

## DAFTAR PUSTAKA

- Akbar, F., Arafat, Y., & Eddy, S. (2021). The effect of certification and preparation on teacher quality. *Advances in Social Science, Education and Humanities Research*, 565, 9–14. <https://doi.org/10.1353/foc.2007.0000>
- Akmal, S., & Mahrizal. (2019). Faktor-Faktor Yang Mempengaruhi Disiplin Pegawai Terhadap Peningkatan Kinerja Pada Kantor Camat Darussalam Kabupaten Aceh Besar. *Jurnal Sosial Humaniora Sigli*, 2(2), 74–82.
- Astuti, A. D. (2017). Pengaruh motivasi dan disiplin kerja terhadap kinerja guru SD di Kabupaten Cilacap. *Jurnal Akuntabilitas Manajemen Pendidikan*, 5(2), 150. <https://doi.org/10.21831/amp.v5i2.13931>
- Beardwell, J., & Thompson, A. (2017). *Human Resource Management: A temporary approach* (Eighth). Pearson Education Limited.
- Bukit, B., Malusa, T., & Rahmat, A. (2017). *Dr.Ir. Benjamin Bukit, MM. // Dr. Tasman Malusa, M.Pd. Dr. Abdul Rahmat., M.Pd.* Zahir Publishing. Manajemen Sumber Daya Manusia.
- Cooper, D. R., & Schindler, P. S. (2014). Business Research Methods 12th Edition. In *Business Research Methods*.
- Edika, I., & Silvianita, A. (2019). Analisis Faktor – Faktor Yang Mempengaruhi Disiplin Kerja Karyawan PT. Sucofindo Bandung. *E-Proceeding of Management*, 15(6), 825–836.
- Ghozali, I. (2017). Pengaruh Motivasi Kerja, Kepuasan Kerja, dan Kemampuan Kerja Terhadap Kinerja Pegawai Pada Kantor Kementrian Agama Kabupaten Banjar. *Jurnal Ilmiah Ekonomi Bisnis*, 3(1), 130-137
- Hakim, A. (2014). *Dinamika Manajemen Sumber Daya Manusia Dalam Organisasi (Pendekatan Konvensional dan Nilai-Nilai Islami)*. EF Press Digimedia.
- Hanifa, E. F., & Widigdo, A. M. N. (2021). Factors Affecting Teacher Performance During the Covid 19 Era (Madrasah Ibtidaiyah Case Study South Jakarta). *Dinasti International Journal of Education Management and Social Science*, 2(6), 992–1003.

<https://doi.org/https://doi.org/10.31933/dijemss.v2i6>

- Hardiningrum, I. S. (2016). Variabel-Variabel Yang Mempengaruhi Kinerja Guru Sekolah Dasar Negeri di Gugus 07 Kota Kediri. *Jurnal Aplikasi Administrasi*, 19(2), 121–129.
- Hee, O. C., & Jing, K. R. (2018). The Influence of Human Resource Management Practices on Employee Performance in the Manufacturing Sector in Malaysia. *International Journal of Human Resource Studies*, 8(2), 129. <https://doi.org/10.5296/ijhrs.v8i2.12826>
- Hendra, K., Tri Palupi, L. E., & Sujana, N. (2018). Faktor-Faktor Yang Mempengaruhi Disiplin Kerja Pada Pt. Arta Sedana Singaraja. *Jurnal Pendidikan Ekonomi Undiksha*, 10(1), 210. <https://doi.org/10.23887/jjpe.v10i1.20118>
- Hendrawijaya, A. T., Hilmi, M. I., Hasan, F., Imsiyah, N., & Indrianti, D. T. (2020). Determinants of teacher performance with job satisfactions mediation. *International Journal of Instruction*, 13(3), 845–860. <https://doi.org/10.29333/iji.2020.13356a>
- Idris, M. (2018). The Impact of Education and Training, Work Discipline and Organizational Culture on Employee's Performance: The Study of Disaster Management and Fire Department in Palembang City, Indonesia. *International Journal of Human Resource Studies*, 8(3), 1. <https://doi.org/10.5296/ijhrs.v8i3.13013>
- Indrawan, R., & Yaniawati, R. P. (2017). *Metodologi Penelitian Kuantitatif, Kualitatif, dan Campuran untuk Manajemen, Pembangunan, dan Pendidikan (Revisi)* (2nd ed.). PT. Refika Aditama.
- Indrawati. (2015). *Metode Penelitian Manajemen dan Bisnis Konvergensi Teknologi Komunikasi dan Informasi* (1st ed.). PT. Refika Aditama.
- Iptian, R., Zamroni, & Efendi, R. (2020). The Effect of Work Discipline and Compensation on Employee Performance. *International Journal of Multicultural and Multireligious Understanding*, 2012, 145–152. <http://ijmmu.comhttp//dx.doi.org/10.18415/ijmmu.v7i8.1812>
- Iskarim, M. (2017). Rekrutmen pegawai menuju kinerja organisasi yang

