

EFFORTS TO IMPROVE WORK DISCIPLINE AND ISLAMIC WORK ETHICS WITH WOMEN'S LEADERSHIP ROLES

Musoli¹, Seto Satriyo Bayu Aji²

¹Manajemen, Universitas Aisyiyah Yogyakarta, musoli@unisayogya.ac.id

²Akuntansi, Universitas Aisyiyah Yogyakarta, seto.satriyo@unisayogya.ac.id

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Abstract

The purpose of this research is to empirically study employee perceptions of their work in working in micro, small and medium enterprises (MSMEs). The research design uses a quantitative approach through research instruments. The unit of analysis in this study is MSME employees in Yogyakarta who have worked for at least 1 year. Data were collected through face-to-face distribution by researchers with Purposive sampling technique was used to collect this research sample. The total respondents in this study are 138 who are employees of MSMEs in the Special Region of Yogyakarta. This study shows that female leadership has a significant positive effect on Islamic work ethics. The empirical findings also show a significant positive effect of female leadership on work discipline and Islamic work ethics has a significant positive effect on work discipline.

INTRODUCTION

When referring to history in the 1970s, society did not provide opportunities for women to become leaders. Of course, this phenomenon is getting more and more attention by many parties, one of which can be seen from the following increase in the percentage of women as leaders or the distribution of managerial positions by gender from the Central Bureau of Statistics of the Republic of Indonesia:

Jenis Kelamin	Distribusi Jabatan Manager Menurut Jenis Kelamin (Persen)		
	2017 ↑	2018 ↓	2019 ↑
Laki - Laki	73,37	71,03	69,37
Perempuan	26,63	28,97	30,63

Sumber : Sakernas Agustus, BPS

Source: www.bps.go.id

Quite a lot of views that explain how women's leadership in leading an affair. Therefore, women need to be considered and involved in the dynamics of environmental change, because according to research conducted (Hasan & Abdullah, 2016), women have a different business style from men. Women prefer types of business that are still within the scope of everyday life and use a heart-to-heart business style with their consumers. Women tend to have democratic and participatory behaviors that refer to interactive consensus building and good interpersonal relationships, communication and involvement. Most women start their business with their heart, based on personal pleasure or interest, not for self-enrichment.

Female leadership has also taken place in many countries, for example the Queen of England, Prime Minister Margareth Thatcher in the UK, President Corazon Aquino in the Philippines, Bhenazir Bhutto in Pakistan, and Begum Khalida Zia (wife of former President Ziaur-Rahman) in Bangladesh. Indonesia itself in the period 1999-2004 was led by a female president, Megawati Soekarno Putri. Of course this is clear evidence that women's leadership is unquestionable (Musoli & Yamini, 2020; Musoli, 2021).

In this case, the discussion focuses on women's leadership in shaping Islamic work ethics and good work discipline. Apart from the leadership genre, fundamentally the application of work ethics, especially good Islamic work ethics, also plays a role in shaping employee work discipline. According to (Ahmad & Owoyemi, 2012) defines Islamic work ethics as a set of values or belief systems derived from the Qur'an and sunnah/hadith regarding work and hard work. Based on this understanding, the Islamic work ethic has been explained and explained in the Qur'an and Hadith regarding hard work, for example, (QS. An-Najm: 39) "A person does not get anything, except what he has worked for". This is clearly a guideline for every human being on earth if they want to succeed and succeed must work persistently to achieve it. While discipline is a form of obedience to rules, both written and unwritten that have been set. Work discipline is basically always expected to characterize every human resource in the organization, because with discipline the organization will run well and can achieve its goals well too (Susanty & Baskoro, 2012; Djohantini, Fathani, & Musoli, 2021).

According to the researcher's understanding to date no research has attempted to establish theoretically and empirically the impact of women's leadership on Islamic work ethics and work discipline. Hence one of the main reasons for this research is to study women's leadership on Islamic work ethics and work discipline and its important role in influencing important workplace outcomes. It follows that the study of the possible influence of women's leadership on two important work outcomes (Islamic work ethic and work discipline) is important as well.

RESEARCH METHODS

Population and Research Sample

The population used is Micro, Small and Medium Enterprises (MSMEs) in the Special Region of Yogyakarta. The data sampling technique in this study was carried out through purposive sampling method. According to (Bougie & Sekaran, 2019) purposive sampling is a sampling technique based on certain characteristics, namely characteristics that have a connection with the characteristics and nature of the population. The desired characteristics of respondents in this study are 1) having a clearly run business, 2) the business has been running for more than one year.

