





the entire population employees of the Kampai Tabu Karambia Health Center, Solok City, totaling 70 people.

The technique for taking this sample uses a total sampling technique (whole sample), *total sampling* is a sampling technique where the number of samples is the same as the population (Sugiyono, 2007). The reason for taking total sampling is because according to Sugiyono (2007) the total population is less than 100 and the entire population is used as a research sample.

Hypothesis testing in this study used multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With multiple regression equation model as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + e \dots \dots \dots (1)$$

**Where:**

- Y = Performance
- a = Intercept Constant
- X1 = Incentive
- X2 = workability
- X3 = Career development
- X4 = Job promotion
- b1 ... b4 = Regression Coefficient
- e = Error Term

**Research result**

**Classic assumption test**

**Normality test**

The normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution. It is known that the t test and F test assume that the residual value follows a normal distribution (Hair, 2006).

To detect the normality test in this study using the Kolmogorov-Smirnov test. The basis for making decisions from this normality test is to look at the Asymp probability. Sig (2-tailed). If the probability Asymp. Sig (2-tailed) > =0.05, then the residual data is normally distributed. In the following, the results of the normality test using the One Sample Kolmogorov Smirnov Test are presented.

**Table 2**  
 Normality Test Results

No.	Variable	asymp. Sig	Limit Value	Information
1	<i>Standardized Residual</i>	0.412	0.05	Normal

**Source:** Primary Data, IBM SPSS Ver. 24.0, 2022. Annex 6.

In table 2 it can be seen where the standardized residual variable has a significant value of 0.412 which is greater than 0.05. Thus it can be concluded that the confounding variable (residual) in each variable is normally distributed.

**Heteroscedasticity Test**

Heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another observation. A good regression model is one with homoscedasticity or no heteroscedasticity. To detect the presence or absence of heteroscedasticity, the Glejser test can be used. The Glejser test is carried out by regressing the independent variable to the unstandardized residual value. If the significant value is greater than 0.05, it means that there are no symptoms of heteroscedasticity.

From table 3 it can be seen that the significant value of the variables has a significant value greater than 0.05, so it can be concluded that the regression model is good or free of heteroscedasticity.

**Table 3**  
Heteroscedasticity Test Results

No.	Variable	Residual Absolute (RES_ABS)	
		Significant	Information
1	Incentive	0.228	Heteroscedasticity Free
2	Work ability	0.979	Heteroscedasticity Free
3	Job promotion	0.055	Heteroscedasticity Free
4	Career development	0.835	Heteroscedasticity Free

Source: Primary Data, IBM SPSS Ver. 24.0, 2022. Annex 6.

### Multicollinearity Test

The multicollinearity test aims to test whether the independent variables influence each other in the regression model. How to determine the presence or absence of multicollinearity in the regression model can be done by looking at the tolerance and variance inflation factor (VIF) values. If the tolerance value is  $< 0.10$  or the VIF value is  $> 10$  then there is multicollinearity, if the tolerance value is  $> 0.10$  or the VIF value is  $< 10$  then there is no multicollinearity. The results of this multicollinearity test are seen as follows:

**Table 4**  
Multicollinearity Test Results

No.	Independent variable	Tolerance	VIF	Information
1	Incentive	0.484	2,067	Multicollinearity Free
2	Work ability	0.406	2,463	Multicollinearity Free
3	Job promotion	0.405	2,472	Multicollinearity Free
4	Career development	0.487	2,053	Multicollinearity Free

Source: Primary Data, IBM SPSS Ver. 24.0, 2022. Annex 6.

From table 4 it can be concluded that the independent variables, namely incentives, work ability, promotion and career development are declared free from multicollinearity because the four independent variables have a tolerance value greater than 0.10 and VIF less than 10. the regression model is free from multicollinearity.

