

The Effect Of Electronic Attendance, Dicipline, Remuneration, Organizational Culture, And Work Motivation To Employees Performance In Government Banjar City

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Abstract. This study aims to determine and analyze the effect of electronic attendance, discipline, organizational culture and work motivation on employee performance in Banjar City. This research is a correlational study. The method used is descriptive quantitative analysis to determine the effect of two or more variables on the entire population of 1370 Civil Servants (PNS). The number of samples was taken using the covinience sampling method where the sampling used the Slovin formula with an error rate of 0.05 so that a sample of 310 employees was obtained. The data collection technique used a questionnaire that was processed using the Statistical Package for the Social Sciences (SPSS) version 25. The data analysis used was descriptive analysis, validity test, reliability test, classical assumption test, classical assumption test, fit model test, and hypothesis testing. From the results of the research, it can be said that electronic attendance and work motivation have no effect on employee performance. Meanwhile, discipline, remuneration and organizational culture have a significant and positive effect on employee performance.

Keywords: Electronic Attendance, Discipline, Remuneration, Organizational Culture, Work Motivation, Performance.

Introduction

Civil Servants (PNS) are the foundation for implementing the government system. The existence of civil servants is essentially the backbone of the government in carrying out national development [1]. In accordance with its main function as the main executor of this country's government, Civil Servants are required to have high performance and time discipline. This is of course a challenge that must be answered by all civil servants in this country.

Employees who are frequently tardy or leave the office or home earlier than scheduled are to blame for the low performance of the workforce. decreased employee morale, excitement, and initiative; slower work completion since workers prefer to chat while working; low employee care for the accomplishment of corporate goals; and low employee sense of duty to perform tasks as effectively as feasible.

Employee performance, also known as work achievement, is the end result of the quality and quantity of work that an employee completes while performing the tasks assigned to him [2]. Employee performance can be increased by a number of factors, including the use of electronic attendance, punishment, compensation, company culture, and job incentive. Employee performance is strongly and significantly influenced by pay, work motivation, and work discipline [3].

Other factors that affect employee performance are electronic attendance and organizational culture. Several previous studies mention electronic attendance [4][5][6][7] and organizational culture [8][9][10] also have a positive and significant influence on employee performance. The purpose of electronic attendance is to improve employee performance towards the organization which begins with discipline for employee attendance at work [11]. In addition, an organizational culture that is truly managed as a management tool will also have an effect and be a driving force for employees to behave positively, be dedicated and productive in improving performance.

The novelty of this research is the development of previous research conducted by [12]. This study found a difference with previous research which lies in the research variables, where this study adds the independent variables of electronic attendance and organizational culture. The reason for adding this variable is because several previous studies have stated that electronic attendance [4][5][6][7] and organizational culture [8][9][10] have a positive and significant influence on employee performance. The next difference is that the object of this research is an employee in the Banjar City Government Environment. The reason for using Banjar City Government employees as the research population is so that this research can improve and contribute to the performance of employees in the Banjar City Government.

Literature Review

Theory of Planned Behavior (TPB)

The Theory of Planned Behavior (TPB) can be used to assess and measure a person's intention to become a reporter. This theory explains that behavior arises because of the intention that underlies the behavior [13]. The intention to do something affects the individual's decision to perform a behavior, the stronger the individual's intention to behave in whistleblowing, the more likely that intention is actualized in the form of a behavior [14]. Perceived behavioral control is a measure of a person's belief about how simple or complex it is to carry out an action [13]. Perceived behavioral control is influenced by past experiences and the experiences of others.

The TPB explains that three (three) influencing elements shape a person's purpose toward activity [15]. The three main components of this theory are: behavioral beliefs (beliefs about potential outcomes and evaluation of behavior), normative beliefs (beliefs about expected norms and motivation to uphold them), and beliefs about the existence of factors that can encourage or discourage behavior and awareness of the influence of these factors (control beliefs). The variables under study will form the basis of this theory. The need to understand employee performance variables is crucial to this hypothesis.

Electronic Attendance

Recording employee attendance is one of the important factors in the management of human resources (HR or Human Resources Management) [3]. Fingerprint attendance machine (finger print scanner) and face print is a Management Information System that makes it easier for agencies to manage attendance data for their employees. Use of an electronic-based attendance system to avoid fraud and/or manipulation of data related to employee attendance [3].

