e-ISSN: 2963-2129, p-ISSN: 2962-0562
DOI: https://doi.org/10.38035/ijphs.v1i4
Received: October 26th, 2023, Revised: November 25th, 2023, Publish: December 10th, 2023
https://creativecommons.org/licenses/by/4.0/

Determination of Employee Performance: Analysis of Self-Efficacy, Work Motivation and Work Environment (Garment in Indonesia)

Didin Sjarifudin[1], Ni Nyoman Sawitri[2]
[1]Doctoral Program in Human Resource Management, Universitas Bhayangkara Jakarta Raya, Bekasi Indonesia, email: didin.sjarifudin@dsn.ubharajaya.ac.id
[2]Lecturer of Doctoral Program in Management, Universitas Bhayangkara Jakarta Raya, Bekasi, Indonesia, email: sawitri@dsn.ubharajaya.ac.id

Corresponding Author: didin.sjarifudin@dsn.ubharajaya.ac.id

Abstract: The purpose of the study is to provide an overview and prove qualitative results from scientific articles related to variables to the garment industry, especially managers and supervisors, the research method used is qualitative with a review of scientific articles in proving research results, while the research results exist The influence between self-efficacy and employee performance, there is an influence between work motivation and employee performance, there is also an influence between the work environment and employee performance, these results provide evidence that the three variables above have an influence on employee performance, this is a reference for managers and supervisors in the garment industry in making decisions related to needs in the company. The results of this research or study are important for qualitative, quantitative, and mixed methods research with differentiating variables used with different research objects.

Keywords: Employee Performance, Self-Efficacy, Work Motivation, Work Environment.

INTRODUCTION

Self-efficacy or confidence in one's ability to perform a particular task has been considered an important factor affecting employee performance, Employees with high self-efficacy feel more confident when facing complex tasks and are better able to complete them. This can increase work motivation and improve employee performance, in an industry such as garments the role of managers and supervisors is relied on to run the company, in accordance with the direction in achieving targets, of course, all managers and supervisors must know the variables that exist in order to provide comfort, motivation, organizational culture, work environment, and self-efficacy for employees so that achievements can be achieved according to expectations with small mistakes, there is an opinion from (Jyoti & Dev, 2016) A good

working atmosphere can improve the performance of an employee. A good work environment includes social support, good relationships between colleagues and supervisors, learning and development opportunities, and recognition of good work results. Employees who feel comfortable and open in their work environment tend to work more productively and efficiently, according to (Na-Nan & Sanamthong, 2020) the concepts and theories of human resource development above have been explored to optimize employee performance. Effective development models must be consistent to justify large annual investments in their staff. The influence of self-efficacy (SE) factors on Employee Job Performance was examined in the perception of workplace support (PWS), motivation to transfer (MT) and T transfer to T of the sphere.

Company managers sometimes forget to provide reinforcement to employees in any form, one of which is motivation, any leadership style model applied to garment companies is okay but must provide a boost to employees, along with the opinion of (Rita et al., 2018) which states the role of change management, it is also necessary to study employee motivation factors to improve employee performance, Because with the support of high work motivation, employee performance will increase. Employees must have their own needs and interests that need to be met. They encourage employees to participate in organizational activities, hoping that their individual needs and interests will be met and, conversely, such activities can benefit the organization. Therefore, it is also important for organizations to pay attention to employee motivation so that the organization does not lose qualified individuals, along with the opinion (Aamodt, 2022) that the goal of organizational motivation is to encourage the morale of employees to work hard, give their best. When an employee feels motivated, he is satisfied with his work and works more enthusiastically, which ultimately increases productivity. In addition to motivation for employees, of course, the creation of a work environment for employees is needed to provide guarantees, comfort, and make them feel at home at work.