### Multiple Linear Regression Analysis

This analysis is used to determine the magnitude of the effect of the independent variables on the dependent variable. The magnitude of the influence of independent variables with the dependent variable can be calculated through a multiple regression equation. Based on computer calculations using the IBM SPSS for Windows Version 24.0 program.

The following is a recap table for the results of the regression coefficient value, tcount, significance value, Fcount value, and R Square (R<sup>2</sup>) value. The results can be seen in the following table:

**Table 5**  
Recap of Multiple Linear Regression Analysis Test Results

Variable	coef. Regression	t count	Sig.
constant	34,563		
Incentive	.215	4.117	.000
Work ability	.277	3.534	.012
Job promotion	.553	5,995	.000
Career development	.345	4.427	.000
<b>F count = 8,632</b>	<b>Sig.0.000</b>		
<b>R2= 0.373</b>			

Source: Primary Data, Processed with IBM SPSS 24.0 2019. Appendix 7.

From table 5, the form of the regression equation model for the effect of incentives, work ability, job promotion and career development on work motivation of employees of the Kampai Tabu Karambia Health Center in Solok City is as follows:

$$Y = 34.563 + 0.215 X1 + 0.277 X2 + 0.553 X3 + 0.345 X4$$

Explanation of the above equation:

- = 34,563; it means that without the influence of incentives, work ability, job promotion, and career development, work motivation already exists at 34.563%.
- b1 = 0.215; means that there is an influence positive between the incentive variable (X1) on work motivation (Y). This shows that the higher (good) or increased incentives, the higher work motivation. The value of the incentive regression coefficient is 0.215, meaning that for every increase of one unit of incentive, work motivation increases by 21.5%.
- b2 = 0.277; it means that there is a negative influence between the work ability variable (X2) on work motivation (Y). This shows that the increase or increase in work ability, it will reduce work motivation. The value of the work ability regression coefficient is 0.277, meaning that for every one unit increase in work ability, work motivation increases by 27.7%.
- b3 = 0.553; means that there is an influence positive between the variables of job promotion (X3) on work motivation (Y). This shows that the higher or higher the promotion, it will increase work motivation. The regression coefficient value of job promotion is 0.553, meaning that for every increase in one unit of promotion, work motivation increases by 55.3%.
- b4 = 0.345; means that there is an influence positive between career development variables (X4) on work motivation (Y). This shows that the higher or higher career development, it will increase work motivation. The career development regression coefficient value is 0.345, meaning that for every increase in one unit of career development, work motivation increases by 34.5%.

### Statistic test

#### t test (partial)

This (partial) t-test is intended to determine the partial (individual) effect of incentives, work ability, job promotion and career development on work motivation. From table 5, it can also be done partially test (t test) each causal variable (independent) on the effect variable (bound) as follows:

1. Influence of Incentives (X1) on Work Motivation (Y)  
The results of the analysis of the effect of the incentive variable (X1) on the work motivation variable (Y) obtained the value of tcount = 4.473 (df = 70-2 = 68; ttable = 2.0024); (tcount > ttable), with a significant level of 0.000 < 0.05, as a result, hypothesis one (H1) is accepted. The results of the analysis show that partially there is a significant influence between the incentive variables on the work motivation of the employees of the Kampai Tabu Karambia Health Center, Solok City.
2. Effect of work ability (X2) on work motivation (Y)  
The results of the analysis of the effect of the work ability variable (X2) on the work motivation variable (Y) obtained the value of tcount = -3.360 (df = 70-2 = 68; ttable = 2.0024); (-tcount < -ttable), with a significant level of 0.012 < 0.05, as a result the second hypothesis (H2) is accepted.

The results of the analysis show that partially there is a significant influence between the work ability variables on the work motivation of the employees of the Kampai Tabu Karambia Health Center, Solok City.