- berkualitas dalam perspektif MSDM dan islam. *Manajemen Pendidikan Islam*, 2(November), 307–327. <http://ejournal.uin-suka.ac.id/tarbiyah/index.php/manageria/issue/view/233>
- Ivancevich, J. M., & Konopaske, R. (2013). *Resource Management Twelfth Edition* (Twelfth). McGraw-Hill.
- Jamaludin, A. (2017). Pengaruh Gaya Kepemimpinan terhadap Kinerja Karyawan pada PT.Kaho IndahCitra Garment Jakarta. *JABE (Journal of Applied Business and Economic)*, 3(3), 161-169
- Jufrizen, J. (2018). Peran Motivasi Kerja Dalam Memoderasi Pengaruh Kompensasi Dan Disiplin Kerja Terhadap Kinerja Karyawan. *The National Conferences Management and Business (NCMAB)*, 2621–1572, 405–424.
- Juniarti, E., Ahyani, N., & Ardiansyah, A. (2020). Pengaruh Kepemimpinan Kepala Sekolah Dan Efikasi Diri Guru Terhadap Kinerja Guru. *Journal of Education Research*, 1(3), 193–199. <https://doi.org/10.47467/reslaj.v1i2.108>
- Kawiana, I. G. P. (2020). *Manajemen Sumber Daya Manusia* (UNHI PRESS).
- Krismiati. (2017). Pengembangan Sumber Daya Manusia dalam Meningkatkan Kualitas Pendidikan di SD Negeri Inpres Angkasa Biak. *Jurnal Office*, 3(1), 43–50. <https://doi.org/10.26858/jo.v3i1.3459>
- Kurniawan, B. (2017). Kepuasan Kerja Memoderasi Pengaruh Lingkungan Kerja dan Kepemimpinan Kepala Sekolah Terhadap Kinerja Guru SMK Negeri 1 Pati. *Jurnal Ilmiah Dalam Menyikapi Permenristekdikti*, 490–506.
- Lie, D., Sherly, Dharma, E., & Sudirman, A. (2019). The Impact of Work Discipline and Work Ethic on the Teacher Performance of Sultan Agung Pematangsiantar Private Middle School Teachers T.A. 2018/2019. *International Journal of Business Studies*, 3(3), 125–135. <https://doi.org/10.32924/ijbs.v3i3.83>
- Masram, & Mu'ah. (2017). *Manajemen Sumber Daya Manusia Profesional*. Zifatama Publisher.
- Masyono, M., Saepudin, D., & Zulfikar, T. (2021). *Faktor-Faktor Yang Mempengaruhi Kinerja Guru Sma/Smk Kecamatan Talegong Garut*. 45–60. <https://doi.org/10.32897/sobat3.2021.5>

