

# Analysis of Motivation, Commitment and Workload of Officers on the Implementation of Early Detection of Hepatitis B in Pregnant Women in Sumenep District

Indah Winarni<sup>1</sup>, Agusta Dian Ellina<sup>2</sup>

<sup>1</sup> Sumenep District Health Office

<sup>2</sup> Institut Ilmu Kesehatan Strada Indonesia

**Email:**

[indahwinarni78@yahoo.com](mailto:indahwinarni78@yahoo.com)

## ABSTRACT

Hepatitis B virus is caused by exposure to virus-infected blood products, sexual activity or perinatal transmission. Transmission of hepatitis B virus from mother to baby can be prevented by screening/detecting hepatitis B virus in pregnant women and hepatitis B vaccination in infants. In general, this study was conducted to analyze the effect of motivation, commitment and workload of officers on the implementation of the hepatitis B early detection program in pregnant women in Sumenep District. This type of research is an observational study with a cross sectional design on 100 officers implementing early detection of hepatitis B in pregnant women in Sumenep District. Data collection instrument in the form of questionnaires and data analysis using ordinal logistic regression test. The results of the study of the motivation of most of the respondents were high (46%), commitment of most respondents is high (50%), the workload of most respondents is moderate (56%), implementation of early detection of hepatitis B in pregnant women most of the respondents are good (52%). While the results of statistical tests, motivation has a significant effect on the implementation of early detection of hepatitis B in pregnant women by 63.5% with a p value of  $0.000 < (0.05)$ . commitment does not effect the implementation of early detection of hepatitis B in pregnant women with a p value of  $0.996 > (0.05)$ . Workload has a significant effect on the implementation of early detection of hepatitis B in pregnant women by 24.4% with p value  $0.000 < (0.05)$ .

*Received : March 7<sup>nd</sup> 2022*

*Accepted : April 11<sup>rd</sup> 2022*

*Published : May 27<sup>th</sup> 2022*

**Keywords:** Early detection, Hepatitis B, Motivation, Commitment, Workload

*Copyright © 2022 IIK STRADA Indonesia  
All right reserved.*



*This is an open-access article distributed under the terms of the Creative Commons Attribution-ShareAlike 4.0 International License.*

## INTRODUCTION

Hepatitis is a public health problem in the world. According to WHO, viral hepatitis caused 1.34 million deaths in 2015, and this figure is higher than tuberculosis and HIV infections. Globally in 2015, an estimated 257 million people were living with chronic hepatitis B virus infection, and 71 million people with chronic hepatitis C virus (WHO, 2017). Indonesia is a country with the second highest endemicity of Hepatitis B among South East Asian Region (SEAR) countries after Myanmar. Based on the results of Basic Health Research, it is estimated that 28 million Indonesians are infected

with Hepatitis B and C viruses. About 50% of these cases have the potential to lead to liver fibrosis which can cause liver cancer (Ministry of Health, 2014).

Hepatitis B virus is caused by exposure to virus-infected blood products, sexual activity or perinatal transmission. In Asia, 8-10% of the population is infected with the Hepatitis B virus and 50% of new cases are caused by mother-to-child transmission of the virus. No worsening of liver inflammation occurs in most women during pregnancy and normal liver enzymes. However, cases of hepatic/fulminant liver failure in pregnant women with HBsAg positive have been reported and can cause high mortality in both mother and baby. Pregnancy in patients with chronic hepatitis B virus infection is associated with mother-to-child transmission and may increase maternal and fetal complications. Hepatitis B virus transmission from mother to baby can be prevented by screening/detecting Hepatitis B virus in pregnant women and hepatitis B vaccination in infants. If the transmission of hepatitis B virus can be prevented, it means preventing the occurrence of primary liver cancer. (Kumar, et al., 2012; Borgia, et al., 2012)

Early detection of hepatitis B in pregnant women is an effort to break the chain of vertical hepatitis B transmission from mother to baby during the delivery process. The low level of screening or hepatitis B screening in pregnant women can increase the risk of vertical transmission (Depkes RI, 2013).

