

## THE INFLUENCE OF WORK CULTURE AND WORK EXPERIENCE ON EMPLOYEE ACHIEVEMENT AT CV. UNION MEDAN

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### Abstract

The importance of culture and work experience in a company will support employee achievements in terms of careers. This research aims to determine the influence of work culture and work experience on employee performance. The population in the study were all CV employees. Medan Union. The sampling technique used saturated samples, with a total sample of 34 people. This type of research is quantitative research which aims to determine the degree of relationship and pattern or form of influence between two or more variables, where with this research a theory will be built which functions to explain, predict and control a phenomenon. The data analysis technique used is descriptive and multiple linear regression with partial hypothesis testing. The results show that work culture and work experience influence employee performance.

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### INTRODUCTION

Company competition is getting higher and more complex, so every company is required to improve things related to each company and be more responsive in order to continue to survive and develop (Setiyono & Sutrimah, 2016). Things that must be improved are all areas, especially in the field of human resources. Therefore, human resource management can be defined as utilization within an organization, through the functions of human resource planning, recruitment and selection, human resource development, career planning and development, compensation and welfare, occupational safety and health, and relationships. industrial (Marwansyah, 2010). One of the human resources that must be improved in organizations to improve performance is work performance (Rismayadi & Maemunah, 2020).

Work performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2013). Every employee cannot necessarily achieve optimal performance, so there is still a need for motivating factors to achieve maximum work performance (Nurrofi, 2012). If company employees carry out their respective duties well, then the goals set by the company previously will most likely be achieved, and this will certainly have an impact on the owner of the company itself and the employees who work in the company. However, sometimes there are several problems in assessing employee work performance (Sardiyono, 2018). These obstacles can come from internal and external to the company (employees have been measured by the quality and quantity of an employee's work). Employee achievements have been measured by the quality and quantity of employees in carrying out their work (Tjong Fie and Siagian, 2018). This can be seen from how quickly employees provide their work reports according to the specified date, so the employee is classified as an employee who has good employee performance. Many factors influence employee performance, including work culture and work experience.

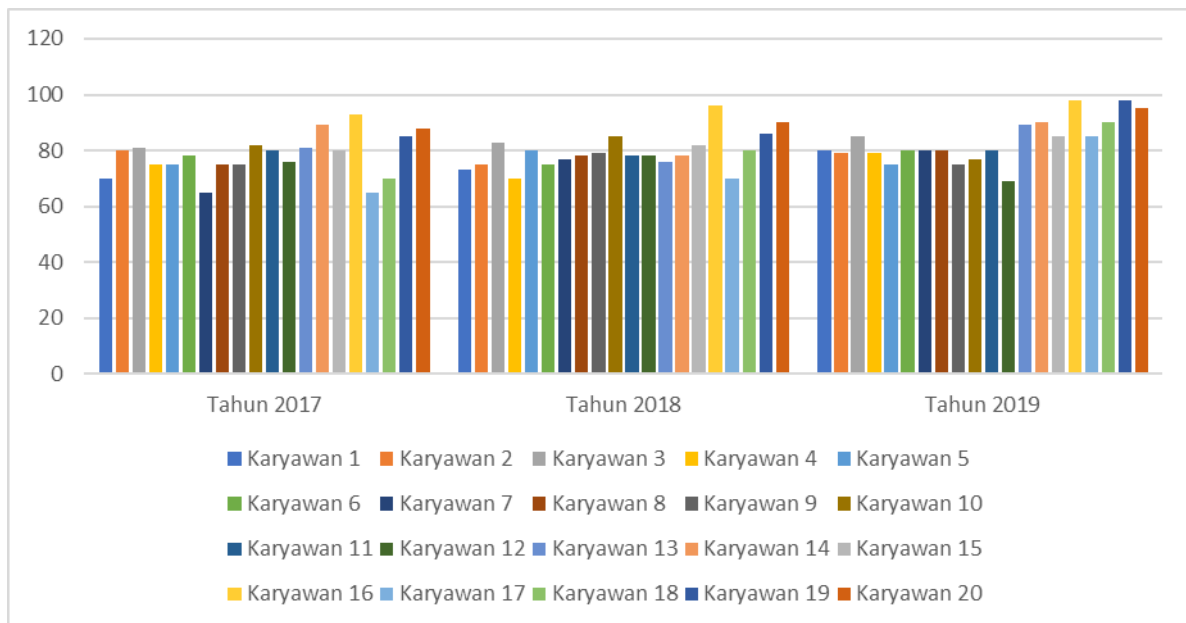
According to Wibowo (2014), Organizational culture is the basic philosophy of an organization that contains shared beliefs, norms and values which are the core characteristics of how things are done in the organization. Then obey Sutrisno (2009), organizational culture as a set of values, beliefs, assumptions or norms that apply, are agreed upon and followed by members in the organization as a guide for behavior and solving problems in the organization. Work success is rooted in the values that one has and the behavior that becomes a habit. These values start from customs, religion, norms and rules that become beliefs and also habits in work or organizational behavior (Arianty, 2014). The values that have become habits are called culture. Therefore, culture is associated with the quality and quality of work, so it is said to be work culture.