3. The Effect of Job Promotion (X3) on Work Motivation (Y)

The results of the analysis of the effect of the variable promotion (X3) on the performance variable (Y) obtained the value of  $t_{count} = 3.321$  ( $df = 70-2 = 68$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.000 < 0.05$ , as a result the third hypothesis (H3) is accepted. The results of the analysis show that partially there is a significant influence between the variables of job promotion on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.

4. The Effect of Career Development (X4) on Work Motivation (Y)

The results of the analysis of the influence of career development variables (X4) on performance variables (Y) obtained the value of  $t_{count} = 2,376$  ( $df = 70-2 = 68$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.000 < 0.05$ , as a result, hypothesis four (H4) is accepted. The results of the analysis show that partially there is a significant influence between career development variables on work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.

The summary results of testing the first, second, third and fourth hypotheses can be shown in table 6 below:

**Table 6**  
 Summary of Partial Hypothesis Testing Results

Hypothesis	Statement	Test results
H1	Incentives have a significant effect on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.	Accepted
H2	Work ability has a significant effect on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.	Accepted
H3	Job promotion has a significant effect on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.	Accepted
H4	Career development has a significant effect on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.	Accepted

Source: Primary Data, Processed by the Author in 2022.

**F test (simultaneous)**

The F test (feasibility of the model) is intended to determine the effect of the independent variables simultaneously (together) on the dependent variable. From table 4.13, it can also be done simultaneously test (F test) of the independent variables together on the dependent variable.

The results of the analysis of the effect of incentives (X1), work ability (X2), job promotion (X3) and career development (X4) simultaneously (together) on performance (Y), obtained an Fcount value of 8.632 with a significance probability of  $0.000 < 0, 05$ . With  $df_1 = (k-1) = 3$ ,  $df_2 = 70 - 4 = 66$ , Ftable 2.53, then  $F_{count} > F_{table}$  or  $8.632 > 2.53$ , consequently the hypothesis is accepted. The results of the analysis show that simultaneously (together) there is a significant influence between the variables of incentives, work ability, job promotion and career development on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.

The summary results of testing the fifth hypothesis can be shown in table 7 below:

**Table 7**  
 Summary of Simultaneous Hypothesis Testing Results

Hypothesis	Statement	Test results
H5	Incentives, work ability, job promotion and career development together have a significant effect on work	Accepted

motivation of employees at the Kampai Tabu Karambia  
Health Center, Solok City.

**Source:**Primary Data, Processed by the Author in 2022.

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

Analysis of the coefficient of determination for incentives, employability, promotion and career development on work motivation is carried out using the IBM SPSS for Windows Version 24.0 program with the SPSS output form as stated below:

**Table 8**  
R Square result  
**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.611a	.373	.311	2.26374

**Source:**Primary Data, Processed with IBM SPSS 24.0 2019. Appendix 7.

Based on the results of the calculation of the regression estimation, the adjusted coefficient of determination or R Square is 0.373, meaning that 37.3% of the variation of all independent variables (incentives, work ability, promotion and career development) can explain the dependent variable (work motivation), while the remaining 62.7% is explained by other variables not examined in this study.

Due to the value of R<sup>2</sup> away from 0 (zero), then the contribution (influence) of the independent variable (incentives, work ability, promotion and career development) simultaneously on the dependent (work motivation) is large (strong).

**Discussion**

**The Effect of Incentives on Work Motivation**

The first objective of this study is to determine the effect of incentives on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City. The results of statistical analysis using multiple linear regression show that the first hypothesis is accepted. The results of the analysis of the effect of the incentive variable (X<sub>1</sub>) on the work motivation variable (Y) obtained the value of tcount = 4.117 (df = 70-2 = 68; ttable = 2.0024); (tcount > ttable), with a significant level of 0.000 < 0.05, as a result the null hypothesis (H<sub>0</sub>) is rejected and the alternative hypothesis (H<sub>a</sub>) is accepted. The results of the analysis show that partially there is a significant influence between the incentive variables on the work motivation of the employees of the Kampai Tabu Karambia Health Center, Solok City.

