THE INFLUENCE OF WORK DISCIPLINE AND WORK LIFE BALANCE ON EMPLOYEE PERFORMANCE IN THE QUALITY CONTROL SECTION OF PT GREAT GIANT PINEAPPLE PG4 DISTRICT EAST LAMPUNG

PENGARUH DISIPLIN KERJA DAN *WORK LIFE BALANCE* TERHADAP KINERJA KARYAWAN PADA BAGIAN *QUALITY CONTROL* PT *GREAT GIANT PINEAPPLE* PG4 KABUPATEN LAMPUNG TIMUR

Rinnanik[1], Hikmatul Aliyah[2]

[1]Institut Teknologi dan Bisnis Bakti Nusantara, Faculty of Economics and Business, Lampung
email: rinnanik0915@gmail.com

[2]Institut Teknologi dan Bisnis Bakti Nusantara, Faculty of Economics and Business, Lampung
email: alyaoyee@gmail.com

Abstract

One factor that affects how well a person does is their work discipline. Employees that are disciplined at work have a tendency to carry out all of their activities in accordance with the laws, rules, and obligations that are placed upon them. As a result, the writers pose the issue. Therefore, the authors pose the question, "Does work discipline and work-life balance have an impact on employee performance at the Quality Control section of PT Great Giant Peneapple PG4, East Lampung Regency?" the purpose of understanding the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency, to determine and analyze the impact of work discipline and work-life balance on employee performance.

In light of this, the authors pose the issue. Thus, the authors pose the question, "Is there a relationship between work ethics and work-life balance and employee performance at the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency?" in order to understand to ascertain and evaluate how work-life balance and discipline affect employees' performance in the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency.

Keywords: Disiplin kerja, work-life balance, kinerja, quality control

Abstract

Salah satu faktor yang mempengaruhi seberapa baik kinerja seseorang adalah disiplin kerjanya. Karyawan yang disiplin dalam bekerja memiliki kecenderungan untuk melakukan segala aktivitasnya sesuai dengan hukum, aturan, dan kewajiban yang dibebankan kepadanya. Akibatnya, penulis

mengajukan masalah tersebut. Oleh karena itu, penulis mengajukan pertanyaan, "Apakah disiplin kerja dan work-life balance berpengaruh terhadap kinerja karyawan pada bagian Quality Control PT Great Giant Peneapple PG4 Kabupaten Lampung Timur?" tujuan memahami bagian Quality Control PT Great Giant Peneapple PG4 Kabupaten Lampung Timur, untuk mengetahui dan menganalisis pengaruh disiplin kerja dan work-life balance terhadap kinerja karyawan.

Sehubungan dengan hal tersebut, penulis mengajukan permasalahan tersebut. Maka dari itu penulis mengajukan pertanyaan, "Apakah ada hubungan antara etos kerja dan work-life balance dengan kinerja karyawan pada bagian Quality Control PT Great Giant Peneapple PG4 Kabupaten Lampung Timur?" untuk mengetahui dan mengevaluasi bagaimana work-life balance dan disiplin mempengaruhi kinerja karyawan di bagian Quality Control PT Great Giant Peneapple PG4 Kabupaten Lampung Timur.

Kata kunci: *Disiplin kerja, work-life balance, kinerja, kontrol kualitas*

1. INTRODUCTION

PT Great Giant Penaple PG4 East Lampung is an example of this. which is a corporation that cultivates a variety of fruits, including guava, pineapple, dragon fruit, and bananas. In this instance, the researchers concentrated on the PG4 sector, which focused on the processing and transportation of materials required for the packing of crops. It is envisaged that by implementing a work-life balance plan at PT Great Giant Peneapple PG4 East Lampung Regency, it will boost employee performance and help the company reach its objectives and aims while also fostering a positive work environment for its employees.