Furthermore, another factor that influences employee performance is work experience (Hanum Indriati & Nazhifi, 2022). Experience in all activities is very necessary because experience is a good teacher. The meaning of this is that someone learns from the experiences they have had. According to Sudarsono (2001), states in employee recruitment, the qualifications of workers needed to hold a position, education, experience and skills that must be possessed. The higher the level of education of an employee, the more extensive knowledge or insight supported by the work experience he has, then an employee already has added value in carrying out his responsibilities. Someone who is experienced at work has better work abilities than someone who has just entered the world of work, because that person has learned from the activities and problems that arise in their work (Sofian & Julkarnain, 2019). With work experience, there has been a process of adding knowledge, skills and attitudes to a person, so that it can support self-development with existing changes (Komang et al, 2016). The problem with work experience at CV. Union is that most of the recruits are made by the company without any special requirements, resulting in employees starting work at a new stage.

So the work culture and work experience that is created can influence employee performance in an organization, if it can be utilized optimally by paying attention to

aspects of employee behavior, so that employee achievement is obtained.(Muhammad, 2019). Work culture factors and work experience are very necessary to create good work performance and maintain stable work performance. CV.Union is a building materials company that provides all ceramic and sanitary needs in a building located at Jalan Gaharu NO.19 D. CV UNION sells products in the form of ceramics, bathroom equipment such as toilets, showers, etc. Usually CV.Union carries out company operational activities in accordance with existing procedures within the company. Based on the results of observations, researchers found problems at CV.Union, namely fluctuating employee performance from 2017 to 2019. Where employee work performance is indicated by employee performance scores at CV.Union Medan. This can be seen from the table values below:

**Table 1.**Employee performance assessment data at CV.Union Medan 2017-2019 period



Source: CV.UNION Medan, data processed by the author, 2022

The fluctuating employee achievement scores at CV.Union Medan are caused by one factor being work culture. Where the work culture implemented by employees at CV.Union Medan is still classified as bad, this can be seen from the employee's low discipline. For example, in terms of attendance, thoroughness, there are still many employees who like to come late to work, and also the lack of speed of employees in completing their work reports. Based on the description above, the author feels interested in selecting and discussing the issues of Work Culture, Work Experience and work performance in the form of a summary with the title "The Influence of Work Culture and Work Experience on Employee Achievement of CV.Union Medan."

### RESEARCH METHODS

This type of research is quantitative descriptive research. The population of this research is all employees at CV. Union Medan with a population of 34 people. Sampling was carried out using non-probability sampling using saturated samples. According to Sugiyono (2010), saturated sampling is a sampling technique when all members of the population are used as samples. This is often done when the population is relatively small, or the research wants to make generalizations with very small errors. Another term for a saturated sample is a census, where all members of the population are sampled. So the number of samples in this study was 34 employees at CV. Medan Union. The data collection method uses primary and secondary data which is then analyzed to find out how much influence work culture and work experience have on employee performance (Arikunto, 2013). Data collection techniques using structured interviews, using questionnaires, observation and documentation. The data analysis techniques used are descriptive statistical analysis and multiple linear regression analysis and hypothesis testing.

