

# Pengaruh Kepemimpinan Motivasi Dan Lingkungan Kerja

**Sistematika Karya Tulis** Julianto Hutasuhut, S.E., M.M, Abd. Halim, S.E., M.Si, Dr. Abd. Rasyid Syamsuri, S.E., M.Si. 2023-02-01 Buku sederhana yang ada dihadapan pembaca adalah hasil inspirasi karena masih terbatasnya referensi buku yang membahas tentang artikel ilmiah dalam bidang ilmu Manajemen Sumber Daya Manusia (MSDM) terutama yang berkaitan dengan teknik penulisan skripsi. Buku ini cukup praktis dan sangat cocok digunakan oleh kalangan akademisi dan para peneliti serta berbagai pihak yang terpanggil untuk memajukan konsep pembangunan sumber daya manusia (SDM) berbasis riset. Selain itu, didalam buku ini, tertulis bagaimana pentingnya sistem Menulis Karya Ilmiah dan juga bagaimana materi yang disajikan dalam buku ini dapat menjadi alternatif referensi bagi mahasiswa dan dosen yang sedang menyusun penelitian karya ilmiah dibidang manajemen sumber daya manusia. Buku ini menarik untuk dibaca dan dipelajari, karena kemampuan akan meningkat dalam penelitian dibidang SDM, juga membantu memberikan strategi yang optimal bagi para peneliti MSDM. Harapannya pembaca dapat memahami informasi dan juga mendapatkan wawasan mengenai bidang Sistematika Menulis Karya Ilmiah: Bidang Ilmu Manajemen Sumber Daya Manusia serta dapat bermanfaat bagi masyarakat dalam arti luas. Terima kasih.

*Proceedings of the Ninth Padang International Conference on Economics Education, Economics, Business and Management, Accounting and Entrepreneurship (PICEEBA 2022)* Perengki Susanto, Dian Fitria Handayani, Jean Elikal Marna, Yollit Permata Sari, Rizki Sri Lasmini, Rita Sofyan, Havid Ardi. 2023-06-23 This is an open access book. This conference is aimed to provide a medium for participants in disseminating their research ideas and results as well as developing their networks. Through the participants' contribution, it is hoped that this conference could provide a deeper understanding of Economics Education, Economics, Business and Management, Accounting and Entrepreneurship issues. The theme for The Ninth Padang International Conference on Economics Education, Economics, Business and Management, Accounting and Entrepreneurship (PICEEBA) is "Leap to the imminent future: Seizing Opportunities in Education, Economics, and Business". In this conference, we invite experts, practitioners and observers from all around the globe to sit together to explore various issues and debates on economics education, economics, business and management, accounting, and entrepreneurship. The conference will be held online on May 21st, 2022 via Zoom Meeting and UNP Video Streaming Youtube Channel. We welcome empirical or conceptual contributions by any method or approach, especially those relevant to the issues of Education in Economics, Economics, Business and Management, Accounting and Entrepreneurship

**Kinerja Tugas (Task Performance) Dosen Perspektif Manajemen Organisasi** Dr. Ali Akbarjono, M.Pd.. 2018-10-31 Mutu (quality) akademik yang dipertaruhkan menjadi tanggung jawab bersama, bukan hanya tugas pimpinan selaku manajer. Akan tetapi dosen dengan kapabilitas dan kapasitasnya seharusnya mampu melakukan aktivitas akademik untuk memprioritaskan mutu yang ditunjukkan melalui kinerja tugas (task performace) yang baik. Kapasitas dosen dalam hal ini menjadi pilar utama dalam sebuah institusi pendidikan tinggi karena kinerja tugas merupakan bukti nyata dari keaktifan dan kreativitas yang direalisasikan dalam keseharian menjalani kehidupan akademik di kampus. Secara spesifik buku ini membahas tentang pengaruh kepemimpinan, budaya organisasi, keterikatan dan kepercayaan terhadap kinerja tugas dosen perguruan Tinggi Agama Islam (PTAI). Semoga karya ini dapat sedikit memberikan manfaat bagi para praktisi pendidikan dan perkembangan ilmu pengetahuan pada organisasi lembaga pendidikan tinggi, khususnya bidang kajian Manajemen Pendidikan.

MICOSS 2020 Suraya, Daru Asih, Rizki Briandana, Muhammad Rohmadi, Kundharu Saddhono. 2021-05-06 Mercu Buana International Conference on

Social Sciences aims to bring academic scientists, research scholars and practitioners to exchange and share their experiences and research results on all aspects of Social Sciences. It also provides a premier interdisciplinary platform for researchers, educators and practitioners to present and discuss the most recent innovations, trends, and concerns as well as practical challenges encountered and solutions adopted in the fields of Social Science Society 5.0. This international conference event was held on September 28-29, 2020 virtually.

**Komitmen organisasi: Qari' dan Qari'ah berprestasi: sebuah telaah gaya kepemimpinan** Prof. Dr. H. Mukhtar Latif, M.Pd. ,Dr. Risnita, M.Pd,Dr. Hj. Nur'aini, M. Ag..2023-05-19 Akhirnya, penulis menghadirkan buku ini, sebuah buku yang dilandasi beberapa kajian literatur yang berpengaruh dengan gaya kepemimpinan, budaya organisasi, motivasi berprestasi, dan komitmen organisasi qari' dan qari'ah.Salah satu bahagian dari isi buku jni membahas tentang bagaimana gaya kepemimpinan budaya organisasi Lembaga Pengembangan Tilawatil Qur'an di provinsi Kepulauan Riau dalam meningkatkan komitmen organisasi qari' dan qari'ah berprestasi, hadir sebagai wadah mencitrakan Lembaga Pengembangan Tilawatil Qur'an yang mengidentikkan membiasakan kepada para qari' dan qari'ah untuk dapat mengenal dan mempelajari al-Qur'an dan ilmu agama secara mendalam dan mengaplikasikannya dalam keseharian, sehingga akan menjadi nilai-nilai positif yang akan menjadi kebiasaan dalam tindakan qari' dan qari'ah.

