



Improving the Performance through Mental Health and Discipline of Indonesian Air Force Members

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ABSTRACT

This study aims to analyze the influence of mental health, ability, and discipline on the performance of members at Adi Soemarmo Air Base in Solo. The background of this study is based on the importance of human resource quality in military organizations that demand simultaneous physical, psychological, and moral readiness. Optimal performance is not only determined by technical ability, but also by an individual's mental condition and level of discipline. This study uses a quantitative approach with a census method on the entire population of 87 members of the Adi Soemarmo Air Base. Data were collected through questionnaires and analyzed using multiple linear regression with the help of SPSS version 25.0. The results showed that simultaneously, the variables of mental health, ability, and discipline had a significant effect on member performance. Partially, these three variables also had a positive and significant effect on performance. Of the three independent variables, work discipline is the most dominant factor affecting performance, with the highest regression coefficient of 0.269. This finding confirms that discipline is a significant factor in shaping effective and efficient work behavior in a military environment. In addition, stable mental health enables members to work productively, manage stress, and contribute positively to the team and organization. The implications of this study emphasize the importance of strengthening mental coaching programs and continuous work discipline training to improve the professionalism and performance of Indonesian Air Force soldiers. This study also provides a theoretical contribution to the development of human resource management in military organizations by highlighting the synergy between psychological aspects, competence, and discipline as the main determinants of performance.

Keywords: Indonesian Air Force, Performance, Mental Health, Ability, Work Discipline.

1. INTRODUCTION

In the current era of globalization, the quality of human resources is a significant concern in determining the success of an organization. An organization can develop (progress) due to the ability of its employees to produce high performance. The higher the performance of employees, the higher the success of the organization (Wati & Rahman, 2020). In this context, performance reflects the concrete behavior exhibited by each individual as the achievement of work results carried out by employees in accordance with their roles in an agency. It also includes the level of effectiveness and efficiency demonstrated by employees in carrying out their daily tasks in an organization or company during a specific period. Companies with high productivity tend to be more competitive (Sari et al., 2020; Husain et al., 2022). According to Encyclopedia Britannica (in Sedarmayanti, 2019), productivity in economics refers to the ratio of results achieved to the sacrifices made to produce something. In general terms, performance is the comparison between the results achieved (output) and the total human resources used (input). Mental health is an important aspect in achieving overall health. Mental health is just as important as physical health and must be given equal attention. *There is no health without mental health*, as defined by the World Health Organization: "health as a state of complete physical, mental and social well-being and not merely the absence of disease or

infirmity" (WHO, 2017). Mental health is a fundamental component of the definition of health. Good mental health enables people to realize their potential, cope with the everyday stresses of life, work productively, and contribute to their communities.

Psychological problems can be overcome in a good way, apart from getting closer to God, by engaging in activities that can restore the zest for life of hypertensive patients. Distracting from psychological problems with supportive physical activities is very good for hypertensive patients, given the interrelationship between activity and psychological problems (Novitasari, 2012). The results of a study by Candra, Ruspawan, and Sudiantara (2017) entitled *The Effect of Progressive Relaxation and Meditation on Stress in Hypertensive Patients at the North Kuta Health Center* found that 37 respondents (52.8%) out of 70 respondents suffering from hypertension experienced stress. Therefore, it can be concluded that stress must be addressed to overcome other psychological disorders.

Spiritual cleansing or purification of the mind and soul within humans, which eliminates negative feelings within humans and provides a relaxing effect that can calm the mind, thereby effectively reducing stress (Artana, 2018). Ability is a person's capacity and capability to act. Ability is a current assessment of what a person can do. Sinaga and Hadiati (2015) explain that "ability is more about a person's effectiveness in doing all kinds of work." From this explanation, ability is the basis for a person to perform a job effectively and efficiently. Ability is a person's strength in doing everything well. Thus, ability gives meaning to a person's life. Ability consists of: (1) Intellectual ability, which is the ability possessed by a person to perform activities that require thinking skills; (2) Physical ability, which is the ability to perform tasks that require energy and stamina in the form of skills, strength, or similar characteristics. Ability is essential in performing all activities; intellectual ability and physical ability are equally important in a person's survival. Humans, as beings with abilities, have an obligation to maintain and improve every ability they possess.

