

The Influence Of Work-Life Balance And Work Environment To The Performance Of Employees At Pt. Jas Mulia Palm Oil Mill, North Luwu Regency

Dewi Sulistianengseh¹, Muhammad Kasran², Samsinar³

¹Faculty of Economics and Business, Universitas Muhammadiyah Palopo, 91922, Indonesia

²Faculty of Economics and Business, Universitas Muhammadiyah Palopo, 91922, Indonesia

³Faculty of Economics and Business, Universitas Muhammadiyah Palopo, 91922, Indonesia

Corresponding Author Email: dewisulistianengseh23@gmail.com

Abstract

This research was conducted to determine the effect of Work Life Balance and Work Environment on Employee Performance of PT. Jas Mulia Palm Oil Mill, North Luwu Regency. Data was collected by distributing questionnaires using Likert scales. The population in this study is all employees who work at PT. Noble Suit. The variables used in this study are Work Life Balance and Work Environment as independent variables and employee performance as dependent variables. This study used a quantitative approach with associative research methods. The sampling technique used in this study is using saturated sampling where this technique uses all members of the population to be sampled, namely as many as 74 respondents. The data analysis technique used is multiple linear regression analysis with partial and simultaneous significant tests with t test and F test. Based on the results of the analysis and discussion using multiple linear regression, it is concluded that partially Work Life Balance has a positive and significant effect on employee performance, partially the Work Environment has a positive and significant effect on employee performance, simultaneously Work Life Balance and Work Environment have a positive and significant effect on employee performance at PT. Jas Mulia Palm Oil Mill, North Luwu.

Keywords: Work Life Balance; Work Environment; Employee Performance

1. Introduction

In this era of globalization, business competition is getting tighter, including in industry, this situation makes every company must continue to maximize the use of resources to maintain its business continuity. Companies must manage their resources effectively and efficiently as one of the keys. North Luwu Regency itself has established several industries, one of which is the palm oil management industry PT. Jas Mulia where PT. Jas Mulia is the first mill to manage palm oil established in North Luwu regency and has been operating since 2017 located in Minanitchlu Village, Sukamaju District and has a production capacity of 30 tons / hour. The company also exports palm kernel oil to several countries, one of which is Malaysia [1].

Palm oil management is one of the factors that can determine the success of an oil palm plantation business. For companies engaged in the palm oil management industry, of course, it cannot be separated from the current situation of intense competition. Therefore PT. Jas Mulia must pay attention to the human resources in it for the progress of the company. Remember the importance of human resources in supporting the success of the company, employees must be encouraged in doing their work because human resources are organizers or managers of resources (Aisyah et al., 2019). Employees are one of the human resources in

the company. Every employee has a different one because they come from different backgrounds [2].

Work-life balance is one of the important factors for every employee, so that employees can have a balanced quality of life between family and work. *Work-life balance* is a state of balance between two needs in which one's work and life are the same. From the employee's own point of view, *work-life balance* is an option to manage work and personal obligations or responsibilities to the family. At the same time, from a company's point of view, *work-life balance* is a challenge in creating a supportive culture within the company, where employees can focus on their work while working. Similarly, in carrying out their work, employees as humans cannot be separated from various conditions around them, namely the work environment. In carrying out their work, each employee will interact with various conditions encountered in their work environment [3].

According to [4], the work environment around employees needs to be considered in order to have a good influence on one's work. A sense of comfort and security arises because of the appropriate work environment. The work environment is a factor that affects employee performance, including the key to success. Therefore, every company needs to create a supportive work environment to improve employee performance. An effective work environment is one that can engage employees well in achieving their performance.