The application of the electronic attendance system makes the regulations regarding the hours of entry and return from work more binding because the electronic attendance system uses face print scanner technology where everyone's face print is not the same so that employees can no longer manipulate attendance data. With high formalization, the behavior of employees is more programmed and does not have much freedom. Computerized electronic attendance data processing can solve the following problems: performance, information, and economics [16]. The purpose of electronic attendance is to improve employee performance towards the organization which starts with discipline for employee attendance at work [3]. One of the good human resources is employees who are disciplined in their work so that they have high performance.

Discipline

Work discipline is a management or organizational concept that calls for expected behavior from its members. (Discipline is Management Action to Enforce Organization Standards) [17] Discipline is the application of management to enhance the rules of organizations. Discipline, according to Supomo and Nurhayati [18], is a tactic managers use to engage with staff members and persuade them to alter a behavior in an effort to make them more aware of and willing to abide by all applicable organizational laws and standards.

The level of discipline within an organization is influenced by a number of variables, including objectives and skills, leadership role models, compensation, justice, supervision, punishments, assertiveness, and interpersonal relationships [19]. In order to create effective and efficient employee performance, employee discipline is crucial.

Remuneration

The remuneration system is one part of the bureaucratic reform pioneered by the government in order to improve the performance of ASN. This remuneration system aims to provide motivation and fairness values for ASN to be competent in an honest and healthy manner to provide optimal performance, bring and maintain a good image of the organization in the eyes of the community. several indicators of remuneration, namely: salary, incentives, benefits, and bonuses [20].

With the remuneration system, ASN will be more concentrated in their work and will certainly be able to provide the best performance [21]. The existence of this positive influence shows that remuneration is directly able to make a significant contribution to improving employee performance.

Organizational Culture

Organizational culture is a pattern of organizational ideas and ideals (values) that extend outside the organization, are inspired by it, and are upheld by it such that the pattern takes on its own significance and serves as the foundation for organizational behavior [17]. External and internal elements, respectively, are the two (two) fundamental sources that shape organizational culture.

External factors include: 1) market factors; 2) Types of services needed by the public; 3) Variable segments, are details of the public served by the organization. While the internal factors include: 1) The values

adopted by the staff, namely perceptions, 2) Values and attributes of the organization, 3) Vision and Mission of the Organization. From these things it can be seen the importance of forming organizational culture for organizational actors [17]. When an organization's culture is well managed as a management tool, it will have an impact and act as a motivator for workers to act morally, work hard, and contribute to performance improvement.

Work Motivation

Labor motivation is what influences, disseminates, and sustains human behavior, causing individuals to work assiduously and joyfully to produce their best work outcomes [19]. Motivation has good goals for the organization. Several indicators are used as the level of motivation of employees, namely: achievement, recognition/award, the work itself, responsibility, and potential development [22].

All potentials that might influence human behavior and urge people to work hard and joyfully in order to produce the best results possible in order to meet their requirements and sustain their existence are motivated. This implies that employees' performance will improve the better they are motivated.

The hypotheses of this research include:

H1: The performance of employees is improved through electronic attendance;

H2: Employee performance is improved through discipline;

H3: Employee performance is positively impacted by compensation;

H4: The performance of employees is positively impacted by organizational culture;

H5: Employee performance is positively impacted by work motivation.

Research Method

Because the information that will be utilized to study the relationship between variables is expressed as numbers or a numerical scale, this type of research employs a quantitative methodology. Primary data were used in this study, and they were gathered utilizing strategies for data collecting that involved distributing questionnaires to respondents. The 1370 employees of the Banjar City Government who made up the study's population were all public servants. A total of 310 respondents are obtained by utilizing the Slovin formula to get the sample size, which has a 5% margin of error. The convenience sampling approach was used as the sample technique. The data analysis strategy made use of instrument tests, multiple linear regression analysis, classical assumption tests, descriptive statistical tests, and testing for model fit [23]. Statistical Package for the Social Sciences (SPSS) version 25 can be used to test the validity and reliability of the research instrument. Using a Likert scale, the indicators for each variable are evaluated. Descriptive analysis, instrument testing, classical assumption testing (tests for heteroscedasticity, multicollinearity, and data normality), multiple linear regression testing, R2 determinant testing, F testing, and hypothesis testing are all types of data analysis techniques.