Generally speaking, strong performance will also lead to good productivity, and vice versa, as seen in the following production outcomes that have declined:

Table 1 Decrease in total production in 2019-2020

Production	2019	2020	Decline
Fresh pineapple	43838 Ton	51166 Ton	14%
Canned pineapple	623 Kiloton	609 Kiloton	2%
Banana	81777 Ton	882711Ton	7%

Source: GGP PG4

Based on the aforementioned table, it is known that the production of fresh pineapples declined overall by 14% in 2020, while the production of canned pineapple decreased by 2% and that of bananas decreased by 7%. This suggested that a contributing element to the decline was a decline in the quality control section's level of performance, which led to a decline in production yields. Products that have passed quality tests through quality control are those that have been recorded as being suitable for production and marketing. Quality control results revealed that there were several errors made during the process, causing the sorting process to not function as expected, resulting in a large number of products that should be able to be.

Based on the aforementioned table, it is known that the production of bananas declined by 7%, canned pineapple production decreased by 2%, and fresh pineapple production decreased by 14% overall in 2020. It was clear from this that one of the elements contributing to the decline was a decline in the quality control section's level of performance, which in turn led to a decline in production yields. Products that have passed quality tests through quality control are those that are recorded as having good production results and can be produced and marketed. However, there were several errors during the quality control process that caused the sorting process to not function as

expected, resulting in many products that should be able to be produced and marketed being Once promoted, it was time to sell.

Table 2. Quality Control (QC) employee work discipline

Assessment of Work Discipline	Adherence to company discipline		
	obey	Disobedient	Disobedient
Timely Attendance	7	3	-
Compliance with regulations	8	2	-
Adherence to work standards	6	4	-
Adherence to the code of ethics	5	3	2
Total	26	12	2
Percentage	65%	30%	5%

Source: November 2021 pre-survey

Based on the aforementioned data, it is known that 65% of employees adhere to business policy, with the remaining 30% and 5% showing signs of disobedience.

Table 3. Compatibility of Quality Control (QC) Employee Work Life Balance

Determinants of Work life balance	Balance between work and personal life		
	Balanced	Unbalanced	Not balanced
maintaining a balance between personal and professional life	4	3	3
Keeping the demands of work and personal life in check	5	2	3
Keeping personal issues and performance in check	6	3	1
The ratio of job satisfaction to workplace enthusiasm	3	4	3
Total	18	12	11
Percentage	45%	30%	25%

Source: November 2021 pre-survey

Based on table 2, it is known that just 45% of employees believe that there is a balance between work and home life, while 30% feel it is less balanced and as many as 25% still feel it, increasing feelings of stress and pressure at work.

In light of this, the author is curious to learn more about "The Influence of Work Discipline and Work Life Balance on Employee Performance at the Quality Control Section of PT Great Giant Peneapple PG4, East Lampung Regency."

The author created a number of problems based on the identification of the problem.

1. Does employee performance in the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency, depend on work discipline?

2. Does employee performance in the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency, depend on work-life balance?

3. Does employee performance in the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency, depend on work rules and work-life balance?

The author created several difficulties in response to the problem's discovery.

1. Does the Quality Control division of PT Great Giant Peneapple PG4, East Lampung Regency, have a positive or negative impact on employee performance?

2. Does work-life balance have an impact on workers' performance in the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency?

3. Does the Quality Control division of PT Great Giant Peneapple PG4, East Lampung Regency, have a positive or negative impact on employee performance?

Human resource management is a crucial component of managing a business, claims Karmila (2013: 21). The goal of human resource management is to increase employees' strategic, moral, and socially responsible contributions to the company. Through the identification of more efficient and effective means of achieving objectives, human resource management directly and indirectly adds to productivity. Singodimedjo (2010:33). (2010:33). Human resource management (HRM), according to Hasibuan (2012: 23), can be seen as a science and an art that governs the interaction and function of the workforce so that it is effective and efficient in using human capabilities to achieve goals in every firm.

Performance, according to Prawirosentono (2012: 12), is the outcome of work that can be completed by an individual or group of individuals within an organization in accordance with their respective rights and obligations, with the aim of achieving the objectives of the organization in question legally.

