

## The Role Of Leadership In Employee Prosperity PT Dakka Opa East Energy

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**Abstract**

**Purpose** - Leaders have a very important role in determining the direction of success in an organization. Through effective leadership, leaders are able to form a positive work culture, motivate employees, and encourage overall organizational performance. One important aspect of leadership is how leaders are able to improve the welfare of their employees.

**Design/methodology/approach** - The method used is simple regression analysis. The data used are primary data and secondary data obtained from the results of distributing questionnaires and observations in the field. The results of the simple regression analysis of this research prove that by looking at the calculated F of 17.930 with a significance level of  $0.000 < 0.005$ , it shows that the regression model used is valid and can be used to predict the influence of the leadership variable (X) on the employee welfare variable (Y). that is, there is strong evidence that leadership has an influence on employee well-being.

**Finding** - The correlation value (R) between leadership variables and employee welfare is 0.566. This value shows that there is a moderate relationship between these two variables. In other words, changes in leadership variables will have an impact on changes in employee welfare variables. The coefficient of determination (R Square) of 0.321 or 32.1% shows that the leadership variable contributes 32.1% to the employee welfare variable. This means that about a third of the variation in employee well-being can be explained by variation in leadership.

**Originality** - The novelty of this research is deeper understanding of leadership styles and employee welfare due to less effective communication in the work environment. By digging deeper into these factors, this research can provide



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valuable insight for company management, leaders and employees so they can be more effective.

**Keyword - leader, prosperity, employees**

**Paper Type – Research Paper**

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## **The introduction**

Leaders have a very important role in determining the direction of success in an organization. Through effective leadership, leaders are able to form a positive work culture, motivate employees, and encourage overall organizational performance. One important aspect of leadership is how leaders are able to improve the welfare of their employees. A person who has abilities and strengths, especially in one field, who can persuade other people to work together to carry out certain tasks to achieve a goal or objective is called a leader (Hudayati et al., 2019). Leadership style refers to a leader's ability to influence other people to form behavior both individually and in groups. (Indra Kusdianto et al., 2022).

Employees and business leaders are responsible for the company's progress. (Nasution et al., 2023) The company's progress is just wishful thinking if any of the actors experience difficulties. Establishing and fostering good relationships between leaders and employees is very important to improve employee performance. This can be achieved through cooperation. Leadership is an important part of any agency, people need guidance because of our own limitations (Risaldi sahrul, Adil, 2023).

In the opinion of (Putri Apriani & Indra Kusdianto, 2023), leaders who fail to anticipate change, or at least fail to respond, will most likely experience stagnation and ultimately destroy their organization. According to (Junaidi & Medan, 2018), the capacity to influence or motivate a group of people to carry out the same action simultaneously and towards a goal is known as leadership. Leadership is the practice of influencing the behavior of other people so that they will be guided to achieve certain goals. Moving a group or several groups in the same direction without using violence is another aspect of leadership. Leaders today must learn to accept initiative and not be selfish, must have up-to-date knowledge and understanding of various issues that concern the interests of the people they lead. Basically, companies don't just need skilled and professional employees, companies really need employees who can work harder and have the desire to achieve optimal results for company goals (Suhardi et al., 2021). As observed (Amalia et al., 2021) both art and science play a role in leadership requiring both to focus on sophisticated leadership ideas and be open to seeing and absorbing best practices is very important to increase employee morale in the organization, well-being employees is the most important job for employees. Employee welfare is not only providing a decent salary and a safe working environment, but also involves other aspects such as appreciation, career development, and balance between work and personal life. Good employee well-being has been proven to increase job satisfaction, motivation and productivity, as well as reduce absenteeism and employee turnover.

It is very important to increase employee morale in the organization, employee welfare is the most important job for employees. Employee welfare is not only providing a decent salary and a safe working environment, but also involves other aspects such as appreciation, career development, and balance between work and personal life. Good employee well-being has been proven to increase job satisfaction, motivation and productivity, as well as reduce absenteeism and employee turnover.

