttruct as the Y variable contribute to the biggest dimension that lies on Y_7 by 0.91.

Table 3. The Description of Hypothesis Analysis

Hypothesis	Coef	T Count	Description
Training -> Motivation	0.83	4.49	The influence of significant and positive training towards motivation
Motivation -> Performance	0.48	2.7	The influence of significant and positive motivation towards the performance
Training -> Performance	0.45	3.01	The influence of significant and positive training towards the performance

Based on the acquired result, this three hypothesis can be explained positively significant, H1 for effective training toward motivation that has t count value by 4.49, H2 which is effective motivation toward performance has t count value by 2.7, and for H3 which is effective training toward performance has t count value by 3.01. This three hypothesis is acceptable by the description which significantly influenced with the terms t count that is larger than t table so that significant. Below is the table 4 to show the result of suitability SEM criteria based on the table Goodness Of Fit.

Table 4. Result of Suitability SEM Model Criteria

Goodness-of-Fit	Cutt-off-Value	Hasil	Keterangan
RMR(*Root Mean Square Residual*)	$\leq 0{,}05$ atau $\leq 0{,}1$	0.052	Good Fit
RMSEA(*Root Mean square Error of Approximation*)	$\leq 0{,}08$	0.071	Good Fit
GFI(*Goodness of Fit*)	$\geq 0{,}90$	0.94	Good Fit
AGFI(*Adjusted Goodness of Fit Index*)	$\geq 0{,}90$	0.91	Good Fit
CFI (*Comparative Fit Index*)	$\geq 0{,}90$	0.97	Good Fit
Normed Fit Index (NFI)	$\geq 0{,}90$	0.94	Good Fit
Non-Normed Fit Index (NNFI)	$\geq 0{,}90$	0.95	Good Fit
Incremental Fit Index (IFI)	$\geq 0{,}90$	0.97	Good Fit
Relative Fit Index (RFI)	$\geq 0{,}90$	0.90	Good Fit

Based on the table 4 *Goodness Of Fit (GOF)* show that SEM model is already fit or already good
Strategy Factors Analysis Summary (SFAS)

Matrix result for External Factors Analysis Summary (EFAS)
EFAS matrix on the SWOT analysis is drawn up so that strategy planning can concise and evaluate the information based on the indicators that entering the external factor, that is from the opportunity field and threats field. The result of EFAS matrix calculation is summarize from the assessment of the expert that generate the analysis as in showd by Table 5 below.

Table 5. Eksternal Factors Analysis Summary (EFAS) Matrix

No	Opportunity	Value	Rating	Total Score
1	HR Quality Improvement	0,108108	4	0,43243
2	Identity Comprehension of the Participant about the role	0,108108	4	0,43243
3	Participant support to the construction of the quarantine	0,108108	4	0,43243
4	Participant vision improved	0,108108	4	0,43243
5	Needed employee skill	0,108108	4	0,43243
6	Collaboration is available	0,081081	3	0,24324
7	Other Institution Support	0,081081	3	0,24324
8	AFTA	0,081081	3	0,24324
9	Knowledge and Sskill Improvement	0,108108	4	0,43243

No	Strength	Value	Rating	Total Score
10	Strengthening Korsa spirit	0,108108	4	0,43243
Total		0,523152		

No	Threatement	Value	Rating	Total Score
1	Mental, moral, and ethic degradation of the participant	0,121212	4	0,48485
2	Position regulation for participant which is not yet join Langaskara training	0,090909	3	0,27273
3	Project oriented by the officials	0,090909	3	0,27273
4	Power culture, instructure	0,090909	3	0,27273
5	Employee provocation for participant which is not yet join Langaskara training	0,060606	2	0,12121
6	Kualitas dan kuantitas konsumsi peserta	0,121212	4	0,48485
7	Kesehatan Peserta	0,121212	4	0,48485
8	Usia Peserta (Usia Lanjut)	0,121212	4	0,48485
9	Pendidikan	0,090909	3	0,27273
10	Waktu	0,090909	3	0,27273
Total		0,47685		

Based on the EFAS matrix identification result, by giving value point from the scale of 1 - 4, it is obtained that the opportunity score is 0.523152 which is larger than threats value (0.47685). Score value explained that opportunity which is lies on the tourism industry is much bigger compared to the threats, so that if the opportunity can be optimized or captured well, then will be significantly able to improve the training program and improved.

