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***THE EFFECT OF COMPETENCE, MOTIVATION THROUGH
COMPENSATION ON THE PERFORMANCE OF THE PRAJA POLICE
UNIT AND PROTECTION OF THE BOVEN DIGOEL DISTRICT***

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Abstract

This study aims to determine and analyze the influence of competence and compensation on performance through motivation. The location of the research on the employees of the Boven Digoel Regency Transportation Office. This study uses a quantitative approach with a population of 30 and the sample used is 30 employees, namely using saturated samples. And this research uses path analysis techniques (path analysis). The results of this study show that competence has a positive and significant effect on motivation, compensation has a positive and significant effect on motivation, competence has a positive and significant effect on performance, compensation has no significant effect on performance, motivation has a positive and significant effect on performance,

Keywords: *Competence, Motivation, Kompensation, & Performance*

PRELIMINARY

The influence of competence on performance can be seen from the level of competence which has practical implications in human resource planning. This can be seen from the illustration that the competence of knowledge and expertise tends to be more real and relatively more clearly visible in the characteristics possessed by employees. Therefore, in assessing performance, measurements are made based on performance compared to values in the form of written figures.

The performance of employees of an institution, especially the Civil Service Police Unit and Community Protection of Boven Digoel Regency, always emphasizes the implementation of employee duties, while the tasks that must be carried out are part of the job or position in the institution and routinely assess the effectiveness of individuals through this work performance evaluation process. the basis for salary increases, promotions, incentives, compensation and other types of benefits provided by the institution. There have been many studies conducted on the level of satisfaction with the compensation they receive from the institution. Compensation and motivation issues are not only motivating someone to work, but also because they affect morale and work discipline.

The success of the Civil Service Police Unit and Community Protection in Boven Digoel Regency is largely determined by the success of its leadership in managing the staff available at the institution. In this case, increasing productivity and work performance can be done by improving human behavior in the workplace through the application of modern personnel

management concepts and techniques. M The Civil Service Police and Community Protection Unit of Boven Digoel Regency aims to empower employees effectively and efficiently to achieve optimal results, but still in pleasant conditions. In connection with that the personnel functions that must be carried out by the leadership are attracting, developing, paying, motivating personnel to achieve system goals, helping members achieve positions and standards of behavior,

The activities of the Civil Service Police Unit and Community Protection in Boven Digoel Regency in general are efforts based on public trust. Therefore, the professionalism of managers involved in it is a must that cannot be negotiated. The success of an organization in achieving its vision and mission is largely determined by the performance of its human resources. Organizational performance depends on individual performance or in other words, individual performance will contribute to organizational performance, meaning that the actors of the organization, both individually and in groups, give strength to organizational performance. Motivation and ability to interact determine performance because they are interrelated to advance the organization.

Human resource management can be defined as an effort to implement human resource management related to procedural and practical ways to manage or manage people in a bank to achieve predetermined goals. Managing and managing employees is an art in itself in a bank in order to produce employees who are professional or have high performance towards the institution. There is a close relationship between rewards and employee performance. In an effort to improve employee performance, the efforts made by the institution will not be separated from various factors, including the compensation given to employees and also the motivation that exists in employees.

The way for the Civil Service Police Unit and Community Protection in Boven Digoel Regency to improve work performance, motivation and job satisfaction of employees is through compensation. Before compensation is given, the compensation process is first carried out, namely a network of various sub processes to provide remuneration to employees for work implementation and to motivate them to achieve the desired level of work performance. Compensation satisfaction is an element of creating job satisfaction, besides compensation satisfaction also plays a role in shaping the attitude of an employee at work, because compensation affects satisfaction and acts as feedback that can make people adjust their behavior.

LITERATURE REVIEW

Previous Research

Previous research was conducted as an effort to clarify the variables in this study. As well as to distinguish this study from previous research. The benefits of previous research by researchers as a comparison and reference. In addition, in order to avoid similarities with current researchers regarding the influence of competence and motivation on the performance of Islamic banking employees using quantitative research methods, it is different in terms of discussion and subject matter.