As'ad (2011: 32) contrasts this by defining performance as the outcome a person achieves in accordance with the criteria that are relevant to the work at hand. Performance is a process related to human resource activities in completing assigned work, concerning the activities of the elements involved in a process that produces output, as well as being a system and standard used by the organization in achieving a goal which are desired, according to Jamaludin (2015: 56).

In general, one may tell how disciplined someone is by how they behave when performing their job. More specifically, discipline has an attitude component that pertains to a person's mentality. Work discipline, in the opinion of Rivai (2011: 23), is a method for reaching out to employees and getting them to agree to modify a behavior, as well as an effort to raise one's knowledge and willingness to abide by corporate policies and relevant social standards. Discipline, according to Hasibuan (2017: 193), is the awareness of and willingness to follow all laws and social norms that apply to the workplace. Here, awareness refers to the mindset of someone who freely abides by all laws and is aware of their obligations, whereas willingness refers to the mindset, behavior, or activity of someone person, whether in writing or not, is in compliance with the firm.

According to Ramya, the phrase "work-life balance" was first used in England in the late 1970s to refer to the harmony between an individual's job and personal life (2014: 32). Work-life balance is the efficient administration of work and other vital activities including family, community involvement, volunteer work, self-development, travel, and leisure, according to Dundas in Noor (2011: 23).

Table 4. Summary of Previous Research

Peneliti	Title	Results
Ramadhani (2013)	the effect of work discipline on individual performance" (study at PT. Kebun Nusantara IV Medan, Pabatu Unit)	Shows that there is a positive and significant influence between work discipline on employee performance at PT. Kebun Nusantara IV Medan Paver unit correlation coefficient of 0.60
Rachmawati (2011)	"the effect of motivation, work life balance, on individual performance" (an empirical study of managerial employees of state-owned companies engaged in the construction sector spread across	shows that motivation and work life balance of employees have a positive and significant effect on employee performance. This means that the individual performance of employees increases while competency does not

	various regions in Indonesia	significantly influence individual performance
Sutdiipto (2014)	Effect of work life balance on job satisfaction of employees of PT. Angkasa Putra I Adi Sumarmo Airport, Surakarta	There is a work life balance correlation coefficient on employee work performance of 0.88, it can be concluded that job satisfaction has a significant effect on employee performance
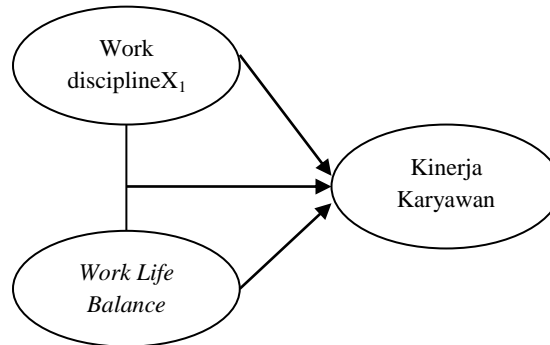
The research question was formulated as follows: Ha1: There is an influence of work discipline on employee performance in the Quality Control division of PT Great Giant Peneapple PG4, East Lampung Regency, based on the theoretical literature review and framework.

Ho1: In the Quality Control division of PT Great Giant Peneapple PG4, East Lampung Regency, there is no relationship between work discipline and employee performance.

Ha2: In the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency, there is a relationship between work-life balance and employee performance.

Ho2: In the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency, there is no relationship between work-life balance and employee performance.

Ha3: In the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency, there is a relationship between workplace discipline and work-life balance and employee performance.

Ho3: In the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency, there is no correlation between work ethics and work-life balance and employee performance.

2. METHODS

As defined by Sugiyono (2012: 147): "statistics used to analyze data by describing or describing the data that has been collected as it is without intending to make conclusions that apply to the public or generalizations," the research approach used in this study is quantitative descriptive statistics.

Because the data utilized in this study are qualitative data, quantitative analysis was performed by quantifying the research data into numbers using a 5-point Likert Scale. Quantitative analysis is the process of assessing an issue that is embodied in numbers or quantitative.