Several research results according to [5] and [6], in the results of their research show that *work-life balance* has a positive and significant effect on employee performance and [7], in the results of their research partly shows that the work environment has a positive and significant effect on employee performance. However, in contrast to the results of research conducted by [8], the results of his research based on the results of the analysis showed that *the work-life balance* variable did not affect employee performance, as well as [9], the results of his research showed that there was no significant influence of the employment environment on employee performance. Based on the *gap theory*, the researcher is interested in raising the title of the study, namely the influence of *work-life balance* and work environment on employee performance at PT. Jas Mulia *Palm Oil Mill*, North Luwu Regency.

2. Methodology

Types of Research

This study used a quantitative approach with associative research methods. Quantitative research methods are research used to examine certain populations or samples using data collection techniques through a research instrument. This type of associative research is a study that asks how the relationship between two or more variables [10] This study looked for the effect between the independent variables *Work Life Balance* (X_1) and *Work Environment* (X_2) on the dependent variable *Employee Performance* (Y).

Place and Time of Research

This research was conducted at PT. Jas Mulia *Palm Oil Mill*, North Luwu Regency. The study was conducted from October 2023 – November 2023.

Population and Sample

The population in this study is all employees who work at PT. Jas Mulia *Palm Oil Mill*, North Luwu Regency with 74 employees. The sample is a member of the number and characteristics that exist in the population. Due to limited funds, energy and time, the researchers took samples from the population. The sampling technique used in this study is a saturated sampling technique where this technique takes an overall sample from the population with the criteria of the sample taken are all company employees totaling 74 people.

Data Collection Methods

The data collection used in this study was using questionnaires. Questionnaire is a data collection technique carried out by providing questions or written statements to respondents for later answering. Questionnaires or questionnaires are distributed directly to predetermined respondents, namely employees of PT. Jas Mulia *Pail Oil Mill*, North Luwu County. The questionnaire used in this study is an open research questionnaire, where respondents are free to determine the answers contained in the questionnaire. Questionnaires are used to determine the effect of *work-life balance* and work environment on employee performance based on what experience employees have while working. The form of questionnaire used in this study is using the Likert scale to measure a person's attitude and opinion.

Variable Operationalization

According to [11], operational is an abstract concept that facilitates variable measurement. Operations can also be interpreted as guidelines in conducting research or work. Operational definitions are definitions that are based on observable characteristics of what is conceptually defined or modified, and include words that describe behaviors and symptoms that can be observed, tested, and determined by others. It is expressed in the form of its constituent elements. A variable is a person's attributes, properties, or values. An object or activity that has certain variations for researchers to investigate and draw conclusions. Variable operationalization is a description of research variables, dimensions, and indicators used to measure these variables (Ihsan, 2020).

Operationalization of variables can be used to facilitate data collection and limit the scope of variables. The operationalization of variables in this study can be seen in the following table:

Table 1.
Variable Operationalization

NO	Variable	Definition	Indicators	Scale	Source
1.	Work Life Balance (X_1)	An idea that emphasizes how important it is to maintain a healthy balance between work and personal time. This means balancing time, energy, and attention between personal needs and work needs which can later	1. Time Balance 2. Balance Engagement	Likert	Suhartini, (2021)

		lead to a more balanced life.	3.Satisfaction	
			Balance	
2.	Work Environment (X ₂)	Situations consisting of physical, social, and psychological elements that affect worker performance, general work experience, and employee well-being.	1. Facilities 2. Noise 3.Air Circulation 4.Employment Relationship	Fachrezi & Khair, (2020:111) ; [12]
3.	Employee Performance (Y)	The effectiveness and contribution of employees to the goals and standards of the organization or company. This includes productivity, skills, attitudes and their positive impact on the work environment.	1.Quality of Work 2.Working Quantity 3. Responsibility 4. Cooperation 5. Initiative	Likert [13]

Source: Results of researcher data processing, 2023

Data Analysis Methods

Validity Test

According to (Kharisma, 2019), validity tests are used to determine the validity or absence of each variable in the questionnaire. The validity test also aims to see if there are statements that need to be omitted or replaced because they are considered irrelevant. Test validity can be proven by comparing the calculated *r* value with the value in the *r* table. If the calculated *r* value is greater than the table *r* value, the result can be declared valid [14]. To determine the table *r* can be done by the formula ($df = n - 2$), *n* is the number of research samples.