According to previous research, there are two main reasons behind the development and use of open workspaces. The first reason is financial, related to the idea of accommodating several workers in the same space, allowing more efficient use of work surfaces. Another reason is related to the idea that open solutions improve communication between partners, promote knowledge and creativity, and support teamwork (Brand, 2009; Rasila &; Rothe, 2012) , along with the opinion (Lee & Brand, 2005) states that adapting physical work environments affects people's productivity, safety, well-being, and job satisfaction. Based on the phenomena above, this study aims to provide an overview and prove qualitative results from scientific articles related to variables to the garment industry, especially managers and supervisors.

LITERATURE REVIEW

Employee Performance

According to (Pattnaik & Pattnaik, 2021);(Rettrisunz et al., 2023);(Susanto, Sawitri, Ali, et al., 2023) personal and refers to employee work, for example, statements about employee performance are the achievement of company goals and stakeholder expectations, according to (Susanto, Sawitri, & Suroso, 2023);(Setyawati et al., 2022);(Triyonowati, 2016) Employee Performance is The more high-performing employees, the overall productivity of the company grows so that the business remains competitive in the long run and Global.

Self Efficacy

According to (Bandura, 1986) self-efficacy is the most influential aspect of one's willpower in everyday life, which transforms knowledge of context into action. According to (Munir et al., 2016) (Munir et al., 2016)a person's belief in their ability to respond effectively to job tasks and influence the future, according to (Ren & Chadee, 2017)

Work Motivation

According to (Moynihan &; Pandey, 2014) Work motivation can be created by encouraging employees with money who feel supported and have a place in the organization, According to (Susanto, Syailendra, & Suryawan, 2023);(Azeem, 2014);(Muhammad & Tahir, 2023) Work motivation is a process that encourages and maintains performance. Intrinsic motivation pushes employees to help them achieve the goals or tasks set, a person is highly motivated, he will do his job to the fullest and vice versa. If a person is not motivated to work, they cannot do new things to achieve the goals of the company. This motivation is needed because with the motivation of each individual employee is expected to work hard and full of enthusiasm to achieve high work productivity (Amri, 2021);(Jumawan, 2023);(Zen et al., 2023).

Work Environment

According to (Donley, 2021) The work environment is a space we have created where people come together to do their jobs and achieve results. This is how we view our cooperation, according to (Way et al., 2019) work environment variables that are often studied in work and organizational psychology and have long been found to predict researcher productivity in organizational settings, (Way et al., 2019);(Elechi et al., 2018) examined worker environment variables that predict job satisfaction among correctional officers in Nigeria. Results showed that job autonomy, quality of supervision, and instrumental communication significantly predicted inmate job satisfaction.

METHODS

This research methodology uses a qualitative approach and examines the variables of this study. One type or method of academic writing is library research. Theoretical analysis, analysis of relationships between variables, books and magazines, online and offline, were obtained from Mendeley, Google Scholar and other online media. The reviewed journals are listed in Journal Metrics Table 1.1 below.

Tabel 1.1 Metrik Journal

Researcher, Title and Year	Variable used	Findings	Perbedaan dengan studi ini
(Jyoti & Dev, 2016) Perceived High-performance Work System and Employee Performance: Role of Self-efficacy and Learning Orientation	X : High - performance Work System Z : Self Efficacy Y1 : Learning Orientation Y2 : Employee Performance	X → Y (sig) Z → Y (sig)	High - performance Work System Learning Orientation
(Na-Nan & Sanamthong, 2020) Self-efficacy and employee job performance Mediating effects of perceived workplace support, motivation to transfer and transfer of training	X : Self Efficacy Y : Employee Job Performance Perceived Work Support Motivation to Transfer Transfer of training	X –-> Y (sig)	Perceived Work Support Motivation to Transfer Transfer of training
(Yener et al., 2021) The moderating roles of technological self-efficacy and time management in the technostress and employee performance relationship through burnout	technological self-efficacy time management employee performance relationship burnout		time management burnout
(Mujeeb et al., 2021)	X : Servant leadership Y : Employee Performance		Servant leadership