Validity is the degree of accuracy between the data found in the research object and the data that can be reported by researchers, according to Sugiyono (2013: 267). Valid data, then, is information that does not differ between what the researcher reports and what actually happens in the research object. Arikunto (2010: 2110) states that there are 10 to 40 participants in each

research trial. The questionnaire was evaluated by 10 employees for this study. The validity of the instrument was determined using the product moment formula.

Data gathering methodologies this study used observational methods, questionnaires, and documentation to collect data:

1. Direct observation is the method of observation used in this study, in which researchers spend a lot of time observing the subjects they are studying directly. According to Arikunto (2012: 156) observation also refers to actions that include focused attention on an item while engaging all of the senses. Going directly to the research site allows for direct observation, where findings are seen, heard, and recorded.

2. Arikunto (2012) defines a questionnaire as a set of written questions that are meant to elicit responses from the respondent, such as descriptions of his personality or inquiries about topics of interest. A questionnaire, in the words of Nazir (2012: 203), is a reasonably comprehensive list of questions. A questionnaire that was graded on a scale was utilized to collect the data for this investigation.

3. Researchers also employ documentation procedures by gathering research-related documents so that the data can be used to verify the accuracy of the research's current data. Because this research needs records or archives that can provide unambiguous information, documentation procedures are used.

In order for the data to be used to check the accuracy of the research's current data, researchers also employ documentation methods by acquiring research-related documents. Documentation processes are performed since this research requires records or archives that can provide clear information.

A sample, according to Arikunto (2012: 113), is a subset or representative sample of the population under investigation. In this study, a random sample of the complete population, or all of the employees, was used. According to Arikunto (2012: 116), if the subject is less than 100, then all of them must be taken, while if the number is large or greater than 100, then it can be taken 10%–15% or 20%–25%. The researcher therefore used the entire population of the 22 sample respondents on the basis of this opinion.

Sampling approach Researchers employed saturated sampling in this investigation. Sugiono (2012: 45) defines saturated sampling as a sampling strategy in which the entire population is sampled.

This kind of data analysis was used to investigate hypotheses in order to reach conclusions. This study's analysis also includes:

1. The traditional assumption test is used to determine whether the regression analysis' equations can be used to make predictions for the variables under investigation. The multicollinearity test and the heteroscedasticity test are the traditional assumption tests applied in this work. tests for linearity and normalcy.

2. This analysis is used to determine the influence of the dependent variable (Y) on the independent variable (X), with the regression equation according to Rusdin (2012: 71)

3. RESULTS AND DISCUSSION

Test Results for Validity and Reliability

The researcher evaluated the reliability and validity of 10 respondents to test the questionnaire's instruments, with the following findings:

Table. 5 Results of the questionnaire distribution test for work discipline items

NO RESP	item 1	item 2	item 3	item 4	item 5	item 6	item 7	item 8	item 9	item 10	skor total

1	2	3	3	2	3	2	3	4	4	3	29
2	4	3	5	3	3	5	3	3	2	2	33
3	3	3	3	2	3	2	2	4	1	3	26
4	2	3	3	4	3	2	3	4	3	2	29
5	4	4	3	4	3	2	4	4	2	3	33
6	3	3	3	3	3	1	3	3	3	4	29
7	4	4	5	4	4	5	4	5	4	4	43
8	3	4	4	3	4	4	4	4	2	2	34
9	3	3	3	2	3	2	5	4	1	2	28
10	4	3	3	3	3	4	3	3	1	2	29

Source: Results of distributing questionnaires (data has been processed)

The researcher proceeded the study of validity and reliability tests using the SPSS 16.0 program, and the following results were obtained based on the results of the acquisition of the distribution of the questionnaire trials described above:

Table 6 Results of the Analysis of the Validity Test of work discipline items

No Item	r count	R critical	description
1	0.507	0.3	Valid
2	0.766	0.3	Valid
3	0.798	0.3	Valid
4	0.620	0.3	Valid
5	0.785	0.3	Valid
6	0.687	0.3	Valid
7	0.404	0.3	Valid
8	0.531	0.3	Valid
9	0.498	0.3	Valid
10	0.360	0.3	Valid

(source: spss 16.0 data processed in January 2022)

It is clear from the table above that all of the suggested work discipline items can be deemed genuine.

