

THE INFLUENCE OF MULTIPLE ROLES AND WORK MOTIVATION ON THE PERFORMANCE OF FEMALE EMPLOYEES IN THE EDUCATION OFFICE NORTH LABUHANBATU DISTRICT

¹**Elda Anzeli Hasibuan**

¹Faculty of Economics and Islamic Business, State Islamic University of North Sumatra
Email: eldaanzelihsb2708@gmail.com

²**Nurbaity**

²Faculty of Economics and Islamic Business, State Islamic University of North Sumatra
Email: nurbaiti@uinsu.ac.id

³**M. Ihsan Harahap**

³Faculty of Economics and Islamic Business, State Islamic University of North Sumatra
Email: m.ihsan.harahap@uinsu.ac.id

Korespondensi author: eldaanzelihsb2708@gmail.com

The purpose of this study was to determine the effect of dual roles and work motivation on the performance of female employees at the North Labuhan Batu Regency Education Office. This type of research is explanatory research, with data collection techniques through questionnaires. The sampling technique used purposive sampling technique. The sample amounted to 20 respondents who were female employees of the North Labuhan Batu Regency Education Office. This research uses quantitative analysis techniques. Quantitative analysis using the correlation coefficient test, the coefficient of determination, significant tests (t test and F test). The results of this study indicate that the effect of dual roles (X_1) on employee performance (Y) from the analysis obtained that the significant value of $0.000 < 0.05$ so it can be concluded that there is a significant influence between dual roles on employee performance. The effect of work motivation (X_2) on employee performance (Y) from the analysis obtained that a significant value of $0.000 < 0.05$ so it can be concluded that there is a significant influence between work motivation on employee performance.

Keywords: Dual Role, Work Motivation, Performance, Female Employees.

INTRODUCTION

Along with the development of an increasingly advanced era, it is possible that more and more women are involved in the world of work, and this has become one of the most interesting phenomena. The number of women involved in the world of work raises consequences in society and in the personal lives of those concerned, working women tend to have limited time both in terms of work and family. According to Cahyanigdyah's view in (Iswari & Pradhanawati, 2018), the movement of women into the world of work causes changes both in society and in the family and in the lives of the individuals concerned. Economically, the existence of a married couple who works (*two-worker family*) causes an increase in family welfare. With the extra income they receive, it will close the possibility that the family will experience economic difficulties. Therefore, the double income is expected to fulfill all family needs, including children's school fees. According (Tindow, 2014) Employees who cannot divide or balance time for family and work can cause conflicts, namely family conflict and work conflict. family and work can

cause conflict, namely family conflict and work conflict, or often referred to as dual role conflict (work family conflict), some experts use two dimensions in analyzing dual role conflict (work family conflict). Use two dimensions in analyzing dual role conflict (work family conflict), between family and work. According (Komara, 2020) Women have proven their their existence in the world of work, not it is not uncommon for many of them to have dual role. The dual role of women is one of the concepts offered by the world of employment in recent years. In the era of development era, many women who develop careers by working outside the home.

Looking at the development of the labor force, along with the advancement of technology and the rapid flow of information, the need for the labor force for women can be said to be increasing. Female workers are often faced with multiple roles. Women who have dual roles generally tend to be more difficult in managing time and they also have very limited time for work and family. According to Greenhaus and Beutell (Fauziah, 2020) explain dual role conflict as a form of role conflict in a person that arises because of role pressures from work that conflict with role pressures from the family. When getting one pressure from one of the roles he plays, it will affect performance in other roles as well. Labuhan Batu Utara Regency is one of the areas that is open and provides many opportunities for women who want to be involved in the world of work. This can be seen from the following table:

Table 1. Number of female workers in Labuhan Batu Utara District

Year	Female Workers	Percentage (%)
2020	34,65	35%
2021	36,20	36%
2022	35,57	36%

Source: Central Bureau of Statistics of Labuhan Batu Utara Regency, 2023

It can be seen from the data above that the female labor force increased in 2020 by 35% and increased in the following year by 36%. This can indicate that Labuhan Batu Utara Regency is one of the areas that is very open to female workers. The data also identifies that female workers get high opportunities and can easily access jobs in the area. According (Goni et al., 2021) The achievement of company goals is not only depends not only on modern equipment, facilities and complete infrastructure, but it is even more dependent on the people who carry out the work. The success of a company is greatly influenced by the performance of individual employees. Every company will always try to improve employee performance, with the hope that what is the company's company's goals will be achieved. From the existing description it can be understood that to achieve optimal performance, among others work motivation is needed. According (Sudiantara & Heryanda, 2022) In an organization or in carrying out a job work motivation has a considerable effect on employee performance. Has a considerable effect on employee performance. For people who get good motivation so that they feel very motivated, which makes them exert their abilities in order to support organizational goals. make them exert their abilities in order to support organizational goals and carry out tasks