*Strategic Management in the Media* Lucy Küng.2008-04-11 This book provides vital insights into the elements of strategy and their application to media firms. Solidly grounded in theory but not pedantic, it is essential reading for those who make or wish to comprehend choices of media companies. - Robert Picard, University of Jönköping Insightful, contextually analytical, yet easy to comprehend, *Strategic Management in the Media* successfully applies the adaptive and interpretative areas of strategic theory in the media sectors. It provides a unique perspective in which common themes linking media strategy and industry environment are thoughtfully discussed. - Sylvia M. Chan-Olmsted, University of Florida ...an invaluable asset for students of media management. The use of pertinent examples and case studies throughout brings the analysis to life and contributes to a highly readable introduction. - Gillian Doyle, University of Glasgow This book is a comprehensive, accessible and expert introduction to strategy within a media management context. It is divided into two parts - part one provides an introduction to and overview of the media industry from a strategic management perspective, looking in detail at the sectors that together comprise the industry - newspaper, book and magazine publishing, music, radio and television - and the strategic forces at work in each. This provides the foundation for part two, which analyses a number of strategic topics central to the media sector, such as technological change, organisational structure, leadership, and creativity and innovation. The chapters follow the same structure: the relevant theory is outlined, its application to the media industry is discussed, and case studies from the media industry are used to illustrate the theory and illuminate its relevance for the media field. The cases and examples used come from all sectors of the industry and a range of geographic regions and include News Corporation, Endemol, BBC, Bertelsmann, CNN, MTV, Disney and Pixar.

*Proceedings of the Conference on SDGs Transformation Through the Creative Economy: Encouraging Innovation and Sustainability (TCEEIS 2023)* Imam Abrori,Indrian Supheni,Muhammad Mudhofar,Wahyuning Murniati,Nico Irawan,Arfan Ikhsan Lubis,Wei Qiang,Moh. Hudi Setyobakti,Muh. Barid Nizarudin Wajdi,Tarjo,Edy Sujana.2024-01-11 This is an open access book.Welcome to the 7th Indonesian Conference, focused on the theme of SDGs Transformation through the Creative Economy: Encouraging Innovation and Sustainability. This edition aims to explore the intersection between the Sustainable Development Goals (SDGs) and the creative economy, emphasizing the importance of fostering innovation and sustainability.The conference provides a platform for academics, researchers, policymakers, industry professionals, and stakeholders to gather and exchange knowledge, ideas, and experiences regarding the transformative power of the creative economy in achieving the SDGs. By examining the dynamic relationship between creativity, innovation, and sustainable development, this edition aims to generate valuable insights and practical

solutions to address the pressing global challenges we face today. Throughout this conference, participants will have the opportunity to delve into various topics related to the creative economy and its potential to contribute to the SDGs. We will explore how creative industries can drive economic growth, promote social inclusivity, preserve cultural heritage, and protect the environment. Moreover, we will investigate innovative approaches, best practices, and emerging trends that can enhance the creative economy's impact on sustainable development. By gathering experts and practitioners from diverse fields, we aim to foster interdisciplinary dialogue and collaboration, ultimately inspiring new ideas, strategies, and policies that can foster a more sustainable and inclusive future. Together, we can harness the power of the creative economy to propel transformative change, aligning our efforts with the global agenda of achieving the SDGs. We extend our heartfelt appreciation to all participants, sponsors, and organizers for their commitment to advancing the discourse on the creative economy and sustainable development. Let us embark on this journey of exploration, innovation, and collaboration, as we work towards a better and more sustainable future for all.

Manajemen Sumber Daya Manusia Pendidikan Islam Pascasarjana UIN Malang MPI 2021. Manajemen Sumber Daya Manusia Pendidikan Islam Penulis : Pascasarjana UIN Malang MPI 2021 Ukuran : 14 x 21 cm ISBN : 978-623-6341-30-8 Terbit : Juni 2021 [www.guepedia.com](http://www.guepedia.com) Sinopsis : Modal utama yang harus dimiliki oleh organisasi atau lembaga adalah manusia. Manusia merupakan komponen utama dalam menjalankan organisasi ini memiliki kapasitas yang berbeda, sehingga membutuhkan adanya manajemen sumber daya manusia. Buku ini disusun berdasarkan mata kuliah Manajemen Sumber Daya Manusia Pendidikan Islam yang dipelajari di Jurusan Manajemen Pendidikan Islam, khususnya di UIN Maulana Malik Ibrahim Malang dan Perguruan Tinggi Agama Islam di seluruh Indonesia. Oleh karena itu pembahasan disajikan berkisar manajemen sumber daya manusia khusus dalam pendidikan Islam. Buku MSDM ini merupakan kajian akademik yang berbasis konsep dan secara spesifik menyajikan teori yang mengemukakan solusi permasalahan pendidikan Islam saat ini. Dengan demikian pembaca akan dibimbing untuk menemukan kajian lebih lanjut mengenai manajemen sumber daya manusia pendidikan Islam. [www.guepedia.com](http://www.guepedia.com) Email : [guepedia@gmail.com](mailto:guepedia@gmail.com) WA di 081287602508 Happy shopping & reading Enjoy your day, guys

Strategi Peningkatan Pelayanan Publik Institusi Kepolisian (Dalam Ruang Lingkup Polres Berau) Rido Doly Kristian, S.H, S.I.K, M.A.P. 2024-03-15 Buku ini menjelaskan terkait hal-hal yang Berkaitan tentang strategi pelayanan di Lingkungan Kepolisian yang dapat meningkatkan pemahaman kita dan menambah pengetahuan serta wawasan kita dalam hal mempelajari ilmu-ilmu dalam meningkatkan pendidikan yang dapat diimplementasikan dalam kehidupan sehari-hari. Kompleksitas permasalahan hukum dan permasalahan sosial di masyarakat yang merupakan ruang lingkup tugas kepolisian menuntut petugas kepolisian untuk dapat menjawab tantangan tugas tersebut, tingginya harapan masyarakat terhadap profesionalisme tugas kepolisian dan juga harapan masyarakat terhadap tindakan kepolisian yang dapat memberikan rasa aman dan tentram serta terjaminnya keamanan dalam negeri serta terciptanya penegakan hukum yang berkeadilan memberikan kepastian hukum dan juga memberikan kemanfaatan diibaratkan seperti dua sisi mata uang. Tugas pokok Kepolisian Negara Republik Indonesia yang tertuang didalam pasal 13 Undang-undang Nomor 2 tahun 2002 adalah memelihara keamanan dan ketertiban masyarakat, menegakkan hukum, memberikan perlindungan, pengayoman dan pelayanan kepada masyarakat.