Table 7 shows the findings of the work discipline variable items' dependability.

Reliability Statistics

Cronbach's Alpha	N of Items
.735	10

(source : *spss 16.0*)

Based on the analysis's findings, it can be concluded that the work discipline variable item is dependable because the Cronbach alpha result is 0.735, which signifies (0.735 > 0.6).

3.2 Work-Life Balance Validity and Reliability

Table 8 Results of the distribution of the work life balance item trial questionnaire

NO RESP	item 1	item 2	item 3	item 4	item 5	item 6	item 7	item 8	item 9	item 10	skor total
1	4	3	3	2	3	4	3	3	2	3	30
2	5	3	5	4	5	5	3	5	2	4	41
3	4	4	4	2	4	4	4	4	4	4	38
4	2	3	2	4	3	2	3	3	4	5	31
5	2	4	5	3	4	2	4	4	3	4	35
6	3	3	3	4	3	3	4	5	4	4	36
7	4	2	2	1	2	3	3	2	2	2	23
8	5	4	4	3	5	4	4	4	4	4	41
9	5	5	4	3	3	2	5	3	3	4	37
10	4	3	3	4	3	4	3	3	2	3	32

Source: Results of distributing questionnaires (data has been processed)

The researcher proceeded the validity and reliability test analysis using the SPSS 16.0 program based on the findings of the distribution of the questionnaire trials acquired above, and the following results were obtained:

Table 9. Analytical Findings Check the accuracy of the work-life balance measures.

No Item	r count	R critical	description
1	0.350	0.3	Valid
2	0.651	0.3	Valid
3	0.780	0.3	Valid
4	0.495	0.3	Valid
5	0.867	0.3	Valid
6	0.318	0.3	Valid
7	0.505	0.3	Valid
8	0.801	0.3	Valid
9	0.425	0.3	Valid
10	0.638	0.3	Valid

(source: SPSS 16.0 data processed in January 2022)

All of the suggested work-life balance items can be deemed to be valid based on the table above.

Table 10 shows the findings of the reliability test analysis of the variable for work-life balance.

Based on the results of the analysis, it is known that the Cronboach alpha results (0.741 > 0.6) indicate that the work life balance variable item is reliable.

Table. 11 The results of the distribution of performance item test questionnaires

NO RESP	item 1	item 2	item 3	item 4	item 5	item 6	item 7	item 8	item 9	item 10	skor total
1	3	3	5	4	3	5	3	4	4	3	37
2	3	3	3	3	3	1	3	3	4	1	27
3	2	4	4	4	4	4	4	2	3	4	35
4	3	3	3	4	3	2	3	4	4	3	32
5	3	4	5	5	4	2	5	3	3	2	36
6	2	4	3	3	3	3	3	3	2	2	28
7	3	3	5	2	2	5	2	2	3	2	29
8	4	4	4	3	4	4	4	4	5	3	39
9	3	3	3	2	3	2	3	4	5	4	32
10	4	3	3	3	3	4	3	3	4	2	32

Source: Results of distributing questionnaires (data has been processed)

The researcher proceeded the study of validity and reliability tests using the SPSS 16.0 program, and the following results were obtained based on the results of the acquisition of the distribution of the questionnaire trials described above:

Table 12 Results of the Analysis of the Validity Test of performance items

No Item	r count	R critical	description
1	0.333	0.3	Valid
2	0.387	0.3	Valid
3	0.496	0.3	Valid
4	0.495	0.3	Valid
5	0.685	0.3	Valid
6	0.369	0.3	Valid
7	0.637	0.3	Valid
8	0.373	0.3	Valid
9	0.383	0.3	Valid
10	0.540	0.3	Valid

(source: SPSS 16.0 data processed in January 2022)

Based on the table above, it can be seen that all proposed performance items can be declared valid.

Table 13. Results of performance item reliability

Reliability Statistics

Cronbach's Alpha	N of Items
.689	10

(source : *spss 16.0*)

The analysis's findings show that the cronboach alpha results are 0.689, which indicates that (0.689 > 0.6) the performance variable items are dependable.

