

**INFLUENCE OF LEADERSHIP AND COMMUNICATION
ACHIEVEMENT OF WORK
(CASE STUDY ON NATIONAL STATISTICS DILI ,
TIMOR LESTE)**

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ABSTRACT

Title researcher was Leadership and Communication Against Job Performance Employees

This type of research used in this paper is a type of survey used while the population is the total number of objects of research and sampling techniques 64. The analytical tool used in this research is multiple linear regression. The formula $y = a + b_1x_1 + b_2x_2 + e$, it can generate multiple linear regression as follows $y = 5.082 + 0.425 X_1 + 0.406X_2$. Where: $a = 5.082$ means that the average yield achievement kerjase not been influenced by the leadership and communication has a fixed value (value constanta) of 5.082 $b_1 = 0,425$ is the regression coefficient of the kepemimpinan (X_1) means that any change regarding the job performance of employees (Y) of 0425, or 42.5% assuming that the job performance peawai (Y) is constant. $b_2 = 0406$ is the regression coefficient of the communication (X_2) means that any changes regarding communication, can affect employee job performance (Y) of 0.406atau 40.6% on the assumption that the employee job performance (Y) is constant.

By using the t test showed that the leadership variable partial or simultaneous communication together have a positive and significant impact on work performance of employees. And the value of the variable $t(x_1)$ have an influence positif (X) = $t \geq$ or table. 3,711 and t table in 2000 for 3,545 communication variables is also greater than t table 2,000 at 95% confidence level and standard of guilt is 5% based on the above conclusions can be concluded that the influence of credit and capital management to customer revenue. while the contribution of the variables X_1 and X_2 lending capital management 0784 or 78.4%. and then the rest (100% -78, 4%) = 21.4% influenced by other variables outside the existing model. while the contribution of the variables X_1 and X_2 leadership communication 0935 or 93.5% and then the rest (100 - 93.5%) = 6.5% influenced by other variables outside the existing model.

Keywords: Leadership, Communication and Job Performance

INTRODUCTION

Modernization era is now much competition increasingly difficult to forecast in various fields that require administration in or organizations to work more effectively and efisien. Tingkat high competition demands also an organization or company to optimize human resources, because human resources is a major asset in a company or organization. Good management of resources which will encourage companies or organizations towards the achievement of common goals. One way for companies to keep growing in the current era of globalization that should have qualified human resources and high morale in doing his duties towards the company, so that the goal can be achieved with good company. Employees who effectively needed in the face of global market competition intensifies, and one of the very important elements that need to be considered by a company one employee morale, because morale pegawai can accelerate the achievement of corporate goals.

Leadership in an organization is a very important factor in determining the achievement of the goals set by the organization. Leadership is the central point and the determination of the policy of the activities to be implemented within the organization. Leadership is an activity to influence the behavior of others so that they will be directed to achieve specific objectives

Leadership is the ability of an individual to influence, motivate, and enable people - people to contribute to the effectiveness and success of the organization, leadership is also a strength aspirational, and moral strength creative able to influence members to change attitudes, so that they become konform with the desire leader, with Thus to volunteerism subordinate to the leader, particularly in an effort to achieve common goals without coercion, displacement, pressure or threats

So leadership emerged and developed as a result and automatic interaction between leaders and individuals - individuals led. To achieve this condition, especially in the areas of leadership good management should be able to learn, understand and apply the elements - elements of management in the pattern of work that can influence and motivate employees who can increase incentives for employees who excel one through communication.

Communication is a process of delivering a message by one person to another through certain media that produces an information, understanding, pleasure, influence on attitude, a good relationship, attitude response. Communication can be done in various ways with the media to rely on telephone, internet, via sms and sebgainya, the need for communication among employees and even the leadership can run well. This is what continues to be done to improve their performance both in quality and quantity. Good leadership and smooth communication is the factor that affects employee performance. From these reasons, the company needs a figure or a figure of leadership that is able to communicate and motivate employees rang the person or group into a solid and harmonious work in order to achieve the goals set together. Similarly, the smoothness and clarity communicate communication merupakan important factor encourage good performance.