Efforts to break the chain of transmission of Hepatitis B from mother to baby are carried out in an integrated manner in puskesmas through Integrated Antenatal Care (ANC) services, and in Sumenep Regency, the Hepatitis B Early Detection Program in Pregnant Women has been carried out since 2018. Based on data from Tripple Elimination Recording and Reporting (CATPOR 3E) HIV, Syphilis and Hepatitis B are known in 2018-2020 the number of pregnant women who were tested for HBsAg was 74.00% (in 2018), 80.23% (in 2019) and 81.22% (years). 2020), this figure is still low when compared to the inspection target of 90%.

The term motivation comes from the Latin word *movere* which means to move. Motivation is a process that can generate, direct, maintain / maintain human behavior so that it is directed at certain goals (Greenberg & Baron, 1997 in Yuwono, et al. 2005). Meanwhile, according to Robbins in Suwanto (2010) defines motivation as the desire to try / make every effort to achieve organizational goals conditioned / determined by the ability of the effort / effort to meet an individual need.

The purpose of motivation is an effort to mobilize human resources so that they can productively achieve the goals desired by the company. There are several objectives of providing work motivation according to Malayu S. P. Hasibuan (2005) as follows: 1) Encouraging employee passion and morale. 2) Improve employee morale and job satisfaction. 3) Increasing employee productivity 4) Maintaining company loyalty and stability. 5) Improve discipline and reduce employee absenteeism. 6) Streamline the procurement of employees. 7) Creating a good working atmosphere and relationship. 8) Increase creativity and employee participation. 9) Improve the level of employee welfare. 10) Enhancing employees' sense of responsibility towards their duties. 11) Improving the efficiency of the use of tools and raw materials.

Work commitment can be referred to by other terms, namely organizational commitment. According to Mathis and Jackson (2000) in Sopiah (2008), "Organizational Commitment is the degree to which employees believe this and accept organizational goals and desire to remain with organization". Organizational commitment is the degree to which employees believe and accept the goals of the organization and will stay or will not leave the organization

There are three components of organizational commitment according to Meyer, Allen and Smith in Sopiah (2008), including the following: 1) Affective commitment, occurs when employees want to be part of the organization because of an emotional bond. 2) Continuous commitment, arises when employees remain in an organization because they need salaries and other benefits. 3) Normative commitment, arises from values in employees. Employees remain members of the organization because of the awareness that commitment to the organization is something that should be done.

Workload according to Meshkati in Asprianto and Suprihhadi (2017) can be defined as a difference between the capacity of workers' abilities and the demands of the work that must be faced. Considering that human work is mental and physical, each has a different level of loading.

Permendagri No. 12/2008 (in Agrippa, 2013) states that the workload is the amount of work that must be carried out by a position/organizational unit and is the product of the work volume and the time norm. If the worker's ability is higher than the demands of the job, a feeling of boredom will arise. On the other hand, if the worker's ability is lower than the demands of the job, more fatigue will appear. The workload charged to employees can be categorized into three conditions, namely a workload that meets the standards, a workload that is too high (over capacity) and a workload that is too low (under capacity).

According to Ambar (in Apriani et al, 2013) the aspects of the workload are:

a) Aspects of the tasks that must be done.

Is the task relevant to the ability and competence of the employee if the task received by an employee is different from the basic abilities and competencies possessed by the employee, then the employee will find it difficult to do the task and the results will not be maximal.

b) Aspects of a person or group of people doing these tasks.

Whether the person or group of people working on the task gets support from the environment and surrounding facilities to complete the task they are doing with good support, the results of the work will be maximized.

c) Aspects of the time used to do these tasks.