Result and Discussion

Instrumen Test

Validity Test

When the degree of freedom (df) = n-2 and n is the number of samples, the significance test is performed by comparing the value of the r count with the r table. In this investigation, a r table of 0.113 was obtained. The following table shows the accuracy of each claim:

Variable	Indicator	r value	r square	Desc.
Absensi Elektronik	Electronic Attendance 1	0,552	0,113	Valid
	Electronic Attendance 2	0,718	0,113	Valid
	Electronic Attendance 3	0,601	0,113	Valid
	Electronic Attendance 4	0,729	0,113	Valid
	Electronic Attendance 5	0,634	0,113	Valid
Discipline	Discipline 1	0,718	0,113	Valid
	Discipline 2	0,761	0,113	Valid
	Discipline 3	0,822	0,113	Valid
	Discipline 4	0,830	0,113	Valid
	Discipline 5	0,718	0,113	Valid
	Discipline 6	0,685	0,113	Valid
Remuneration	Remuneration 1	0,792	0,113	Valid
	Remuneration 2	0,829	0,113	Valid
	Remuneration 3	0,870	0,113	Valid

	Remuneration 4	0,813	0,113	Valid
	Remuneration 5	0,835	0,113	Valid
	Remuneration 6	0,826	0,113	Valid
Organizational culture	Organizational culture 1	0,725	0,113	Valid
	Organizational culture 2	0,855	0,113	Valid
	Organizational culture 3	0,818	0,113	Valid
	Organizational culture 4	0,906	0,113	Valid
	Organizational culture 5	0,670	0,113	Valid
	Organizational culture 6	0,876	0,113	Valid
	Organizational culture 7	0,815	0,113	Valid
Work motivation	Work motivation 1	0,725	0,113	Valid
	Work motivation 2	0,855	0,113	Valid
	Work motivation 3	0,818	0,113	Valid
	Work motivation 4	0,906	0,113	Valid
	Work motivation 5	0,670	0,113	Valid
	Work motivation 6	0,876	0,113	Valid
Performance	Performance 1	0,725	0,113	Valid
	Performance 2	0,855	0,113	Valid
	Performance 3	0,818	0,113	Valid
	Performance 4	0,906	0,113	Valid
	Performance 5	0,670	0,113	Valid
	Performance 6	0,876	0,113	Valid

Source: SPSS processed data, 2022

Based on the data in the table above, it can be seen that the value of r value for each statement item on the variable is greater than the value of r square. The test results show that the research instrument is a valid variable.

Uji Reliability

The consistency of the measurement results after multiple measurements was tested as part of the reliability test. If a variable's cronbach alpha is greater than 0.60, it is deemed dependable [23]. The outcomes of reliability tests conducted on the instrument variables of electronic attendance, discipline, pay, organizational culture, work motivation, and performance are listed below.

Variable	Cronbach Alpha	Description
Electronic Attendance (X1)	0,699	Reliabel
Discipline (X2)	0,849	Reliabel
Remuneration (X3)	0,905	Reliabel
Organizational culture (X4)	0,871	Reliabel
Work motivation (X5)	0,790	Reliabel
Performance (Y)	0,905	Reliabel

Source: SPSS processed data, 2022

Based on the results of the reliability test, it can be concluded that the Cronbach

Alpha value > 0.6 so that all variables are declared reliable. So that this research instrument is feasible to be used for this research.

Classic Assumption Test

Normality Test

Normality test using the graphical method, specifically by examining the data distribution on the diagonal source of the typical P-P plot of the regression normalized residual. The variable is regularly distributed if the significant value is more than 0.05, and vice versa if the significant value is less than 0.05 [23].

Normality Test Results One-Sample Kolmogorov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test	
	Mahalanobis Distance
N	300

Normal Parameters ^{a,b}	Mean	4,983333	
	Std. Deviation	2,60179029	
Most Extreme Differences	Absolute	,052	
	Positive	,052	
	Negative	-,045	
Test Statistic		,052	
Asymp. Sig. (2-tailed)		,052 ^c	
Monte Carlo Sig. (2-tailed)	Sig.	,389 ^d	
	99% Confidence Interval	Lower Bound	,376
		Upper Bound	,402

a. Test distribution is Normal.

b. Calculated from data.

Source: SPSS processed data, 2022

By looking at the asymp sig value in the table above of 0.389, it can be concluded that the data of mahalanobis distance is normally distributed.