Reliability Test

Reliability testing determines the consistency of a measuring instrument, that is, whether the measuring instrument used is reliable and remains consistent on repeated measurements. There are several reliability testing methods, including *the test-retest* method, *Flanagan formula*, *Cronbach's alpha*, *KR (Kuder-Richardson)-20*, *KR-21* formula method, and *Hoyt* variance analysis method. A commonly used method in research is the *Cronbach alpha* method [15]. According to [16], in research reliability testing is evaluated by looking at *Cronbach's Alpha* coefficient. An instrument is said to be *reliable* if its *Cronbach's*

Alphacoefficient is greater than 0.60. Therefore, the following criteria for developing a decision in a reality study are used as follows.

1. If *Cronbach's Alpha* Coefficient is greater than 0.60, then the question can be considered *reliable*.
2. If *Cronbach's Alpha* coefficient is smaller or less than 0.60, then the interview question are not *reliable*.

Multiple Linear Regression Analysis

In proving the hypothesis put forward in this study, the author uses a linear regression method with a multiple linear regression model to determine the relationship and influence of *work-life balance* and work environment on employee performance. According to [18] the purpose of multiple linear regression tests is to predict the value of non-free variables or responses (Y) in situations where the values of independent variables or their predictors (X_1, X_2, \dots, X_n) is known. In addition, to find out how non-free variables relate to their independent variables. Mathematically multiple linear regression is expressed as follows:

$$Y = \alpha + b_1X_1 + b_2X_2 + \dots + b_nX_n + e$$

Where:

Y = Non-free variable (the value of the variable to be predicted).

α = Constant.

b_1, b_2, \dots, b_n = Regression coefficient value.

X_1, X_2, \dots, X_n = Free variable.

e = error

If there are 2 independent variables, namely X_1 and X_2 , then the form of the regression equation is:

$$Y = \alpha + b_1X_1 + b_2X_2 + e$$

Partial Test (T Test)

T Test or Partial Test is a test conducted to measure the influence of each independent variable used in research. According to (Jacobus Pardede, 2022), if the t count of each independent variable is greater than the table t, then the free variable has a partial influence on the dependent variable.

According to [16] To test this hypothesis, statistics are used according to the following decision-making criteria:

1. When the degree of freedom (df) is 20 or more and the degree of trust is 5%, then H_0 is rejected ; In absolute value, the value of t should be $>$ than 2.
2. Make a comparison between the statistical value of t count and t table; if t counts $>$ t table, then H_0 is rejected, and H_a is accepted because an independent variable partially affects the dependent variable.

Simultaneous Test (Test F)

F Test or Simultaneous Test is a test carried out to determine or measure the presence or absence of the influence together of the independent variable on the dependent variable used in the study. According to [17], simultaneous tests are used to determine whether independent variables affect dependent variables together, as well as to measure the accuracy of the sample regression function to estimate actual values by considering *goodness of fit*. The hypothesis will be tested with a significance value of 0.05. If the significance value is less

than 0.05, the hypothesis is accepted, indicating that there is a significant influence between the independent variable and the dependent variable. The basis for decision making on the simultaneous test or F test is as follows:

1. If the value of F is calculated $< F$ of the table and if the probability (significance) $> 0.05(\alpha)$, then H_0 is accepted which means that the independent variable simultaneously does not significantly affect the dependent variable.
2. If the F value is calculated $> F$ of the table and if the probability (significance) $< 0.05(\alpha)$, then H_0 is rejected which means that the independent variable simultaneously affects the dependent variable significantly.