PENGANTAR BISNIS Dr. AGUS SUSANTO, SH, CN, MM, MBA, MKn, M. OXCEL (OXFORD-UK), DBA, CIMBA, CPS, CHRMB, CPHCM, CHCB, CHCM. 2022-01-01 Adapun Buku Ajar Pengantar Bisnis ini dibuat penulis dengan tujuan dapat dijadikan bahan ilmu pengetahuan dan informasi khususnya buat mahasiswa serta masyarakat pada umumnya yang tentunya berhubungan dengan materi bisnis.

Manajemen Sumber Daya Manusia Rizki Afri Mulia. 2021-11-19 Human Resource Management dapat didefinisikan sebagai manajemen yang efektif dari orang-orang dalam suatu organisasi. Manajemen sumber daya manusia membantu menjembatani kesenjangan antara kinerja karyawan dan

tujuan strategis organisasi. Selain itu, tim manajemen sumber daya manusia yang efisien dapat memberikan keunggulan bagi perusahaan dalam persaingan.

**EKONOMI DAN BISNIS** Mayasurru Lasiyama, dkk..2022-05-09 Buku ini merupakan kumpulan hasil penelitian mahasiswa Jurusan Ekonomi Syariah IAIN Ponorogo seri kedua. Tulisan dalam buku ini merupakan analisis mahasiswa terhadap kegelisahan mereka terhadap realitas empirik, sesuai dengan pendekatan dan perspektif mereka masing-masing. Sebagai sebuah kumpulan hasil penelitian, tentu saja tema tulisan dalam buku ini bervariasi. Namun, secara umum, semua tulisan tersebut berada dalam payung kajian ekonomi dan bisnis.

**Proceedings of the International Conference on Business, Accounting, Banking, and Economics (ICBABE 2022)** Chih Wen-Hai, Ali Mursid.2023-05-19 This is an open access book. Due to the impacts of the Coronavirus Disease (COVID-19) around the world, international conference will be held in Semarang, Central Java, Indonesia, on 9th November 2022. Will take place online via zoom. The BABE International Conference series is held at regular intervals to provide an interactive forum for presentation and discussion on the International Conference of Business, Accounting, Banking, and Economics Research. We welcome participants academicians and practitioners from all over the world who are interested in developing new knowledge and professional ties to enhance career opportunities. The BABE international conference should serve as an ideal forum to establish relationships among members around the world. We hope you will join us at the BABE international conference 2022 which will be held regularly every year.

Human Capital Management as a Resource in Achieving Competitive Advantage Riyanto Wujarso, Saprudin, Rina Dameria.2023-07-28 Human Capital Management as a Resource in Achieving Competitive Advantage is a compelling discourse that delves into the crucial concept of Managing Human Capital (MHC) and its inherent importance in achieving a competitive edge for organizations. This profound exploration taps into the richness of human capital - the unique value added by individuals to their organizations - and underscores the vital need for strategic investments in this human element through commitment, retention, talent management, and learning and development initiatives. The book methodically explains how organizations can utilize their human capital as a powerful resource, employing it to meet organizational objectives and surpass competitors. Based on exhaustive examination of pertinent literature, it validates the correlation between the effective management of human capital and improved business competitiveness. Moreover, the book also gives substantial attention to the critical processes that are pivotal to harnessing the potential of human capital. It delves into how the fostering of commitment can ensure consistent engagement and loyalty towards organizational objectives. Equally significant is the focus on retention strategies, with the goal of preserving valuable talent within the organization and maintaining a competitive advantage. The book elaborates on the significance of apt talent management strategies that include identifying, developing, and providing growth opportunities to high-potential employees within the organization. In a dynamic business environment, it is emphasized that organizations can sustain competitiveness by nurturing and deploying their workforce efficiently. The book also highlights the importance of learning and development programs in the optimization of human capital. It underscores the value of continual learning to ensure that employees remain competent, adaptable, and innovation-driven in a rapidly evolving business landscape. The book examines a plethora of research and literature in the field of human capital management, providing readers with an extensive understanding of the significant role human capital plays in shaping organizational success and competitiveness. In essence, this work argues that businesses can gain a lasting competitive edge by aligning human capital strategies with overall organizational goals, fostering a culture of continuous learning and development, and creating an environment where individuals feel valued, motivated, and empowered to contribute their best. Human Capital Management as a Resource in Achieving Competitive Advantage is a critical resource for leaders, managers, human resource professionals, students, and anyone interested in understanding the potential

of human capital as a significant lever for organizational success in today's complex and dynamic business environment.

