



The Effect of Work Environment on Organizational Culture and Improvement Of Performance Of Employees Secretariats, Regency Of Boven Digoel

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Abstract

Human resources are one of the main drivers in efforts to achieve company goals. One way to support the achievement of company goals is by providing training to employees who are expected to be able to improve performance and influence the quality of employee performance to be better. This study aims to determine the effect of training and work discipliner on the performance of civil state apparatus on the election commission of Boven Digoel Regency. The method used is descriptive-causal type of research. Sampling is done by probability sampling method that is sample random sampling technique with the number of respondents as many as 37 people. This type of research uses quantitative research with descriptive statistical analysis and will be interpreted by using multiple linear regression tests. The results show, simultaneously, training and work discipliner have a significant effect to the performance of civil state apparatus on the election commission of Boven Digoel Regency. But partially training has a significant effect while work discipliner does not.

Keywords : Training; work discipliner; quality of employee

INTRODUCTION

Human resource Management (MSDM) is essentially a major asset and an integral part of an organization or company. The MSDM strategic view that employees in all areas of work and any level is both structural and functional. Officers are one of production factors, therefore should be utilized maximally and productively. The purpose of an organization will not materialize without the active role of employees even though the tools owned by the company are so sophisticated and complete. To establish a human resource that is effective and efficient and according to the needs of the organization is required a hard work involving all stakeholders. Government agencies are required to have human resources with good performance. There are many things that can affect the performance of employees including, training and work discipline. Training is briefly defined as an activity to improve current performance and future performance (Rivai, 2005). Work discipline is an attitude of respect, respect, obedience, and obedience to the applicable regulations, both written and unwritten and being able to carry them out and not to evade receiving sanctions. (Ardana, 2014). An employee has a good performance if the employee is able to do the same job or exceeds the standards or criteria that have been set together in the organization (Junaidin et al., 2019).

Once the performance has been optimized it can impact employee career

development. An employee as a social creature must have a desire to grow his career, hence the need to plan an employee's career arises from both economic and social forces. The results of the study of Turera (2013) found that education and training variables had a positive and significant influence on performance. Further Kowaas, M. P. (2016) in his research found that training and work discipline have significant effect on performance. Performance can also be used as the basis for providing a system of division of labor or responsibility (Fatma et al., 2020).

Employees who work in an organization with good performance then the effectiveness or success of an organization will be achieved (Guswandi et al., 2020). To know the success in carrying out the work needs to be done performance assessment (Firmansyah et al., 2020).

The General Election Commission (KPU) is one of the distribution agencies in the Boven Digoel County. With the alteration of the electoral system demands a change in the working pattern of members of the General Elections Commission. Technological developments also require the addition of competency capacity from employees that one can be obtained by training. The training was recorded for the KPU employees of Boven Digoel in the form of technology. Next, about Disipin work in which working hours start at 08.00 until 16.00 which includes normal working hours but at the time of the elections and during the recapitulation of the vote, employees may be in the office for 24 hours. The reason is often used as the reason for late admission of work IE between children or no vehicles so that employees often enter 10 hours. In addition to the absence of Concum absence (still manual) sometimes a gap for employees to not discipline when working like when behind a break sometimes employees are no longer back to the office even though in the office there are still jobs.

Based on the explanation of the theory, previous research and phenomenon contained in the research object, the authors are interested in conducting research with the title "Effect of training and working discipline on the performance of civil state apparatus at Boven Digoel District election Commission".

LITERATURE REVIEW

Human Resource Management

Human resources According to Hasibuan (2010:10) is the science and art of regulating the relationship and role of labor to be effective and efficient in helping to realize the objectives of the company, employees and society. Edison, DKK (2016:10) argues that human resource management is a self-focus management maximizing the ability of employees or their members through strategic measures in order to improve employee/employee performance towards optimisation of

organizational objectives.

The management of human resources was previously predetermined by some previous scholars and researchers such as Hasibuan (2010:10), Edison, DKK (2016:10), Subekhi and Mohammad (2012:21) Seta. From several definitions that have been submitted, it can be developed a definition and a new understanding of human resource management is a science and art in the planning, management, and development of all potential human resources, as well as the relationship between people in an organization into a certain systematic design, so as to achieve effectiveness and efficiency of work in achieving the objectives, whether individuals, communities, and organizations.

The function of human resource management is the function of planning, Perorganisasian, direction, control, procurement, development, compensation, integration, maintenance and discipline. The goal of HR management is as social, organizational, functional and personal.