Job performance is the result of work on notice optimally in every organization needs to pay attention to the achievements of each employee. This encourages employees to perform well to achieve organizational goals and for employees to get a good performance needs to be given the award so motivated in carrying out tasks for employees underachievers in the future, the presence of a leader who has the leadership qualities that go up can improve work performance. employees have lower work performance will be difficult to achieve results in harapkan. Masalah work performance was not arise simply or arbitrarily, but can work in tingkatan achievement by providing motivation is certainly the way to convey information through communication from superiors to subordinates. Performance appraisal also provide information that is helpful in the decision-making concerning the wisdom of the organization. Job performance can also be used to encourage and lead the development of employees.

Problems - problems that arise in the location peneltian is the lack of communication that is directed between leaders and subordinates, and subordinate to the leader, not the assessment system position clear in achieving the desired so to achieve optimal results the company must have good leadership and provide communication the employee must be open and transparent in order to achieve optimal results.

LITERATURE REVIEW

Leadership

Terry (1960; 214) states that kepemimpinan as activities to influence people to work willingly to achieve the goal of broad leadership bersama. Secara interpreted organized effort to manage and utilize human resources, material, and financial in order to achieve the intended purpose.

Bass and Stogdill (1990; 214), states that leadership is a process of influencing the activity of a group in an effort to achieve the goals in the set.

Anoraga (1992; 214), states that the style of leadership is the ability to influence others to be willing to follow the will of the leadership of the force. Level presence, style, attitude, intelligence and responsibility

Cardboard (2003; 29), states that the type of leadership is an activity that affects other people to want to work together to guide people in achieving goals diingingkan. Solve problems making decisions, influencing others, provide motivation.

Soleha and Suzy (1996; 211), suggests that leadership is an important part of the management, because leadership is an ability that possess a person to influence others to work toward goals and objectives.

Type - Type of Leadership

Jamil's (2011; 15), type - the type of leadership is as follows:

1. Type of Charismatic Leadership.

Charismatic leadership is considered to have supernatural power and abilities are superhuman, obtained as a gift of the Almighty power. Charismatic leadership have the inspiration, courage and confidence and tugh the establishment itself.

2. Type of paternalistic leadership or maternalistik

Leadership paternalistic more identified with the leadership to bapakkan with nature - the following properties: (a) They are considered below as a man who is not yet mature, (b) They are being overprotective, and (c) They range provides the opportunity for subordinates to take own decisions.

3. Type - The type of leadership maternalistik not much different from the type of leadership paterlistik, the difference is in the attitude of the leadership maternalistik are over - protective or overprotective very prominent with affection too excessive - overage.

4. Type of Autocratic Leadership (Otoritative Dominator)

a. Basing itself on the absolute power and force that must be obeyed.

b. Its leaders always act as a single player

c. Ambition to dominate the situation

d. Each command is always in charge and the policy itself.

e. Type of laissez faire leadership

In this type of leadership is a practical leader does not lead, he gave his group and everyone did everything themselves. Leaders do not participate at all in the activities of the group.

Communication

Puruanto ((2003; 130), that communication is the study of how the use of adaptation and kreassi of language elements, symbols, and signs - signs are there to carry out the activities of satisfying

human wants and needs by providing goods and services with the aim of making a profit, includes various forms of communication, both verbal and non-verbal.

Siagian (2003; 57), that the communication indicates the extent employees are passionate in doing tasks in the company. Employee morale can be seen from the level of attendance, work discipline, punctuality, attitude to memberitanggapan in completing the work.

Handoko (200; 30), a process of delivering a message by one person to another through certain media that produces an information, understanding, pleasure, influence on attitude, a good relationship, attitude response.

Based on the above opinion can be concluded that communication is the study of how the use of adaptation and creation of the elements of language, symbol and can be seen from the level of attendance, discipline of work, productivity and timeliness to finish the job.

Hery Simamora (2004; 623), defines that communication is the staff rules should be put on the consequences of a violation of the rules and regulations eraser rightly understand the policies and procedures in full.