The results of this study indicate that incentives have a significant effect on work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City. Thus, it can be concluded that the work motivation of the employees of the Kampai Tabu Karambia Health Center in Solok City is determined by incentives.

According to Mangkunegara (2014: 89), incentives are rewards based on High work performance is a sense of acknowledgment from the organization on employee work performance and contributions to the organization. According to Martoyo (2000: 135-136), incentives are additional wages (bonuses) due to excess achievements that distinguish them from others, which are intended to increase productivity, employees and pay attention to employees who are

achievers to remain in the organization. According to Panggabean (2004:88), incentives are compensation that links salary with productivity, incentives are rewards in the form of money based on those who can work through the standards they have set.

The results of this study are in line with those presented by Helmy Adi Saksana., (2017) that incentive positive and significant effect on work motivation. The same thing was also conveyed by Iha Haryani Hatta, Widarto Rachbini. (2015) that there is a significant incentive effect on work motivation. And the results of research from Mangasa Panjaitan (2015) that incentives have a positive and significant effect on employee motivation. So it can be concluded that incentives will increase work motivation.

### **The Influence of Work Ability on Work Motivation**

The second objective of this study is to determine the effect of work ability on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City. The results of statistical analysis using multiple linear regression indicate that the second hypothesis is accepted. The results of the analysis of the effect of the work ability variable (X2) on the work motivation variable (Y) obtained the value of  $t_{count} = 3.534$  ( $df = 70 - 4 = 66$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.012 < 0.05$ , as a result the null hypothesis ( $H_0$ ) is rejected and the alternative hypothesis ( $H_a$ ) is accepted. The results of the analysis show that partially there is a significant influence between the work ability variables on work motivation at the Kampai Tabu Karambia Health Center, Solok City.

The results of this study indicate that work ability has a significant effect on work motivation at the Kampai Tabu Karambia Health Center, Solok City. Thus, it can be concluded that work motivation at the Kampai Tabu Karambia Health Center in Solok City is determined by work ability.

Abilities and skills play an important role in individual work behavior and motivation. According to Handoko (2011) ability is an inborn or learned trait that allows a person to complete his work, either mentally or physically. Even though employees in an organization are well motivated, not all of them have the ability to work well. Abilities and skills play a major role in individual work behavior and motivation. Skills are skills related to tasks that are owned and used by someone at the right time.

The results of this study are in line with the results of Akbar, Faisal's research (2018) that work ability has a positive and significant effect on employee work motivation. The same thing was said in the research Prabowo, B., Al Musadiq, M., & Ruhana, I. (2016) there is a significant effect of work ability on work motivation. As well as research results from Lisdiani, V., & Ngatno, N. (2017) revealed that work ability has a positive effect on work motivation. So it can be concluded that work ability will increase work motivation.

### **The Effect of Job Promotion on Work Motivation**

The third objective of this study is to determine the effect of Job promotion on work motivation at the Kampai Tabu Karambia Health Center, Solok City. The results of statistical analysis using multiple linear regression indicate that the third hypothesis is accepted. The results of the analysis of the effect of the promotion variable (X2) on the work motivation variable (Y) obtained the value of  $t_{count} = 5,995$  ( $df = 70 - 4 = 66$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.000 < 0.05$ , as a result the null hypothesis ( $H_0$ ) is rejected and the alternative hypothesis ( $H_a$ ) is accepted. The results of the analysis show that partially there is a significant influence between the variables of job promotion on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.

The results of this study indicate that job promotion has a significant effect on work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City. Thus, it can be concluded that the work motivation of the Mentawai Islands Health Office is determined by promotion.

According to Fathoni (2006), promotion is a positive development of a worker or employee because his duties are considered good by authorized officials. Therefore, the assignment of higher responsibility and authority should be given to those who excel. Promotion of position is the improvement of a worker or employee in a field of duty that is better than before in terms of greater responsibility, achievement, facilities, higher status, demands for higher skills, and additional wages or salaries and other benefits.