Currently, social relationships or interactions among members of the Adi Soemarmo Air Base are occurring. This is due to the lack of activities that Adi Soemarmo Air Base members do together. In addition, many members enjoy playing with their sophisticated gadgets, such as cell phones, tablets, iPods, etc., both inside and outside the office when activities are not taking place. This dramatically affects the intensity of social relationships among members, both with peers and with the environment. The level of conflict between members in different offices is increasing due to misunderstandings between members who lack interpersonal skills. Discipline is key for Adi Soemarmo Air Base to guide its members to become independent individuals. With discipline, members will have an organized and orderly lifestyle. By practicing discipline, members will be able to develop positive personalities and achieve satisfying accomplishments.

Furthermore, according to Sutirna (2014: 115), "discipline is very important to teach members in order to prepare them to learn to live as social beings." However, this discipline is not yet reflected in the behavior patterns of members at Adi Soemarmo Air Base in Solo. This is evident in the fact that there are still members who violate the rules or regulations of Adi Soemarmo Air Base, which is an indicator of member discipline.

Based on this background, the objectives of this study are: To describe the mental health, abilities, work discipline, and performance of members of the Adi Soemarmo Air Base in Solo. To analyze the level of significance of mental health, abilities, and work discipline simultaneously affecting the performance of members of the Adi Soemarmo Air Force Base in Solo. To analyze the level of significance of mental health, ability, and work discipline, partially affecting the performance of members of the Adi Soemarmo Air Force Base in Solo. To analyze which variables of mental health, ability, and work discipline have a

dominant effect on the performance of members of the Adi Soemarmo Air Force Base in Solo.

Research Benefits: Practically, it can be used as input for practitioners and the Adi Soemarmo Air Base, so that they can understand how members' attitudes toward mental health, ability, and work discipline affect the performance of Adi Soemarmo Air Base members. It can also be used as a reference in taking strategic steps to improve the performance of Adi Soemarmo Air Base members. It adds insight into the field of human resource management, particularly regarding the influence of mental health, ability, and work discipline on the performance of Adi Soemarmo Solo Air Base members, as a direct application of theories on mental health, abilities, work discipline, and performance of Adi Soemarmo Air Force Base Solo members, which were obtained during lectures in real field situations.

2. LITERATURE REVIEW

Performance is the result or level of success of an individual as a whole during a specific period in carrying out tasks compared to various possibilities, such as work performance standards, targets, objectives, or criteria that have been predetermined and agreed upon. According to Anwar Prabu Mangkunegara (2013), performance is the quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities assigned to them. According to Irham Fahmi (2016), performance is the results obtained by an organization, whether profit-oriented or non-profit-oriented, during a specific period of time. According to Kasmir (2016), performance is the work results and work behavior that have been achieved in completing tasks and responsibilities given within a specific period. Meanwhile, according to Edison (2016), performance is the result of a process that is referenced and measured during a specific period of time based on predetermined provisions or agreements. Health and sickness are always intertwined in human life, so understanding the concepts of physical and psychological health and sickness is part of human understanding of themselves and their environment (Putri et al., 2015). The WHO defines mental health as a state of well-being in which an individual can consciously manage reasonable levels of stress, work productively, and participate in their community (Dewi, 2012).

Meanwhile, mental health is included in the scope of the general definition of health as defined in Health Law No. 36 of 2009, which enables every human being to live productively, both socially and economically; and the definition of mental health in Law No. 18 of 2014, where an individual can develop physically, mentally, spiritually, and socially so that the individual realizes their abilities, can overcome pressure, work productively, and be able to contribute to their community. This definition proves that mental health is just as important as physical health. Physical and mental health are two interrelated parts. Poor physical condition is closely linked to poor mental health. Anxious and depressed moods trigger a series of detrimental changes in endocrine and immune function, thereby increasing susceptibility to various physical illnesses (WHO, 2001). An unhealthy body has imbalanced hormones, making it difficult to perform tasks. This then leads to the production of cortisol (the stress hormone) in the body.

3. METHOD

3.1 Scope of Research

The scope of this research covers the science of human resources, specifically examining the performance of members of the Adi Soemarmo Air Force Base in Solo, influenced by mental health, ability, and work discipline.