Matrix Result for Internal Factors Analysis Summary (IFAS)

The concise movement in the auditing strategic management is by building a matix analysis of Internal Factors, Analysis Summary (IFAS). This formulation tool is shorting and evaluating the important strength and weakness in every functional field in the company. This matrix is also become a core of identifying and evaluating the relationship between this field. The intuitive assessment is needed to make the IFAS matrix. Thus, this merely scientific approach should not be considered as a potent technique. A depth comprehension about factors that is contained in this matrix is much longer than only a number. As EFAS matrix, it can be expanded as is shown in the table 6.

Table 6. Internal Factors Analysis Summary (IFAS) Matrix

No	Strength	Value	Rating	Total Score
1	Introducing the Vision and Mission of the Organization	0,0571	4	0,2286
2	Introducing Main Duties and Functions	0,0571	4	0,2286
3	Having Syllabus and Curriculum	0,0429	3	0,1286
4	Instructor reliable	0,0571	4	0,2286
5	Have a Training Facility	0,0429	3	0,1286
6	Forming corps spirit	0,0571	4	0,2286
7	Knowledge of the Code of Conduct	0,0571	4	0,2286
8	Material quarantine policy	0,0571	4	0,2286
9	Strengthening Mental Development	0,0571	4	0,2286
10	Understanding the Strategic Environmental	0,0429	3	0,1286
11	Leadership Commitment Barantan	0,0571	4	0,2286
12	available Budget	0,0571	4	0,2286
13	There Instructor / Trainer	0,0429	3	0,1286
14	Available Training Facilities	0,0429	3	0,1286
15	Coach (Instructor) reliable	0,0571	4	0,2286
16	Team / Committee Barantan	0,0571	4	0,2286
17	Team Dynamics Korsa	0,0571	4	0,2286
18	Training Material Dynamics Korsa	0,0571	4	0,2286
19	Location	0,0429	3	0,1286
Total		0,5221		

No	Weakness	Value	Rating	Skor Total
1	Instructor other tasks concurrently	0,08511	4	0,3404
2	Have not followed up with human resources audit	0,06383	3	0,1915
3	Less attention Unit Leader	0,06383	3	0,1915
4	Number of Participants Too Much	0,06383	3	0,1915

5	Inadequate budget	0,08511	4	0,3404
6	Certainty Number and fakum recruitment	0,08511	4	0,3404
7	Suitability of budget allocation by the number of participants	0,06383	3	0,1915
8	Distribution of the location of the participants	0,06383	3	0,1915
9	Personnel requirements and UPT	0,06383	3	0,1915
10	Institutional training is not yet clear	0,06383	3	0,1915
11	Participants Langaskara variations in the level of education	0,08511	4	0,3404
12	Variations Age Participants	0,08511	4	0,3404
13	Officers / Trainer who are not professional	0,06383	3	0,1915
14	Takes too long	0,06383	3	0,1915
Total		0,4779		

Based on the Table 6, the result of IFAS matix show that the strength score is 0,5221 and the weakness score is 0,4799. Weakness score is lesser than the strength score so that depending on the expert that the element or indicator become more dominant compared to the weakness that become an internal factor.