Robins (1996; 251), stating that the communication is a transfer makana then nor understanding to others in the form of a symbol - the emblem, symbol, or language support - specific language so that the person receiving the information to understand the purpose of such information.

Wiryanto (2004: 9), communication is the process of moving the understanding in the form of ideas or information from one person to another. The notion move involves more than just words - words used preformance conversation but also, facial expressions, intonation, vocal breaking point and so on.

Based on the above opinion can be concluded that communication is the service rules and regulations should be put on the consequences to see how well they have worked, a good appraisal system provides feedback that is indispensable in keseimbangan.

Function - the function of communication

Wiliam I Curtain (2007; 14), the function - the function of communication is as berikut:

1. As social communication, communication functions as a communication at least hinted that the communication is important to build our self-concept, survival, to obtain happiness. Through communication we work together with other community members (family learning group, place of residence, and the country as a whole) to achieve a common goal.
2. As Expressive communication, social communication denagan close relation is ekspersif communication. Ekspersif communication function is to menyatakank expression of someone when prosses communication. Expressive communication does not automatically affect other people struggle but can be done as far as communication tersebbbut be an instrument to express the feelings (emotions) we are squeezed communicated mainly through a message - a message through non-verbal.
3. For ritual communications, close relation to expressive communication is communication ritual, which is usually done collectively. A community often make greeting - greeting different life, and which anthropologists call rites of passage. Dalam event - that people say the word - a word or displaying symbolic behavior. Those who participated in the ritual forms of communication to reaffirm the commitment to the family tradition, community, ethnicity, ideology and religion country.
4. Communication instrumental, instrumental communication has several general purposes: to inform, teach, mendorong, menubah attitudes and beliefs, behavior change or move action, and also entertaining, if summarized it to all of these objectives can be referred to persuade (persuasive). Not only as a communication instrument we use to create or build relationships, communication function does not seem entirely independent, but also relates denagan functions - other functions, though to a dominant function.

Work performance

Bermardin and Russell (1993; 150), memberikn definition of performance is about results - the results obtained from the function - specific job functions or activities for at least a certain time. Sdarmayanti (2001; 50), states that the achievement is the result or output of a process to perform duties as an employee.

Byars and Rue (1984; 150), defines proficiency level of achievement as a person on the task - a task that includes the workers. Job performance is the result of efforts of a person who is determined by the ability of his personal characteristics and perceptions of its role in job

Nasution (2002; 99), means that performance is the result of high employment must be achieved by the employees to carry out tasks that would achieve its objectives, such as quality of work, efficiently, effectiveness, accountability, and inisiasi.

Based on the above opinion, it can be concluded that job performance is as a result of work that has been accomplished man of his behavior in carrying out work activities, discipline kerjs, an initiative of the results - the results obtained from in order to achieve its objectives.

Factors - factors that are affecting work performance

Stress (1990; 151), most people believe that individual performance is a function of a combination of four factors: (1) capability, fight, and the interest of a worker, (2) Clarity and acceptance of penjelasan role, (3) One worker, and (4) level of motivation to work. Heidjherhman and Husan (2002; 188), states that achievement can work in tasfirkan as the importance of a job, the skill levels are required, progress and degree of completion of a job. Malay SP Hasibuan (2006; 94), states that work performance is a result of the quality and quantity are achieved by one's employees in carrying out their duties in accordance with the responsibilities given to him. Based on the above opinion, it can be concluded that the performance is a result achieved in Tertiary skills a person in need, progress and degree of completion of a job in carrying out their duties in accordance with the responsibilities given to him.

Job Performance Assessment destination

Ghiselli & Brown in As' ad, (1991; 5), stating that the assessment or measurement of the work is very trivial aims to: (a) To measure the performance, ie the extent to which employees can be successful in carrying out its work, (b) To see how much progress in practice and (c) As the data used for consideration if there is a promotion for the employees concerned.

RESEARH METHODS

Population

Population is a combination of all elements in the form of events, things, or people who have similar characteristics that became the center of attention of researchers, because it is seen as the study of the universe Ferdinand, (2006: 47). The population in this study were all employees in Statistics.