Type of Data

The type of data used in this study is primary data, namely data obtained directly from respondents or objects under study through a list of questions (questionnaires) that have been provided by researchers for subsequent analysis, namely to find solutions (Bougie & Sekaran, 2019). Primary data was obtained through distributing questionnaires.

Data Collection Technique

The data collection technique used in this study was purposive sampling method by distributing questionnaires. This research was conducted on individual units of analysis using a questionnaire without significant influence from the researcher (Bougie & Sekaran, 2019). The questionnaire is measured using an attitude scale. The attitude scale chosen is the Likert scale (Bougie & Sekaran,

2019), which includes a range of 1-5 answers that can only be chosen one by the respondent who fills out the questionnaire. Value range 1-5.

Data Analysis Method

The data analysis method used in this research is Structural Equation Modeling (SEM) with the help of AMOS software. In using SEM, it is necessary to measure goodness of fit (GOF). GOF allows researchers to get an acceptance of the proposed model (Jr, Black, Babin, & Anderson, 2010).

Tabel 1. Goodness of Fit Index

Goodness of Fit Index	Cut Off Value
X2 Chi-Square	Expectedly small
Significant probability	$\geq 0,05$
CMIN/DF	$\leq 2,00$
GFI	$\geq 0,90$
RMSEA	$\leq 0,08$
RMR	$\leq 0,05$
AGFI	$\geq 0,90$
TLI	$\geq 0,90$
CFI	$\geq 0,90$
NFI	$\geq 0,90$
PNFI	$\leq 0,09$
PGFI	$\leq 1,00$

Source: (Ghozali, 2017)

RESULTS AND DISCUSSION

Respondent Data Description

In this study, the distribution and collection of questionnaires was carried out between August and September 2022. The method of distributing the questionnaires was carried out by giving them directly to the respondents, namely by sending them via the google form link to the respondents at the location and the respondents filled in directly using their own smartphones / gadgets and some filled in via smartphones / gadgets from the research team. By meeting directly

Musoli¹, Seto Satriyo Bayu Aji²

with respondents, it is quite helpful for respondents to fill out the questionnaire because respondents can directly discuss with the research team if there is a statement instrument that is deemed incomprehensible. The distribution of the google form link was assisted by the student research team. This method apparently gave quite good results, it was proven that the questionnaire link (google form) distributed was filled in as many as 141 questionnaires or as many as 141 respondents.

Referring to the opinion (Jr et al., 2010) that the minimum sample in modeling is 100-200 samples. The sample or data that can be used for testing structural equation models is 141 samples, but after further research through the screening verification process and outlier analysis, it was found that there were missing data and outliers, so the data had to be dropped or not used in further analysis (Ghozali, 2017). Furthermore, retesting was carried out until there was no outlier data, out of 141 questionnaires filled in, it turned out that only 138 questionnaires were eligible and no data outliers were found.

Descriptive analysis of respondent characteristics is used to see the description of respondents obtained in this study. Descriptive calculation of respondent characteristics using descriptive analysis with the help of SPSS software. The following are the results of descriptive analysis of 141 respondents obtained. It can be explained that respondents in this study based on gender are dominated by respondents with female gender, namely 99 respondents or 70.2%, while from age it is dominated by respondents aged 21-25 years, namely 61 respondents or 43.3%, from the type of business dominated by the type of fashion business, namely 84 respondents or 59.6%, from the respondent's work field dominated by respondents with sales and waiter work fields, namely 61 respondents or 43.3%, then from the position of the respondent, it is dominated by respondents with employee / employee positions, namely 135 respondents or 95.7%, from the working period, it is dominated by respondents with a working period of 1-2 years, namely 77 respondents or 54.6%, and from the latest level of education, it is dominated by respondents with the latest high school / equivalent education level, namely 121 respondents or 85.8%.

Data Analysis Process and Results

In this study, the analytical tool used is Structural Equation Modeling (SEM) as a hypothesis testing tool. The use of SEM as a tool for analyzing data in this study is based on the advantages of SEM as a statistical analysis tool that is most suitable for explaining social phenomena in general (Haryono, 2014). SEM analysis is a statistical analysis method that combines several aspects contained in path analysis and confirmatory factor analysis to estimate several equations simultaneously between observed variables (indicators) and variables that cannot be measured directly (latent variables). Latent variables are unobserved variables or cannot be measured (unmeasured) directly but must be measured through several indicators (Haryono, 2014).