**Proceedings of the First Jakarta International Conference on Multidisciplinary Studies Towards Creative Industries, JICOMS 2022, 16 November 2022, Jakarta, Indonesia** Handika Dany Rahmayanti, Mawan Nugraha, Meisi Riana, Yuyun Khairunisa. 2022-12-21

This book is the proceeding of the International Conference Jakarta International on Multidisciplinary Studies towards Creative Industries (JICOMS 2022) that was successfully held on 16 November 2022 using an hybrid platform. The conference was Encouraging the creative industry as the alternative of a global economic backbone, the First Jakarta International on Multidisciplinary Studies towards Creative Industries (JICOMS) 2022 is hosted by Center for Research and Community Service, Politeknik Negeri Media Kreatif (Polimedia). The technical program of JICOMS 2022 consisted of 52 full papers, including 4 invited papers in oral presentation sessions at the main conference tracks. We have invited prominent speakers with expertise in the field of multidisciplinary studies. The keynote speakers was presented by Sandiaga Salahuddin Uno, B.B.A., M.B.A. as Minister of Tourism and Creative Economy of Indonesia and Benny Bandanadjaja as Deputation from Ministry of Education, Culture, Research, and Technology of Indonesia). The invited talk was presented Prof. Daniel Punday from Mississippi State University, USA; Prof. Yuh Wen Chen from Da-Yeh University, Taiwan; Ruanni Tupas, Ph.D from University College London, UK and Indra Kesuma Nasution, P.hD from ANC Japan Co, LTd Japan). This conference will give an excellent discussion and a future insight for developing our community. Taking Collaboration of Cross-Disciplinary Research to Develop Creative Industries as its theme, the forum welcomes academia, professionals, researchers, practitioners, students, and civil society organization representatives to share ideas and current studies in the fields of sciences and social sciences. By this improvement we can increase our economic growth to compete in global arena which starts moving to society 5.0. To support above theme, JICOMS 2022 should be related to Creative Industries with sub theme Learning Technology; Publishing Technology; Tourism & Creative Economics; Humanities & Applied Linguistic; Advertising & Marketing; Film, Media and Communication; Game and Application Design; Applied Engineering; Computing Technology; Pulp & Paper Technologies; Printing process and applications and Applied Physics & Chemistry. This conference has multidisciplinary topic, it gives opportunity to make a global collaboration between academicians, industry and public government. We also expect that the future JICOMS conference will be as successful and stimulating, as indicated by the contributions presented in this volume.

**Manajemen Sumber Daya Manusia** Fitri Kurnianingsih, Dian Prima Safitri, Edison. 2017-11-23 Penulis buku mempunyai tujuan untuk menjadi panduan utama bagi mahasiswa dalam mengikuti mata kuliah Manajemen Sumber Daya Manusia. mata kuliah ini merupakan mata kuliah wajib yang harus dijalani oleh semua mahasiswa Ilmu Administrasi Negara. Buku ajar ini dirancang dengan menggunakan referensi-referensi yang relevan baik berupa buku teks, maupun berbagai data publikasi berkaitan dengan Manajemen Sumber Daya Manusia organisasi. Penulisan buku ini dirampungkan atas kerjasama yang baik dari kami selaku tim yang terdiri dari tiga orang yaitu Dr. Fitri Kurnianingsih, S.Sos, M.Si. , Dian Prima Safitri, S.AP, M.AP. , dan Edison, S.AP, MPA. Tidak lupa kami mengucapkan banyak terimakasih kepada pihak-pihak lain yang ikut berkontribusi dalam penulisan buku ini, khususnya para mahasiswa, yang mana pertanyaan-pertanyaan kritisnya dalam forum perkuliahan telah ikut membangun gagasan-gagasan dan bahasan dalam buku ajar ini. vi Akhir kata, kami menyampaikan harapan semoga buku ajar ini dapat menjadi alat bantu yang memandu mahasiswa dalam memahami perkuliahan Manajemen Sumber Daya Manusia pada tahap selanjutnya pembaca pada umumnya dapat memberikan masukan gagasan konstruktif untuk perbaikan buku ajar Manajemen Sumber Daya Manusia ini kedepannya

*Proceedings of the 4th International Conference on Applied Economics and Social Science, ICAESS 2022, 5 October 2022, Batam, Riau Islands, Indonesia* Dedi Kurniawan, Jessica Olifia, Andi Erna Mulyana, Sugeng Riadi, Rizki Lanniari HS. 2023-01-09 This volume contains a collection of papers presented at The 4th International Conference on Applied Economics and Social Science (ICAESS) 2022, which was held on 5th October 2022, In

Batam, Indonesia online. Batam is the city of Politeknik Negeri Batam, which organized ICAESS. This conference's aim is to showcase research applications conducted by researchers. The research gap between academics and industries had become a significant challenge which is expected to be addressed during the conference. Our theme is Responding the Era of Metaverse for Future Applied Technology. We have keynote speakers that delivering talks for the digital marketplace: Dr Hj Mohammad Nabil Almunawar, metaverse for education: Prof. Yusep Rosmanyah, S.T., M.Sc, PhD, and industry 4.0: Ashwani Singh, PhD. We are indebted to them, we hope their research continues successfully. ICAESS has 4 tracks including Economics Track, Accountings Track, Managements Track, and Social Sciences Track. We received 112 papers addressing topics in line from the tracks, including Economic Development, Accounting Theory, Business Administration, Development Studies and other related fields. We accepted 50 articles, with an acceptance rate of 45%. Special thanks to the Organizing Committee members along with the numerous reviewers for their assistance with the reviews of the submitted manuscripts. Finally, we sincerely express gratitude to all the participants, and the authors for all their work, thus making this conference a success. We also want to thank the staff of EAI for their help in making this publication possible.