Training

According to (Dessler, 1982) Work training is the process of teaching new or existing employees now, the basic skills they need to run their jobs. Meanwhile, according to the opinion (Sikula, 1981), training is a short-term education process that uses systematic and organized procedures whereby non-managerial employees learn knowledge and technical skills in limited objectives. Alex S. Nitisemito (2000:53) instituted training as an activity of the company that intends to be able to improve and develop attitudes, behaviors, skills and knowledge of employees according to the wishes of the company.

Based on the description can be concluded the training is an activity of the company/agency that intends to be able to improve and develop the attitude, behaviour, skills, and knowledge of its employees, in accordance with the wishes of the company/agency concerned. The need for each worker is very diverse, for that work training needs to be prepared and implemented in accordance with the field of work, thus the employees faced will be done smoothly according to the correct procedure. Based on the definition of the training expressed by (Mangkunegara, 2013) Then the training indicators are education, systematic procedures, technical skills, learning knowledge, and prioritizing practice of the theory.

The training components that support the success of previous training have been formulated by the Mangkunegara (2013:44) as follows: (1) The objectives and

objectives of the training must be clear and measurable.; 2 The trainers (trainers) must have adequate qualifications.; 3 The training material must be adapted to the objectives. 4 The training method must be in accordance with the ability level of participant. and (5) the trainees (trainers) must meet the requirements specified.

In general, Panggabayan (2004:45) classifies training into two types namely on the job training and off the job training. On the job training (working exercises include all efforts to train employees to learn a job while working on the actual work place. On the job training includes internship programs, job rotation and understudy or coacting. While off the job training is training and development done in different locations with the workplace. This Program gives employees the skills and knowledge they need to realize their work at a separate time from their regular time. OFF The job training includes job instruction training, programmatic learning, station training, case study, management games, seminars, etc. Based on some of the above descriptions, the benefits of research can be felt for the company, individuals who ultimately also provide benefits for creating a good relationship for among individuals with other individuals, individuals with companies through the implementation of corporate policies.

Working discipline

Working discipline is an attitude of respect, respect, obedience, and obedience to the prevailing rules, whether written or unwritten and able to run it and not circumscribed to receive Sanksi-sanksinya (Ardana, 2012). Darmawan, (2013:41) said that the discipline of work is interpreted as an attitude, behavior, and deed according to the rules of the organization in written form or not. According to Siagian, (2007:305) that the discipline can be interpreted as a form of attitude, mental, knowledge and behavior of employees to voluntarily strive to work cooperatively with other employees, complying with the provisions and standards of the prevailing work, and strive to improve performance of their work.

Based on several definitions expressed by previous experts and research such as Ardana (2012), Siagan (2007), Darnawan (2013:41), etc. about the work disciplinary, it can be concluded that the employee discipline is an attitude or behavior that has been established by the Ministry or organization either written or not written so that the work is expected to be effective and efficient.

Rivai (2004:444) presents a four-perspective list involving work discipline, i.e. the retributive discipline, the correlative disputation, the perspective of individual rights, and the utilitarian perspective. In fact, not only are the employees not

disciplined, but also the same thing happens to the manager. One thing also to note is the discipline, especially the physical punishment. This does not automatically affect the increase in productivity. It could be that one has a high discipline, but its productivity is relatively not high because it does not have adequate intelligence. Thus, more discipline is placed in fulfilling the company's working rules.

Employee performance

Employee performance is a result of work that is accomplished by a person in carrying out tasks given to him that is based on the skill of experience and sincerity and time (Hasibuan, 2010). Performance is the result of work that has a strong relationship with the strategic objectives of the Organization, customer satisfaction, and contributing to the economy (Wibowo, 2007). Based on the foregoing explanation with the recording of work (process) achieved by an employee in performing a job can be evaluated the performance level of its employees, the employee's performance must be determined by achieving the target during the time period that the organization achieves.

Based on several definitions expressed by previous experts and research such as Hasibuan (2010), Wibowo (2007), Rivai (2008:309) etc. on employee performance, it can be withdrawn that performance is an overview of achievement by employees in an organization in the implementation of activities, programmes, wisdom to realize the vision, mission and objectives of the organization that has been established.