Screening and validation of research instruments

The data screening test in the first stage of data processing in this study was carried out in two steps, data normality and checking for outlier data. The total number of respondents in this study is 141 who are employees of five types of micro, small and medium enterprises (MSMEs) in the Yogyakarta area, namely: fashion, culinary, service, craft and others. Based on the distributed surveys, 141 questionnaires were fully completed. 3 questionnaires were considered as outliers during data processing, so they had to be excluded from the research sample. Finally, the total remaining sample of this study was 138 respondents.

Hypothesis testing in this study uses Structural Equation Modeling (SEM) on the AMOS 21 program. Indicators that create constructs by observing parameters that produce goodness of fit. Model measurement will use convergent validity to test these indicators, whether they are valid or not in measuring what should be measured. Maximum likelihood estimation technique used in this study. Furthermore, we assessed the questionnaire items by applying confirmatory factor analysis to test the relationship of constructs with indicators based on the developed theory, while, Cronbach's α was used to test reliability.

The results of the confirmatory factor analysis test showed that the loading factor value on each question item was >0.5 for 26 items, and there were 15 invalid items. So that invalid items must be dropped in further analysis. It can be concluded that there are only 26 valid question items out of 41 items. Meanwhile,

the construct reliability (CR) value for each construct is > 0.6 there are 26 items, and 15 invalid items. Then there are 26 items that explain that the construct is reliable (Nunnally, 1994). The results concluded that there are 26 indicators that can be explained to measure the construct.

Research Results

Hypothesis testing in this study uses Structural Equation Modeling (SEM) analysis with the AMOS program. The results of Structural Equation Modeling (SEM) testing on the full model can be seen in Figure 1. Table 1 describes the results of the assumption test in the development of Structural Equation Modeling (SEM). The model fit confirmation test is a fully exposed model which means it meets the criteria for goodness of fit. The model structure is used to draw the research causality model with structural relationships. The test results show that the goodness of fit is Chi-Square = 437.264. Probability = 0.000, CMIN/DF = 1.573, GFI = 0.818, RMSEA = 0.065, RMR = 0.018, AGFI = 0.774, TLI = 0.906, CFI = 0.919, NFI = 0.810, PNFI = 0.693, PGFI = 0.648. Although the cut-off value of Chi-Square and the probability value and PNFI have not met the required cut-off, however, the CMIN/DF, RMR, TLI, CFI and PGFI values have met the required cut off (Ghozali, 2014). This indicates that the research model is appropriate and meets the standard criteria.

Table 2. Scale items for size.

Name and reflective scale items (measured on a 1-5 point Likert scale indicating the extent to which respondents agree with the following statements)	Standardized Factor Loading	Construct Reliability (CR)
Women's Leadership		
KP9	0.534	0,891
KP12	0.631	
KP13	0.631	
KP15	0.685	
KP16	0.764	
KP17	0.676	
KP18	0.67	

Name and reflective scale items (measured on a 1-5 point Likert scale indicating the extent to which respondents agree with the following statements)	Standardized Factor Loading	Construct Reliability (CR)
KP19	0.77	
KP20	0.692	
KP21	0.647	
Islamic Work Ethics		
EKI1	0.529	0,904
EKI2	0.609	
EKI3	0.698	
EKI4	0.824	
EKI5	0.602	
EKI6	0.747	
EKI9	0.672	
EKI10	0.777	
EKI11	0.731	
EKI12	0.753	
Work Discipline		
DK1	0.798	0,863
DK2	0.652	
DK3	0.74	
DK4	0.727	
DK7	0.727	
DK8	0.64	