3.2 Research Location

This research was conducted at Adi Soemarmo Air Force Base in Solo. This location was chosen because Adi Soemarmo Air Force Base has relevant, high-quality data that is easily accessible to researchers for

gathering the necessary information.

3.3 Population

In this study, the population consisted of all 87 members of Adi Soemarmo Air Base in Solo. Given that the population size was not too large, a census method was used, whereby all 87 members of Adi Soemarmo Air Base in Solo were studied in their entirety. Thus, this study was a census study.

3.4 Data Analysis Techniques

The method of analyzing data in this study was carried out using the following techniques: After the data was collected in its entirety, it was then analyzed using appropriate and easy-to-understand methods so that the raw data collected would be meaningful and helpful in answering the existing problems. Basically, the data in question can be analyzed quantitatively using statistical models in the SPSS (*Statistical Program for Social Science*) computer program version 25.0. Descriptive analysis aims to describe or provide an overview of the phenomenon being studied through sample data as it is, without making conclusions that apply to the general public (Ghozali, 2007). Descriptive analysis is used to describe the variables analyzed based on the respondents' scores on the distributed questionnaire. In this case, the mode and mean scores were used so that the categories for each variable could be determined. Multiple linear regression analysis was used to determine the effect of the dependent variable (X) on the independent variable (Y). The multiple linear regression model used in this study was Ghozali (2007). $Y = \alpha + \beta_{1X1} + \beta_{2X2} + \beta_{3X3} + e$

4. RESULTS AND DISCUSSION

4.1 Result

The profile of the research respondents was grouped according to gender, age, education, and length of service at Adi Soemarmo Air Base in Solo. This was done to measure the variables of mental health, ability, and work discipline. This grouping was expected to provide a clear picture of the symptoms measured by the researcher and reveal the problems that occur.

Gender: The results of the classification tabulation according to the gender of Adi Soemarmo Air Base Solo members are presented in the table below:

Table 1. Respondents by gender

No	Gender	Number of Respondents	Percentage
1	Male	70	80.5
2	Female	17	19.5
		87	100

Based on Table 1, it can be seen that male respondents dominated with 70 respondents, representing 80.5%, while female respondents numbered 17, representing 19.5%.

Age: The results of the tabulation by age for members of Adi Soemarmo Air Force Base in Solo are presented in the table below:

Table 2. Respondents by Age

No	Age (years)	Number of Respondents	Percentage
1	20-30	20	23.0%
2	31-40 years	15	17.3
3	41-50 years old	25	28.7
4	>50 years old	27	31.0
		87	100

Based on Table 2, it can be seen that the age of respondents was dominated by those aged >50 years, with 27 respondents or 31.0%, followed by those aged 41-50 years, with 25 respondents or 28.7%, those aged 20-30 years, with 20 respondents or 23.0%, and 15 respondents aged 31-40 years old, representing 17.3%. Overall, this indicates that the majority of members of Adi Soemarmo Air Force Base in Solo are in their productive years.

Education: The results of the education tabulation of Lanud Adi Soemarmo Solo members are presented in the table below.

Table 3. Respondents by Education

No	Education	Number of Respondents	Percentage
1	Bachelor	45	51.7
2	Graduate/Equivalent	42	48.3
		87	100

Based on Table 3, it can be seen that the majority of respondents' highest level of education was a bachelor's degree, with 45 respondents or 51.7%, and a postgraduate degree, with 42 respondents or 48.3%. In general, this shows that the educational level of Lanud Adi Soemarmo Solo members has a good level of understanding in overcoming problems.

Length of Service: The results of the tabulation according to the length of service of Lanud Adi Soemarmo Solo members are presented in the table below.

Table 4. Respondents based on the length of service

No	Length of Service	Number of Respondents	Percentage
1	<1 year	22	25.3
2	1-3 years	25	28.7
3	3-5 years	20	23.0
4	>5 years	20	23.0
		87	100

Based on Table 4 above, it is known that the respondents' length of service is dominated by respondents with 1-3 years of service, totaling 25 respondents with a percentage of 28.7%, followed by respondents with <1 year of service, totaling 22 respondents with a percentage of 25.3%, and respondents with 3-5 years of service, totaling 20 respondents with a percentage of 23.0%. In general, this indicates that the length of service of members of Lanud Adi Soemarmo Solo demonstrates a good level of understanding in their work.