Descriptive statistical analysis was carried out to provide a general description of the character of the research. This analysis shows the amount of research data as well as an illustration showing the minimum value, maximum value, average value and standard deviation of each variable. Multiple linear regression analysis is a test carried out to test each variable whether the independent variable has an effect on the dependent variable or not. The regression analysis test of this research is to determine whether the independent variables (Marketing Information Systems and Product Differentiation) have an effect on the dependent variable (Consumer Purchasing Decisions). Hypothesis testing is part of inferential statistics which aims to draw conclusions about a population based on data obtained from a sample of that population. The tool used to process this research data is SPSS for Windows 23 software (Ghozali, 2013).

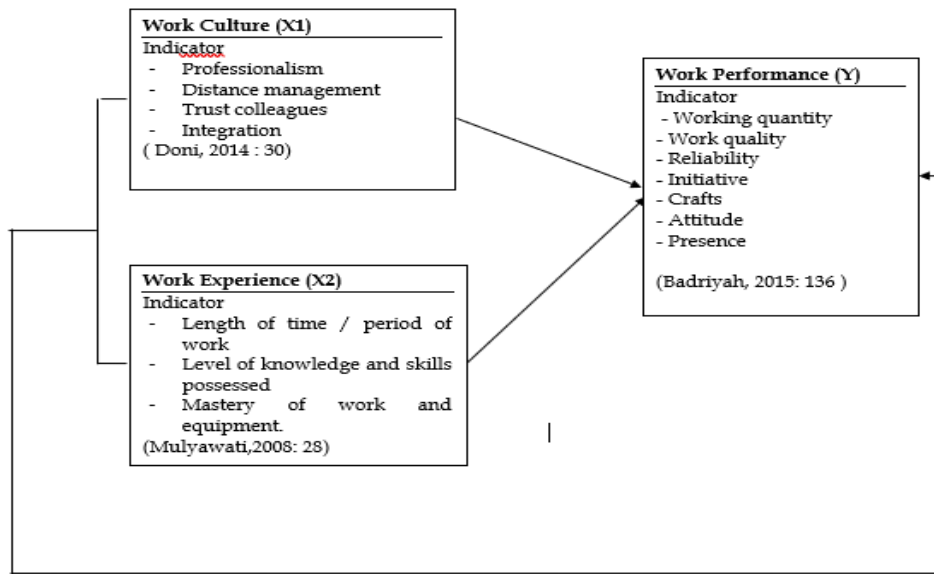
### Framework

A theoretical framework is a conceptual model of how one theory relates to other factors that are important in the problem being studied. From the theoretical framework, the developed hypothesis is then tested to see whether the theory formulated is valid or not. To develop a theoretical framework, it is necessary to create a schematic diagram that describes in detail the relationships between variables, both independent variables and dependent variables, based on existing theory, previous research findings and at the same time explaining the direction and relationship between these variables. Based on the image below, the hypothesis of this research is:

H1= Work culture influences employee work performance at CV. Union Medan.

H2= Work experience influences employee work performance at CV. Medan Union.

H3 = There is an influence of work culture and work experience on employee work performance at CV. Union Medan.