Source: Primary Data Processed 2022

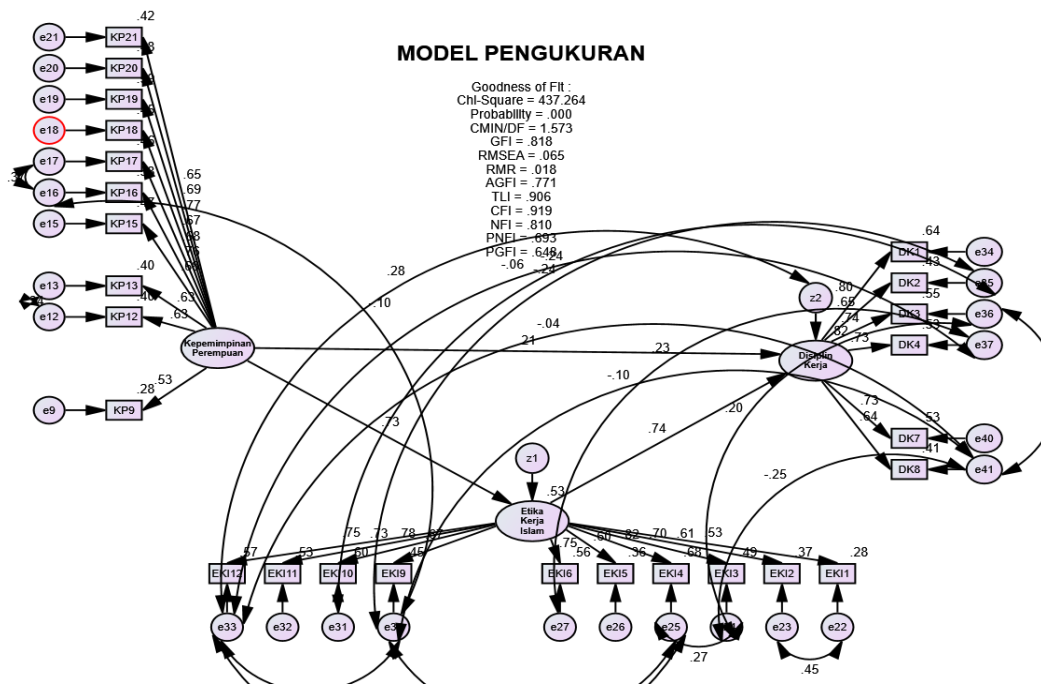


Figure. 1 Full Model of Women's Leadership, Islamic Work Ethics, Work Discipline.

Table 3. Shows that the standardized path coefficients of the relationship between women's leadership, Islamic work ethics, and work discipline. Furthermore, the results are shown in the following table with 3 hypotheses of path analysis test results on each construct.

Table 3. Estimated structural parameters: Path analysis model (n = 138).

Hypothesis			Estimate	S.E.	C.R.	P	Description
Islamic Work Ethic	<---	Women's Leadership	.446	.099	4.495	***	H1 Accepted
Work Discipline	<---	Women's Leadership	.192	.085	2.265	.023	H2 Accepted
Work Discipline	<---	Islamic Work Ethic	1.123	.221	5.082	***	H1 Accepted

Source: Primary Data Processed 2022

Effect of Women's Leadership on Islamic Work Ethics

The results of testing hypothesis 1 (H1) show that women's leadership has a positive (+) and significant effect on Islamic work ethics. This means that the first hypothesis is proven, that the stronger the female leadership owned by micro, small and medium enterprises (MSMEs) in Yogyakarta will affect the level of Islamic work ethics, and vice versa, the lower the level of female leadership owned by MSMEs, the lower the level of Islamic work ethics.

This research is also in line with the study conducted by (Indriyati, 2017) in a case study on the Sharia Financial Services Cooperative (KJKS) Baitul Maal wa Tamwil (BMT) Beringharjo Yogyakarta found the results that leadership style affects Islamic work ethics at BMT Beringharjo. Likewise, according to the results of research (Kristianto, 2018) which states that the application of leadership style and work environment conditions to the work discipline of employees of PT BPRS Mitra Agro Usaha Bandar Lampung is in accordance with the values of Islamic work ethics indicators. Likewise, a study conducted by (Budiman, 2009) states that leadership is an aspirational force, the power of enthusiasm and creative moral force that is able to influence a worker to achieve.

The findings reveal that women's leadership with Islamic work ethics, this shows that women's leadership factors such as; 1) love their employees 2) trusted by women leaders in performance 3) very strong decision making 4) dare to make decisions against 5) committed to women's leadership 6) always corrective in doing work in the workplace 7) give effective feedback on performance 8) teach me hard work in the workplace 9) have a good and wise attitude 10) firm on mistakes made by employees significantly influence and relate to improving Islamic work ethics in micro, small and medium enterprises in the Special Region of Yogyakarta.

Effect of Women's Leadership on Work Discipline

The results of testing hypothesis 2 (H2) show that women's leadership has a positive (+) and significant effect on work discipline. This means that the second hypothesis is proven, that the stronger the female leadership of micro, small and medium enterprises (MSMEs) in Yogyakarta will affect the level of work

Musoli¹, Seto Satriyo Bayu Aji²

discipline, and vice versa, the lower the level of female leadership owned by MSMEs, the lower the level of work discipline.

The results of the hypothesis test are in line with and strengthen the research base conducted by (Srihasnita, 2018) which shows the results that female leadership simultaneously affects work discipline, which means that the more effective female leadership is, the higher the work discipline of employees and (Diantari & Yuniari, 2012; Reza & Dirgantara, 2010; Susanty & Baskoro, 2012) with research results showing the influence of leadership on work discipline.