Analysis Results: This study provides an overview or description of 87 members of the Adi Soemarmo Solo Air Base. It also measures the mental health, abilities, work discipline, and performance of the members.

The researcher used the SPSS program to describe the four variables studied. The statistics used were the mean or mode values. The explanation of each research variable is as follows: The Mental Health variable consists of three indicators, namely the cognitive component, the affective component, and the behavioral component. In the cognitive component indicator, there are two questionnaires with the highest score of 32 or 52.2% and the lowest score of 4 or 6.7%. The affective component indicator consists of two questionnaires, with the highest score of 32 or 53.3% and the lowest score of 16 or 26.7%. The behavioral component indicator consists of two questionnaires, with the highest score of 34 or 56.7% and the lowest score of 4 or 6.7%. The ability variable consists of four indicators, namely intellectual ability, cognitive

ability, emotional ability, and physical ability. In the intellectual ability indicator, there are two questionnaires with the highest score of 37 or 61.7% and the lowest score of 3 or 5.0%. The cognitive ability indicator consists of two questionnaires, with the highest score of 33 or 55.0% and the lowest score of 1 or 1.7%.

The work discipline variable consists of four indicators, namely internal, external, decent standard of living, and ability to meet needs. The internal indicator consists of two questionnaires with a maximum score of 39 or 65.0% and a minimum score of 2 or 3.3%. The external indicator consists of two questionnaires with the highest score of 32 or 53.3% and the lowest score of 2 or 3.3%. The decent standard of living indicator consists of two questionnaires with a maximum score of 32 or 53.3% and a minimum score of 28 or 46.7%. The ability to meet needs indicator consists of two questionnaires with a maximum score of 32 or 53.3% and a minimum score of 2 or 3.3%. The performance variable consists of four indicators, namely knowledge, ability, capability, and attitude. The knowledge indicator consists of two questionnaires, with the highest score of 35 or 58.3% and the lowest score of 3 or 5.0%. The ability indicator consists of two questionnaires with the highest score of 35 or 58.3% and the lowest score of 5 or 8.3%. The competency indicator consists of two questionnaires, with the highest score of 32 or 53.3% and the lowest score of 7 or 11.7%. The attitude indicator consists of two questionnaires with the highest score of 29 or 48.3% and the lowest score of 3 or 5.0%.

Hypothesis Test I Results: Hypothesis testing I in this study used the F test. The F test was used to determine whether all independent variables had the same effect on the dependent variable. The test was conducted using the F distribution test, which compares the critical F value (4.03) with the calculated F value found in the ANOVA table. The F test helps test whether the variables of mental health (X_1), ability (X_2), and work discipline (X_3) together affect member performance (Y). The method used as a reference or guideline for testing hypotheses in the F test is to compare the significance value (sig.) or probability value of the ANOVA output. If the sig. Value is < 0.005 , the hypothesis is accepted; if the significance value is > 0.005 , the hypothesis is rejected. The results obtained in this study are as follows:

Based on the F test results in the table, it can be seen that the calculated F value is 0.469 with a significance level < 0.705 , while the F table value for $\alpha=0.05$ and $df=51$.

Hypothesis Test Results II: Hypothesis testing II in this study used the t-test. The purpose of this test was to determine the effect of independent variables individually in explaining the variation of dependent variables. To interpret the t-test, refer to the following table: The t-value calculated for the mental health variable (x_1) is 0.434, which is positive with a significance level of $0.000 < 0.434$. This result indicates that mental health has a simultaneous effect on member performance. The t-value calculated for the Ability variable (x_2) is 0.504, which is positive with a significance result of $0.000 < 0.504$.

This result shows that ability has a simultaneous effect on member performance: The t-value produced for the work discipline variable (x_3) is 0.933, which is positive with a significance value of $0.000 < 0.933$. This result shows that work discipline has a simultaneous effect on member performance. It can be concluded that the independent variables of mental health (x_1), ability (x_2), and work discipline (x_3) simultaneously have a significant effect on member performance.