**Figure 1.**Theoretical thinking  
Source: Data processed by researchers (2022)

## RESULTS AND DISCUSSION

### Descriptive Analysis Based on Gender, Age and Education Level

A general description of the respondents in this study, namely CV.Union Medan employees based on gender, age and level of education, can be seen in table 2 below, as follows:

**Table 2.**Characteristics of respondents based on gender, Age and education level

Gender	Number of people)	(%)
Man	23	68.00
Woman	11	32.00
<b>Total</b>	34	100
Age (Years)	Number of people)	%
<25	13	38.00
25-35	12	35.00
36-45	7	21.00
>48	2	6.00
<b>Amount</b>	34	100
Education	Number of people)	%
high school	21	62.00
D3	9	26.00
S1	3	9.00
S2	1	3.00
<b>Amount</b>	34	100

Source: 2022 research results, data processed

The research results based on gender in the table above show that respondents based on the gender of CV employees. Medan Union. There are 23 male employees while there are 11 female employees. Based on the age level, the results above show that of the number of respondents studied, there were 34 employee respondents at CV. Medan Union. There were 13 respondents <25 years, 12 respondents aged 25-35 years, 7 respondents aged 36-45, 2 respondents aged >48 years. Meanwhile, at the education level, it can be seen that the majority of respondents are still graduates with 21 high school education respondents, 9 respondents with D3 education, 3 respondents with bachelor's degrees, 1 respondent with a master's degree.

### Multiple Linear Regression Analysis

Multiple linear regression analysis in this research uses a form of equation. The equation or model contains constants and regression coefficients obtained from the results of data processing that has been carried out previously. The regression equation that has been formulated is then processed with the help of the SPSS program to obtain the final equation as follows:

**Table 3.**Results of multiple linear regression analysis  
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	13,209	10,291		1,284	,209		
X1	,844	,173	,530	4,882	,000	,963	1,038
X2	,977	,207	,513	4,720	,000	,963	1,038

a. Dependent Variable: Y

Source: 2022 research results (data processed by SPSS)

Based on Table IV.18. above, the multiple linear regression equation in this study is:

$$Y = 13.209 + 0.884X1 + 0.977X2 + e$$

1. In this regression model, the constant value listed is 13.209 which can be interpreted as if the independent variables in the model are assumed to be equal to zero, on average the variables outside the model will still increase the performance of permanent employees by 13.209One-units or in other words, if the work culture and work experience variables are not improved, then employee performance will still be 13,209 units.
2. The value of the regression coefficient b1 of 0.884 in this study means that the work culture variable has a unidirectional relationship with employee performance at CV.Union Medan. This shows that when work culture increases by one unit, employee performance at CV.Union Medan will also increase by 0.884 units.
3. The value of the regression coefficient b2 of 0.977 in this study means that the work experience variable (X2) has a unidirectional relationship with employee performance at CV.Union Medan. This shows that when work experience increases by one unit, work experience on employee performance at CV.Union Medan will also increase by 0.977 units.

### Hypothesis testing

- **Partial Test (t Test)**

The partial results of testing the first hypothesis can be seen in table 4 as follows:

**Table 4. T test results**  
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	13,209	10,291		1,284	,209		
X1	,844	,173	,530	4,882	,000	,963	1,038
X2	,977	,207	,513	4,720	,000	,963	1,038

a. Dependent Variable: Y

Source: 2022 research results (data processed by SPSS)

Based on Table 4 above, the following results are obtained:

1. The significance value for the work culture variable (0.000) is smaller than alpha 5% (0.05) or  $t_{count} = 4.882 > t_{table} (nk=34-3=31=2.0395)$ . Based on the results obtained,  $H_0$  is rejected and  $H_a$  is accepted for the work culture variable. Thus, partially the work culture variable has a positive and significant effect on employee performance at CV.Union Medan.
2. The significance value for the work experience variable (0.000) is smaller than alpha 5% (0.05) or  $t_{count} = 4.720 > t_{table} (nk=34-3=31=2.0395)$ . Based on the results obtained,  $H_0$  is rejected and  $H_a$  is accepted for the work experience variable. Thus, partially the work experience variable has a positive and significant effect on employee performance at CV.Union Medan.