Do Servant Leadership Self-Efficacy and Benevolence Values Predict Employee Performance within the Banking Industry in the Post-COVID-19 Era: Using a Serial Mediation Approach	Z1 : Self Efficacy Z2 : Benevolence values		Benevolence values
(Rita et al., 2018) Moderating effect of organizational citizenship behavior on the effect of organizational commitment, transfromational leadership and work motivation	X1 : Transformational Leadership X2 : Organizational Commitment X3 : Work Motivation Y1 : Organizational Citizenship Behavior Y2 : Employee Performance	Y1 → X1, X2, X3, (not sig)	Transformational Leadership Organizational Commitment Organizational Citizenship Behavior
(Dharma, 2018) The Effect of Work Motivation on the Employee Performance with Organization Citizenship Behavior as Intervening Variable at Bank Aceh Syariah	X : Work Motivation Y1 : Organization Citizenship Behavior Y2 : Performance	X → Y1 (Sig) Y2 → Y1(Sig)	Organization Citizenship Behavior
(Chien et al., 2020) The effect of work motivation on employee performance: Empirical evidence from 4-star hotels in Mongolia	work motivation Employee Performance		
(Annisa & Supriyanto, 2021) The Influence of Leadership Style and Work Motivation on Employee Performance Through Job Satisfaction (Case Study on The Department of Transportation of Blitar City)	X1: Leadership Style X2 : Work Motivation Z : Job Satisfaction Y : Employee Performance	X1 → Y (sig) X2 → Y (sig) Z → Y (sig)	Leadership Style Job Satisfaction
(Pawirosumarto et al., 2017) The effect of work environment, leadership style, and organizational culture towards job satisfaction and its implication towards employee performance in Parador Hotels and Resorts, Indonesia	Work Environment Leadership style Organizational culture towards Job Satisfaction Employee Performance		Leadership style Organizational culture towards Job Satisfaction
(Parashakti et al., 2020) The Influence of Work Environment and Competence on Motivation and Its Impact on Employee Performance in Health Sector	Work Environment Competence Motivation Employee Perfomance		Competence
(Ausat et al., 2022) Do Motivation, Compensation, and Work Environment Improve Employee Performance: A Literature Review	Motivation Compensation Work Environment Employee Performance	X1 → Y (sig) X2 → Y (sig) X3 → Y (sig)	Compensation

RESULTS AND DISCUSSION

After describing the results of the search from existing imiah articles by proving the influence between variables in this study supported from the review literature which has been described as follows:

1. The Effect of Self Efficacy with Employee Performance

Starting from a study from (Jyoti & Dev, 2016)self-efficacy research moderating the relationship between HPWS and learning orientation. In addition, learning orientation mediates the relationship between HPWS and employee performance. Additional results suggest that learning orientation mediates the interaction between HPWS and self-efficacy on employee performance (moderate mediation). Finally, management implications, limitations, and future research opportunities are discussed, the distinguishing variables in this study with this scientific article are High-performance Work System and Learning Orientation, the next study from (Na-Nan & Sanamthong, 2020);(Sawitri et al., 2019) Self Efficacy (SE) research increases Employee Job Performance (EJP) by increasing Perceived Workplace Support, Motivation to Transfer (MT), and Transfer to Transfer (TT). In addition, PWS, MT and TT have been appointed as EJP SE stock brokers, the distinguishing variables with this study are Perceived Work Support, Motivation to Transfer, Transfer of training, further studies from (Yener et al., 2021);(Susanto, Parmenas, & Suryawan, 2023) with the results of the study supporting all hypotheses and moderators proposed can be used to reduce the risk of technostress and fatigue. The results have implications for both theory and practice, the distinguishing variables in this study with this scientific article are time management and burn out.