SFAS Analysis Result

Based on the IFAS and EFAS analysis it is continued to the SFAS analysis to know what is the long - term strategy from the external and internal factor. SFAS is resulted to shorten the external and internal strategic factors. SFAS contain factors that has a role as the most important and also provide the core for the strategic formulation (Wheelen and Hunger, 1996). based on that result we found the result score as in the Table 7:

Table 7. SFAS Analysis Result

No	Key Strategic Factor	Content	Rank	Content Score	Duration		
					Short	Middle	Long
1	Forming korsa spirit (S)	0.05	4	0.2	x		
2	Budget Availability (S)	0.2	5	1			x
3	Skilled trainer (S)	0.1	2	0.2			x
4	Institutional training still unclear (W)	0.09	1	0.09			x
5	Educational diversity of the Langaskara Participant (W)	0.08	4	0.32		x	
6	Aged variation (W)	0.05	5	0.25	x		
7	Improvement of the Human Resource (HR) (O)	0.14	4	0.56			x
8	Participant vision is improved (O)	0.09	5	0.45		x	
9	Strengthening *korsa spirit* (O)	0.05	5	0.25			x
10	Quality and quantity of the participant consumption(T)	0.05	4	0.2	x		
11	Participant healthy (T)	0.04	2	0.08		x	
12	Participant age (elderly) (T)	0.06	5	0.3	x		

These results could be on the institution to know the steps - steps should be taken in the short, medium and long term so that the objectives of the training can be optimized, keep in mind that these results can be used as process development training if management within the organization to apply properly and patterned to conform to the expectations of the vision and mission of the organization.

The Result Of SWOT Analysis

Based on IFAS and EFAS Results, it is found that the opportunity score (0,523152) is larger than the threats score (0,4779). So that the strategy that is suggested is S-O strategy (Strenght - Opportunity). based on that case, here is the table 8 to know what grand strategy that should be implemented by the organization.

Table 8. Analysis Grand Strategy SWOT

INTERNAL	EXTERNAL	STRATEGY
S > W	**O > T**	**AGGRESSIVE STRATEGY**
0,5221>0,4779	0,5231>0,4779	

Based on the IFAS and EFAS calculation above at tabel 5 and tabel 6, it shows that from the internal side strength is bigger than weakness that lies on the organization (*Strenght >Weakness)* and for the external opportunity is bigger than the threats (*Opportunity > Threats)* which means the strategy that is recommended for the organization is aggressive strategy. Based on the value from the SWOT and SFAS analysis, then depicted as in the picture 9, shows that by entering which quadrant if it is included to the SWOT analysis diagram.
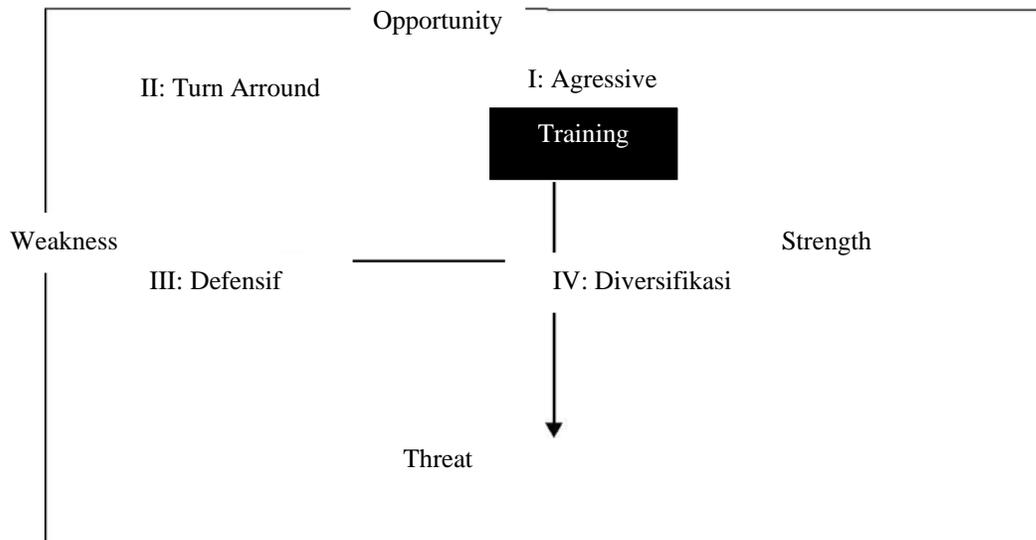
Picture 3. SWOT Analysis Diagram

In the case of facing the threats with the remaining strength and minimizing the weakness by using opportunity, thus, the most efficient egress is by using the SWOT analysis to know what strategy that should be implemented, and also by knowing external and internal factor from IFAS and EFAS analysis. Based on the analysis, here is the Tabel 9 to know what SWOT strategy that is figured out to be implemented in Langaskara training.