The results of this study are supported by research Khotimah, K. (2015) that promotion has a significant effect on employee motivation. And the result of Natalina, EV (2018) Promotion has a positive and significant effect on employee work motivation. And in line with the results of research from Kurniawan, A., Yunus, M., & Majid, MSA (2018). that job promotion has an effect on employee work motivation. So it can be concluded that promotion will affect work motivation.

### **The Effect of Career Development on Work Motivation**



The fourth objective of this study is to determine the effect of career development on work motivation at the Kampai Tabu Karambia Health Center, Solok City. The results of statistical analysis using multiple linear regression indicate that the fourth hypothesis is accepted. The results of the analysis of the influence of the career development variable (X2) on the work motivation variable (Y) obtained the value of  $t_{count} = 4.427$  ( $df = 70 - 4 = 66$ ;  $t_{table} = 2.0024$ ); ( $t_{count} > t_{table}$ ), with a significant level of  $0.000 < 0.05$ , as a result the null hypothesis ( $H_0$ ) is rejected and the alternative hypothesis ( $H_a$ ) is accepted. The results of the analysis show that partially there is a significant influence between career development variables on work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.

The results of this study indicate that career development has a significant effect on the work motivation of the Mentawai Islands Health Office. Thus, it can be concluded that the work motivation of the Mentawai Islands Health Office is determined by career development.

According to Rivai (2011: 274), that career development is the process of increasing individual work abilities that are achieved in order to achieve the desired career. Meanwhile, according to T. Hani Handoko (2013: 130), career development is an employee's personal efforts to achieve a career plan. These activities may or may not be supported by the personnel department, depending on the department. According to Anwar Prabu Mangkunegara which is translated from Fubrin J. Andrew (2013: 77) career development is a staffing activity that helps employees plan their future careers in the company so that the company and the employees concerned can develop themselves to the maximum.

The results of this study are supported by research observations from Kurniawan, A., Yunus, M., & Majid, MSA (2018). that career development has an effect on work motivation. Lisdiani, V., & Ngatno, N. (2017). that career development has a positive effect on employee motivation. And research results from Putri, WA, & Frianto, A. (2019) career development has a positive and significant effect on employee work motivation. So it can be concluded that career development will affect work motivation.

### **The Influence of Incentives, Employability, Job Promotion and Career Development on Work Motivation**

The fifth objective of this study was to determine the effect of incentives, work ability, job promotion and career development on work motivation at the Kampai Tabu Karambia Health Center, Solok City..

Based on the research, the work motivation of the employees of the Kampai Tabu Karambia Health Center in Solok City is good, judging from the respondents' responses (TCR) of 85.26%, stating that work motivation is good. This means that the employees of the Kampai Tabu Karambia Health Center in Solok City are very serious in doing their work and trying to complete it on time.

Hypothesis testing, from the ANOVA test (Simultaneous Test / F Test) obtained the  $F_{count}$  value of 8.632 with a significance probability of  $0.000 < 0.05$ . With  $df_1 = (k-1) = 3$ ,  $df_2 = 70 - 4 = 66$ ,  $F_{table} 2.74$ , then  $F_{count} > F_{table}$  or  $8.632 > 2.53$ , as a result  $H_0$  is rejected and  $H_a$  is accepted. The results of the analysis show that simultaneously (together) there is a significant influence between the incentive variables, work ability, job promotion, career development on work motivation at the Kampai Tabu Karambia Health Center in Solok City. work, promotion, career development on work motivation At the Kampai Tabu Karambia Health Center, Solok City was accepted, therefore the fourth hypothesis ( $H_5$ ) was accepted.