The next study from (Mujeeb et al., 2021) the results of key antecedent research such as servant leadership (SL), self-efficacy (SE) and virtue value (BV) has a direct positive relationship with employee performance (EP). In addition, several indirect routes were tested, including serial transmission. This research uses quantitative methodology based on the positivist paradigm. A sample of 560 employees was randomly selected. Questionnaires were distributed to them out of which 400 were sent with a response rate of 70% and pure data from 400 employees was used for data analysis. Smart PLS 3.3.3 uses SEM (Structural Equation Modeling) technology. The results confirm that SE and BV mediate the relationship between SL and EP. Also, BV mediates the relationship between SE and EP, and SE mediates the relationship between SL and BV. In serial transmission, the connection between SL and EP is also made for the SE and BV axes, the distinguishing variable with this study is servant leadership with benevolence values. From the results of some of the articles above that both variables have a significant and positive effect based on the results of scientific articles found by researchers with evidence.

2. The Effect of Work Motivation with Employee Performance

The next variable with a study from (Rita et al., 2018)that OCB moderation does not have a significant effect on the relationship between organizational commitment, change management, work motivation and employee performance in the Regional Secretariat of Papu Province a, the distinguishing variables with this study are Transformational Leadership, Organizational Commitment, Organizational Citizenship Behavior, the next study from (Dharma, 2018) with the results of work motivation research has a positive and significant effect on organizational citizenship behavior and employee performance in PT. Bank Aceh Syariah Lhokseumawe. On the other hand, organizational citizenship behavior has a positive and significant effect on employee performance in PT. Bank Aceh Syariah Lhokseumawe. Based on this study, the effective motivation of this study can be applied and organizational citizenship behavior partially affects work motivation on employee performance in Aceh Syariah Bank, the distinguishing variable with this study is organization citizen behavior. The next study from (Chien et al., 2020);(Buda Prasada & Sawitri, 2019) The positive influence of

work motivation on results was shown by the responses of 398 employees working in four-star hotels in Mongolia. The study examines five work motivators and their impact on employee performance: financial motivation, extrinsic self-concept, job enjoyment, intrinsic self-concept, and internalizing goals. Three work motivators have been found to effectively improve employee performance. The unique Mongolian context of the study can be added to the extensive workplace motivation literature. This research shows that motivation is a strategic priority for companies.

Studies from (Annisa & Supriyanto, 2021)showed the influence of Leadership Style (X1) on Employee Performance (Y) with a significance value of 0.002 and lt;0.05. The effect of Work Motivation (X2) on Employee Performance (Y) with significance values of 0.000 and 0.05. The effect of job satisfaction (Z) on employee performance (Y) with significance values of 0.037 and 0.05. This study also shows that job satisfaction (Z) can mediate the influence of leadership style (X1) on employee performance (Y) and the effect of work motivation (X2) on employee performance (Y), the differentiating variables in this study are Leadership and job satisfaction. After seeing the results of research from several scientific articles related to work motivation variables with employee performance, there is a positive influence.

3. The Effect of Work Environment with Employee Performance

Studies from (Pawirosumarto et al., 2017) effect on job satisfaction, but only managerial style has a positive and significant effect on employee performance. Job satisfaction does not have a significant and positive effect on employee performance, nor is it a mediation variable, with the distinguishing variables with this study are Leadership style, Organizational culture towards, Job Satisfaction, further studies from (Ansori & Ali, 2015);(Parashakti et al., 2020) with research results Path analysis shows that work environment (X1) and competence (X2) have a positive and significant effect on performance (Z) either directly or indirectly through motivation (Y), with competency differentiating variables.