Pengaruh kepemimpinan lingkungan kerja, budaya organisasi dan motivasi terhadap kepuasan kerja yang berimplikasikan terhadap kinerja dosen Dr. H. Moh. Saiful Bahri, S.E., M.M.2018-01-01

**The Influence of Work Culture, Work Motivation, and Leadership** Riyanto Wujarso, Muhammad Fachri Ramadhan, Sita Dewi, Revan Andhitiyara, Adrian. 2023-07-28 In this insightful and empirically driven book, *The Influence of Work Culture, Work Motivation, and Leadership on the Performance of Child-Friendly Integrated Public Space Managers* the authors delve into the crucial factors that affect the performance of managers responsible for Child-Friendly Integrated Public Spaces (RPTRA) in Jakarta during the year 2022. Using a survey-based research approach and purposive sampling, the study includes 75 RPTRA managers in Jakarta as research subjects. Through the implementation of a multivariate linear regression model and a comprehensive statistical analysis using SPSS software, the authors examine the relationships between work culture, work motivation, leadership, and the managers' performance. The findings of the study shed light on the impact of work culture and leadership style on the performance of RPTRA managers in Central Jakarta during 2022. It becomes evident that these two factors play a significant role in shaping the managers' effectiveness in their roles. On the other hand, the level of job motivation among RPTRA managers was found to have no meaningful effect on their performance, contrary to the initial expectations. The authors highlight that the performance of RPTRA managers is influenced by the interplay of all three factors—work culture, work motivation, and leadership. Consequently, it underscores the importance of considering these elements collectively to enhance the managers' overall performance in managing child-friendly RPTRAs effectively. With implications for both academic research and practical management in public spaces, this book offers valuable insights into creating a positive and empowering work culture and adopting effective leadership styles to foster better performance among RPTRA managers. It serves as a valuable resource for policymakers, urban planners, public administrators, and researchers interested in optimizing the management of child-friendly integrated public spaces.

PENINGKATAN KINERJA GURU Djohan Achmadi, SE, M.Ed., Dr Suryadi, Prof. Dr. Eliana Sari, M.M, Prof. Dr. Neti Karnati, MPd. Judul : PENINGKATAN KINERJA GURU Penulis : Djohan Achmadi Suryadi Eliana Sari Neti Karnati Ukuran : 15,5 x 23 cm Tebal : 80 Halaman ISBN : 978-623-497-904-6 SINOPSIS Kehadiran buku ini sangat diharapkan dapat menambah dan melengkapi khasanah buku ilmu pendidikan yang telah ada pada masyarakat. Peningkatan mutu pendidikan salah satunya dapat dilakukan melalui peningkatan kinerja guru. Kinerja guru merupakan perilaku kerja guru dalam melaksanakan tugas dan tanggung jawabnya secara efektif dan efisien. Secara konseptual, teoritis dan empiris dalam buku ini sudah dipaparkan secara luas beberapa faktor yang dapat mempengaruhi peningkatan kinerja guru. Faktor-faktor yang diuraikan pada buku ini

adalah servant leadership, motivasi kerja dan lingkungan kerja. Setelah dilakukan pengujian secara empiris dengan unit analisis guru SDN di Lampung Tengah dapat disimpulkan upaya peningkatan guru dapat dilakukan melalui kepemimpinan yang selalu melayani, motivasi kerja guru yang tinggi dan adanya lingkungan kerja guru yang kondusif. Semoga buku mampu memberikan manfaat yang sangat berarti bagi guru, kepala sekolah, pengawas sekolah dan pengelola pendidikan dalam upaya peningkatan kinerja guru.

**ICBAE 2022** Bima Cinintya Pratama, Sarkar Kabir, Hassan Mohammad Kabir, Rizal Yaya, Salina Kassim, Judit Kovács, Naelati Tubastuvi, Tiara Pandansari, Azmi Fitriati, Wida Purwidiyanti, Suryo Budi Santoso. 2022-08-23 The 3rd International Conference of Business, Accounting, and Economics (ICBAE) 2022 continued the agenda to bring together researchers, academics, experts and professionals in examining selected themes by applying multidisciplinary approaches. This conference is the third intentional conference held by the Faculty of Economics and Business, Universitas Muhammadiyah Purwokerto and it is a bi-annual agenda of this faculty. In 2022, this event will be held on 10-11 August at the Faculty of Economics and Business, Universitas Muhammadiyah Purwokerto. The theme of the 3rd ICBAE UMP 2022 is “Innovation in Economic, Finance, Business, and Entrepreneurship for Sustainable Economic Development”. It is expected that this event may offer a contribution for both academics and practitioners to conduct research related to Business, Accounting, and Economics Related Studies. Each contributed paper was refereed before being accepted for publication. The double-blind peer review was used in the paper selection.

**Proceedings of the International Conference on Educational Management and Technology (ICEMT 2022)** Bambang Budi Wiyono, Asmaa Abusamra, Zainal Dimaukom Kulidtod, Jamal Nordin bin Yunus, Desi Eri Kusumaningrum, Ophat Kaosaiyaporn. 2023-02-10 This is an open access book. The International Conference on Educational Technology and Management (ICEMT) is held to bring together academics, researchers, teachers, educational entrepreneurs, practitioners, and policy makers. They are responsible for implementing educational technology by leveraging resources through education management to create and enable ecosystem capabilities and access to education. The Covid-19 pandemic teaches that aspects of information and communication technology in education management are full of limitations. Inevitably, educational users have moved dramatically to online channels. Students and teachers are accustomed to learning from home. There are opportunities, as well as challenges. Although the pandemic isn't over yet, future updates are needed.

**Membangun Kepuasan Kerja Guru dan Pegawai** Yunita, Sedarmayanti, Lusiana. 2024-01-02 Buku Membangun Kepuasan Kerja Guru dan Pegawai merupakan sebuah karya penting yang menyelami dan menganalisis faktor-faktor yang mempengaruhi kepuasan kerja di lingkungan pendidikan. Dengan fokus pada guru dan pegawai sekolah, buku ini memberikan panduan komprehensif tentang bagaimana institusi pendidikan dapat menciptakan lingkungan kerja yang mendukung dan memotivasi. Di awal, buku ini menguraikan pentingnya kepuasan kerja dalam konteks pendidikan. Penulis menjelaskan bagaimana kepuasan kerja tidak hanya berdampak pada kinerja individu tetapi juga pada hasil pendidikan secara keseluruhan. Bagian ini dilengkapi dengan data dan penelitian yang menunjukkan korelasi antara kepuasan kerja, retensi guru, dan hasil belajar siswa. Kemudian, buku ini mengidentifikasi dan mendiskusikan berbagai faktor yang mempengaruhi kepuasan kerja, termasuk kebijakan organisasi, lingkungan kerja, pengembangan profesional, pengakuan, dan kompensasi. Setiap bab mendalaminya dengan studi kasus dan contoh nyata dari berbagai lembaga pendidikan. Salah satu aspek unik dari buku ini adalah penekanannya pada solusi praktis dan strategi implementasi.