Is the time given in accordance with the weight of the work received by an employee, the imbalance of work weight with working time will cause a high workload and employees will experience work stress.

d) Aspects of normal conditions or conditions at the time these tasks are carried out.

Whether the tasks assigned to an employee have been carried out properly and in accordance with work procedures that should be carried out by an employee.

According to As'ad (2003) in Urba (2006), performance is the result achieved by a person according to the size applicable to the job in question. Performance can also be interpreted as a record of output results on a job function function by all work activities within a certain period of time.

According to Mangkunegara (2010) performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

Factors that affect the achievement of performance are the ability factor and motivational factor. The following is a detailed explanation of this:

1. Ability Factor

Psychologically, abilities consist of potential abilities (IQ) and reality abilities (knowledge and skills). This means that employees who have an IQ above the average (IQ 110-120) with adequate education for their position and skilled in doing their jobs will more easily achieve the expected performance.

2. Motivation Factor

Motivation is defined as a leader and employee in dealing with work situations in their organizational environment. Someone who is positive about the work situation will show high work motivation. These work situations include work relations, facilities, work climate, policies, leadership patterns and working conditions.

## METHODS

This study used an observational design. The design of this research is cross sectional which is a study to study the dynamics of the correlation between risk factors and effects, by approaching, observing or collecting data all at once (point time approach), that is, each subject The study was observed only once and measurements were made on the status of the character or variable of the subject at the time of examination. This does not mean that all research subjects are observed at the same time (Soekidjo, 2017) .This research is classified as quantitative research. This research will analyze the influence of motivation, commitment and workload of officers on the implementation of early detection of hepatitis B in Sumenep District. This research has gone through the ethical test phase with the number SK: 2612/KEPK/IX/2021.

## RESULT

Table 1 Results of Ordinal Logistics Regression Analysis of Motivation, Commitment, and Workload of Officers on the Implementation of Early Detection of Hepatitis B in Pregnant Women in Sumenep Regency which was carried out in September 2021 with a total of 100 respondents

No	Variable	df	Sig	R <sup>2</sup>
1	Motivation	1	0,000	0,635
2	Commitment	1	0,996	0,759
3	Workload	1	0,000	0,244

- a. The influence of Motivation on the Implementation of Hepatitis B Early Detection in Pregnant Women in Sumenep District.

Based on the results ordinal regression analysis shows that the p-value is 0.000 < 0.05 then H<sub>0</sub> rejected and H<sub>1</sub> is accepted so it is concluded that partially there is the effect of motivation on the implementation of hepatitis B early detection in pregnant women in Sumenep district with an effect of 63.5%.

- b. The influence of Commiment on the Implementation of Hepatitis B Early Detection in Pregnant Women in Sumenep District.

Based on the results ordinal regression analysis shows that the p-value is 0.996 > 0.05 then H<sub>0</sub> accepted and H<sub>1</sub> is rejected so it is concluded that partially there is no effect of commitment on the implementation of hepatitis B early detection in pregnant women in Sumenep district.

- c. The influence of Workload on the Implementation of Hepatitis B Early Detection in Pregnant Women in Sumenep District..

Based on the results ordinal regression analysis shows that the p-value is 0.000 < 0.05 then H<sub>0</sub> rejected and H<sub>1</sub> is accepted so it is concluded that partially there is the effect of workload on the implementation of hepatitis B early detection in pregnant women in Sumenep district with an effect of 24.4%

## DISCUSSION

### A. The influence of Motivation on the Implementation of Hepatitis B Early Detection in Pregnant Women in Sumenep District

The results of statistical tests state that motivation has a significant influence on the implementation of early detection of hepatitis B in pregnant women as indicated by a p value of  $0.000 < (0.05)$ . The results of the analysis carried out showed the value of R<sup>2</sup> was 0.635. This means that motivation affects the implementation of early detection of hepatitis B in pregnant women by 63.5%, while the rest is influenced by other factors. Thus, the first hypothesis (H<sub>1</sub>) proposed that there is an influence of officer motivation on the implementation of early detection of hepatitis B in pregnant women in Sumenep Regency is accepted.