The next study from (Ausat et al., 2022);(Candra Susanto & Henokh Parmenas, 2021) with the results of research This literature review article develops a conceptual framework of employee performance based on theories of motivation, reward and work environment. According to the literature review, motivation, rewards and work environment can improve employee and company performance. This research supports Abraham Maslow's theory (The Hierarchy of Needs Model), which states that motivation fundamentally influences human behavior. Motivation drives people to meet their needs. A superior must know the needs of his subordinates. Research design and arguments can contribute to discussions about business or business administration and management. The study is important for future quantitative, qualitative, and mixed methods research, the distinguishing variable of the study is compensation. From the results of the elaboration of scientific articles to support the variables in this study, namely the work environment with employe performance, there is a positive and significant influence from proving the results of scientific articles.

CONCLUSION AND RECOMMENDATION

From the findings and discussion above, there is an influence between self-efficacy and employee performance, there is an influence between work motivation and employee performance, there is also an influence between the work environment and employee performance, these results provide evidence that the three variables above have an influence on employee performance, this is a reference for managers and supervisors in the garment industry in making decisions related to needs in the company.

The results of this research or study are important for qualitative, quantitative, and mixed methods research with differentiating variables used with different research objects.

REFERENCES

Aamodt, M. G. (2022). *Industrial/organizational psychology: An applied approach*. Cengage Learning.

Amri, A. (n.d.). Rahmadhi, & Ramdani, Z.(2021). Effect of organization commitment, work motivation, and work discipline on employee performance (Case study: Pt. pln (persero) p3b Sumatera upt Padang). *International Journal of Educational Management and Innovation*, *2*(1), 88–99.

Annisa, N. F. R., & Supriyanto, A. S. (2021). The Influence of Leadership Style and Work Motivation on Employee Performance Through Job Satisfaction (Case Study on the Department of Transportation of Blitar City). *The American Journal of Humanities and Social Sciences Research*, *4*(3), 355–362.

Ansori, & Ali, H. (2015). Analisis Pengaruh Kompetensi dan Promosi terhadap Kinerja Pegawai Negeri Sipil pada Sekretariat Daerah Kabupaten Bungo. *Jurnal Ilmiah Universitas Batanghari Jambi*, *15*(1), 50–60.

Ausat, A. M. A., Purnomo, Y. J., Munir, A. R., & Suherlan, S. (2022). Do Motivation, Compensation, and Work Environment Improve Employee Performance: A Literature Review. *... of Artificial Intelligence ...*, *6*(1).

Azeem, M. (2014). Effect of work motivation and organizational commitment on job satisfaction:(A case of education industry in Pakistan). *Global Journal of Management and Business Research*, *14*(A6), 41–45.

Bandura, A. (1986). Social foundations of thought and action. *Englewood Cliffs, NJ*, *1986*(23–28).

Brand, J. L. (2009). Should Your Company Transition from Traditional Private Offices to an Open Office Plan? *Change/Transition Management White Paper*, *5*.

Buda Prasada, P. P., & Sawitri, N. N. (2019). Prediction of Work Stress, Leadership Quality, Motivation of Work and Organization Culture To Work Satisfaction and Impact on Turnover Intention Employees. *Jurnal Manajemen Dan Pemasaran Jasa*, *12*(2), 269–280. https://doi.org/10.25105/jmpj.v12i2.3758

Candra Susanto, P., & Henokh Parmenas, N. (2021). Model Development of Succession Planning in Subsidiary Companies Engaged in the Insurance Industry. *Journal of Economics, Management, Entrepreneurship, and Business (JEMEB)*, *1*(1), 43–57. https://doi.org/10.52909/jemeb.v1i1.16

Chien, G. C. L., Mao, I., Nergui, E., & Chang, W. (2020). The effect of work motivation on employee performance: Empirical evidence from 4-star hotels in Mongolia. *Journal of Human Resources in Hospitality and Tourism*, *19*(4), 473–495. https://doi.org/10.1080/15332845.2020.1763766

Dharma, Y. (2018). The effect of work motivation on the employee performance with organization citizenship behavior as intervening variable at bank aceh syariah. *Emerald Reach Proceedings Series*, *1*, 7–12. https://doi.org/10.1108/978-1-78756-793-1-00065

Donley, J. (2021). The Impact of Work Environment on Job Satisfaction: Pre-COVID Research to Inform the Future. *Nurse Leader*, *19*(6), 585–589. https://doi.org/10.1016/j.mnl.2021.08.009

Elechi, O. O., Lambert, E. G., & Otu, S. (2018). Exploring the effects of work environment variables on the job satisfaction of Nigerian correctional staff. *Criminal Justice Studies*, *31*(2), 160–177.