Concern for employee welfare is one of the things that influences the smooth operation of a business. According to (Laksana & Fajarwati, 2021) Concern for employee welfare is something that must be taken seriously by the business world. Employee turnover is a common thing in the business world. However, although the importance of the role of leaders in employee well-being has been recognized, there is still a need to better understand how

leaders can be more effective in doing this. Therefore, this research aims to explore leaders in ensuring employee welfare, with the hope of providing new and practical insights for leaders and organizations in ensuring employee welfare.

This research uses a quantitative approach involving numerical data collection and statistical analysis. The results of this research will provide an important contribution to the literature on leadership and employee well-being.

Based on the results of observations at Pt. Dakka Opa Energi Timur, that researchers found that the leader's leadership style more or less greatly influences the welfare of employees who have worked in accordance with company regulations, the existence of less effective communication between employees and company leaders creates discomfort in the work environment, so it is important to improve communication in order to create a better work environment and supports overall employee well-being.

Based on the information above, researchers are interested in conducting further research to explore the relationship between leadership style and employee well-being in the work environment. This research can add insight into how leadership style can influence employee well-being and how less effective communication can create an uncomfortable work environment. Thus, this research can provide relevant recommendations for improving relationships between leaders and employees to create a harmonious and productive work environment.

The novelty of this research is deeper understanding of leadership styles and employee welfare due to less effective communication in the work environment. By digging deeper into these factors, this research can provide valuable insight for company management, leaders and employees so they can be more effective.

Based on the description above, the aim of this research is to determine the extent to which the role of leaders contributes to the welfare of employees. The results of this research can be the basis for policy making to support leadership and provide insight to related agencies. Benefits for researchers, Provides insight to researchers and hone analytical skills related to areas of interest.

## **LITERATURE REVIEW**

### **Theoretical basic**

#### **Leadership**

Leadership is a person's ability and personality to influence and make other parties act to achieve common goals so that the person becomes the beginning of the structure and the Kencana group process center (2003) in (Kamillia et al., 2022). The leadership of each state organization no longer gives orders, but the leader is a service provider, role model, supervisor, facilitator, work partner, person in charge. the vision and mission to be achieved motivates the organization and the people it leads optimally to grow, learn and develop optimally (Kamillia et al., 2022). Leadership can influence perceptions and motivate subordinates by directing employees to the clarity of each task, achieving goals, job satisfaction and effective and efficient work. Because the success of an organization is basically supported by effective management. It can be interpreted that a leader is a factor that can influence the actions and performance of each employee to achieve goals. With this type of leadership, followers feel trust, admiration, loyalty, and respect for their leader and are motivated to do more than what is expected of them (Toatubun et al., 2023). According

to Rivai (2004) in (Jayanti & Wati, 2019), leadership is the process of influencing or being an example to followers through the communication process to achieve organizational goals. The leader of an organization or company must be able to create harmonious integration with his subordinates, this includes increasing cooperation, direction and motivation of subordinates in working so that positive motivation is created resulting in maximum intentions and performance, supported by company facilities to achieve company goals. target. (Guntoro, 2015) says that a leader is a part of management and has an important role in influencing and providing attitudes and behavior of individuals and groups, thus forming the leadership style applied by a leader.

### **Employee welfare**

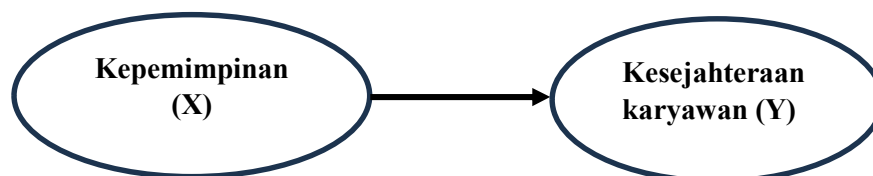
According to Hasibuan in (Hikmatul et al., 2020) , employee welfare is a benefit or bonus given to employees based on a policy which aims to improve and maintain the physical and mental health of employees so that their productivity and performance increases. Saputra, Akbar Ginanjar et al (2020) in (Risanto & Suryani, 2023) Employee welfare is one of the factors that can increase employee participation in improving job security.