**DAMPAK BUDAYA ORGANISASI, MOTIVASI KERJA TERHADAP KINERJA MELALUI KEPUASAN KERJA** Dr. Yusuf Ronny Edward, M.H., M.I.Kom., M.Psi..

*Strategi, Kepemimpinan dan Motivasi Kerja : Teori dan Aplikasi* Hakimi, S.STP, M.Si.. *Strategi, Kepemimpinan dan Motivasi Kerja : Teori dan Aplikasi*  
PENULIS: Hakimi, S.STP, M.Si. ISBN : 978-623-7503-18-7 [www.guepedia.com](http://www.guepedia.com) Sinopsis: Berhasil tidaknya penyelenggaraan pemerintahan,

pembangunan, pembinaan dan pelayanan publik sangat tergantung pada kualitas dan kuantitas sumber daya manusianya. Manajemen yang sering diartikan oleh para ahli sebagai proses mendayagunakan orang lain untuk mencapai suatu tujuan, hanya akan berlangsung efektif dan efisien jika para pimpinan organisasi mampu memotivasi para bawahan dalam melaksanakan tugas dan tanggungjawabnya. Organisasi pemerintahan perlu didukung oleh seorang pemimpin yang memiliki jiwa kepemimpinan dengan menunjukkan dirinya sebagai pemimpin yang profesional, adil, mempunyai strategi yang mampu menggerakkan dan memotivasi bawahan dalam rangka pencapaian tujuan organisasi. Sebagaimana kita ketahui bersama bahwa kecamatan adalah perangkat daerah yang langsung berhubungan dengan pelayanan kepada masyarakat, harus didukung dengan aparatur yang mempunyai semangat dan motivasi kerja yang tinggi. Sehingga peran pimpinan di kecamatan harus mampu mengarahkan dan memotivasi aparatur penyelenggara pemerintahan. Dalam buku ini dikupas strategi kepemimpinan dan motivasi kerja meliputi teori dan aplikasi pimpinan pada level kecamatan untuk memotivasi bawahannya sehingga pelayanan publik dapat dilaksanakan dengan sebaik-baiknya. Buku ini hadir dan mencoba membahas berbagai permasalahan yang ada dan mencari akar penyebabnya berkaitan dengan strategi kepemimpinan dan motivasi kerja aparatur penyelenggara pemerintahan melalui kajian teori dan aplikasi di lapangan. [www.guepedia.com](http://www.guepedia.com) Email : [guepedia@gmail.com](mailto:guepedia@gmail.com) WA di 081287602508 Happy shopping & reading Enjoy your day, guys

PARADIGMA KINERJA TENAGA PENDIDIK DJ. Dimas Phetorant, S.Sn., M.Pd..2024-02-29

**Peningkatan Kinerja SDM Melalui Motivasi, Kepemimpinan, Komitmen, dan Lingkungan Kerja** Dr. P. Eddy Sanusi Silitonga, SE, MM. Buku ini merupakan salah satu buku referensi yang berisi mengenai Kinerja SDM dan faktor yang mempengaruhinya.

*ICBAE 2020* Bima Cinintya Pratama, Naelati Tubastuvi, Suryo Budi Santoso, Azmi Fitriati, Robbi Rahim. 2020-10-15 The 2nd International Conference of Business, Accounting, and Economics (ICBAE) 2020 continued the agenda to bring together researcher, academics, experts and professionals in examining selected theme by applying multidisciplinary approaches. This conference is the second intentional conference held by Faculty of Economics and Business, Universitas Muhammadiyah Purwokerto and it is a bi-annual agenda of this faculty. In 2020, this event will be held in 5-6 August at Faculty of Economics and Business, Universitas Muhammadiyah Purwokerto. The theme of the 2nd ICBAE UMP 2020 is "Economics Strength, Entrepreneurship, and Hospitality for Infinite Creativity Towards Sustainable Development Goals (SDGs)". It is expected that this event may offer contribution for both academics and practitioners to conduct researches related with Business, Accounting, and Economics Related Studies. Each contributed paper was refereed before being accepted for publication. The double-blind peer reviewed was used in the paper selection.

Pengaruh Kepemimpinan Transformasional terhadap Kinerja Sumber Daya Manusia melalui Budaya Organisasi dan Teamwork

Wanuri, Budiyanto, Suhermin. 2024-02-15 Kepemimpinan sebuah organisasi merupakan suatu hal yang mutlak diperlukan untuk menggerakkan roda kehidupan organisasi dalam mencapai suatu tujuan. Kepemimpinan yang ditetapkan dalam sebuah organisasi sangat menentukan berhasil atau tidaknya organisasi tersebut. Kinerja sumber daya manusia merupakan salah satu penilaian untuk menentukan kinerja sebuah organisasi, semakin baik kinerja sumber daya manusia maka semakin tinggi pula kinerja sebuah organisasi. Peran pemimpin dalam sebuah organisasi sangat menentukan kinerja sumber daya manusia. Kepemimpinan transformasional yang merupakan metamorfosis dari gaya kepemimpinan, diyakini mampu memberikan transformasi pengalaman dan ilmu yang dimiliki kepada anak buahnya agar karyawan yang dipimpinya dapat mengaplikasikan dan menjalankannya dalam mencapai tujuan organisasi. Pencapaian kinerja sumber daya manusia dalam organisasi tentunya peran pimpinan tidak bisa langsung mewujudkan dan meningkatkan kinerja sumber daya manusia, untuk itu peran pimpinan dalam membangun budaya organisasi dan kerja tim (teamwork) sangat diperlukan untuk mencapai kinerja sumber daya manusia jangka panjang. Buku ini akan membahas peran kepemimpinan transformasional dalam mengantarkan kinerja sumber daya manusia dengan membangun budaya organisasi dan kerja tim. Budaya organisasi yang

mendorong keterlibatan dan partisipasi aktif anggota tim akan memperkuat hubungan antara kepemimpinan transformasional dan kinerja sumber daya manusia. Demikian pula kerja tim yang baik dapat meningkatkan keterlibatan dan motivasi anggota tim serta mengoptimalkan penggunaan sumber daya manusia. Harapan penulis, buku ini dapat memberikan dan menambah pengetahuan kepada para pembaca sebagai referensi untuk meningkatkan kinerja sumber daya manusia dalam organisasi pembaca masing-masing.