This is in line with research conducted by Kristianti et al. (2021) on employees at the Purwakarta Tourism Office which shows the influence of motivation on employee performance. The method used is explanatory research with analytical techniques using statistical analysis with regression, correlation, determination and hypothesis testing. Motivation has a significant effect on employee performance with a correlation of 0.651 or has a strong relationship with a contribution of 42.4% influence. Testing the hypothesis obtained the value of t arithmetic > t table or  $(7.071 > 1.995)$ .

The results of research by Rini Astuti et al (2018) on nurses at Mitra Medika General Hospital Medan using data analysis techniques classical assumption test, multiple regression, T test, F test, and coefficient of determination show that there is an influence of motivation and workload on performance by The results of the t-test of the motivation variable have a t-count value of 2.587 with a significance of 0.015 because t-count > t-table  $(2.587 > 2.042)$ , assuming other independent variables are constant. Thus the hypothesis that motivation affects performance is accepted. It can be concluded that there is an influence positive and significant motivation variable

on the performance variable, meaning that there is a direct influence or relationship between motivation and performance significantly.

Meanwhile, the results of research conducted by Wahyudi, Salham, & Kadri, (2018) on the motivation variable showed the value of  $= 0.008 < p = 0.05$ . This shows that there is a relationship between motivational variables and the performance of health workers in integrated management services for sick toddlers at the Kamonji Health Center, Palu City.

Usman (2016) conducted research on motivation with employee performance, the results obtained value of  $= 0.001 < 0.05$  then  $H_0$  in this study was rejected, meaning that there is a relationship between motivation and employee performance at the Lapadde Health Center, Parepare City.

According to Pandi Afandi (2018: 23), work motivation is a desire that arises from within a person or individual because he is inspired, encouraged and driven to carry out activities with sincerity, pleasure and earnestness so that the results of the activities he does get good results. and quality.

According to Wibowo (2016: 110) work motivation is the result of a collection of internal and external forces that cause workers to choose the appropriate course of action and use certain behaviors.

While Stokes in Kadarisman (2012: 278), work motivation is a driving force for someone to do his job better, is also a factor that makes the difference between success and failure in many ways and is a very important emotional force for a new job. But according to Wilson (2013: 313), work motivation is an action to influence other people to behave regularly. According to Badeni (2014: 77), work motivation is the willingness to put forth a high effort to achieve organizational goals, which is conditioned by the ability of that effort to fulfill several individual needs.

Based on the opinions of the experts above, it can be said that motivation is an urge to act on a series of processes of human behavior by considering the direction, intensity, and persistence of achieving goals..

The results of the study show that motivation has a significant influence on performance, motivation is needed as an effort to mobilize human resources so that they can productively achieve the desired goals of a company (in this case the health center), but in carrying out their duties employees also have conceptual skills related to the field of work assigned to them. charged to him.

#### **B. The influence of Commitment on the Implementation of Hepatitis B Early Detection in Pregnant Women in Sumenep District**

The results of the cross tabulation revealed that 50 respondents who had a high commitment and implementation of early detection of hepatitis B in pregnant women were good (100%). This means that the higher the commitment, the better the performance. However, statistical test data showed that the commitment factor was not statistically significant with the implementation of early detection of hepatitis B in pregnant women. This means that there is no effect between the commitment of officers and the implementation of the hepatitis B early detection program in pregnant women. Thus, the second hypothesis ( $H_1$ ) proposed that there is an effect of officer commitment on the implementation of early detection of hepatitis B in pregnant women is rejected.