well wherever they are and carry out tasks well wherever he works. According (Angelica & Purbasari, 2022) in addition to work experience, work motivation is also another factor that can affect employee performance, this is evident in research conducted. Work motivation is an encouragement and stimulation that causes someone to and stimuli that cause someone to be eager to work. Employees are considered to be working maximally if he feels motivated. Physical and non-physical motivation will very influential on employee performance. However, in research conducted there were results which show that work motivation is not is not one of the factors that can affect employee performance.

Theory Review

Dual Role

Work-family conflict is a conflict that often occurs in each individual due to the dual roles they are carrying out. Both in the work (*work*) and family (*family*), where because the time and attention is only devoted to one of them (usually in the role in the world of work), so that other demands such as in the family are not fulfilled optimally. Conflict is generally experienced because it is faced with two conflicting choices where the individual must choose or make a decision (Iswari & Pradhanawati, 2017). Dual role conflict (*work family* conflict) is one form of conflict between roles that results in work and family not fitting together. Work obligations that interfere with home life, demand for time and energy and peace in the family due to expectations from two different roles. Women who work and already have a family have two equally important roles, where in this equally important job, women are required to remain professional in carrying out their role as an employee and also as a mother and wife in their family. In carrying out these two roles at the same time is not an easy thing, so that in its implementation there will be many clashes of responsibilities between work and family. Difficulties in meeting all the demands that occur in work and family that often conflict can cause work conflict between families. Yang, Chen, Choi, & Zou (2000) in (Tewal & Tewal, 2014) identified three types of *work-family conflict*, namely:

1. *Time-based conflict*.

The time needed to fulfill one of the demands (family or work) can reduce the time needed to fulfill the other (work or family).

2. *Strain-based conflict*.

Occurs when pressure from one role affects the performance of the other.

3. *Behavior-based conflict*.

It relates to a mismatch between patterns of behavior and what is desired by both parts (work or family).

Work Motivation

Etymologically, motive in English motive comes from the word motion, which is movement or something that moves. The term motive is closely related to motion, namely movements made by humans, or also known as actions or behavior. Motive in psychology means stimulation, encouragement, or power generation for the occurrence of a behavior. Motivation is also an impulse that makes people act in ways that refer to the cause of a behavior, such as factors that encourage someone to do or not do something. Motivation can be interpreted as the desire to achieve higher status, power and recognition for each

individual. (M.yafiz et al., 2019). According to Hasibuan in (Br.Sitepu & Kamilah, 2021) Motivation comes from the word movere which means movement or encouragement. Motivation in management is only aimed at resources questioning how to direct the potential and power that in order to want to work together productively must succeed in achieving and realizing the goals that have been planned or determined. Work motivation is a process that causes a seriousness and individual struggle that will not be tired until it reaches its goal. Great seriousness does not lead to good performance, unless the effort is profitable for the company (Stephen P. Robbins). Basically, humans have different motivations for each person, it all depends on how much thought they have such as one's ambition, age, education and personality. So that there is a driving factor that is very important for a person, namely because there is a need that must be met in the form of a need that is understood by humans and needs that humans do not realize. (Anshari & Fauzi Arif Lubis, 2022). The factors of work motivation are appropriate salary, company culture, work goals, training, education and career planning (Anshari & Fauzi Arif Lubis, 2022).

Employee Performance

Performance comes from the word (work performance or actual achievement achieved by an employee in carrying out his duties, namely in accordance with the responsibilities that have been given to employees (Marliyah et al., 2022). Employee performance makes one of the benchmarks for assessing an organization. How to do everything related to a job, position or role in the organization is a form of employee performance that can be seen directly. Many factors also have a role in influencing performance. The definition of employee performance according to Kusriyanto in (Robbins, 2004) is the comparison of the results achieved with the participation of labor per unit of time (usually per hour). Performance in every organization can be measured using certain methods. As stated by Prawirosentono in (Suratman Hadi, 2019) the performance of each organizational unit must be measured by statistical methods, especially regarding the quality of a production. In performance measurement standards need to be formulated to serve as an indicator of comparison between what has been produced and what has been expected, in relation to the work that a person has done.