Multicollinearity Test

This multicollinearity test seeks to determine whether there is a relationship between the regression model's independent variables. The regression model utilized in this work is thought to have no multicollinearity issues if the VIF value is less than 10 or the tolerance value is greater than 0.10 [24]. The glejser test was used in this study to test for heteroscedasticity; if the value of the sig. t test (in the glejser test) is less than significance level (0.05), then there are no signs of heteroscedasticity [24]. The following table shows the results of the multicollinearity test:

Variable	Tolerance	VIF
Electronic Attendance	0,692	1.445
Discipline	0,512	1.953
Remuneration	0,636	1.573
Organizational culture	0,453	2.208
Work motivation	0,763	1.310

Source: SPSS processed data, 2022

From these data, the data of this study is free from the assumption of muktlinearity.

Heteroscedasticity Test

The heteroscedasticity test attempts to determine whether there is no variance and residual inequality from one observation to the next in the regression model. There is no heteroscedasticity in an effective regression model. Because small, medium, and large sizes are all represented in this data collection [24].

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,028	,017		1,614	,108
	Electronic Attendance	-6,141E-5	,000	-,011	-,186	,853
	Discipline	,000	,000	,031	,527	,599
	Remuneration	-,001	,000	-,100	-1,729	,085
	Organizational culture	,000	,000	-,066	-1,095	,274
	Work motivation	2,170E-5	,000	,004	,068	,946

a. Dependent Variable: ABS_RES6

Source: SPSS processed data, 2022

The table above shows that the overall significant value is > 0.05 , which means that there are no symptoms of heteroscedasticity.

Data Analysis Test

Multiple Linear Regression Analysis

Multiple independent variables are used in a multiple linear regression model. Multiple regression analysis is used in this work and is carried out using SPSS software [23]. This study's regression equation model is as follows:

$$KP = \alpha + \beta_1 AEL + \beta_2 DIS + \beta_3 REM + \beta_4 BOR + \beta_5 MK + e$$

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-,157	2,130		-,074	,941
	Electronic Attendance	,141	,083	,074	1,710	,088
	Discipline	,368	,066	,283	5,573	,000
	Remuneration	,143	,044	,146	3,212	,001
	Organizational culture	,385	,054	,387	7,183	,000
	Work motivation	,079	,043	,076	1,844	,066

a. Dependent Variable: Performance

Source: SPSS processed data, 2022

$$KP = -0,157 + 0,141 + 0,368 + 0,143 + 0,385 + 0,079 + e$$

$$\alpha = -0,157$$

The constant value (a) shows a value of -0.318 stating that if the Electronic Attendance, Discipline, Remuneration, Organizational culture and Work motivation are zero, the performance of the Banjar City Government employees is -0.157 units.

$\beta_1 = 0,141$:

The electronic attendance variable has a positive regression coefficient value of 0.141, which indicates that, if the other independent variables are held constant, an increase in the electronic attendance variable by one unit will result in an increase in employee performance of 0.141 units.

$\beta_2 = 0,368$

When the discipline variable is increased by one unit, assuming the other independent variables remain constant, employee performance will increase by 0.368 units, according to the regression coefficient value for the discipline variable, which is positive at 0.368.

$\beta_3 = 0,143$

The compensation variable has a positive regression coefficient value of 0.143, which indicates that if it rises by one unit while the other independent variables remain constant, employee performance will rise by 0.143 units.

$\beta_4 = 0,385$

Employee performance will rise by 0.385 units if the organizational culture variable increases by one unit, providing the other independent variables remain constant. This is indicated by the organizational culture variable regression coefficient value, which is positive at 0.385.

$\beta_5 = 0,079$

The work motivation variable has a positive regression coefficient value of 0.079, which indicates that, if the other independent variables are held constant, an increase in the work motivation variable will result in an increase in employee performance of 0.079 units.

Model Fit Test

Coefficient of Determination Test (R² Test)

The percentage contribution of the independent variable (X simultaneous)'s influence on the dependent variable is calculated using analysis of determination in multiple linear regression (Y). The percentage of total variance in the dependent variable that can be explained by the independent variable increases with R² value [23].

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,786 ^a	0,619	0,612	1.493

Source: SPSS processed data, 2022

The Adjusted R-Square value of the regression model developed in this study is 0.612, which shows that the ability of the dependent variable is 61.2%, and the remaining 38.8% is explained by other factors not included in the model, according to the results of the SPSS output.

F Test

When determining whether a regression model can accurately predict the overall connection between an independent variable and a dependent variable, the F test is utilized [24].