Mangkunegara (2000:67) stated that the size to be considered in the performance assessment include:

1. The quality of work, namely the dry, thoroughness, and linkage of the work by not ignoring the volume of work. With the good quality of work can avoid the level of error in the intresness of a job and the productivity of work generated can be beneficial to the progress of the company.
2. Quantity of work, i.e. the volume of work generated under normal conditions. The quantity of work shows how many types of work are done at a time so that efficiency and effectiveness can be carried out according to the company's objectives.
3. The responsibility is to show how much employees can answer their work, facilities and infrastructure used and the behavior of the work.
4. The initiative, that is to demonstrate how much the ability of employees to

analyze, assess, create and make decisions on the resolution of the problem faced.

5. Cooperation, which is the willingness of employees to participate and cooperate with other employees vertically or horizontally in and outside the work so that the work is better.
6. Obedience, that is the willingness of the employee in complying with the rules that do the work in accordance with the instructions given to the officer.

According to Mathis and Jackson (2002) Employee performance is affecting how much contributions to the organization include:

1. The working quantity of this standard is done by comparing the amount of work volume that is supposed to be (standard working norm) with the actual ability.
2. Quality of work This standard emphasizes on the quality of work produced compared to the volume of work.
3. Utilization of time is the use of work adjusted to the discretion of the company.
4. The level of presence of assumptions used in this standard is if the attendance of employees under the standards of employment stipulated then the officer will not be able to make an optimal contribution to the company
5. Cooperation of the involvement of all employees in achieving the specified target will affect the success of the supervised section. Cooperation between employees can be improved when leaders are able to motivate employees well

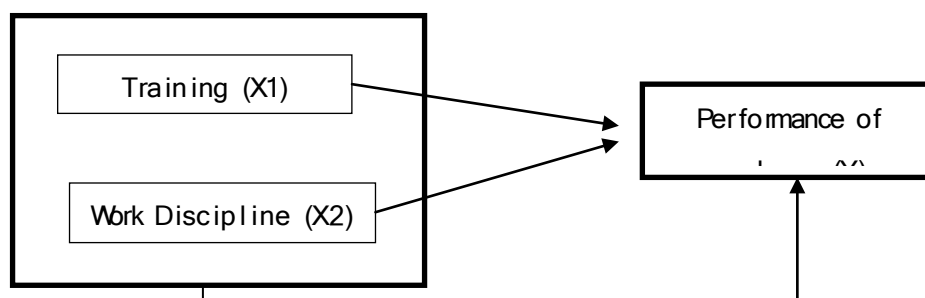
Massie, R. (2015). Research title "The Influence of career planning, training and career development of employee performance at the North Sulawesi provincial State Museum" found that career planning, training and career development have a positive influence on employees ' performance simultaneously and partially career development variables have no influence while career planning and training variables have a positive and significant influence. We recommend that the leadership of the North Sulawesi provincial state Museum improve employee career planning so that the employee's performance can be improved.

Motlokoa (2018) under the research title "The Impact of training on Employess performance: The case of banking sector in Lesotho" found that training not only improved employee performance but also positively influenced employee motivation and satisfaction in the banking sector in Lestho ". The same thing is expressed by Wulandari and Gilang (2019) and Anggereni (2018) in the study, where the training has significant effect on the employee's performance. Muhlis, M. (2018). Research title "Training and programming against employee career development". The results of the study showed the simultaneous relationship

between training and programming with career development.

Based on the explanation above, the mindset in this study can be seen in the following image.

Figure 1: The theoretical framework



Based on the mindset above, hypotheses in this study can be described as follows:

1. H1 = Training has a positive and significant effect on employee performance.
2. H2 = Work discipline is positive and significant to the employee's performance.
3. H3 = Simultaneous training and work disciplines have positive and significant impact on employee performance.

RESEARCH METHOD

Location and Research Design

In this study, researchers determined the research object at the General Adherence Commission (KPU) of Boven Digoel County. While the time needed during the research takes approximately three months from November to January in 2020. This type of research is a type of quantitative study using questionnaires that look for relationship patterns and or influences between variables on a single object, with the intention of being aware of the influence between dependent variables and independent variables (variable free).

Population or Samples

The population in this study was an employee at the Department of General Administration Commission (KPU) of Boven Digoel District amounting to 37 employees. The samples used in this study were all employees of the General Adherence Commission (KPU) of Boven Digoel Regency or usually called a

saturated sample so that the samples in this study were as much as 37 respondents.

Data Collection Method

The types of data used in this study are qualitative and quantitative data. Where the data source used in this research is primary data (observation or direct observation of the research site, be it through observation and interviews directly with leaders and employees of the General Election Commission (KPU) of Boven Digoel District in connection with the needs in this research) and the secondary data (documents and literature books that provide information on the variables studied).