Samples

The sample is a subset of the population, consisting of all members of the population Ferdinand, (2006: 47). In the study did not use sampling techniques since the sample studied is the whole of the population adaatau using census method. Samples in this study were all employees of Statistics as many as 64 employees.

Theoretical Framework

Based on the formulation of the problem mentioned by the researchers, that the leadership style effect on morale, compensation effect on morale, as well as leadership style and compensation simultaneously affect the morale. Thus (Ghauri in Suparmono and Haryanto, 2003: 65), imposes limits the percentage of simplification of the model is the relationship between the variables

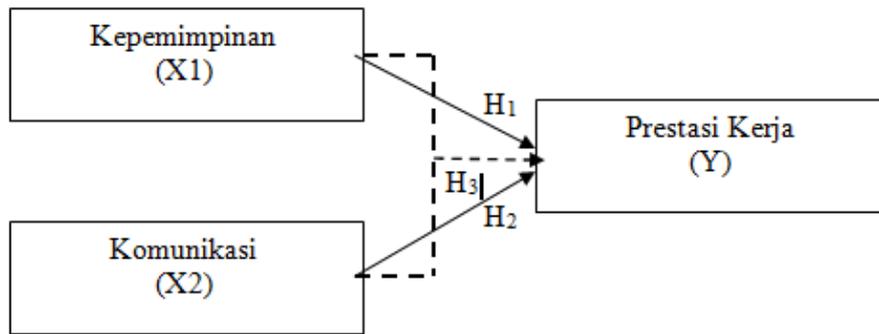


Figure 1

Description:

H1 = Leadership partial effect on job performance

H2 = Communication partial effect on job performance

H3 = Leadership and communication simultaneously affect the achievement work.

RESULT AND DISCUSSION.

Multiple Linear Regression Analysis

From the analysis of leadership as an independent variable (X1) and communications as an independent variable (X2) on the performance of employees working variable (Y), therefore the analysis done to get the following results:

Based on the multiple linear regression equation: $Y = 5082 + 0425 X1 + 0406 X2$, where:

- $a = 5.082$ means that the average yield achievement kerjase not been influenced by the leadership and communication has a fixed value (value constanta) of 5.082 or 50.82% $b1 = 0,425$ is the regression coefficient of the kepemimpinan (X1) means that any change regarding leadership (X1) of 0425, or 42.5% assuming that the job performance peawai (Y) is constant.
- $b2 = 0406$ is the regression coefficient of the communication (X2) means that any changes regarding communication, can affect employee job performance (Y) of 0.406atau 40.6% on the assumption that the employee job performance (Y) is constant.

Determinasi coefficient (R Square)

R Square results provide simultaneous effect of 0967 this means variabel employee work performance is influenced by both the independent variable, the variable leadership (X1) and communication (X2), of 0967, or 96.7%. While the rest $(100\% - 96.7\%) = 3.3\%$ influenced by other variables outside of the existing models.

Influence Leadership Against Partial Job Performance Employees

From the results of SPSS output display the address that the value of the variable Thitung leadership (X1) of 3.711 with a significance level of 0:00 which $>$ from Ttabel value of 2,000 or Thitung $>$ Ttabel at 95% confidence level and standard error of 2.5%. Based on the above results it can be concluded that:

- a. If $Thitung \leq Ttabel$, H_0 accepted then rejected means no influence terhadap prestasi antara Variable kepemimpinan X1 employee (Y).
- b. If $Thitung \geq Ttabel$, then (Null hypothesis) H_0 is rejected and the (alternative hypothesis) H_a received means that there is significant influence between leadership Variable X1 on the performance of employees (Y).

Influence Communication Partial Against Job Performance Employees (Y)

From the results of the existing SPSS output display attribute value t_{hitung} dari communication variables (X2) is 3.545 with a significance level of 0:00 which > from t_{tabel} value of 2,000 or $t_{hitung} > t_{tabel}$ pada 95% confidence level and standard error of 2.5%. Based on the above results it can be concluded that:

- a. If $t_{hitung} \leq t_{tabel}$, H_0 accepted then rejected means no communication X2 antara Variable influence on employee job performance (Y).
- b. If $t_{hitung} \geq t_{tabel}$, then H_0 is rejected and H_a accepted means there is a significant influence between communication Variable X2 terhadap employee job performance (Y).