The research was conducted by Dian Hamdinata in 2015, with the title the effect of compensation and ability on employee work performance. At PT. Matahari Putra Prima, Tbk Hypertmart Palopo. From the results of these studies also use multiple linear regression analysis using the SPSS version 21 program on the work performance of employees at PT. Matahari Putra Prima, Tbk. Palopo Hypertmart shows that compensation does not have a positive effect on work performance, because the value of compensation t count $0.105 < t$

table 1.677 (t count is smaller than t table) and the ability variable does not have a negative effect on work performance, this can be seen with the t value. count ability $-2,251 < t_{table}$ 1,677 (tcount less than ttable).

The research was conducted by Musliani in 2013, with the title "The Relationship between Work Motivation and Work Experience on Employee Performance at PT. Citra Sarana Sejahtera Palopo". This research is also a quantitative research with a survey with a cross sectional method. From the results of these studies that there is a relationship between work motivation and employee performance at PT. Citra Sarana Sejahtera Kota Palopo, while the work experience and employee performance can be seen from the Chi-Square analysis, the value of $p = 0.002$ is obtained, which is smaller than the value of $\alpha (0.05)$, thus it can be concluded that there is a relationship between work experience and employee performance in PT. Citra Sarana Sejahtera Kota Palopo. And as for the dominant factors that affect employee performance between work motivation and work experience of PT.

Definition of Human Resource Management

Human Resource Management (HRM) can be defined as the science of managing relationships and roles and managing work effectively and efficiently so as to achieve organizational or organizational goals. Human resource management can also be defined as planning, organizing, directing and controlling the procurement of labor, development, compensation, integration of maintenance and termination of employment with human resources to achieve individual, organizational and community goals. Yani (2012: 2) states that: "Human resource management has the meaning of planning, procurement, development, maintenance and use of resources. human resources in an effort to achieve individual or organizational goals "

Definition of Competence

From the description above, it can be determined that the definition of competence for this research is a basic characteristic of a person that influences the way of thinking and acting which is based on knowledge, skills and attitudes that produce the ability to carry out a job or task so that it can produce high performance.

Competence is a skill possessed by a person regarding all aspects of the work to be carried out and these skills make him feel capable of being able to achieve various goals in his job.

Definition of Compensation

Compensation is an element of work relations that often creates problems in industrial relations. The problem of compensation, especially wages, has always been a concern of organizational management, employees, and the government.

In an organization, the issue of compensation is very complex but very important for employees and the organization itself. Compensation for employees must have a logical and rational basis. Compensation for the employees themselves. Conversely, the size of the compensation can affect job performance, motivation and job satisfaction of employees. If compensation is given correctly and correctly, employees will get job satisfaction and are motivated to achieve organizational goals.

Definition of Motivation

Motivation is a term commonly used to find out a person's intentions for something to achieve certain goals, for example money, prestige safety and so on.

Motivation is a series of attitudes and values that affect individuals and to achieve specific things according to individual goals. These attitudes and values are invisible which provide the power to encourage individuals to behave in achieving goals. Motivation can be interpreted as a mental state and human mental attitude that provides energy, encourages

activity, and leads or channels behavior towards achieving needs that provide satisfaction or reduce imbalances.

Definition of Performance

Hasibun said that performance is the manifestation of work performed by employees which is usually used as a basis for evaluating employees or organizations. Whereas Torang defines the quality or quantity of individual or group work in an organization in carrying out main tasks or functions that are guided by norms, standard operating procedures, criteria and measures that have been set or that apply in the organization. Information about organizational performance is a very important thing to use to evaluate whether the performance process carried out by the organization so far has been in line with the expected objectives or not. Employee performance can be made as achievement and result of implementation of a series of tasks(Firmansyah et al., 2020);. An employee has a good performance if that employee is able to do the same work or exceed the standards or criteria that have been set together in the organization(Junaidin et al., 2019); (Guswandi et al., 2020), (Fatma et al., 2020).

RESEARCH METHODS

Approach and Type of Research

This study uses a quantitative approach which aims to explain the position of the variables under study and the relationship between one variable and another. Sugiyono (2010). This study is intended to test the previously formulated hypotheses. This study will explain the causal relationship between variables through hypothesis testing. In this study, the analysis method used was path analysis (PATH)..

Time and Location of Research

This research will be conducted in the office Civil Service Police Unit and Community Protection in Boven Digoel Regency which is located at Jalan. Trans Papua KM. 2. The research conducted is estimated to be about 3 (three) months including preliminary research, preparation of research proposals, research proposal seminars to seminars on research results.