Thus women's leadership has an effect on work discipline. This finding reveals that women's leadership factors such as; 1) love their employees 2) trusted by women leaders in performance 3) very strong decision making 4) dare to make decisions against 5) committed to women's leadership 6) always corrective in doing work at work 7) give effective feedback on performance 8) teach me hard work at work 9) have a good and wise attitude 10) firm on mistakes made by employees significantly influence and relate to improving work discipline in micro, small and medium enterprises in the Special Region of Yogyakarta.

The Effect of Islamic Work Ethics on Work Discipline

The results of testing hypothesis 3 (H3) show that Islamic work ethics has a positive (+) and significant effect on work discipline. This means that the third hypothesis is proven, that the stronger the Islamic work ethics owned by employees of micro, small and medium enterprises (MSMEs) in Yogyakarta will affect the level of work discipline, and vice versa, the lower the level of Islamic work ethics owned by MSME employees, the lower the level of work discipline.

The results of the hypothesis test are in accordance with and support the results of a study conducted (Nilawati, 2021) based on the results of his research showing that partially work ethics has a significant effect on the work discipline of employees of the General Bureau of the Aceh Regional Secretariat. Likewise, the results of research (Srihasnita, 2018) state that work ethic at Dharma Andalas University has an impact on work discipline such as: feeling not rigid and flexible in adjusting work conditions, feeling happy in carrying out work activities under any conditions, feeling responsible in completing mandated tasks and being serious and earnest in working.

This finding reveals that Islamic work ethics affects work discipline, this is to prove the factors of Islamic work ethics such as, 1) always starting work with the intention to worship only Allah SWT, 2) always put your trust in Allah SWT, 3) establish good interactions with other employees, 4) develop a disciplined, professional attitude and maintain Amanah, 5) always based on honesty. 6) respect other employees at work, 6) working well will be beneficial, 7) do not mind helping colleagues, 8) complete work carefully and thoroughly, 9) never be arrogant towards other colleagues who significantly affect work discipline, 6) respect other employees at work, 6) working well will be beneficial, 7) do not mind helping colleagues, 8) complete work carefully and thoroughly, 9) never be arrogant towards other colleagues who significantly influence and relate to improving work discipline in small and medium micro businesses in the Special Region of Yogyakarta.

Direct and Indirect Effect

Mediation analysis can be seen from the effect of direct and indirect relationships. Mediation has a role in connecting the independent variable to the dependent variable when the indirect effect relationship is greater than the direct effect (Ghozali, 2014).

Table 4. Mediation Test (n = 138).

Relationship between research variables	<i>direct effect</i>	<i>indirect effect</i>	Description
Women's Leadership → Islamic Work Ethic → Work Discipline	0,208	0,544	Mediate

Source: Primary Data Processed 2022

To see whether the Islamic work ethics variable mediates the relationship between the variables of female leadership and work discipline, namely by comparing the value of standardized direct effects and standardized indirect effects. This means that if the standardized direct effects value is smaller than the standardized indirect effects value, it can be said that the variable mediates or has an indirect influence on the relationship between the two (Ghozali, 2017).

Based on the results of the output analysis of tables 12 and 13 above, it can be seen that the indirect effect is 0.544 while the direct effect is 0.208, which means that the standardized direct effects value is smaller than the standardized indirect effects value, it can be said that the Islamic work ethics variable mediates or has an indirect influence in the relationship between the two. In other terms that, from the results of the model analysis test which shows that hypothesis 4 (H4) is accepted, it means that the intervening variable of Islamic work ethics mediates the influence of the independent variable of female leadership and the dependent variable of work discipline.

CONCLUSIONS AND SUGGESTIONS

Based on the test results of the model estimation and its interpretation as described above, it can be summarized that the conclusion of this research hypothesis is: there are 3 (three) accepted hypotheses. The details are: Hypothesis 1 (H1) is accepted, Hypothesis 2 (H2) is accepted, Hypothesis 3 (H3) is accepted.

The limitation of this research is that the scope of respondents is still not large in sharing the types of MSMEs in this study only taking respondents from MSMEs of Fashion, Culinary, Crafts, services and others and only focusing on MSMEs owned and managed by women. In the future, if this research will be developed, it can add a wider range of respondents without differentiating between the gender of MSME owners and managers.

The implications of this research are expected to be able to add to the study and make references to future research in human resource management science and can be a consideration and reference for MSME actors, especially those owned and managed by women in determining and or making decisions on employee management.

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