As a complement to this discussion, data or information is required both from within the company and outside the company. Researchers use data collection methods through dissemination of questionnaires to respondents in this case are all employees of the district health Office of Boven Digoel by observation, interviews, documentation and questionnaires.

Data Analysis Method

In analyzing data, researchers collect, classify, analyse, and interpret data in order to provide a clear picture of the problem being researched. The methods of analysis used in this study are descriptive analysis, data quality test (validity and reliability), multiple linear regression test, hypothesis test (bootstrapping resampling), coefficient of determination (R^2).

The regression equations used in this study were:

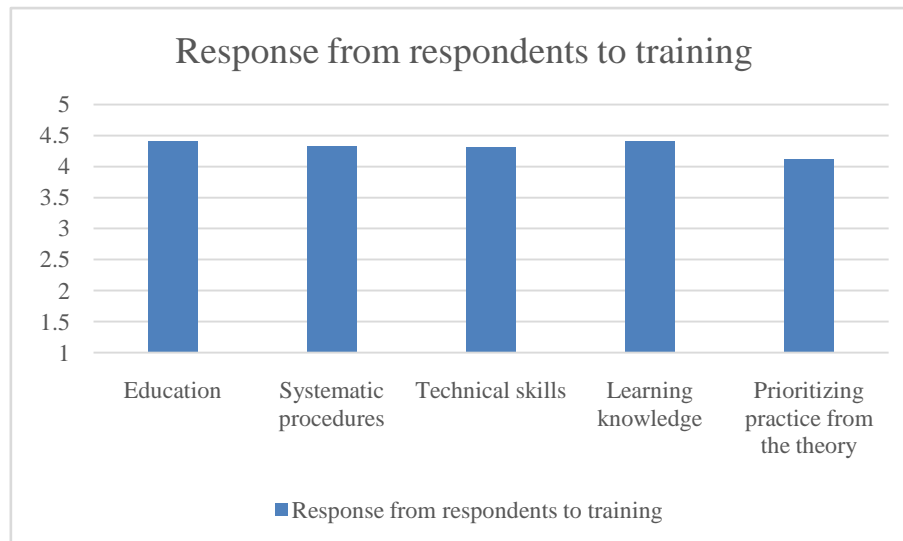
$$Y = 0,663 + 0,194 X1 - 0,104 X2 \dots\dots\dots(1)$$

EMPIRICAL RESULTS

Description of Respondent response

A description of respondents ' responses to the training, discipline, performance and career development of employees can be seen in the following diagram:

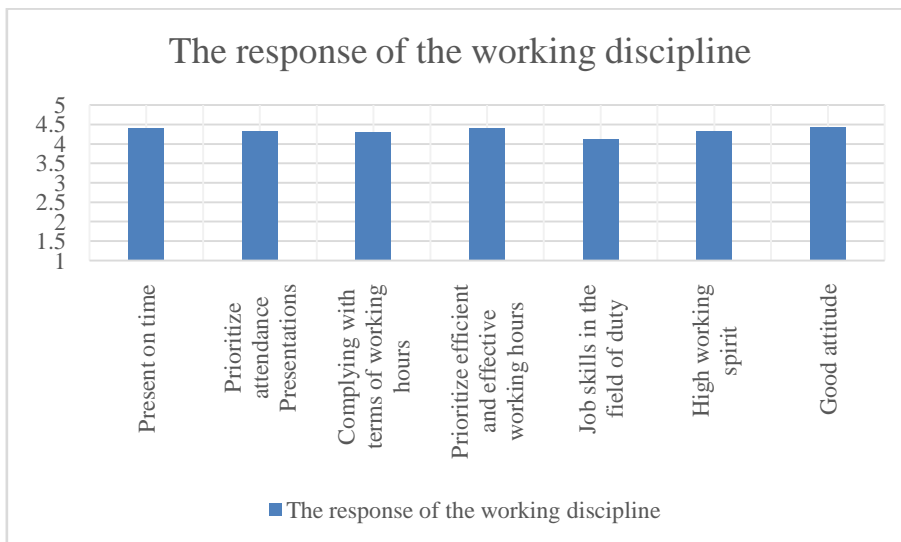
Figure 1: Response from respondents to training



Source: Exercise Data (2020)

According to the table above, it is known that the entire constituent indicators have shown high and very high respondents responses. The highest response is a statement of "educational indicators" with the average value of respondents' response in good category. This indicates that the civil servants of the State (ASN) who have conducted the training assume that the trainings given in accordance with their respective fields and able to support the improvement of capacity and capability of ASN related in carrying out tasks in the relevant agencies. The lowest response rate of respondents is the statement on "The indicator prioritizes practice on theory". Although the value of the respondent's response to this statement is the lowest but the value has entered a good category indicating that the ASN who has been trained is able to practice the theories that have been studied or obtained during the training.