Table 2. Questionnaire Return Rate

Distributed questionnaires	74
Returned questionnaire	74
The completed questionnaire is incomplete	0
Questionnaires that can be processed	74

3. RESULT AND DISCUSSION

3.1. Result

Table 3. Characteristics of Respondents

Category	Choice	Person	Percent %
Gender	Man	62	84%
	Woman	12	16%
	Total	74	100%
Age	20-30 years	27	36,5%
	31-45 years	40	54%
	46-65 years old	7	9,5%
	>65 years old	0	0
	Total	74	100%
Education	SMA	50	67,5%
	D3	2	2,7%
	S1	22	29,8%
	S2	0	0
Last	Total	74	100%
	< 1 Year	7	9,5%
	1-3 Years	10	13,5%
	4-7 Years	57	77%
	Total	74	100%

Source: Primary data processed by researchers, 2023

Based on table 3 above, it can be seen that most respondents are men as many as 62 people with a percentage of 84%, while the rest are women as many as 12 people with a percentage of 16%. This is because male employees are more needed at PT. Noble Suit, North Luwu. Then most respondents are aged 31-45 years with a percentage of 54%, while for the lowest age group of 46-65 years with a percentage of 9.5%, this means PT. Jas Mulia is dominated by employees aged between 31-45 years. The number of respondents based on the latest education was Bachelor (S1) as many as 22 people with a percentage of 29.8%, Senior High School (SMA) as many as 50 people with a percentage of 67.5% and Diploma (D3) as

many as 2 people with a percentage of 2.7%. Currently to become an employee at PT. Jas Mulia one of the provisions is to have the last education at least high school. Then most respondents have worked for 4-7 years, which is as many as 57 people with a percentage of 77%. Respondents with a working period of 1-3 years were 10 people with a percentage of 13.5% and employees with a working period of less than 1 year as many as 7 people with a percentage of 9.5%. Therefore, it can be concluded that PT. Jas Mulia is dominated by employees with a service period of 4-7 years.

Validity Test

The results of the validity test of work life balance variables (X_1), work environment variables (X_2) and employee performance variables (Y), as follows:

Table 4. Validity Test Results

Variable	Statement	Pearson Correlation	r-table	Result
Work Life Balance (X_1)	$X_{1.1}$	0,504	0,1927	Valid
	$X_{1.2}$	0,478	0,1927	Valid
	$X_{1.3}$	0,584	0,1927	Valid
	$X_{1.4}$	0,717	0,1927	Valid
	$X_{1.5}$	0,734	0,1927	Valid
	$X_{1.6}$	0,749	0,1927	Valid
Work Environment (X_2)	$X_{2.1}$	0,592	0,1927	Valid
	$X_{2.2}$	0,565	0,1927	Valid
	$X_{2.3}$	0,641	0,1927	Valid
	$X_{2.4}$	0,548	0,1927	Valid
	$X_{2.5}$	0,618	0,1927	Valid
	$X_{2.6}$	0,638	0,1927	Valid
	$X_{2.7}$	0,462	0,1927	Valid
	$X_{2.8}$	0,475	0,1927	Valid
Performance Employee (Y)	Y_1	0,670	0,1927	Valid
	Y_2	0,538	0,1927	Valid
	Y_3	0,730	0,1927	Valid
	Y_4	0,682	0,1927	Valid
	Y_5	0,690	0,1927	Valid
	Y_6	0,691	0,1927	Valid
	Y_7	0,646	0,1927	Valid
	Y_8	0,586	0,1927	Valid
	Y_9	0,635	0,1927	Valid
	Y_{10}	0,702	0,1927	Valid

Source: SPSS 25, 2023

Judging from table 4, the value of Pearson Correlation or R counts the variables work life balance (X_1), work environment (X_2) and employee performance (Y) $>$ R table (0.1927) therefore a conclusion is drawn that all variables are declared valid.