**Cyber Security Strategy** Andrie Yuswanto, I Made Putrawan, Henry Eryanto. Buku ini memberikan masukan pengetahuan bagi pimpinan organisasi dan perusahaan untuk membuat strategi pada sumber daya manusia (SHRM) dalam menekan tingkat kejahatan siber atau cybercrime dengan memperhatikan temuan faktor yang mendukung peningkatan performance pada SOC.

**MALAPY 2022** Sitti Hartinah, Elchin Ghasimov, Arif Zainudin, Habibullah Akhmad, Purwo Susongko, Menza Mam Mesfin. 2022-08-15 Proceedings of the International Conference on Law, Social Science, Economics and Education 2022 Malapy 2022, 28 May 2022, Tegal, Indonesia. Malapy is an International Conference hosted by Universitas Pancasakti Tegal. This Conference is arranged to become an annual conference making room for scholars and practitioners in the area of economic, legal, educational, environmental aspects as well as a combination of all these aspects.

Proceedings of the 7th International Conference on Accounting, Management and Economics (ICAME-7 2022) Muhammad Irdam Ferdiansyah, Daniella Cynthia Sampepajung, Insany Fitri Nurqamar, Rakhmat Prima Nugraha. 2023-05-27 This is an open access book. The International Conference on Accounting, Management, and Economics (ICAME) is an annual agenda organized by the Faculty of Economics and Business, Hasanuddin University. In 2022, we would like to introduce to you the 7th ICAME with the current theme entitled "Innovation Towards Sustainable Business". We hope that our conference can add discussions and information from various research towards the discourse of new economic policy in the post-pandemic era. This activity also became an important agenda in publishing scientific papers by academics and became a positive contribution to mapping Indonesia's future development. Therefore, we would like to invite academics, practitioners, researchers to contribute to the development of economic and business management research through participating in the 7th of ICAME. Thank you for your participation and we look forward to meeting you at the conference.

**Budaya Organisasi dan Kepemimpinan Transformasional Karyawan Badan Usaha Milik Desa** Kadek Duwika, S.E., M.M. Judul : Budaya Organisasi dan Kepemimpinan Transformasional karyawan Badan Usaha Milik Desa Penulis : Kadek Duwika, S.E., M.M Ukuran : 14,5 x 21 cm Tebal : 196 Halaman Cover : Soft Cover No. ISBN : 978-623-162-602-8 SINOPSIS Besarnya peranan Badan Usaha Milik Desa (Bumdes) dalam memberikan alternatif pada beberapa program pendampingan maupun hibah, maka perlu adanya konsep pengelolaan yang baik meliputi: (1) pengelolaan Bumdes harus secara terbuka, dan dapat diketahui oleh masyarakat. (2) pengelolaan Bumdes harus dapat dipertanggung jawabkan kepada masyarakat desa dengan mengikuti kaidah dan peraturan yang berlaku. (3) masyarakat desa terlibat secara aktif dalam proses perencanaan, pelaksanaan, pengawasan. (4) dan pengelolaan Bumdes harus memberikan hasil dan manfaat untuk warga masyarakat secara berkelanjutan.

DINAMIKA PENDIDIKAN ISLAM Dr. Zubairi, M.Pd.I., dkk. Penerbit Adab. Judul : DINAMIKA PENDIDIKAN ISLAM Penulis : Dr. Zubairi, M.Pd.I., Ukuran : 15,5 x 23 cm Tebal : 165 Halaman ISBN : 978-623-497-240-5 Sinopsis Pendidikan Islam adalah proses memanusiakan manusia sejak masa kejadiannya sampai akhir hayatnya dengan melalui berbagai ilmu pengetahuan yang disampaikan dalam bentuk pengajaran secara bertahap, dimana proses pengajaran itu menjadi tanggung jawab seorang guru dan orang tua serta masyarakat menuju pendekatan diri kepada Allah SWT. sehingga menjadi manusia sempurna. Yaitu manusia yang dapat di harapkan karena kepatuhannya kepada Allah SWT. dan berguna bagi masyarakat dan lingkungannya. Pendidikan Islam dilakukan dengan proses bimbingan secara sadar oleh pendidik terhadap perkembangan jasmani dan rohani anak didik menuju terbentuknya kepribadian yang utama. Kepribadian yang taat dan patuh kepada Allah SWT. dan tahu akan hak dan kewajibannya

sebagai umat Muslim. Pendidikan meliputi semua perbuatan atau usaha dari generasi tua untuk melimpahkan (mengalihkan) pengetahuannya, pengalamannya, kecakapan serta keterampilannya kepada generasi muda, sebagai usaha untuk menyiapkan mereka agar dapat memenuhi fungsi hidupnya baik jasmaniah maupun rohaniah demi tercapainya sukses Duniawi dan Ukhrawi.

*MEMBANGUN KINERJA DAN MOTIVASI DALAM ORGANISASI : PENDEKATAN RISET* Endang Suswati .2021-11-16 Buku ini ditulis dalam bentuk buku referensi, berisikan tentang kinerja dan kemampuan serta motivasi didalam organisasi ataupun di lingkungan kerja menyajikan faktor-faktor yang mempengaruhi masalah tersebut. Masalah yang diangkat mulai dari masalah tentang bagaimana kepemimpinan tersebut hingga kinerja dari organisasi serta motivasi kerja, dan beberapa hal yang mempengaruhi kinerja.