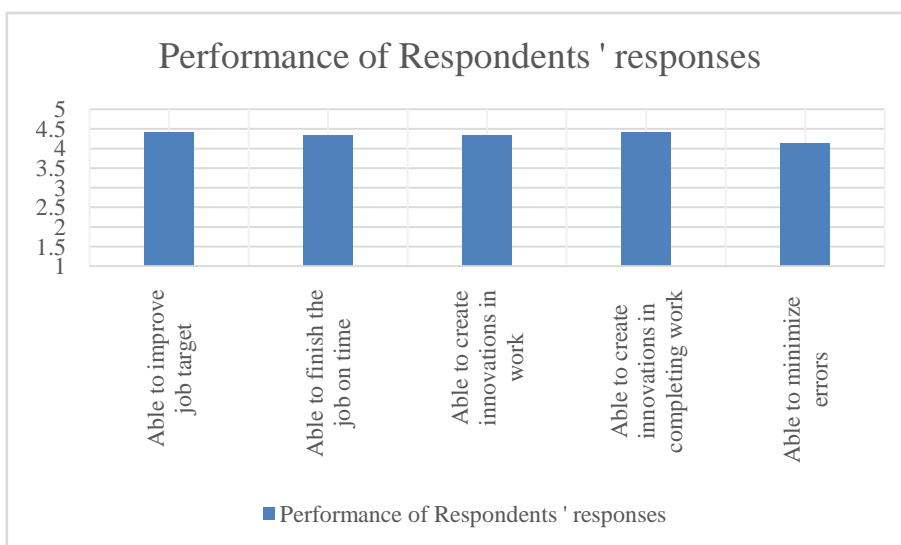
Figure 2: The response of the working discipline



Sumber: Olah Data (2020)

According to the table above, it is known that the entire constituent indicators have shown high and very high respondents responses. A statement about the "obey the terms of work hours" indicator is a statement with the highest response value of the respondents in the category that indicates that ASN is very disciplined with always present on time by obeying the provisions of the working hours that have been established by the relevant agencies. As for the statement about the "indicator of good attitude". is a statement with the lowest response responders but remains in a good category indicating that generally ASN has good behavior.

Figure 3: Performance of Respondents ' responses



Source: Exercise Data (2020)

According to the table above, it is known that the entire constituent indicators have shown high and very high respondents responses. A statement of

"indicators to minimize errors" is a statement with the highest respondent's response value in very high category which indicates that the state civil apparatus (ASN) is able to menyelesaikan work by minimizing errors that can occur. As for the statement about "indicators are able to create creativity in completing the work" is a statement with the response of the respondent but has entered a very good category that shows that employees work by creating creativity that supports the quality of output performance.

Data Analysis Results

Multiple linear regression analysis

Tabel 1
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.663	.602		1.102	.278
1 Total_X1	.194	.036	.819	5.365	.000
Total_X2	-.104	.119	-.133	-.873	.389

a. Dependent Variable: Total_Y

From the table above, multiple regression equations in this study are:

$$Y = 0.663 + 0.194 X1 - 0.104 X2$$

The value 0.663 in the table above states that if the training (X1) variable and the discipline (X2) value is 0 (zero) then the career development (Y) value is 0.663. The value of 0.194 in the training variable (X1) is a positive value so it can be said that the better training is given, the better the career development of its employees. The value -0.104 in the discipline variable (X2) is a negative value so it can be said that the higher the discipline given will further decrease the career development of its employees.

Koefisien Determinasi

Tabel 2: Model Summary

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.739 ^a	.546	.519	.420

a. Predictors: (Constant), Total_X2, Total_X1

In reference to the table above, it can be noted that training and working discipline have positive effect on the actualization of civil state apparatus performance at the Boven Digoel District Election Commission of 0.55%, while 0.45% are influenced by other variables not researched. Based on the analysis results outlined above, the summary for the hypothesis test results in this study can be seen in the following table.