### **Previous Research**

Based on the results of research conducted by (Kurnia Tri Jayanti<sup>1</sup> & Lela Nurlaela Wati 2019) that there is a positive and significant influence between leadership style on employee loyalty through employee performance. In research conducted by (Sy Haura Munawwarah & Nur Ahmadi BI Rahmani 2023) improving the quality of human resources, implementing a performance management system, developing competitive leadership , empowering employees, and improving operational services can be a strong foundation for companies to achieve their goals in providing water services optimal and sustainable for society.

### **Framework**

A framework can be defined as a logically expected relationship between two or more variables expressed in a testable statement. According to Dominikus Dolet Unaradjan (2019) in (Syahputri et al., 2023) a framework is a basic idea that includes a combination of theory and facts, observations and literature reviews which are used as the basis for research.



### **Hypothesis**

A hypothesis is a temporary answer to a problem in research that will be proven true through the data collected. Margono in (Vanya Grace Mulia Putri, 2021) states

that a hypothesis is a temporary conclusion. Through this framework, a hypothesis is created that:

H1: It is suspected that there is a positive relationship between leadership ability and employee welfare.

**Operational Definition of Variables**

The variables in this research consist of the influence of leadership style (X), employee welfare (Y). The operational definition according to (Yulianto, 2021) is a simple and clear detailed definition of a value or measurement. According to (Susanti Febsri & Sundari Wiwit 2023) in Kerlinger (2006), the operational definition means a variable that determines activities or actions that can measure that variable.

No	Variable	Definition	Indicator	instrument
1	Leadership style (X)	Ways, patterns and skills particular ones that leaders use in behavior, and communicate to influence, direct, encourage, and leading subordinates, so they can do the work to achieve goals	<ul style="list-style-type: none"> <li>• Ability to make decisions</li> <li>• Ability To Motivate</li> <li>• Ability In communicating</li> <li>• Ability To Control Subordinate</li> <li>• Responsibility</li> <li>• Ability control Emotional</li> </ul>	Liert scale
2	Employee welfare (Y)	Providing welfare can create calm, enthusiasm for work, dedication, discipline/loyal attitude towards the company so that labor turnover is relatively low	<ul style="list-style-type: none"> <li>• Economical namely: pension money, incentives, holiday allowances, service uniforms and death condolences.</li> <li>• Facility namely : place of worship, leave, permission.</li> <li>• Service in the form of: health insurance, home credit.</li> </ul>	Likert scale

## **Variable Interrelationship**

### **The Role of Leadership in Employee Welfare**

1. In transformational leadership, leaders are able to motivate employees which ultimately can provide welfare to employees.
2. Leadership innovation can create effective communication channels and contribute to employee well-being. clear expectations can be communicated by providing constructive feedback, and valuing employee contributions,
3. HR's role is in predicting that the need for leadership development programs for employees will continue to increase, this also helps deal with changes in the external environment.
4. The leadership function refers to the leader who is responsible for managing a situation, team or entire organization ethically and effectively. They must have the skills to influence and guide their teams in a shared strategy, ultimately contributing to the well-being of employees within a company.

### **Research methods**

Type, source and method of data collection: Secondary data used in this research is the type of data obtained from the internet and several journal references that are similar to this research. For basic information sources, researchers collect them directly through observation techniques and then ask questions through questionnaires (forms) to collect data from respondents. The population used in this research is all employees of Pt. Dakka Opa Energi Timur, totaling 40 people. According to Sugiyono (2019: 126), the generalization area consists of objects and subjects that have certain characteristics that have been determined by the researcher to be studied and conclusions drawn. This company operates in the fields of construction, fuel, industry, cosmetics, herbal, fashion and tools. The sample used in this research was all 40 employees. According to Sugiyono (2019:127) the sample is part of the number and characteristics of the population. To determine the sample size obtained from the population, researchers can use the formula proposed by Isaac and Michael. The time and place for this research was carried out in the Palopo city area during January 2024.