- Mathis, R. L., Jackson, J. H., Valentine, S. R., & Meglich, P. A. (2017). *Human Resource Management* (Fifteenth). Cengage Learning.
- Mondy, R. W., & Martocchio, J. J. (2016). *Human Resource Management* (Fourteenth). Pearson Education Limited. <http://80.82.78.13/get.php?md5=1e50ce6ce17857b2fc907fce76c60f57&key=D0JLX65VTU0MIMFO&mirr=1>
- Mukminin, A., Habibi, A., Prasajo, L. D., & Yuliana, L. (2019). Manajemen Sumber Daya Manusia dalam Pendidikan. In *UNY Press*. <http://staffnew.uny.ac.id/upload/132254846/penelitian/BUKU MSDM LANTIP.pdf>
- Mulyadi, D., & Syafitri, A. (2015). Pengaruh Kepemimpinan dan Motivasi Kerja Terhadap Kinerja Karyawan di Bank BJB Syariah Cabang Bogor. *Jurnal Ilmiah Binaniaga*, 11(2), 33-38
- Nobita., Sunuharjo, B. S., & Ruhani, I. (2016). Pengaruh Kepuasan Kerja dan Komitmen Organisasional Terhadap Kinerja Karyawan (Studi Pada PT. Telekomunikasi Indonesia, Tbk Witel Jatim Selatan, Malang). *Jurnal Administrasi Bisnis (JAB)*, 34(1), 38-46
- Nurchaya, G. A., & Sary, F. P. (2018). Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan PT. Arah Environmental Indonesia Bag. Surakarta. *E-Proceeding of Management*, 5(1), 303–310.
- Phytanza, D. T. P., & Burhaein, E. (2020). The effects of tenure, teacher certification, and work motivation on special needs teacher performance. *Universal Journal of Educational Research*, 8(9), 4348–4356. <https://doi.org/10.13189/ujer.2020.080962>
- Pradhan, R. K., & Jena, L. K. (2017). Employee Performance at Workplace: Conceptual Model and Empirical Validation. *Business Perspectives and Research*, 5(1), 69-85. 10.1177/2278533716671630
- Purba, C. B., Rafiani, & Ali, H. (2018). The Influence of Competency, Organizational Commitment and Non Financial Compensation on Teacher Performance in SMAN 29 Jakarta. *Scholars Journal of Economics, Business and Management (SJEBM)*, 227–239. <https://doi.org/10.21276/sjebm.2018.5.3.13>

- Rachmawati, T. (2016). Supervisi Pendidikan Sebagai Upaya Meningkatkan Kinerja Guru. *Coopetition*, Vol 7, No 1 (2016), 43. <http://ikopin.ac.id/jurnal/index.php/coopetition/article/view/10>
- Rama, S. P., & Johannes Lo, S. (2020). The Effects of Employees Work Stress and Work Discipline on the Performance of Employees Mediated By Organizational Citizenship Behaviour (OCB). *Dinasti International Journal of Digital Business Management*, 1(3), 315–327. <https://doi.org/10.31933/dijdbm.v1i3.218>
- Retnaningsih, R., Marsigit, M., Supriyoko, S., & Nurdianto, H. (2018). Effect of leadership and information system management on teacher performance. *International Journal of Engineering and Technology (UAE)*, 7(2.5 Special Issue 5), 92–95. <https://doi.org/10.14419/ijet.v7i2.5.13959>
- Riduwan, & Kuncoro, E. A. (2017). *Cara Menggunakan dan Memakai Path Analysis (Analisis Jalur)* (7th ed.). ALFABETA.
- Riyanto, S., Adonia, & Ali, H. (2017). Effect of Motivation and Job Satisfaction on the Performance of Teachers in Mentari School Bintaro (MSB). *Scholars Bulletin*, 83, 91. <https://doi.org/10.21276/sb.2017.3.3.2>
- Rosmawati, Ahyani, N., & Missriani. (2020). *Pengaruh Disiplin dan Profesionalisme Guru terhadap Kinerja Guru*. 1(3), 200–205.
- Sari, W. P. (2016). Pengaruh Gaji Dan Motivasi Terhadap Kinerja Guru Pada SMA Swasta Bagan Sinembah, Rokan Hilir, Riau. *Jurnal Tingkap*, 12(1), 65–81.
- Sarwono, J. (2012). *Path Analysis: Teori, Aplikasi, Prosedur Analisis untuk Riset Skripsi, Tesis dan Disertasi (Menggunakan SPSS)*. PT. Elex Media Komputindo.
- Satedjo, A. D., & Kempa, S. (2017). Pengaruh Kompensasi Dan Disiplin Kerja Terhadap Kinerja Karyawan PT. Modern Widya Technical Cabang Jayapura. *AGORA*, 5(3).
- Sekaran, U., & Bougie, R. (2016). Research Methods for Business. In *John Wiley & Sons Ltd* (Seventh). [https://doi.org/10.1007/978-94-007-0753-5\\_102084](https://doi.org/10.1007/978-94-007-0753-5_102084)
- Semadi, I. G. N. Y., Suardhika, I. N., & Agung, A. A. P. (2019). The Role of