The results of this study are in line with the results of Akbar, Faisal's research (2018) that incentives, work ability, promotion and career development have a positive and significant effect on employee work motivation. The same thing was said in the research Prabowo, B., Al Musadieq, M., & Ruhana, I. (2016) There is a significant influence of incentives, work ability, promotion and career development on work motivation. As well as research results from Lisdiani, V., & Ngatno, N. (2017) revealed that incentives, work ability, promotion and career development have a positive effect on work motivation. So it can be concluded that work ability will increase work motivation.

So it can be concluded that the hypothesis of this study, namely incentives, work ability, promotion and career development simultaneously have a significant effect on work motivation at the Kampai Tabu Karambia Health Center, Solok City.

## Conclusion

Based on the results of testing and discussing the hypotheses that have been described in previous chapters, several conclusions can be drawn as follows:

1. Incentives have a significant effect on the work motivation of employees of the Kampai Tabu Kerambil Health Center in Solok City.
2. Work ability has a significant effect on work motivation of employees of the Kampai Tabu Kerambil Health Center in Solok City.
3. Promotion has a significant effect on the work motivation of employees at the Kampai Tabu Kerambil Health Center in Solok City.
4. Career development has a significant effect on work motivation of employees of the Kampai Tabu Kerambil Health Center in Solok City.
5. Incentives, work ability, job promotion and career development together have a significant effect on the work motivation of employees of the Kampai Tabu Kerambil Health Center, Solok City.

## Suggestion

Based on the findings and conclusions of the study. For this reason, the researchers put forward the following suggestions:

1. The researcher suggests to the Kampai Tabu Karambia Health Center in Solok City to increase the incentives needed by its employees, because this is very much needed in the work of the Kampai Tabu Karambia Health Center employees, Solok City.
2. The researcher suggests that employees of the Kampai Tabu Karambia Health Center in Solok City can suppress the work ability of employees by providing training, seminars, workshops, tutorials and others.
3. The researcher suggests to the employees of the Kampai Tabu Karambia Health Center, Solok City, to increase the promotions needed by employees. So that employees are more enthusiastic at work and increase work motivation.
4. The researcher suggests that employees of the Kampai Tabu Karambia Health Center in Solok City can further improve career development by paying attention to promotions and classes, appropriate positions and others.

## References

- Kerja terhadap Motivasi Kerja pada PT. Tirta Investama Airmadidi (AQUA). *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, 8(1).
- Annisa Putri, & Frianto, A. (2019). Pengaruh Pengembangan Karir terhadap Motivasi dan Dampaknya terhadap Kinerja Karyawan (Studi Kasus di PT. Barata Indonesia (Persero) Gresik). *Jurnal Ilmu Manajemen (JIM)*, 7(2).
- Anuari, R., Utami, H. N., & Prasetya, A. (2017). Pengaruh Konflik Kerja Terhadap Stres Kerja Dan Motivasi Kerja Serta Dampaknya Terhadap Komitmen Organisasional (Studi pada Karyawan PT Pelabuhan Indonesia III (Persero) Kantor Pusat). *Jurnal Administrasi Bisnis*, 42(1), 102-109.
- Cendhikia, D. B., Utami, H. N., & Prasetya, A. (2016). Pengaruh Konflik Kerja Dan Stres Kerja Terhadap Motivasi Kerja Karyawan Dan Kinerja Karyawan (Studi pada Karyawan PT. Telekomunikasi Indonesia, Tbk Witel Jatim Selatan). *Jurnal Administrasi Bisnis*, 35(2), 136-145.
- Fahmi, F. (2001). Pengaruh pendidikan dan pelatihan serta promosi jabatan terhadap motivasi kerja di Pertamina Apep kamojang. In *Proceeding Of The 5th Inaga Annual Scientific Conference & Exhibitions* (pp. 7-10).
- Fathoni, Abdurrahmat. 2006. *Manajemen Sumber Daya Manusia*. Rineke Citra : Jakarta.
- Handoko, Hani T. 2013. *Manajemen Personalia dan Sumberdaya Manusia*. Yogyakarta : BPFE-Yogyakarta.