Conceptual Framework

From the description of the theory, the relationship between variables can be described as follows:

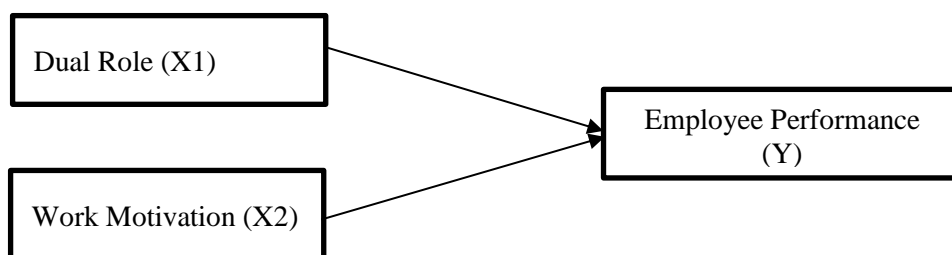


Figure 1. Conceptual Framework Model

Hypothesis

Based on the theory and research framework, the hypothesis of the study can be concluded:

H₁ : there is an influence between partial dual roles on employee performance.

H₂ : there is an influence between work motivation partially on employee performance.

H₃ : there is an influence between multiple roles and work motivation simultaneously on employee performance.

RESEARCH METHODS

The method used in this research is descriptive quantitative method. This research type is *explanatory research*. *Explanatory research* is a research method that intends to explain the position of the variables studied and the influence between one variable and another. The main reason this researcher uses the explanatory research method is to test the proposed hypothesis, so it is hoped that this research can explain the relationship and influence between the independent and dependent variables in the hypothesis. The type of data source used in this research is primary data. Primary data is data obtained directly from employees who are the target of research. Primary data in this study comes from questionnaire data on the influence of dual roles, work innovation and employee performance filled in directly by female employees who already have families. The questionnaire is a data collection technique used by providing a written question addressed to the respondent to be answered. This research was conducted at the North Labuhan Batu Regency Education Office. The variables studied were multiple roles (x_1), work motivation (x_2) on employee performance (Y). The sample in this study were female employees at the Labuhan batu Utara Regency Education Office who were married and had children as many as 20 employees. The sampling technique was carried out by *purposive sumpling* method. Purposive sampling is a non-random sampling method where the researcher ensures the quotation of illustrations through the method of determining special identities that match the research objectives so that they are expected to respond to the research case (Lenaini, 2021). The data collection technique in this study used a questionnaire on the influence of multiple roles, a questionnaire on work motivation and a questionnaire on employee performance.

RESULTS AND DISCUSSION

Quantitative Data Analysis Results

Correlation Test

Basis for Decision Making:

If the sig. value < 0.05 , then correlated

If the sig. value > 0.05 , then it is not correlated

Degree of Relationship Guidelines

- Pearson Correlation value 0.00 to 0.20 = no correlation
- Pearson Correlation value 0.21 to 0.40 = weak correlation
- Pearson Correlation value 0.41 to 0.60 = medium correlation
- Pearson Correlation value 0.61 to 0.80 = strong correlation
- Pearson Correlation value 0.81 to 1.00 = perfect correlation

Table 1. Correlation Coefficient of Multiple Roles (X₁) to Employee Performance (Y)

Correlations			
		Dual Role	Employee Performance
Dual Role	Pearson Correlation	1	.889 **
	Sig. (2-tailed)		.000
	N	20	20
Employee Performance	Pearson Correlation	.889 **	1
	Sig. (2-tailed)	.000	
	N	20	20

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Data Processed, 2023

Based on the table above on the Dual Role variable (X₁) obtained a sig value. (2-tailed) of 0.000 < 0.05, so it can be concluded that the Dual Role variable (X₁) with Employee Performance (Y) is interconnected / correlated. The Pearson Correlation value of the Dual Role variable (X₁) is 0.889, this indicates that the degree of relationship between the Dual Role variable (X₁) and Employee Performance (Y) is perfectly correlated, the Pearson Correlation value between each variable is positive, indicating that the form of relationship between the two variables is positive, meaning that the higher the value of the Dual Role variable (X₁), the higher the value of the Employee Performance variable (Y).