Population and Sample

Population is a generalization area consisting of objects or subjects that have the qualities and characteristics that have been determined by the researcher for further study so that a conclusion can be drawn. Population is not just the number that is in the object or subject being studied, but includes all the characteristics or properties possessed by that subject or object (Sugiono, 2013: 80). In this study the population is all employees of the Civil Service Police Unit and Community Protection in Boven Digoel Regency, totaling 30 employees.

The sample is part of the number and characteristics possessed by the population Sugiono (2012: 118). Samples using saturated sampling by taking all parts of the population as a sample. So that the sample is 30 employees.

Data collection technique

Questionnaire

The collection technique is one of the techniques of data collection through a form containing questions that are asked in writing to the respondent to get answers or responses. The variables to be measured are translated into indicators, and then translated into measurable components in order to compile instrument items in the form of questions to be answered by respondents in multiple choice form, so that the data obtained from this measurement is in the form of ordinal data.

Observation

Observations are made by linking two things, namely information (what happens) with the context (things that happen around it) as a meaning-seeking process. This observation also involves observing activities or behavioral conditions (behavioral observation) and non-behavioral observation (nonbehavioral observation).

Interview

Data collection techniques by conducting interviews to obtain information from respondents that are relevant to the research.

Data analysis technique

In analyzing data, researchers collect, classify, analyze, and interpret data in order to provide a clear picture of the problem under study. The analytical methods used in this research are:

Descriptive analysis.

Descriptive analysis is used to analyze data by describing or describing the collected data as it is without intending to make generalized conclusions or generalizations.

Test data quality (validity and reliability).

To achieve data quality, it is done by testing the validity and reliability testing using the Smart Partial Least Square (PLS) 3.2.8 software. The data validity test is used to measure whether an item in the questionnaire is valid or not. A questionnaire is said to be valid if the questions on the questionnaire are able to reveal something that will be measured by using the convergent validity test.

According to Yamin (2011: 222), the convergent validity test in PLS is assessed based on the loading factor indicators that measure the construct. The rule of thumb used for loading factor > 0.70 is considered good. The higher the factor loading value, the more important the role of loading is in interpreting the factor matrix in evaluating convergent validity of individual item reliability checks, it can be seen from the standardized loading factor. Standardize loading factor describes the magnitude of the correlation between each measurement item (indicator) and its construct.

Reliability test is a tool to measure the consistency of a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be realistic or reliable if someone's answer to a question is consistent or stable over time. A variable is said to be relevant if it provides a Cronbach alpha value ≥ 0.60 . Kamaruddin (2015). Reliability test can also be measured by the Cronbach Alpha statistical test. A construct or variable is said to be reliable if it provides a Cronbach Alpha value > 0.70 (Nunnally, 1994 in Ghozali, 2016).

Hypothesis Testing (Resampling Bootstrapping)

Based on the research objectives, the hypothesis test design that can be made is a hypothesis test design in this study presented based on the research objectives. The confidence level used is 95%, so the level of precision or the limit of inaccuracy is $(\alpha) = 5\% = 0.05$, resulting in a t-table value of 1.98. The P value is also used to determine whether the coefficient value of a hypothesis is significant or not, provided that the P value must be <than 0.005 in order to be declared as having a significant effect.

Coefficient of Determination (R^2)

Dertermination coefficient shows how much the ability of the independent variable to explain the variation in the dependent variable. The R-Squares values of 0.75, 0.50, and 0.25 indicate

that the model is strong. Every additional one independent variable, the R-Squares value will definitely increase (Latan and Temalagi, 2013: 80).

RESEARCH RESULT

The results of the study consisted of a description of the research object, validity test, reliability test, description of respondent responses, and hypothesis testing and determinant coefficient.

Validity test

The construct validity test shows how well the results obtained from the use of a measurement are in accordance with the theories used to define a construct, namely by looking at the correlation between the construct and the question items and the relationship with other variables, so that variable testing is used by looking at the outer loading value. .

The validity test in SmartPLS is assessed based on the loading factor indicators that measure the construct, the rule of thumb used for the initial research is the maximum factor if the value is ≥ 0.30 (level of minimum), for loading factor ± 0.40 is better and $> 0,50$ is considered very good. Or the range of statistical values is twice as large as the standard error values. The higher the loading factor value, the more important the role of loading is in interpreting the factor matrix. The results of the validity test on respondents' responses can be seen in the following table.