- Hasibuan, M. (2012). *Manajmene Personalia & Sumberdaya Manusia*. Yogyakarta: BPFE.
- Khotimah, K. (2015). Pengaruh Promosi Jabatan dan Insentif Terhadap Motivasi Kerja (Studi pada karyawan PT. PLN (Persero) Distribusi Jawa Timur Area Malang). *Jurnal Administrasi Bisnis*, 25(1).
- Kreitner, R. &. (2014). *Perilaku Organisasi*. Jakarta: Salemba Empat.
- Kurniawan, A., Yunus, M., & Majid, M. S. A. (2018). Pengaruh kompensasi dan pengembangan karir terhadap motivasi serta dampaknya pada kinerja karyawan PT. Bank Syariah Mandiri Cabang Banda Aceh. *Jurnal Manajemen Inovasi*, 8(2).
- Lambrie, Irianto. 2010. *Manajemen Sumber Daya Manusia*. Laks Bang Preesindo : Yogyakarta
- Lisdiani, V., & Ngatno, N. (2017). Pengaruh Pengembangan Karir terhadap Kepuasan Kerja Karyawan Melalui Motivasi Kerja Sebagai Variabel Intervening (Studi Kasus Pada Hotel Grasia Semarang). *Jurnal Ilmu Administrasi Bisnis*, 6(4), 105-112.
- Luthans, Fred. 2006. *Perilaku Organisasi*. Andi : Yogyakarta.
- Mangkunegara, Anwar Prabu. 2005. *Manajemen Sumber Daya Manusia Perusahaan*. PT. Remaja Rosdakarya : Bandung
- Mangkunegara, Anwar Prabu. 2009. *Manajemen Sumber Daya Manusia Perusahaan*. PT. Remaja Rosdakarya : Bandung
- Mangkunegara, Anwar Prabu. 2012. *Evaluasi Kinerja SDM*. Refika Aditama : Bandung.
- Natalina, E. V. (2018). Pengaruh peran kepemimpinan dan promosi jabatan terhadap motivasi kerja yang berdampak pada peningkatan kinerja karyawan perum peruri karawang. *Jurnal Manajemen & Bisnis Kreatif*, 3(2).
- Panggabean, Mutiara S. 2012. *Manajemen Sumber Daya Manusia*. Cetakan Pertama. Ghalia Indonesia : Jakarta
- Prabowo, B., Al Musadieg, M., & Ruhana, I. (2016). Pengaruh Promosi Jabatan Terhadap Motivasi Kerja Dan Prestasi Kerja (Studi Pada Karyawan PT Telkom Indonesia Witel Jatim Selatan Malang). *Jurnal Administrasi Bisnis*, 32(1), 106-113.
- Putri, W. A., & Frianto, A. (2019). Pengaruh Pengembangan Karir terhadap Motivasi dan Dampaknya terhadap Kinerja Karyawan (Studi Kasus di PT. Barata Indonesia (Persero) Gresik). *Jurnal Ilmu Manajemen (JIM)*, 7(2).
- Rivai, Veitzhal. 2004. *Manajemen Sumber Daya Manusia Untuk Perusahaan*. Murai Kencana : Jakarta
- Sari, P. M. (2015). Pengaruh Konflik dan Stres Kerja Terhadap Motivasi Dan Kinerja Karyawan (Studi Pada Karyawan PT. Bank Rakyat Indonesia (Persero) Tbk Cabang Tuban). *Jurnal Administrasi Bisnis*, 27(2).
- Simamora, Henry. (2013). *Manajemen Sumber Daya Manusia*. STIE YKPN : Yogyakarta
- Snell , S., & Bohlander, G. (2013). *Managing Human Resources*. United Kingdom: South Western Learning Cengage.
- Wursanto, Ignasius. 2009. *Dasar – Dasar Ilmu Organisasi*. Edisi Dua . Yogyakarta : Andi.