Table 3: Hypothesis test results

Uji Hipotesis	Hipotesis	Indikator Penilaian	Hasil Uji	Kesimpulan
UJI T	H1 = Training has a significant influence on the development of employee career received.	<ul style="list-style-type: none"> • t count > T table (significant) • Sig < 0.05 (significant) 	• t count > T table (5,365 > 2,030)	Acceptable (significant)
	H2 = discipline has a significant influence on employee career development		• Sig < 0.05 (0.000 < 0.05) • t count more < t tables IE (-0,873 > 2,030)	Rejected (not significant)
UJI F	H3 = disciplined training and variables influence simultaneously or together against the ASN performance development variables	<ul style="list-style-type: none"> • F-count > F-table (significant) • Sig < 0.05 (significant) 	• Sig > 0.05	Acceptable (significant)

DISCUSSION

Training influence on employee career development

Training is one of the programs organized to improve the quality of Sipin State apparatus (ASN) with one of the objectives to improve the performance of the ASN in question. Training in this study as a variable X1 consisting of five indicators of education, systematic procedures, technical skills, learning knowledge and prioritizing practice of the theory. Training provided to employees will be

expected to improve performance development both in capacity and its capabilities as ASN.

The Output of the training program is targeted to improve the performance of civil state apparatus (ASN) effectively and efficiently according to the work training program that has been in accordance with the needs of the relevant agencies. However, not closing the possibility of work training is not fully able to improve the capabilities and weaknesses in the ASN is caused because the training is still less maximal or ASN awareness (seriousness in training) is still minimal, so the ASN has not had the will and still do not understand in the training.

Based on this, the results of the study were supported by the theory that Gomes (1997:197) said, training is every effort to improve work performance on a particular job that is being responsible ". The results were also supported by the research of Dinnilah Arifah Simamora directly (2015) under the title of the influence of work training and working discipline of employee career development on the PDAM Tirtanadi Medan.

The results of the analysis showed that the training had significant effect on the performance of the state Civil Apparatus (ASN) at the Boven Digoel Regency Election Commission. Thus, the training activities are more emphasized on the performance enhancement in the form of knowledge, skills/skills (skills), experience and attitude of trainees about the procedural and implementation of the work activity that is or will be carried out by the ASN concerned.

The Influence of discipline on performance

Discipline is one of the tidiness that inaugurated the accuracy that is embedded in one's self in conducting an activity. The discipline variables in this research consist of eight indicators that are present on time, prioritizing the attendance percentage, obeying the provisions of the working hours, prioritizing efficient and effective working hours, job skills in the field of duty, high working spirit, good attitude, and creative and innovative in working.

Based on the results of multiple regression tests for T tests for training variables It was concluded that partial training did not have a significant influence on the performance improvement of the Civil state Apparatus (ASN) at the Boven Digoel District Electoral Commission.

This is in line with the research conducted by Siti Masrifatul Indra, Falah and Fitriana (2015) who conducted research on "the influence of motivation and

discipline on the performance of employees with the granting of incentives as a moderation variable" that shows the results that the disciplinary had no significant effect on employee performance because ASN assumed that the demands for discipline were considered as pressure and could

In addition there are some ASN considerations to not commit disciplinary action in a specific condition or time that has obvious reasons but remains responsible for its duties so as not to affect its performance. For example, ASN can bring unresolved work in the office to be done outside the office for logical reasons such as family events or other unconditional activities.

The influence of training and work discipline performance towards career development

From the results of the study, it shows that together (aerotest) the variables of ever and discipline have a significant effect on the variable of improving the performance of the state civil apparatus (ASN) in the general election commission of Boven Digoel Regency.

In the results of the data analysis, the coefficient of determination (R²) shows that the employee career development variable can be explained by independent variables, namely 54.6% of the time and discipline, and the remaining% of the variables that are not examined in this study. This indicates that the increase in the performance of the state civil apparatus (ASN) can be seen by the comparison of the performance before participating in and after participating in the actualization of teaching materials that have been in their respective institutions. In addition, ASN also needs to cultivate a disciplined attitude so that motivation emerges to improve its performance for the better.

CONCLUSION

Based on the results of this study can be concluded:

1. The variable has been partially half-billed significantly to the performance of the ASN at the General Election Commission of the Boven Digoel Regency which means that when it was improved it would have a significant effect on the increase in performance quality of ASN.
2. The partial disciplinary variable not partially halves on the development of the ASN career at the General Election Commission of the Boven Digoel district which means when employee discipline is getting better then it does not have a significant impact on the improvement of ASN performance quality.
3. Ever Variable Dam discipline together (Smiultan) significant effect on improving

the quality of ASN performance at the General Election Commission of the regency of Boven Digoel

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