Reliability Test

Results of reliability test as berycut:

Table 5. Reliability Test Results

Variable	Cronbach's Alpha	Information
Work Life Balance (X_1)	0,675	Reliable
Work Environment (X_2)	0,678	Reliable
Employee Performance (Y)	0,851	Reliable

Source: SPSS 25, 2023

Table 5, Cronbach's Alpha value $>$ 0.6 so that all statements are summed up reliably.

Multiple Linear Regression Analysis

The results of multiple linear regression tests are as follows:

Table 6. Multiple Linear Regression Test Results

model	<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	T	Sig.
	B	<i>Std. Error</i>	Beta		
1 (<i>Constant</i>)	16.690	4.587		3.639	.001
<i>Work Life Balance</i> (X_1)	.364	.157	.225	2.314	.024
Work Environment (X_2)	.524	.100	.511	5.250	.000

Source: SPSS 25, 2023

Table 6, known multiple linear regression equation which is as follows:

$$Y = 16.690 + 0.364X_1 + 0.524X_2 + e$$

1. Constant α value of 16,690 this value gives the understanding that if the variables Work Life Balance (X_1) and Work Environment (X_2) are equal to zero (0), then the amount of Employee Performance is 16,690%.
2. For the variable Work life balance (X_1) the regression coefficient is positive, meaning that if the Work Life Balance (X_1) of each employee increases by 1% then Employee Performance (Y) will increase by 0.364%.
3. For Work Environment (X_2) the regression coefficient is positive, meaning that if the Work Environment (X_2) of each employee experiences an increase of 1% then Employee Performance (Y) will increase by 0.524%.

Partial Test (T Test)

The results of the T Test are as follows:

Table 7. T Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	16.690	4.587		3.639	.001
Work Life Balance (X ₁)	.364	.157	.225	2.314	.024
Work Environment (X ₂)	.524	.100	.511	5.250	.000

Source: SPSS 25, 2023

Based on table 7 above, the following results are obtained:

1. The calculated T value for *the variable work life balance (X₁)* 2.314 > T table 1.666 with a significant level of 0.024 < 0.05 so that hypothesis 1 is accepted, meaning that *work life balance (X₁)* partially has a significant effect on employee performance (Y).
2. The calculated T value for the work environment variable (X₂) is 5.250 > T table 1.666 with a significant level of 0.000 < 0.05 so that hypothesis 2 is accepted, meaning that the work environment (X₂) partially has a significant effect on employee performance (Y).

Simultaneous Test (Test F)

The results of Test F in this study are as follows:

Table 8. F Test Results

Type	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	475.212	2	237.606	21.010	.000b
Residuals	802.950	71	11.309		
Total	1278.162	73			

Source: SPSS 25, 2023

Based on table 8, it is known that the calculated F value for the variables Work Life Balance (X₁) and Work Environment (X₂) on Employee Performance (Y) is 21.010 > F table 3.128 with a significant level of 0.000 < 0.05 so that hypothesis 3 is accepted, meaning that simultaneously the variables work life balance (X₁), work environment (X₂) have a significant effect on employee performance (Y) at PT. Jas Mulia Palm Oil Mill, North Luwu Regency.

3.2. Discussion

Based on the test results, it partially shows that the variable work life balance has a positive and significant impact on employee performance at PT. Jas Mulia Palm Oil Mill, North Luwu Regency amounted to 2,314 with a significant rate of 0.024. So that the hypothesis that states "Work Life Balance has a positive and significant effect on employee performance" is proven to be true, showing that work life balance plays a positive and significant role in improving employee performance. These results can be used as important considerations for companies in designing policies to improve employee performance, in line with existing theories and supported by previous research, such as research by [5] which revealed the positive and significant impact of work-life balance on employee performance at PT. Single estuary.