The researcher distributed the questionnaire to each respondent, then used the spss.16.0 program to analyze the data, yielding the following findings:

Work Discipline (X1) and Work-Life Balance (X2) Effects on Performance (Y). The authors utilized the multiple linear regression method with the aid of the SPSS 16.0 program to estimate the impact of work discipline and work-life balance on performance based on the data they had collected and grouped based on how the variables X1, X2, and Y affected Y.

Model Summary[b]

R Square	Adjusted R Square
.337	.267

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

As seen in the table above, the R value is 0.580, indicating a strong association between work discipline (X1), work-life balance (X2), and performance (Y). While the R square value is 0.337, the R square can also be referred to as the coefficient of determination in this instance, implying that the Y variable can be predicted using the regression model method, with the remaining effect coming from other factors.

The coefficient value for the regression equation is derived from Table 13:

Y = 5.589 + 0.426 X1 + 0.461 X2

• A constant of 5,589 states that the performance achieved is 5,589 if there is no work discipline and work-life balance.

• The regression coefficient is 0.426 X1, indicating that work discipline has a positive effect of 0.426 and that performance will rise or decrease by 0.426 units if work discipline is increased or decreased ().

• The work-life balance has a positive impact on performance, as indicated by the coefficient of 0.461 X2, which suggests that if the work-life balance is improved or worsened, performance will change by 0.461 units.

According to the discussion chapter, it is evident that if the significance value is less than 0.5, the hypothesis is accepted, meaning that Ha is accepted and Ho is rejected. The following conclusions are drawn from table 13 of the coefficient values and test criteria:

1. Given that the work discipline (X1) significance value was 0.04, it may be said that:

Accepted Ha1: "There is a relationship between work discipline and employee performance in the Quality Control department of PT Great Giant Peneapple PG4 East Lampung Regency."

PT Great Giant Pineapple PG4, East Lampung Regency, Ho1: "There is no effect of work discipline on employee performance" is denied.

2. Given that the work-life balance significance value (X2) is 0.048, the following can be deduced:

Ha2: In the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency, there is a relationship between work-life balance and employee performance.

Ho2: In the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency, there is no relationship between work-life balance and employee performance.

The researchers utilized the SPSS 16.0 program to assess the influence of factors concurrently or collectively. They then used Table 14 of the ANOVA test findings as guidance for decision-making and obtained a significance result of 0.02, which is less significant than 0.05. This means:

Accepted for Ha3: "Workplace discipline and work-life balance have an impact on employee performance in the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency."

PT Great Giant Pineapple PG4, East Lampung Regency, rejected Ho3: "There is no influence of work discipline and work life balance on employee performance."

4. CONCLUSION

The Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency, can be concluded from the research and discussion presented in earlier chapters regarding the impact of work discipline and work-life balance on employee performance that: 1. Based on the results of multiple regression analysis with the spss.16.0 program, get the results of the regression equation $Y = 5.589 + 0.426 X1 + 0.461 X$, while the R count Employee performance is impacted by other factors for the remaining 33.7% of the time, along with discipline and work-life balance.

2. According to the computation of the t test using the coefficients table, the significance values of the variables X1 and X2 are 0.04 and 0.048, respectively. This means that

  1) Ha1 is accepted, indicating that work discipline has an impact on employee performance in PT Great Giant Peneapple PG4, East Lampung Regency, and Ho1 is rejected.

  2) Ho2 is rejected whereas Ha2 is accepted, indicating that there is a relationship between work-life balance and employee performance in the Quality Control department of PT Great Giant Peneapple PG4, East Lampung Regency.

3. At the same time, it is known from the ANOVA table that the significance result is 0.02, which is less than 0.05, and Ho3 is rejected because Ha3 accepts that work discipline and work-life balance have a significant impact on employee performance in the Quality Control department of PT Great Giant Peneapple PG4 East Lampung Regency.