The influence of leadership and communication Simultaneously Against the job performance of employees.

Conducted to determine the results of the analysis between leadership (X1) and communication (X2) the simultaneous effect on employee job performance (Y). While the results $F = 42.886$ with significance (sig) 00:00, work performance is H_0 rejected and H_a accepted, meaning that leadership and communication together have an effect on job performance Employee

Conclution

Conclusion

1. Results of multiple linear regression analysis

- $b_1 = 0.425$ is the regression coefficient of the leadership (X1) means that any change regarding kepemimpinan dapat improve employee job performance (Y) of 0,425 atau 42.5% on the assumption that the employee job performance (X2) is constant.
- $b_2 = 0.406$ is the regression coefficient of the communication (X2) means that any changes regarding communication, can affect employee job performance (Y) of 0,406 atau 40.6% assuming employee job performance (X1) is constant.

2. Correlation (R) of 0.967 or 96,7.9%, which means that the leadership variable (X1) and communication (X2) has a strong relationship to the employee work performance variable (Y). Besides, also, the determinant coefficient (R²) of 0.935 or 93.5% means that the important contributions of leadership and communication on work performance pegawai dengan value by 93.5% whereas 0,935 atau (100 - 93.5) 6.5% influenced by factor-other factors not examined in this study.

3. The results of the above analysis it can be seen that the leadership (X1) positive and significant impact on the performance of employees (Y) because t_{count} obtained from leadership (X1) more besar 3,711 dengan significance level of 0.00 which is greater than t_{tabel} 2000 or $t_{hitung} > t_{tabel}$ at 95% confidence level and 5% error level. Starting from the acquisition of these results it can be concluded that H_0 (the null hypothesis) is rejected and the alternative hypothesis (H_a) is accepted, because t_{count} fall in the reception area, which means the leadership (X1) can be positive and significant effect on employee job performance (Y). While the results of the above analysis it can be seen that the communication (X2) has a positive and significant effect on the performance of employees (Y) because t_{count} obtained from communication (X2) greater 3,545 dengan significant level of 0.01 which is greater than t_{tabel} 2000 or $t_{hitung} > t_{tabel}$ at 95% confidence level and 5% error level.

Starting from the acquisition of these results it can be concluded that H_0 (the null hypothesis) is rejected and the alternative hypothesis (H_a) is accepted, because the value t_{hitung} jatuh the reception area, which means the communication (X2) has a positive and significant effect on employee job performance (Y). For the value of $F = 42.886$, while F_{tabel} obtained from nilai F_{tabel} artinya F_{hitung} and F_{tabel} values indicate that $F_{count} > F_{tabel}$ or $42.886 > 2,36$ hence H_0 refused and H_a is received or can be inferred that the leadership variable (X1) and

communication (X2) collectively equal to or simultaneously have a positive and significant influence on employee job performance (Y).

Suggestion

The following suggestions are outlined in the exposure implications, which include suggestions, the theoretical implications, teapan implications and implications for further research.

1. Leadership (X1) is a variable that morale mempengaruhi directly. That leadership by a leader acceptable proposal from coworkers to motivate subordinates to work well. All employees or employees want a leadership style that fit the wishes of the employees themselves, so that influence job performance.
2. Variable communication (X2) is a variable that mempengaruhi on morale directly. That within the organization so that the organization goes well then the leader must make effective communication with subordinates so that subordinates feel comfortable with the work provided by his superiors.

recommendation

1. The leader in Statistics is expected to be membimbing and develop and influence the prestasi staff in order to increase employment , skills and work quality staff. It is necessary to provide opportunities for employees whose education is still minimal (who only finished high school) for continuing education and memperdalamkan knowledge in order to improve his performance .
2. Leaders in statistics , is expected to improve its interpretation of those leaders need to make effective communication with a bunch of subordinates , so that subordinates feel comfortable with pekerjaa given by the organization .

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