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1057,960	5	211,592	94,244	,000 ^b
	Residual	660,077	294	2,245		
	Total	1718,037	299			

a. Dependent Variable: Performance

b. Predictors: (Constant), Organizational culture, Work motivation, Absensi Elektronik, Remuneration, Discipline

Source: SPSS processed data, 2022

It can be said that the model is appropriate for predicting how employee performance is influenced by electronic attendance, discipline, remuneration, organizational culture, and work motivation.

Hypotheses Test (T)

The T test is used to examine the impact of each independent variable on the dependent variable separately. When the significant probability value is less than 0.05, an independent variable has a significant impact on the dependent variable according to the t test's significance level of 0.05 (= 5%) [24].

Hypotheses	T test	Significance	Rejected/accepted Criteria
Electronic Attendance affects employee performance	1,710	0,088	Rejected
Discipline affects employee performance	5,573	0,000	Accepted
Employee performance is significantly improved by compensation.	3,212	0,001	Accepted
Employee performance is significantly improved by organizational culture.	7,183	0,000	Accepted
Employee performance is significantly improved by work motivation.	1,844	0,066	Rejected

Source: SPSS processed data, 2022

Discussion

The Effect of Electronic Attendance on Employee Performance

The results of the research that has been done, that Electronic Attendance (X1) partially has no effect on Performance (Y). This means that Electronic Attendance on employee performance does not have a strong influence, there is a low or weak relationship between attendance and work performance. The results of this study are in line with previous research conducted by Fuad Ali [25] which stated that absenteeism had no effect on performance.

The Influence of Discipline on Employee Performance

According to the findings of the research, discipline (X2) has an impact on performance (Y). Based on the test results, a regression coefficient of 5.573 indicated a positive direction and a significance value of 0.000. H2 is approved since a significance level of less than 0.05 suggests that the employee performance variable has a considerable positive impact. The findings of this study are consistent with earlier research that has been validated by other researchers [5][26][27][28][29] and shows that employee performance is positively impacted by discipline.

Effect of Remuneration on Employee Performance

The findings of the research show that compensation (X3) has an impact on performance (Y). Based on the test results, a regression coefficient value of 3.212 and a significance value of 0.001 were achieved, both of which pointed in a favorable direction. H3 is approved since a significance level of less than 0.05 shows that partial remuneration has a significant positive impact on employee performance. The findings of this study are also consistent with studies done by other academics [26][30][31][29][32], the conclusion of which suggests that compensation has a favorable impact on employee performance.

The Influence of Organizational Culture on Performance

The findings of the research studies done on the relationship between organizational culture (X4) and performance (Y) go in a clear direction. H4 is accepted as true based on the test findings, which showed a significance value of 0.000 and a regression coefficient of 7.183 suggesting a substantial positive direction. This implies that company culture influences employee performance in part. The findings of this study are consistent with other research on the impact of organizational culture on employee performance, including [26][30][31][29][32] who also found that organizational culture has a favorable impact on employee performance.

The Influence of Work Motivation on Employee Performance

The findings of the investigation show that performance is unaffected by work motivation (X5) (Y). Based on the test results, a regression coefficient value of 1.844 and a significance of 0.066 were achieved, both of which pointed in a favorable direction. H5 is deemed to be rejected since a significance level greater than 0.05 suggests that the Work motivation variable on employee performance is largely insignificant. The findings of this study are consistent with previous findings that employee performance is unaffected by work motivation [33].

Conclusion

This study aims to determine the effect of Electronic Attendance, Discipline, Remuneration, Organizational culture and Work motivation variables on Employee Performance at the Banjar City Government. Based on the results of data analysis through questionnaires that have been distributed to the respondents and the discussions that have been carried out, the following conclusions can be drawn:

1. Electronic Attendance has no effect on employee performance at the Banjar City Government.
2. Discipline has a significant positive effect on the performance of Banjar City Government employees.
3. Remuneration has a significant positive effect on the performance of Banjar City Government employees.
4. Organizational culture has a significant positive effect on the performance of Banjar City Government employees.
5. Work motivation has no effect on the performance of Banjar City Government employees.

This study is limited to employees with general functional positions, so the results cannot be generalized to all civil servants in Banjar City. Based on the limitations of this research, future research on a related topic may include samples and other factors that may have an impact on employee performance. There are a variety of additional variables that may be more pertinent and have an impact on employee performance levels.

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