5. REFERENCES

Ade, Rachmawati (2011) *Proses Perekrutan Dan Seleksi Pegawai Bagian Kantor.* Yogyakarta: Liberty.

Albert Kurniawan. 2014. *Metode Riset untuk Ekonomi dan Bisnis*: *Teori, Konsep, dan Praktik Penelitian Bisnis*. Bandung :Alfabeta

Ali, M. & Ramya. (2014). *Factors affecting consumer buying behavior.* International Journal of Applied Research, 2(10), 76-80

Anwar Prabu Mangkunegara. 2015. S*umber Daya Manusia Perusahaan. Cetakan kedua belas.* Remaja Rosdakarya:Bandung

Arikunto, Suharsimi. 2012. *Prosedur Penelitian: Suatu Pendekatan Praktek*. Jakarta Edisi ketiga.PT. Rineka Cipta.

As'ad. 2011. *Psikologi Industri*. Edisi ke-empat.Cetakan ke-enam. Yogyakarta. Liberty.

Azwar, Saifuddin, 2012. *Sikap Manusia Teori dan Pengukurannya.* Yogyakarta: Liberty.

Delecta, P. (2011) *Work Life Balance.* International Journal of Current Research, 3 (4) April, 186-189.

Donnelly, James H., James L. Gibson dan John M. Ivance vich, 2011, *Fundamentals of anagement*, Business Publication, Texas.

Ghozali, Imam. 2011. "*Aplikasi Analisis Multivariate Dengan Program SPSS*". Semarang: Badan Penerbit Universitas Diponegoro.

Hasibuan, Malayu Sp. 2012. *Manajemen SDM. Edisi Revisi, Cetakan Ke Tigabelas*. Jakarta : Bumi Aksara.

Jamaludin, Adon Nasrullah. 2015. *Sosiologi Perkotaan: Memahami Masyarakat Kota dan Problematikanya*. Jakarta: Pustaka Setia

Karmila. 2013. *Faktor-Faktor yang Menentukan Pengambian Keputusan Peternak dalam Memulai Usaha Peternakan Ayam Ras Petelur di Kecamatan Bissappu Kabupaten Banteang*. Makasar: Fakultas Peternakan Universitas Hasanuddin,

Noor, Juliansyah. 2011. M*etodologi Penelitian: Skripsi, Tesis, disertasi, Dan Karya Ilmiah*. Jakarta: Kencana.

Nurlaely, E. 2015. *Pemanfaatan Buah Jambu Mete Untuk Pembuatan Leather. [Skripsi]*. Jurusan Teknologi Hasil Pertanian. Unversitas Brawijaya Malang.

Prawirosentono. Suyadi. 2012. *Manajemen Sumber Daya Manusia : Kebijakan Kinerja Karyawan : Kiat Membangun Organisasi Kompetitif Era Perdagangan Bebas Dunia*. Rajawali Press : Jakarta

Ramadhani, N.L., Sudarmiati, S., 2013, *Perbedaan Tingkat Kepuasaankepuasan kinerja karyawan*, Universitas Diponegoro Semarang.

Rivai, Veithzal. 2011. *Manajemen Sumber Daya Manusia Untuk Perusahaan Dari Teori ke Praktik*. Jakarta: Rajawali Press.

Robbins, Stephen P. and Mary Coulter. (2012).*Management, Eleventh Edition*, (United States of America: Pearson Education Limited).

Singodimedjo, Markum. 2010. *Manajemen Sumber Daya Manusia*. Surabaya: Penerbit SMMA.

Sugiyono.2012. *MetodePenelitian Kuantitatif, Kualitatif dan R&D*. Penerbit Alfabeta,Bandung.

Sugiyono.2013. *MetodePenelitian Kuantitatif, Kualitatif dan R&D*. Penerbit Alfabeta,Bandung.

Sutdiipto CD. 2014. *Keselamatan dan Kesehatan Kerja*. Yogyakarta: Gosyen Publishing.

Sutrisno, Edy. 2015. *Manajemen Sumber Daya Manusia(Cetakan ke tujuh)*. Jakarta: Kencana Prenada Media Group