The table above shows that the competency, compensation, motivation, and performance variables each have a loading value (original sample) of a factor above 0.5 and are categorized as very good (valid) for further hypothesis testing.

Reliability Test

The reliability test in the Smart Partial Least Square is used to measure the accuracy, consistency and precision of a measuring instrument in measuring. The reliability test is measured by composite reliability.

Based on the table above, it can be seen that each Cronbach alpha research variable consists of competency of 0.939, compensation of 0.953, motivation of 0.949 and performance of 0.957. All variables have a Cronbach's alpha value greater than 0.7 so that the construct in this study is declared reliable or valid.

DISCUSSION

The Effect of Competence on Motivation

The competency variable is formed by three indicators, namely. 1) Knowledge (Knowledge), 2) Skill (Skill). 3) Attitude. Competence according to Spencer quoted by Moehariono (2014) is a combination of skills, knowledge, and attitudes that can be observed and applied critically for the success of an organization and work performance and employee personal contributions to the organization. Based on the results of statistical tests for the competency variable, it was concluded that competence partially had a positive and significant effect on motivation.

This shows that if the competence is getting better, it will increase motivation. The results also show the respondent's response about competence to motivation which shows a high / good average response of respondents, although there are still those who show doubtful responses and do not agree with the current perceived motivation towards competence. Based on the results of interviews with the head of the Civil Service Police Unit and Community Protection Office of Boven Diogel district who were met, he said that competencies related to employee motivation showed that employee motivation in the Civil Service Police Unit and Community Protection was very lacking, but with good competence. the employees slowly

the motivation of the employees in the Civil Service Police Unit and Community Protection began to improve.

The results of this study are supported by the theory put forward by Moeheriono inside Wanti Arumwanti (2012) which mentions Competency skills and knowledge (Skill & knowledge) tend to be more real (visible) and relatively on the surface as characteristics possessed by humans, the consistency is less visible and can be controlled by behavior from the outside, while motives and characteristics are located deeper at the central point of a person's personality. Therefore, with good individual competence, it is expected that a person's work motivation can increase even better in carrying out his job.

These results are also supported by research Wanti arumwanti, (2014) with the title Influence of Competence and Compensation on Work Motivation of Hotel Employees in Karo Regency, North Sumatra Province. The results of the analysis show that competency has a significant and significant effect on employee motivation.

Effect of compensation on motivation

The results showed that the compensation variable had a positive and significant effect on employee motivation variables. Based on these results, it shows that if the compensation is getting better, it will increase employee motivation. The results showed that the respondents' responses about compensation and employee motivation showed a high / good average response of respondents, although there were still those who showed doubts, disagreed and strongly disagreed with the current perceived motivation for compensation.

The results of this study are in line with the theory put forward by Hasibuan in Kadarisman (2012) which states that one of the goals of providing compensation (remuneration) is motivation. If the compensation (remuneration) is large enough, managers will easily motivate their subordinates.

This is in line with Juliningrum, E., & Sudiro, A. (2014) with the title Effect of Compensation, Organizational Culture, on Work Motivation and Employee Performance. The results of the analysis show that compensation has a positive and significant effect on employee motivation.

Effect of Competence on performance

Based on the results of statistical tests for the competency variable on performance, it is concluded that the competence partially has a significant effect on performance. Based on these results, it shows that if competence is getting better, it will improve performance. The results of the study show that the respondents' responses about competence and performance indicate a high / good average response of respondents although there are still those who show doubts, disagree and strongly disagree with the current perceived performance of competence.

The results of this study are supported by the theory put forward Spencer (Moeheriono, 2012: 10) who says that the relationship between employee competence and performance is very close and very important, has relevance and is strong, accurate, even if they want to improve their performance, they should have competencies that are in accordance with their job duties (the right man on the right). job).

These results are also supported by research Umar Makawi et al (2015) with the title Analysis of the Effect of Competence on Employee Performance of the Banjarmasin City Industry and Trade Service. The results of the analysis show that competence has a potential and significant effect on employee performance.