- **Simultaneous Test (F Test)**

Hypothesis testing of work culture and work experience on employee achievement on CV. Medan Union. simultaneously the dependent variable was analyzed using the F test, namely by paying attention to the significance of the F value in the calculation output with an alpha level of 5%. If the significance value of the F test is smaller than 5% then there is an influence between all independent variables on the dependent variable. The results of the F test in this research can be seen in Table 5 below:

**Table 5.F test results**  
ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2580,335	2	1290,168	28,529	,000b
	Residual	1401,900	31	45,223		
	Total	3982,235	33			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Source: SPSS 23 Processed by Researchers (2022)

In the results of the regression test in this study, it is known that the

significance value is 0.000. Where it is required that the F significance value be smaller than 5% or 0.05 or the calculated F value = 28.529 > F table 3.30 (df2= k-1=34-2-1=31) while (df1 = n-k (nk =34-3=31). Thus it can be concluded that all independent variables, namely work culture and work experience, have a positive and significant effect on employee performance at CV. Union Medan.

- **Coefficient of Determination (R<sup>2</sup>)**

The coefficient of determination (R<sup>2</sup>) value is used to measure the magnitude of the relationship between the independent variables consisting of work culture and work experience variables on CV employee achievement. Medan Union. The determination results can be seen in Table 6 below:

**Table 6.**Results of the coefficient of determination

Model summary b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.805a	.648	.625	6.72477

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: SPSS 23 Processed by Researchers (2022)

Based on the table above, it is obtained:

- The correlation regression value is 0.805, meaning that together work culture and work experience affect CV employee achievement. Union Medan has contributed on a close and positive level.
- For more than one independent variable, it is better to use the Adjusted R<sup>2</sup> value. Adjusted R Square Value in this study was 0.625 (62.5%). So it can be said that 62.5% of the variation in the independent variable work culture where work experience in the model can explain employee achievement variables while the remaining 37.5% is explained by other variables outside the model. For example: discipline, craft, presence, work environment, innovation, leadership style.

### Discussion

#### The Influence of Work Culture on Employee Achievement

In accordance with the results of previous research conducted by (Mahfuza, 2016), The Influence of Work Ethics, Work Experience and Work Culture on the Work Performance of South Binjai District Employees. Based on previous research, there is an influence of work culture on employee work performance, this can be seen from t The largest count is -2, 169 while the t table is 1.676 and is significant 0.052 > 0.052, so the t count is -2.169 and is significant 0.052 > 0.05. Based on R Square 0.911, which means 91.1% of work performance can be obtained and explained by work ethics, work experience and work culture. Organizational culture is a set of values, beliefs, assumptions or norms that apply, are agreed upon and followed by members in the organization as a guide for behavior and solving problems in the organization.(Sutrisno, 2009). Meanwhile, according to Muhammad (2019)"Work performance is the level of a person's proficiency in the tasks that include work."



Based on the results of this research, the results of the t test show that partially the work culture variable has a positive and significant effect. This can be seen from the results of the t test where the significance value for the work culture variable (0.000) is smaller than the alpha value of 5% (0.05) or  $t_{count} = 4.882 > t_{table} (nk=34-3=31=2.0395)$ . Based on the results of this research, statistical tests and t tests can be explained that work culture influences employee performance with significant coefficient values. Based on the results of statistical tests, it can be explained that work culture is. Based on the results obtained,  $H_0$  is rejected and  $H_a$  is accepted for the work culture variable. Thus, partially the work culture variable has a positive and significant effect on employee performance at CV. Medan Union

### **The Influence of Work Experience on Employee Achievement**

The results of previous research conducted by (Mahfuza, 2016), The Influence of Work Ethics, Work Experience and Work Culture on the Work Performance of South Binjai District Employees. Based on previous research, there is an influence of work experience on employee work performance. This can be seen from the t count of 5.628 while the t table is 1.676 and the t table is significant 1.676 and significant 0.000, so the t count is  $5.628 >$  and significant  $0.000 < 0.05$ . Based on R Square 0.911, which means 91.1% of work performance can be obtained and explained by work ethics, work experience and work culture. Research conducted by Ikbal & Aprianti (2020), shows that there is a significant influence between work experience on employee work performance.

Work experience is a basic reference for an employee who can place himself in the right conditions, dare to take risks, be able to face challenges with full responsibility and be able to communicate well with various parties to maintain productivity, performance and produce individuals who are competent in their field.(Komang et al, 2016). Meanwhile, according to Sofian (2019), Job performance is the level of a person's proficiency in the tasks included in the job."