The results of the study partially show that work environment variables have a positive and significant influence on employee performance at PT. Jas Mulia Palm Oil Mill, North Luwu Regency at 5,250 with a significant rate of 0,000. So that the hypothesis that states "Work Environment has a positive and significant effect on employee performance" is proven to be correct, indicating that the work environment has a positive and significant impact on employee performance. This is due to environmental influences that include physical, social, and psychological aspects around the workplace. These findings are in line with existing theories and supported by previous research, such as research by [7], which shows that the work environment partially has a positive and significant effect on employee performance at PT. Super Loyal Sagita Medan.

Based on hypothesis testing and multiple linear regression tests in this study, it can be seen that simultaneously work life balance and work environment together affect employee performance at PT. Jas Mulia Palm Oil Mill, North Luwu Regency. These results show that work-life balance, work environment, and employee performance variables have a very significant relationship that can be obtained by companies to improve employee performance. So that the hypothesis that states "Work Life Balance and Work Environment jointly affect employee performance" is proven to be true, in line with research conducted by [3] which states that work life balance and work environment together affect employee performance at PT. Bank SULUTGO PUSAT Manado. The results of this research can be taken into consideration in decision making by companies, especially at PT. Jas Mulia Palm Oil Mill, North Luwu Regency to improve the performance of its employees.

4. Conclusion

This study aims to find concrete evidence about the effect of *Work Life Balance* and Work Environment on Employee Performance at PT. Jas Mulia *Palm Oil Mill*, North Luwu Regency. Based on the results of the analysis and discussion using multiple linear regression, the conclusion was obtained in this study, namely the results of the hypothesis test found partially that *Work Life Balance* has a positive and significant effect on Employee Performance at PT. Jas Mulia *Palm Oil Mill*, North Luwu Regency, then partially the Work Environment has a positive and significant effect on Employee Performance at PT. Jas Mulia *Palm Oil Mill*, North Luwu Regency, and it was found that simultaneously *Work Life Balance*

and Work Environment affect Employee Performance at PT. Jas Mulia *Palm Oil Mill*, North Luwu Regency.

5. Acknowledgement

All praise and praise for the presence of Allah SWT, who has bestowed His mercy and wisdom on all of us, so that the compiler can complete a research entitled "The Effect of *Work Life Balance* and Work Environment on Employee Performance at PT. Jas Mulia *Palm Oil Mill*, North Luwu County". However, the compiler tried as much as possible for the perfection of the preparation of this research article to meet one of the requirements for student graduation at the University of Muhammadiyah Palopo. The results of this study were compiled based on the results of observations, discussions, and direct involvement in the implementation process carried out in October until completion. The author realizes that the success of the study and preparation of the results of this research cannot be separated from the help of parties who have given encouragement and prayers to the author in facing every challenge, so that as obedient as this opportunity the author expresses his gratitude to:

1. Mr. Poniman and Mrs. Sutiani, as my parents and system support so far.
2. Mr. Muhammad Kasran, S.E., M.M, as the supervisor of 1 of this research.
3. Mrs. Samsinar, S.Pd., M.Pd, as the supervisor of these 2 researches.
4. To the University of Muhammadiyah Palopo through the Institute for Research and Community Service (LPPM) which has facilitated this research activity.
5. To PT. Jas Mulia Palm Oil Mill, North Luwu Regency who has given me permission to conduct research on the company.

Hopefully the report on the results of this research can be used and can contribute ideas for the development of knowledge for the author and for interested parties.