This is in line with research conducted by Saputra, Hardin (2020) on the effect of organizational commitment and organizational culture on employee performance at contractor and construction service companies in Kediri and Solo. Research respondents were 63 employees of PT. Citra Bangun Brilliant, Kediri and PT. Anugrah Dwita, Solo. This study aims to examine the effect of organizational commitment and organizational culture on employee performance. The analysis used is multiple regression analysis, with the dependent variable is employee performance, and the independent variable is organizational commitment and organizational culture. The results showed that the organizational commitment variable had no significant effect on employee performance.

According to Mathis and Jackson in Fakhry (2017:262), organizational commitment is the degree to which employees believe and accept the goals of the organization and will not leave the organization.

According to Wibowo (2016: 431), organizational commitment is the feeling, attitude and behavior of individuals identifying themselves as part of the organization and loyal to the organization in achieving organizational goals. Organizational commitment is employee loyalty to the organization which is reflected in its high involvement in achieving organizational goals. Employee loyalty is reflected through the willingness and willingness of employees to always try to be part of the organization and their strong desire to survive in the organization (Priansa, 2017: 234).

According to Sopiah (2008), both high and low employee commitment will have an impact on: 1) the employee himself, for example, will have an impact on the career development of employees in the organization, 2) Organizations, employees who are highly committed to the organization will lead to high organizational performance, level of reduced absenteeism, employee loyalty.

Commitment to each employee is very important because with a commitment an employee can become more responsible for his work compared to employees who do not have commitment. Usually employees who have a commitment will work optimally so that they can devote their attention, thoughts, energy and time to their work, so that what they have done is as expected by the company.

Therefore, commitment in a company or organization is important and commitment should be made when an employee first joins a company or organization so that employees have responsibility in doing their work.

### **C. The influence of Workload on the Implementation of Hepatitis B Early Detection in Pregnant Women in Sumenep District**

From the results of the cross tabulation, it is known that the respondents who have a moderate workload and the implementation of early detection of hepatitis B in pregnant women are good as many as 28 respondents (50%). This is supported by the results of statistical tests which show that the workload factor is statistically significant with the implementation of early detection of hepatitis B in pregnant women. Statistically, the workload variable has a significant p value of  $0.000 < (0.05)$ . This means that there is an influence between the workload of officers on the implementation of early detection of hepatitis B in pregnant women. The results of the analysis carried out showed the value of  $R^2$  was 0.244. This shows that the workload factor affects a certain event, in this case the implementation of early detection of hepatitis B in pregnant women by 24.4%, while the rest is influenced by other factors. Thus the third hypothesis (H1) proposed that there is an effect of the workload of officers on the implementation of early detection of hepatitis B in pregnant women is accepted.

This is in line with research conducted by Rini Astuti, et al (2018), from the results of the statistical test the Workload has a positive and significant effect on performance at Mitra Medika General Hospital Medan. The workload variable has a t-count value of 3.426 with a significance of 0.002 because  $t\text{-count} > t\text{-table}$  ( $3.426 > 2.042$ ), then partially the workload has a significant positive effect on performance assuming the other independent variables are constant. Thus the hypothesis which states that workload affects performance is accepted. It can be concluded that there is a positive and significant effect of the workload variable on the performance variable, meaning that there is a unidirectional effect or relationship between workload and performance significantly.

In line with Jeky Rolos' research (2018) on employees of PT Asuransi Jiwasraya Manado City Branch, it shows the effect of workload on employee performance. This study uses a quantitative method with a correlation approach and simple linear regression analysis. From the analysis of the determinant coefficient, it can be seen that the value of R square is 0.171 (17.1%) which means that the effect of workload on employee performance is 17.1% and the rest is influenced by other variables. Because the t value of the workload variable is  $3.211 > t\text{ table}$  2.009, it can be concluded that there is an effect of workload on employee performance.