Jumawan. (2023). Succession Planning : Analysis Competence , Work Motivation , Strategic Leadership Development and Assessment Employee. *Formosa Journal of Multidisciplinary Research (FJMR)*, *2*(3), 559–572. https://doi.org/https://10.55927/fjmr.v2i3.3355

Jyoti, J., & Dev, M. (2016). Perceived High-performance Work System and Employee

Performance: Role of Self-efficacy and Learning Orientation. *Metamorphosis: A Journal of Management Research*, *15*(2), 115–133. https://doi.org/10.1177/0972622516688392

Lee, S. Y., & Brand, J. L. (2005). Effects of control over office workspace on perceptions of the work environment and work outcomes. *Journal of Environmental Psychology*, *25*(3), 323–333.

Moynihan, D. P., & Pandey, S. K. (2007). Finding workable levers over work motivation: Comparing job satisfaction, job involvement, and organizational commitment. *Administration & Society*, *39*(7), 803–832.

Muhammad, A., & Tahir, S. (2023). Determinant People Development and Employee Performance: Analysis Training,Certification, and Competence. *International Journal of Business and Applied Economics (IJBAE)*, *2*(2), 221–232. https://doi.org/https://10.55927/ijbae.v2i2.2774

Mujeeb, T., Khan, N. U., Obaid, A., Yue, G., Bazkiaei, H. A., & Samsudin, N. A. (2021). Do servant leadership self-efficacy and benevolence values predict employee performance within the banking industry in the post-covid-19 era: Using a serial mediation approach. *Administrative Sciences*, *11*(4). https://doi.org/10.3390/admsci11040114

Munir, Y., Khan, S.-U.-R., Sadiq, M., Ali, I., Hamdan, Y., & Munir, E. (2016). Workplace isolation in pharmaceutical companies: Moderating role of self-efficacy. *Social Indicators Research*, *126*, 1157–1174.

Na-Nan, K., & Sanamthong, E. (2020). Self-efficacy and employee job performance: Mediating effects of perceived workplace support, motivation to transfer and transfer of training. *International Journal of Quality and Reliability Management*, *37*(1), 1–17. https://doi.org/10.1108/IJQRM-01-2019-0013

Parashakti, R. D., Fahlevi, M., Ekhsan, M., & Hadinata, A. (2020). *The Influence of Work Environment and Competence on Motivation and Its Impact on Employee Performance in Health Sector*. *135*(Aicmbs 2019), 259–267. https://doi.org/10.2991/aebmr.k.200410.040

Pattnaik, S., & Pattnaik, S. (2021). Exploring employee performance dimensionality in Indian public sector units. *International Journal of Productivity and Performance Management*, *70*(3), 657–674. https://doi.org/10.1108/IJPPM-08-2019-0374

Pawirosumarto, S., Sarjana, P. K., & Gunawan, R. (2017). The effect of work environment, leadership style, and organizational culture towards job satisfaction and its implication towards employee performance in Parador hotels and resorts, Indonesia. *International Journal of Law and Management*, *59*(6), 1337–1358. https://doi.org/10.1108/IJLMA-10-2016-0085

Rasila, H., & Rothe, P. (2012). A problem is a problem is a benefit? Generation Y perceptions of open-plan offices. *Property Management*.