6. REFERENCE

- [1] Mutmainna, M. (2023). The Influence Of Organizational Culture, Compensation, And
- [2] Arifin, M., & Muharto, A. (2022). The Effect of Worklife Balance on Employee Performance (Study at PT. Livia Mandiri Sejati Pasuruan). *Journal of Economic and Business Research*, 15(1), 37. <https://doi.org/10.26623/jreb.v15i1.3507>
- [3] Kembuan, D., Koleangan, R. A. M., & Ogi, I. (2021). The Effect of Work Life Balance and Work Environment on Employee Performance at PT. Bank Sulutgo Main Branch in Manado. *EMBA Journal*, 9(3), 1257–1266.
- [4] Lestary, L., & Chaniago, H. (2018). The influence of the work environment on employee performance. *Journal of Business and Investment Research*, 3(2), 94–103. <https://doi.org/10.35313/jrbi.v3i2.937>
- [5] Staff, K., Pt, P., Tunggal, M., & Sukabumi, C. (2020). The Effect of Work Life Balance on Employee Performance on PT. Single estuary. *Journal of Ecobis Dewantara*, 3(3), 46–50. https://doi.org/10.26460/ed_en.v3i3.1688
- [6] Arfandi, A., & Kasran, M. (2023). The Influence of Work Life Balance and Leadership Style on Employee Performance at PT. Sumber Graha Sejahtera (SGS) Luwu. *Jesya*, 6(2), 1861–1872. <https://doi.org/10.36778/jesya.v6i2.1192>

- [7] Sihaloho, R. D., & Siregar, H. (2020). The influence of the work environment on employee performance At PT. Super loyal sagita terrain. *Scientific Journal of Socio Secretum*, 9(2), 273–281.
- [8] Saifullah, F. (2020). The Effect of Work-Life Balance and Flexible Work Arrangement on the Performance of Convection Muslim Employees. *BUSINESS : Journal of Islamic Business and Management*, 8(1), 29. <https://doi.org/10.21043/bisnis.v8i1.6762>
- [9] Rahayu, M. S., & Rushadiyati, R. (2021). The influence of the work environment and individual characteristics on the performance of SMK Kartini employees. *Journal of Administration and Management*, 11(2), 136–145. <https://doi.org/10.52643/jam.v11i2.1880>
- [10] Andri L A. (2016). *Causal relationships*. 4(1), 1–23.
- [11] Putranto, muhammad noval. (2020). Operational Review of General Affairs Section at Pt . Kamadjaja Logistics. *Indonesian College of Economics Jakarta*, 5.
- [12] Susanti, & Mardika, N. H. (2021). Work Discipline on Employee Performance of Pt Sat Nusapersada Tbk. *SCIENTIA JOURNAL : Student Scientific Journal*, 3. https://ejournal.upbatam.ac.id/index.pjp/scientia_journal/article/view/3066
- [13] Wicaksana, A. (2016). The influence of motivation, ability on the performance of pupr employees. <https://medium.com/@arifwicaksanaa/pengertian-use-case-a7e576e1b6bf>.
- [14] Puspasari, H & Puspita, W. (2022). Test Validity and Reliability of Research Instruments Level of Knowledge and Attitude of Students towards the Selection of Health Supplements in Facing Covid-19 Validity Test and Reliability of Instrument Research Level Knowledge and Attitude of Students Towards. *Journal of Health*, 13, 65–71.
- [15] Ayunita, D. (2018). Validity and Reliability Test Module. *Applied Statistics*, October. https://www.researchgate.net/publication/328600462_Modul_Uji_Validitas_dan_Reliabilitas
- [16] Ghozali, I. (2016). Application of multivariate analysis with IBM SPSS program 23, [https://scholar.google.co.id/scholar?as_vis=0&q=Ghozali,+I.+\(2016\).+Application+an+alysis+multivariate+with+program+IBM+SPSS+23&hl=id&as_sdt=0,5#:~:text=digilib.itbwigalumajang.ac.id](https://scholar.google.co.id/scholar?as_vis=0&q=Ghozali,+I.+(2016).+Application+an+alysis+multivariate+with+program+IBM+SPSS+23&hl=id&as_sdt=0,5#:~:text=digilib.itbwigalumajang.ac.id)
- [17] Ghozali. (2018). *CHAPTER III Research Methods 3.1. General description of the object of study*. 82–96.
- [18] Margono, G. (2013). Application of confirmatory factor analysis to determine multidimensional reliability. *Journal of Statistics*, 13(1), 17–24.