In line with the research above, Friska Aprilia (2017) conducted a research about The Effect of Workload, Work Stress and Work Motivation on Nurse Performance at Ibnu Sina Islamic Hospital Pekanbaru with a sample of 51 nurses and using multiple linear regression analysis and

from the tests carried out it is known that the hypothesis that partially states the workload has a significant effect on the performance of home nurses Hospital Islam Ibn Sina Pekanbaru accepted. This is evidenced by  $t$  count (3.229) >  $t$  table (2.012) and significance (0.001) < 0.05. That is, the better the workload felt by nurses, the better their performance will be.

Fernando Reinhard Tjiabrata (2017) conducted a study that aims to analyze the effect of workload and work environment on employee performance at PT. Double Patience Manado. The method of analysis in this research is descriptive quantitative using multiple linear regression analysis techniques. Based on the results of the partial test, it can be seen that the calculated  $t$  value is 9.080 with a significance level of 0.000. Because  $t$  count >  $t$  table (9.080 > 2.052) and significance level < 0.05 (0.000 < 0.05), the decision taken is  $H_0$  is rejected and  $H_1$  is accepted or there is an influence between workload on employee performance at PT. Double Patience Manado.

The results of this study are in accordance with the theory proposed by Meshkati in Widyanti et al., (2010) defining workload as the difference between job ability and job demands. If the worker's ability is higher than the demands of the job, a feeling of boredom will arise. On the other hand, if the worker's ability is lower than the demands of the job, more fatigue will appear. Thus, the notion of workload is a process carried out by a person in completing the tasks of a job or group of positions carried out under normal circumstances within a certain period of time.

Menpan in Dhanian (2010:2) defines workload as a collection or number of activities that must be completed by an organizational unit or position holder within a certain period of time.

According to Gartner (in according to Gowron, 2008) the workload is determined as part of the demands of the task, as an effort, and as an activity or achievement. According to Azad Marni (in Gowron 2008). The factors that influence the effort expended are the information and equipment provided, the skill and experience of the subject, the strategy adopted, and the emotional arousal of the situation. This definition provides a testable link between workload and workload.

Soeprihanto (in Oktaviana, 2016) argues that workload is a set of activities that must be completed by the organization or position holder within a certain time. According to Mangkuprawira (in Oktaviana, 2016) states that if most employees work according to company standards, then there is no problem. The workload given by the company will be perceived differently by its employees. The workload will be felt on individuals who lack the ability in the field of work that is being occupied or the number of jobs that cannot be completed on time.

A good company (in this case the puskesmas) always provides a workload according to ability and will provide appropriate compensation for its employees. This is done by the company so that employee satisfaction is achieved. The workload will always be related to the tasks that must be completed by employees in accordance with the specified time.

## CONCLUSION

1. There is an influence of the motivation of officers on the implementation of the hepatitis B early detection program for pregnant women in Sumenep District.
2. There is no influence on the commitment of officers on the implementation of the hepatitis B early detection program in pregnant women in Sumenep District.
3. There is an influence of the workload of officers on the implementation of the hepatitis B early detection program in pregnant women in Sumenep District.

## SUGGESTION

1. For Respondents  
It is hoped that respondents will be able to maintain and increase motivation and commitment and get an effective workload so that the implementation of the hepatitis B early detection program can run better.
2. For Educational Institutions  
It is hoped that educational institutions can use the results of this research as learning input and can be redeveloped for further research to be more useful for readers and researchers.
3. For Further Researchers

It is hoped that further researchers can deepen and expand their research variables so that they can get better results.

#### ACKNOWLEDGMENT

I solemnly declare that to the best of my knowledge, in this thesis there is no scientific work that has been submitted by another person to obtain an academic degree at a university, and there is no work or opinion that has been written or ordered by anyone, others, except those quoted in this manuscript and mentioned in the citation sources and bibliography.

#### CONFLICT OF INTEREST

In this study, there is no interest whatsoever concerning myself or with other institutions other than the Indonesian Strada Institute of Health Sciences, Kediri City.