Table 5. Results

No	Independent Variables	Dependent Variable	Regression Coefficient	Sig. t	Tolerance Level Error	Result
1	X1 Mental Health	Y-Performance	0.108	0.000	0.05	X1 affects Y
2	X2 Ability	Y- Performance	0.091	0.000	0.05	X2 affects Y
3	X3 Work Discipline	Y- Performance	0.269	0.000	0.05	X3 affects Y

By comparing the unstandardized coefficients, the value of the Work Discipline variable (x_3) of 0.269 is the largest compared to the values of the Mental Health and Ability variables. Thus, the third hypothesis, which states that Work Discipline has a greater or dominant influence on member performance, can be proven.

4.2 Discussion

Mental health is measured by three indicators, namely feeling happy with oneself, being able to meet life's demands, and being able to fulfill life's demands. On the indicator of feeling happy with oneself psychologically, most respondents tended to strongly agree with the statement that they felt confident in their abilities. Then, on the indicator of being able to meet life's demands, most respondents tended to strongly agree with the statement that they were able to manage their time well. On the indicator of being able to meet life's demands, most respondents tended to strongly agree with the statement that they had good relationships with their coworkers. Ability is measured by four indicators, namely intellectual ability, cognitive ability, emotional ability, and physical ability. On the indicator of intellectual ability, most respondents tended to strongly agree with the statement that they could easily understand complex concepts. Then, on the indicator of cognitive ability, most respondents tended to agree with the statement that they could find creative solutions.

Work discipline is measured by four indicators, namely goals and abilities, assertiveness, supervision, and fairness. On the goals and abilities indicator, most respondents tended to strongly agree with the statement that they feel satisfied when they successfully achieve their targets. On the assertiveness indicator, most respondents tended to strongly agree with the statement that they make detailed work plans. On the supervision indicator, most respondents tended to strongly agree with the statement that they had suggestions for improving the effectiveness of supervision. On the fairness indicator, most respondents tended to strongly agree with the statement that they felt policies were applied fairly.

Performance is measured by three indicators, namely quality, quantity, and time. In terms of quality, most respondents tended to strongly agree with the statement that they were able to analyze data well. In terms of quantity, most respondents tended to strongly agree with the statement that high work enthusiasm had a positive impact on work results. In terms of time, most respondents tended to strongly agree with the statement that facilities for self-development were provided—Relationship Between Research Variables: Mental Health (x_1). The results of the study show that the majority of members have good mental health at work. Mental health is important and needs to be considered because with good mental health, each member can perform their job to achieve the expected performance. Mental health is influenced and stimulated by feeling happy with oneself and being able to meet life's demands.

Ability (x₂) Work ability is the ability or skill needed to perform a job effectively and efficiently. Without good ability, work will be challenging to complete, making it difficult for an organization to achieve its performance goals. Work discipline is the amount earned by an individual or household within a specific period, usually in one month or one year. High work discipline is often considered a form of reward for good performance, which can increase members' motivation to achieve targets and improve performance. Performance is a measure of how efficiently an individual or group completes tasks or achieves set goals, or the ratio between the results achieved and the resources used (such as time and energy). The results of a descriptive analysis of member performance show that members are fully responsible for completing their work. Several explanations about the results of this study compared to previous studies can be concluded that members who have roles and functions in performing work always have quality performance and can always cooperate with other members and be responsible in carrying out their duties, supported by factors such as mental health, ability, and work discipline.

5. CONCLUSION

This study explains the influence of mental health, ability, work discipline, and member performance at Adi Soemarmo Air Base in Solo, with the conclusions and recommendations of the study presented below: Based on the research objectives, the conclusions of this study are as follows: Mental health, ability, work discipline, and member performance can be described in accordance with the conditions at Adi Soemarmo Air Base in Solo, which is the background for this research. The results of the study indicate that mental health, ability, and work discipline have a significant simultaneous effect on the performance of members at Adi Soemarmo Air Base in Solo. The results of the study show that mental health, ability, and work discipline have a significant partial effect on the performance of members at Adi Soemarmo Air Base in Solo. Work discipline has a strong and dominant effect on member performance. Good mental health is very much needed and must be taken into consideration at Adi Soemarmo Air Base in Solo. Therefore, members need to work together to create good mental health so that it can support their performance. Good abilities are needed to support performance. Therefore, member training needs to be conducted, as well as periodic evaluations, to improve overall performance. Work discipline is essential to support member motivation, thereby influencing member performance. The author believes that many other variables can affect performance that were not examined in this study. These should be considered further so that performance can be improved with these other factors.

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