**Kepuasan Kerja dan Kinerja Pegawai Institusi** Idham Fahmi, Syafwandi Syafwandi, Yulasmi Yulasmi. 2024-01-29 Buku ini mengulas berbagai aktivitas manusia, masalah sumber daya manusia merupakan salah satu unsur penting dalam organisasi karena sumber daya manusia berperan menentukan arah dan kemajuan sebuah organisasi. Era revolusi industri 4.0 mengharuskan sumber daya manusia untuk beradaptasi terhadap keadaan. Pada revolusi industri 4.0 ini terjadi perubahan dunia fisik menjadi dunia digital sehingga keadaan ini memberikan dampak positif dan negatif terhadap pembangunan.

*ICLSSEE 2023* Meida Rachmawati, Faisal Santiago, Eko Eddy Supriyanto. 2023-07-10 This book contains the proceedings of the International Conference on Law, Social Science, Economics, and Education (ICLSSEE 2023) on 6 May 2023 in Indonesia. This conference was held in collaboration with Nusantara Training and Research (NTR) at Universitas Borobudur, Jakarta, Indonesia. Papers from the conference are collected in a book of proceedings entitled: Proceedings of the International Conference on Law, Social Sciences, Economics, and Education (ICLSSEE 2023). Presentations from the conference covering these disciplines will provide a lot of inspiring input and new treasures on law, social sciences, economics, and education, especially after the Covid-19 Pandemic. Thus, it will contribute to the next generation of young researchers to generate innovative research findings and ideas. The hope is that scientific attitudes and skills through research will encourage the development of knowledge produced through research from various scholars in various regions. Finally, we would like to express our sincere thanks to all of the steering committee colleagues for their cooperation in organizing the conference. Hopefully, these seminars and conferences can be continued in the coming years with more insightful articles from inspiring research. We would also like to thank the invited speakers for their invaluable contributions and for sharing their visions in their talks.

**Manajemen Sumber Daya Manusia (MSDM) Teori Dan Praktik** Dr. Piter Tiong, S.E., M.B.A., M.M.. 2023-10-19 Buku tentang manajemen yang berjudul Manajemen Sumber Daya Manusia (MSDM) Teori Dan Praktik merupakan Piter Tiong. Buku ini membahas mengenai konsep, teori, indikator yang di dalamnya memuat referensi untuk bahan penulisan skripsi dan tesis serta senantiasa menjadikan sebagai referensi pelengkap untuk melakukan penelitian mengenai manajemen sumber daya manusia. Karena dalam buku ini memuat contoh kuesioner. Alasannya masih banyaknya mahasiswa yang mengalami kesulitan dalam menentukan indikator dan teori, konsep mengenai hubungan antara variabel laten baik secara independen maupun dependen. Di mana harus mengacu pada teori dan indikator yang terkait dengan manajemen sumber daya manusia. Begitu pula dalam mengolah data dengan menggunakan metode structural model equation seperti AMOS, Lisrel atau SmartPLS, yang diisyaratkan indikator, hubungan variabel latennya harus ada teorinya, jika tidak akan terjadi kesalahan dalam pengukuran. Daftar isi buku ini meliputi : Bab 1 Peran Sumber Daya Manusia Dalam Revolusi Industri 4.0 Bab 2 Perencanaan Sumber Daya Manusia Bagi Organisasi Bab 3 Prinsip Dan Proses Pelatihan dan lainnya dapat dibaca pada buku ini. Spesifikasi buku ini meliputi : Kategori : Manajemen Penulis : Piter Tiong E-ISBN : 978-623-8394-24-1 Ukuran : 17.5x25 cm Halaman : 177 Tahun Terbit : 2023 Penerbit Deepublish adalah penerbit buku yang memfokuskan

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**PERAN MOTIVASI SEBAGAI PEMODERASI PADA KORELASI KINERJA KARYAWAN** Firdaus, SE, MM dan Dr. Suarni Norawati, SE, M.Si.

Buku monograf ini merupakan hasil kajian yang berkontribusi kepada keilmuan berkaitan dengan riset Manajemen Sumber Daya Manusia.

Pembahasan kajian ini yaitu menitik beratkan kepada peran motivasi yang memiliki peran terhadap kinerja karyawan. Kinerja karyawan berperan penting dalam kemajuan sebuah organisasi. Oleh karena itu pimpinan sebaiknya mengetahui faktor yang berpengaruh terhadap kinerja karyawan. Penelitian ini bertujuan untuk menguji pengaruh secara langsung dan tidak langsung peran Motivasi terhadap kinerja karyawan. Selain itu menguji beberapa faktor lain seperti kepemimpinan, pendidikan dan pelatihan terhadap kinerja karyawan. Data yang digunakan dalam penelitian ini adalah data primer dan sekunder yang diperoleh dengan menggunakan kuesioner dan dokumentasi. Responden penelitian adalah seluruh karyawan Bank PD BPR Sarimadu. Menggunakan metode analisis statistik dengan metode SEM yang diolah dengan program Smart PLS, hasil penelitian ini memberi bukti bahwa motivasi terbukti dapat memediasi pengaruh pendidikan dan pelatihan terhadap kinerja.karyawan. Hasil pengujian langsung menunjukkan bahwa terdapat pengaruh kepemimpinan terhadap kinerja karyawan, dan adanya pengaruh pendidikan dan pelatihan terhadap kinerja karyawan. Hasil studi empiris yang diperoleh ini menjadi masukan bagi manajemen dalam pengelolaan sumber daya manusia pada perusahaan atau organisasi untuk pencapaian tujuan yang diinginkan.

**Peningkatan kinerja guru, melalui penguatan kepemimpinan transformasional, budaya organisasi, dan keseimbangan kehidupan kerja**

Saring, M.Pd..2022-12-01 Buku ini membahas tentang peningkatan kinerja guru melalui penguatan kepemimpinan transformasional, budaya organisasi, dan keseimbangan kehidupan kerja guru.

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