Effect of Compensation on performance

Based on the results of statistical tests for the compensation variable on performance, it is concluded that the compensation partially does not have a significant effect on performance. Based on these results, it shows that if the compensation is getting better, it will not improve performance. The results of the study showed that the respondents' responses about competence and performance showed a high / good average response of respondents although there were still those who showed doubts, disagreed and strongly disagreed with the performance of compensation.

These results are also supported by research Mundakir and Zainuri (2018) entitled the effect of compensation and motivation on the performance of civil servants with job satisfaction as an intervening variable. The analysis results show that compensation does not have a significant effect on employee performance.

Effect of motivation on performance

Based on the results of statistical tests for variables motivation on performance concluded that motivation partially has a significant effect on performance. Based on these results, it shows that if motivation is better, it will increase performance. The results showed that respondents' responses about motivation to performance showed a high / good average response of respondents although there were still those who showed doubts, disagreed and strongly disagreed with the perceived performance of their motivation.

The results of this study are supported by the theory put forward Luthans (2006) states that motivation is a process as the initial step for someone to take action due to physical and psychological deficiencies, in other words, it is an encouragement or employee performance that is shown to meet certain goals. Employee performance will affect the performance of the organization or company.

These results are also supported by research Mohammad Ariful Hakim et al (2016). with the title The Influence of Kaizen Culture on Motivation and Performance (Studies on Employees of PT Semen Indonesia Tbk). The results of the analysis show that motivation has a positive and significant effect on employee performance.

Effect of Competence on Motivation and Performance.

The results of the study show that the competency variable does not have a significant effect on the performance variable if it is mediated by motivation.

Based on these results, it shows that if competence is improved, it will not improve performance if it is mediated by motivation. The results showed that the respondents' responses about competence, motivation and performance indicated a high / good average response of respondents although there were still those who showed doubts, disagreed and strongly disagreed with the current perceived motivation and performance towards competence. Based on the results of interviews with employees of the Civil Service Police and Community Protection Unit of Boven Diogel district who were met, they said that competencies related to motivation and performance showed that employees in the Civil Service Police Unit and Community Protection in Boven Digoel district had low competence so they were always given motivation by agencies,

These results are supported by Siska Pristiningsih's research (2015) entitled The Influence of Competence and Leadership on Employee Performance with Motivation as a Moderation Variable. The results of the analysis show that competence does not have a significant effect on employee performance if mediation is through motivation.

Effect of compensation on performance through motivation

The results showed that the compensation variable had a positive and significant effect on the performance variable if it was mediated by motivation.

The results of the study show the responses of respondents about compensation, motivation and performance that show a high / good average response of respondents although there are still those who show a doubtful response, disagree and strongly disagree with the current perceived motivation and performance towards compensation. Based on the results of interviews with employees of the Civil Service Police and Community Protection Unit of Boven Digoel district, who were met, they said that in fact the agency had provided compensation in the form of salaries, incentives, appropriate allowances and also always provided motivation to employees, so that it had an impact on improving employee performance.

The analysis results show that compensation has a positive and significant effect on performance through motivation.

CONCLUSION

Based on the results of this study, the following conclusions can be drawn:

The competency variable partially has a positive and significant effect on motivation in the Civil Service Police Unit and Community Protection in Boven Digoel district, which means that the better the competence of employees, the higher the motivation of employees. The compensation variable partially has a positive and significant effect on motivation in the Civil Service Police Unit and Community Protection in Boven Digoel district, which means that the better the compensation in the Civil Service Police Unit and Community Protection in Boven Digoel district, the better employee motivation. The competency variable partially has a positive and significant effect on the performance of the Civil Service Police Unit and Community Protection in Boven Digoel district, which means that the better the competence of employees, the better the performance. The compensation variable partially does not have a significant effect on the performance of the Civil Service Police Unit and Community Protection in Boven Digoel district, which means that the better the employee compensation, the less performance it will be. The motivation variable has a positive and significant effect on the performance of the Civil Service Police Unit and Community Protection in Boven Digoel district, which means that the better the motivation of the employees, the better their performance. The competency variable does not have a significant effect on the performance of the Civil Service Police Unit and Community Protection in Boven Digoel district, if it is mediated by motivation, which means that the better competence will not increase performance if it is mediated by motivation. The compensation variable has a positive and significant effect on the performance of the Civil Service Police Unit and Community Protection in Boven Digoel district, if it is mediated by motivation, which means that the better the compensation received by employees will increase their performance if it is mediated by motivation.

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