#### **1. Observation**

Sutrisno Hadi in (Risanto & Suryani, 2023) said that it is a complex process consisting of various processes, both biological and psychological, which prioritizes memory and understanding processes.

#### **2. Interview**

Interviews are used as a technique for collecting research data to find a problem to be researched. Charles Stewart and WB Cash in (University123, 2022) Interviews are a communication process that has serious objectives and aims to change behavior and involves questions and answers.

#### **3. Questionnaire**

Walgito (1983) in (Fajri, 2022) the questionnaire consists of two parts, the first is the identity question and the second is the question. This second part contains questions that must be answered by respondents.

#### **4. Documentation**

Presenting documents using evidence obtained by recording sources of information

According to Sugiyono in (Eka Putra, 2021), research instruments are research tools used to measure social and natural phenomena which are part of the research variables. The instrument in the research uses a Likert scale. Each question has a value of 1 to 5 according to the alternative answer chosen for each question. 5 alternative answers, namely SS (strongly agree), S (agree), KS (disagree), TS (disagree), STS (strongly disagree).

**Likert Scale Table**

No	Statement	Mark
1	Strongly Disagree (STS)	1
2	Disagree (TS)	2
3	Disagree (KS)	3
4	Agree (S)	4
5	Strongly Agree (SS)	5

## 1. Material and Method

### 1. Classic assumption test

The classical assumption test is very closely related to quantitative research methods. Concerns about the poor distribution of research data make researchers test classical assumptions before testing hypotheses. Behind the importance of classical hypothesis testing there is also a concern that the data does not meet the requirements set for statistical techniques.

### 2. Simple linear regression analysis and hypothesis

Simple linear regression analysis is used in this research to test the relationship between an independent variable and the dependent variable. This analysis will provide information about the extent to which the leader's role contributes to the welfare of employees.

## Data Analysis

### Instrument Test

#### 1. Validity test

Table of variable validity test results (X)

Question items	R count	R table	Information
P 101	0.57	0.361	Valid
P 102	0.71	0.361	Valid
P 103	0.70	0.361	Valid
P 104	0.61	0.361	Valid
P 105	0.44	0.361	Valid
P 106	0.68	0.361	Valid
P 107	0.74	0.361	Valid
P 108	0.72	0.361	Valid
P 109	0.63	0.361	Valid
P 110	0.65	0.361	Valid

Table of variable validity test results (Y)



Question items	R count	R table	Information
Y 101	0.55	0.361	Valid
Y 102	0.61	0.361	Valid
Y 103	0.62	0.361	Valid
Y 104	0.51	0.361	Valid
Y 105	0.49	0.361	Valid
Y 106	0.73	0.361	Valid
Y 107	0.68	0.361	Valid
Y 108	0.69	0.361	Valid
Y 109	0.67	0.361	Valid
Y 110	0.61	0.361	Valid

Source: SPSS 25 Output Attachment

Based on the results of the validity test, it is known that "R Count > R Table " then all statements on each variable are declared valid.

## 2. Reliability Test

Variable	Alpha	Information
X	0.847	Reliable
Y	0.816	Reliable

Source: SPSS 25 attachment

From the results of the reliability test, it shows that Cronbach's Alpha is > 0.60, so all statement items are considered reliable.

## 3. Test for normality of variance coefficient

### Descriptive Statistics

	N	Mean	Std. Deviation
X	30	26.1667	2.19848
Y	30	25.9667	2.20475
Valid N (listwise)	30		

Variable	Variance coefficient value	information
X	8.40	Normally Distributed
Y	8.49	Normally Distributed

**Basis for decision making** : If the variance coefficient value is <30%, then the data is normally distributed (Norfaj, 2020: 55)

**Formula** : variance coefficient value =  $\frac{\text{standard deviation}}{\text{Mean}} \times 100$

### Simple Linear Regression Test

The basis for decision making for a simple linear regression test can be done by comparing the significance value with a probability value of 0.05, if the significance value is <0.05, it means that variable X has an effect on variable Y.