- Fairness in Allocating Performance Incentive as Moderating Variable on the Effect of Work Discipline, Self-Efficacy, and Leadership Competency to Employee Performance. *International Journal of Sustainability, Education, and Global Creative Economic*, 2(2), 65–73. <https://doi.org/https://doi.org/10.1234/ijsegce.v3i1.91>
- Sinambela, L. P. (2016). *Manajemen Sumber Daya Manusia*. PT Bumi Aksara.
- Siyoto, S., & Sodik, A. (2015). *Dasar Metodologi Penelitian*. Literasi Media Publishing.
- Srisiska., N, Ahyani, & Missriani. (2021). Pengaruh Disiplin dan Motivasi Kerja terhadap Kinerja Guru. *Jurnal Pendidikan Tambusai*, 5(1), 1456-1465.
- Sugiyono. (2015). *Metode Penelitian Pendidikan: Pendekatan Kuantitatif, Kualitatif, dan R&D*. Penerbit Alfabeta.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D* (2nd ed.). ALFABETA.
- Sujarweni, W. V. (2019). *Metodologi Penelitian Bisnis dan Ekonomi Pendekatan Kuantitatif*. PUSTAKABARUPRESS.
- Suryadi, S., Agustin, H. P., & ... (2017). Factors That Effect the Performance of the Teacher. *E-Proceeding Stie*, 2078–2092. <http://jurnal.stie-mandala.ac.id/index.php/eproceeding/article/view/221>
- Susanto, A. (2016). *Manajemen Peningkatan Kinerja Guru: Konsep, Strategi, dan Implementasinya* (1st ed.). Kencana.
- Susanto, A. H., & Abadi, I. B. G. S. (2021). The Influence of Emotional Intelligence and Teacher Workload on Teacher Performance. *Indonesian Journal Of Educational Research and Review*, 5(1), 34–43. <https://doi.org/10.23887/ijerr.v4i1.32925>
- Sutrisno, E. (2017). *Manajemen Sumber Daya Manusia*. Kencana
- Tentang Kami*. (2021). SMK Telkom Makassar. <https://smktelkom-mks.sch.id/>
- Theresia, L., Lahuddin, A. H., Ranti, G., & Bangun, R. (2018). The Influence of Culture, Job Satisfaction, and Motivation on the Performance Lecturer/Employees. *International Conference on Industrial Engineering and Operations Management*, 1–12. <https://doi.org/10.1088/1757->

899X/453/1/012064

- Turangan, J. K. (2017). Pengaruh Kompetensi, Disiplin Kerja Dan Profesionalisme Terhadap Kinerja Guru Di Sma Negeri 1 Manado. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 5(2), 1402–1411. <https://doi.org/10.35794/emba.v5i2.16171>
- Undang-Undang Republik Indonesia No 23 Tahun 2003 Tentang Sistem Pendidikan Nasional, (2003).
- Utari, K. T., & Rasto, R. (2019). Pengaruh Disiplin Kerja Terhadap Kinerja Guru. *Jurnal Pendidikan Manajemen Perkantoran*, 4(2), 246–253. <https://doi.org/10.17509/jpm.v4i2.18019>
- Utari, W., Setiawati, R., Fauzia, N., Usdiyanto, Hidayat, W., Khadijah, S. N., Pramitasari, D. A., Irawan, H., Gazali, Zainurrafiqi, & Rochman, A. S. (2020). The Effect of Work Discipline on the Performance of Employees in Compensation Mediation: A Case Study Indonesia. *PalArch's Journal of Archaeology of Egypt/Egyptology*, 17(9), 1056–1073. <https://www.archives.palarch.nl/index.php/jae/article/view/3720>
- Wahyuni, R. S., & Syamsir, S. (2020). The Influence of Integrity and Human Resource Management towards Employee Performance. *International Journal of Research and Analytical Reviews*, 7(1), 780–785. <http://repository.unp.ac.id/id/eprint/26939>