Table 9. The Analysis Result of SWOT Strategy

Internal	*Strength (S)*	*Weakness (W)*
External	1. Forming *korsa* spirit 2. Budget availability 3. Skilled trainer	**1.** Institutional training still unclear **2.** Educational diversity of the Langaskara Participant **3.** Aged variation
Opportunities (O) 1. Improvement of the Human Resource (HR) 2. Participant vision is improved 3. Strengthening *korsa spirit*	SO strategy 1. Using instructure as a trainer outside Barantan in order to give variation of the material content 2. Realization the using of technology in the case of discussion	WO Strategy 1. Deciding the clear provision in the training management. 2. Adjust the training method depend on the participant age

Threat (T)	ST Strategy	WT Strategy
1. Quality and quantity of the participant consumption 2. Participant healthy 3. Participant age (elderly)	1. The collaboration with healthy institution related to the training in order give a quick anticipation of any accident happened 2. Create manual training, particularly for participant in Langaskara Program	1. By the presence of the team, they should make an evaluation after the training.. 2. Making the Langaskara training pattern, for score assessment about the program.

IV. CONCLUSION

Based on the result, it can be concluded that, langaskara training have an affect on the employee performance after gained the result from this research, that is processed by using SEM in which by score 3.01 and tested by using T statistic, which means the result is positively affected significantly. It is suggested that Barantan should maintain and re-improve the Langaskara training program by evaluating the program gradually that further is held by Dinamika Korsa team. Furthermore, by motivating employee at the Barantan headquarter it is significantly impact the employee performance, in which it is resulted by processed data using SEM with the score of 2.7 from the T statistic test, which means it is significantly giving positive impact. Hence, the implementation of motivational training by the leader is should be maintained and the leader should provide the facility depend on the employee needs in order to keep them motivated.

By seeing the characteristic data from the respondent that mostly ranged from the age 31 - 40 years old, thus, management should consider about their career by keep doing the feasibility test through their experience and skill. Then, the calculation of Langaskara training by using SEM analysis results quite big score, that is 4.49 by using T statistic test, which means it is positively giving significant impact to the motivation, and the organization should improve and maintain it in order to keep the employee motivated, or even may develop by using technological factor in the aspect of implementing the training with lecture method or discussion, and also to fix the management anticipation from the dynamic korsa team by gradually doing the evaluation.

Based on that case, Langaskara training should be considered as the maintained training, which re-continued and re-developed to improve the employee performance. Even though the purpose of Langaskara is only to introduce the tasks and the function of Barantan, this training is also possible to be used as the motivational improvement of the employee. Based on this research, this training should be maintained consistently in order to evoke the spirit of *korsa* and employee solidity. It should be put as an attention that the age and educational diversity from the Langaskara participant may become a problem. This case may be put as the background to modify the training content that the participant, for the age range that is already decided by the management, is obligated to join. After that motivation that is given by the leader should be maintained and the leader also should pay an attention to their employee to keep their motivation not declining. Further research is expected to expand the scope and limitation of this variable, for example organization culture or commitment.

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AUTHORS

First Author – Attar Asmawan SE, Post Graduate, School of Business, Bogor Agricultural University, Indonesia. Email: Attarasmawan@gmail.com
Second Author – Prof Ir Syamsul Ma'arif M.Eng Dipl Ing DEA, School of Business, Bogor Agricultural University, Indonesia. Email: Syamsul958@gmail.com
Third Author – Dr M Joko Affandi SU, School of Business, Bogor Agricultural University, Indonesia. Email: Joko@bkn.go.id

Correspondences Author – Attar Asmawan, Attarasmawan@gmail.com, +628561543773.