Based on the results of the t test, it is known that partially the work experience variable has a positive and significant effect. This can be seen from the results of the t test where the significance value for the work experience variable (0.000) is smaller than the alpha value of 5% (0.05) or  $t_{count} = 4.720 > t_{table} (nk=34-3=31=2.0395)$ . Based on the results obtained,  $H_0$  is rejected and  $H_a$  is accepted for the work experience variable. Thus, partially the work experience variable has a positive and significant effect on employee achievement on CV. Medan Union.

### **The Influence of Work Culture and Work Experience on Employee Achievement**

This research is in accordance with the results of previous research conducted by (Mahfuza, 2016), The Influence of Work Ethics, Work Experience and Work Culture on the Work Performance of South Binjai District Employees. Based on previous research, there is an influence of work culture on employee work performance, this can be seen from the largest t count -2.169, while the t table is 1.676 and is significant  $0.052 > 0.052$ , so the t count is -2.169 and is significant  $0.052 > 0.05$ . Based on R Square 0.911, which means 91.1% of work performance can be obtained and explained by work ethics, work experience and work culture. Based on previous research, there is an influence of work experience on employee work performance. This can be seen from the t count of 5.628

while the  $t$  table is 1.676 and the  $t$  table is significant 1.676 and significant 0.000, so the  $t$  count is  $5.628 >$  and significant  $0.000 < 0.05$ . Based on R Square 0.911, which means 91.1% of work performance can be obtained and explained by work ethics, work experience and work culture.

Research conducted by Ade (2021), states that the results show that work culture and work experience partially and simultaneously have a positive and significant effect on employee work performance. Organizational culture is a set of values, beliefs, assumptions or norms that apply, are agreed upon and followed by members in the organization as a guide for behavior and solving problems in the organization (Ariani & Harun, 2017).

Based on the results of the  $t$  test, it is known that simultaneously the work culture and work experience variables have a positive and significant effect on employee performance at CV. Medan Union. This can be seen from the results of the  $F$  test where the significance value is 0.000. Where it is required that the significance value of  $F$  be smaller than 5% or 0.05 or the value of  $F = 28.259 > F_{table} 3.30$  ( $df_1 = k - 1 = 34 - 2 - 1 = 31$ ) while ( $df_2 = n - k$  ( $nk = 34 - 3 = 31$ )). Thus it can be concluded that all independent variables, namely work culture and work experience, have a positive and significant effect on employee performance at CV. Union Medan.

### CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows: Based on the validity test, the research results showed that the questionnaire statement items were declared valid because the  $r_{count} > r_{table}$  value, while the results of the reliability test showed that all questionnaire statement items were declared reliable because of the Cronbach Alpha value. is above the reliable void value. Partially (one by one) the results obtained from the influence of the Work Culture variable ( $X_1$ ) have a positive and significant effect on employee performance ( $Y$ ) where the work culture variable has a value of  $t_{count} > t_{table}$  with a significant value  $< 5\%$ . Partially (one by one) there is an influence from the work experience variable ( $X_2$ ) which has a positive and significant effect on employee performance ( $Y$ ) where the work experience variable has a value of  $t_{count} > t_{table}$  with a significant value  $< 5\%$ . Overall (simultaneously) it was found that the influence of the variables work culture ( $X_1$ ) and work experience ( $X_2$ ) had a positive and significant effect on employee performance ( $Y$ ). Because the  $F$  value for the variable work culture ( $X_1$ ) and work experience ( $X_2$ )  $> F$  table with value significant  $< 5\%$ . Based on the results of the coefficient of determination, the model has levels that are closely related.

Culture and work experience can have a huge influence on employee performance. Employees must be able to adapt to the culture that an organization provides to employees, without culture work will be directionless. Recruitment of employees needs to be based on prospective employees with work experience who can easily adapt to the culture and work system of an organization and easily maximize employee work performance.

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