#### REFERENCES

- Borgia, Guglielmo. Maria Aurora Carleo, Giovanni Batista Gaeta, Ivan Gentile. 2012. *Hepatitis B in Pregnancy*. World J Gastroenterol: 18(34); 4677-4683.
- Departemen Kesehatan Republik Indonesia. 2013. *Riset Kesehatan Dasar*. Jakarta: Badan Penelitian dan Pengembangan Kesehatan Kementerian Kesehatan RI.
- Dewi (2013). "*Hubungan Antara Persepsi Terhadap Beban Kerja Dengan Komitmen Organisasi Karyawan Divisi Pelaksana Produksi PT. Solo Kawistara Garmino*". Skripsi. Semarang: Program Studi Psikologi Fakultas Psikologi Universitas Diponegoro.
- Dhania . 2010. "*Pengaruh Stress Kerja, Beban Kerja Terhadap Kepuasan Kerja (Studi Pada Medical Representatif di Kota Kudus)*". Jurnal Psikologi. Kudus : Universitas Maria Kudus Vol. 1 No.1 Desember 2010.
- Fernando Reinhard Tjiabrata. 2017. *Pengaruh Beban Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Sabar Ganda Manado*. Jurnal EMBA : Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi Vol.5 No. 2.
- Friska Aprilia. 2017. *Pengaruh Beban Kerja, Stres Kerja Dan Motivasi Kerja Terhadap Kinerja Perawat Rumah Sakit Islam Ibnu Sina Pekanbaru*. JOM Fekon Vol 4 (I).
- Hariani, Wenny., Dkk. 2011. *Pengaruh Kompetensi, Pelatihan Dan Motivasi Terhadap Kinerja Karyawan Pt. Pertamina (Persero) Refinery Unit Ii Dumai*. Jurnal Economica. Vol. 1. No. 1. Hal 115-124.
- Jeky Rolos, Sofia Sambul, Wehelmina Rumawas. 2018. *Pengaruh Beban Kerja Terhadap Kinerja Karyawan Pada PT. Asuransi Jiwasraya Cabang Manado Kota*. Jurnal Administrasi Bisnis Vol 6 (4).
- Kemendes RI. 2014. *Infodatin: Situasi dan Analisis Hepatitis*. Jakarta : Pusat data dan Informasi.
- Lily Setyawati Kristianti, dkk. 2021 *Pengaruh Motivasi Dan Disiplin Kerja Terhadap Kinerja Pegawai Pada Dinas Pariwisata Purwakarta*. Jurnal PERKUSI : Pemasaran, Keuangan dan Sumber Daya Manusia : 1(1).
- Pandi Afandi. 2018. *Manajemen Sumber Daya Manusia "Teori, Konsep dan Indikator"*. Yogyakarta : Zanafa Publishing.



Rini Astuti, Oki Prima Anugrah Lesmana 2018. *Pengaruh Motivasi dan Beban Kerja terhadap Kinerja Perawat pada Rumah Sakit Umum Mitra Medika*. Medan : Jurnal Ilman, Vol. 6, No. 2, pp. 42-50.

Saputra, Hardin. 2020. *Pengaruh komitmen organisasional dan budaya organisasi terhadap kinerja karyawan pada perusahaan jasa kontraktor dan konstruksi di Kediri dan Solo*. Undergraduate thesis, Widya Mandala Catholic University Surabaya.

Sopiah . 2008. *Perilaku Organisasional*. Yogyakarta : Andi.

Usman. 2016. *Analisis Kinerja Tenaga Kesehatan Pada Puskesmas Lapadde Kota Parepare*. Jurnal.12 (1),21–28.

Wahyudi, A., Salham, M., & Kadri, A. 2018. *Faktor Yang Berhubungan Dengan Kinerja Petugas Kesehatan Pelayanan Manajemen Terpadu Balita Sakit Di Puskesmas Kamonji Kota Palu*.Jurnal.208–219.

World Health Organization (WHO). 2017. *Global Hepatitis Report* . France.