		ANOVA <sup>a</sup>				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	100,535	1	100,535	17,930	,000 <sup>b</sup>
	Residual	213,065	38	5,607		
	Total	313,600	39			

a. Dependent Variable: employee welfare

b. Predictors: (Constant), leadership

From the output of the anova table it is known that the calculated **F value** is 17.930 with a significance level of 0.000 < 0.005. So the regression model can be used to predict the leadership variable (x) on the employee welfare variable (y). From these results it can be concluded that **there is an influence between the role of leadership in the welfare of employees.**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,566 <sup>a</sup>	,321	,303	2,368

a. Predictors: (Constant), leadership

Based on the output of the simple regression test in the model summary table, it can be explained that the correlation/relationship value (**R**) is **0.566**, and the coefficient of determination (**R Square**) is **0.321**, which means that the influence of the leadership variable (X) on the employee welfare variable (Y) is equal to **32.1%**.

### 3. Discussion

Based on the data that has been presented, we can see that the role of leadership has a significant influence on employee well-being.

First, look at **the calculated F** of 17.930 with a significance level of 0.000 < 0.005. This shows that the regression model used is valid and can be used to predict the influence of the leadership variable (X) on the employee welfare variable (Y). **that is, there is strong evidence that leadership has an influence on employee well-being.**

Second, the **correlation value (R)** between the leadership variable and employee welfare is 0.566. This value shows that there is a moderate relationship between these two variables. **In other words, changes in leadership variables will have an impact on changes in employee welfare variables.**

Third, the coefficient of determination (**R Square**) of 0.321 or 32.1% shows that the leadership variable contributes 32.1% to the employee welfare variable. **This**

**means that about a third of the variation in employee well-being can be explained by variation in leadership.**

So, based on this regression analysis, it can be concluded that leadership plays a very important role in employee welfare. A good leader can influence employee welfare, both in terms of job satisfaction, motivation and productivity. Therefore, it is important for organizations to ensure that they have effective and efficient leaders to become a strong foundation in a company.

The results of this research are in line with research conducted by (Kurnia Tri Jayanti<sup>1</sup> & Lela Nurlaela Wati 2019) that there is a positive and significant influence between leadership on employee loyalty through employee performance. This research is also in line with research conducted by (Sy Haura Munawwarah & Nur Ahmadi BI Rahmani 2023) improving the quality of human resources, implementing a performance management system, developing competitive leadership, empowering employees, and improving operational services can be a strong foundation for companies to achieve The aim is to provide optimal and sustainable water services for the community.

#### **4. Conclusion, Implication, and Recommendation**

##### **4.1 Conclusion**

To answer the problem statement, the conclusion of this research is that the role of leadership has a significant influence, namely 32.1% on employee welfare. Therefore, good and effective leadership is very important in the welfare of employees, and to increase motivation and work morale, and increase employee loyalty towards the company. maintain and improve the physical and mental condition of employees so that their work productivity increases. In addition, this research also shows that the relationship between leadership and employee well-being is moderate, indicating that changes in leadership quality can produce significant changes in employee well-being. Therefore, organizations must invest in leadership development , as this will have a direct impact on employee well-being and, ultimately, will affect the overall performance of the organization.

Thus, this research emphasizes the importance of good and effective leadership in improving employee welfare and creating a productive and harmonious work environment.

##### **4.2 Suggestion**

**Leadership:** Highlights the importance of the role of a leader in an organization. Effective leadership can have a positive impact on employee performance and motivation.

**Employee welfare:** Emphasizes efforts to improve employee welfare and happiness, including physical, emotional and psychological aspects and their well-being.

**The role of leadership in employee welfare:** States that leadership has a significant role in creating a work environment that supports, motivates and improves employee welfare.

With a focus on the relationship between leadership and employee welfare, this title shows the importance of the leader's role in creating a positive and supportive work environment for all team members.

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