Ren, S., & Chadee, D. (2017). Ethical leadership, self-efficacy and job satisfaction in China: the moderating role of guanxi. *Personnel Review*, *46*(2), 371–388. https://doi.org/10.1108/PR-08-2015-0226

Rettrisunz, A., Panjaitan, P. I. M., Sjarifudin, D., Panatap, J., Indonesia, U., Bhayangkara, U., & Raya, J. (2023). Analysis Function Human Resource Management : Recruitment , Training , Career Development , Industrial Relation. *East Asian Journal of Multidisciplinary Research (EAJMR)*, *2*(3), 1261–1272. https://doi.org/https://doi.org/10.55927/eajmr.v2i3.3601

Rita, M., Randa Payangan, O., Rante, Y., Tuhumena, R., & Erari, A. (2018). Moderating effect of organizational citizenship behavior on the effect of organizational commitment, transformational leadership and work motivation on employee performance. *International Journal of Law and Management*, *60*(4), 953–964. https://doi.org/10.1108/IJLMA-03-2017-0026

Sawitri, N. N., Ermayanti, D., Farida, U., Junus, D., Baharuddin, Hasmin, Yusriadi, Rachman, E., Jumra, & Vikaliana, R. (2019). Human Resources Competency, the Use of Information Technology and Internal Accounting Control on Time Procurement of Financial Reporting. *Journal of Physics: Conference Series*, *1175*(1). https://doi.org/10.1088/1742-6596/1175/1/012263

Setyawati, A., Pahala, Y., & Susanto, P. C. (2022). Loading And Unloading Labor Performance As A Mediation Of Variables Of Work Motivation , Work Competence And Work Behavior That Impacts Well- Being Loading And Unloading Labor. *Journal of Economics, Management, Entrepreneur, and Business*, *2*(2), 146–161.

Susanto, P. C., Parmenas, N. H., & Suryawan, R. F. (2023). Determinant Attitude and Employee Recruitment : Analysis Psikotest , Assessment , Behavioral Event Interview and Experience (Study Literarture). *International Journal of Psychology and Health Science*, *1*(1), 1–8.

Susanto, P. C., Sawitri, N. N., Ali, H., & Suroso, S. (2023). Performance Management As a Mediation of Variable of Competence and Coaching Skills That Impacts Organization Sustainability. *Formosa Journal of Multidisciplinary Research (FJMR)*, *2*(4), 719–728. https://doi.org/https://10.55927/fjmr.v2i4.3792

Susanto, P. C., Sawitri, N. N., & Suroso, S. (2023). Determinant Employee Performance and Job Satisfaction : Analysis Motivation , Path Career and Employee Engagement in Transportation and Logistics Industry. *International Journal of Business and Applied Economics (IJBAE)*, *2*(2), 257–268. https://doi.org/10.55927/ijbae.v2i2.2711

Susanto, P. C., Syailendra, S., & Suryawan, R. F. (2023). Determination of Motivation and Performance : Analysis of Job Satisfaction , Employee Engagement and Leadership. *International Journal of Business and Applied Economics (IJBAE)*, *2*(2), 59–68.

Triyonowati, T. (2016). ANALISIS KINERJA KEUANGAN SEBELUM DAN SESUDAH MERGER PT. CHANDRA ASRI PETROCHEMICAL, Tbk. *Jurnal Ilmu Dan Riset Manajemen (JIRM)*, *5*(6).

Way, S. F., Morgan, A. C., Larremore, D. B., & Clauset, A. (2019). Productivity, prominence, and the effects of academic environment. *Proceedings of the National Academy of Sciences*, *116*(22), 10729–10733.

Yener, S., Arslan, A., & Kilinç, S. (2021). The moderating roles of technological self-efficacy and time management in the technostress and employee performance relationship through burnout. *Information Technology and People*, *34*(7), 1890–1919. https://doi.org/10.1108/ITP-09-2019-0462

Zen, A., Bhayangkara, U., & Raya, J. (2023). *Organization Sustainability and Employee Performance in a Literature Review*. *2*(3), 573–584.