Table 2. Correlation Coefficient of Work Motivation (X₂) to Employee Performance (Y)

Correlations			
		Work Motivation	Performance Employee
Work Motivation	Pearson Correlation	1	.813 **
	Sig. (2-tailed)		.000
	N	20	20
Employee Performance	Pearson Correlation	.813 **	1
	Sig. (2-tailed)	.000	
	N	20	20

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Data Processed, 2023

Based on the table above on the Work Motivation variable (X₂) obtained a sig value. (2-tailed) of 0.000 < 0.05, so it can be concluded that between the variables of Work Motivation (X₂) and Employee Performance (Y) are interrelated / correlated. The Pearson Correlation value of the Work Motivation variable (X₂) is 0.813, this shows that the degree of relationship between the Work Motivation variable (X₂) and Employee Performance (Y) is perfectly correlated, the Pearson Correlation value between each variable is positive, indicating that the form of the relationship between the two variables is positive, meaning that the higher the value of the Work Motivation variable (X₂), the higher the value of the Employee Performance variable (Y).

Multiple Linear Regression Analysis

Multiple linear regression analysis is used to predict the dependent variable when the independent variable is increased or decreased. From the data processing that has been done, the following results are obtained:

Table 3. Multiple Linear Regression Equation Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.909	.615			
	Dual Role	.498	.056	.668	8.855	.000



	Work Motivation	.138	.038	.274	3.630	.000
--	-----------------	------	------	------	-------	------

a. Dependent Variable: Employee Performance

Source: Data Processed, 2023

From the table above, the following equation is obtained:

$$Y = \alpha + \beta_1.X_1 + \beta_2.X_2 + \varepsilon$$

$$Y = 4.909 + 0.498X_1 + 0.138X_2$$

- The constant (α) is known to be 4.909, this indicates that the variable Dual Role (X_1), and Work Motivation (X_2) is 0, then Employee Performance (Y) is 4.909.
- The magnitude of the coefficient β_1 is 0.498, this indicates that with an increase in Dual Role (X_1) by one unit, it will increase Employee Performance (Y) by 0.498.
- The magnitude of the coefficient β_2 is 0.138, this indicates that by increasing Work Motivation (X_2) by one unit, it will increase Employee Performance (Y) by 0.138.

Coefficient of Determination Analysis

The coefficient of determination is a value that states the magnitude of the simultaneous influence of the independent variable on the dependent variable. In the problem being studied, namely the influence of Dual Role (X_1), and Work Motivation (X_2) simultaneously in contributing to the influence on Employee Performance (Y). By using SPSS, the following *output* is obtained:

Table 4. Coefficient of Determination

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.903 ^a	.816	.812	1.47670

a. Predictors: (Constant), Work Motivation, Dual Role

Source: Data Processed, 2023

Based on table 4, information is obtained that the *Adjusted R-square* value is 0.812 or 81.2%. This value indicates that the Dual Role (X_1), and Work Motivation (X_2) simultaneously contribute or influence the Employee Performance variable (Y) by 81.2%. While the remaining $100\% - 81.2\% = 18.8\%$ is the influence of other variables not examined.

Hypothesis Testing Results

F Test Results (Simultaneous Testing)

This test aims to prove whether the independent variables simultaneously (together) have an influence on the dependent variable (Ghozali, 2009: 88). The results of the F statistical test can be seen in the table below, if the probability value is smaller than 0.05 then H_a is accepted and rejects H_o , while if the probability value is greater than

0.05 then H_0 is accepted and rejects H_a .

Table 5. F Statistical Test Results (Simultaneous)

ANOVA ^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	898.825	2	449.413	206.092	.000 ^b
	Residuals	202.800	17	2.181		
	Total	1101.625	19			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Motivation, Dual Role

Source: Data Processed, 2023

Based on the data in the table above, it can be seen that the significance value in the F test is $0.000 < 0.05$ and $F_{count} > F_{table}$, namely $206.092 > 3.59$, where in the F table for $\alpha = 0.05$ and $df_1 : 1, df_2 : n-k-1 (20-2-1) = 17$, the value of F_{table} is 3.59. Based on the significance value < 0.05 and the value of F count $> F$ Table, it can be concluded that Dual, and Work Motivation simultaneously or together affect Employee Performance.

T Test Results (Partial Testing)

Table 6. T Statistical Test Results (Partial) Coefficients ^a

Model		t	Sig.
1	(Constant)		
	Dual Role	8.855	.000
	Work Motivation	3.630	.000

a. Dependent Variable: Employee Performance

Source: Data Processed, 2023

Explanations of Table 6 include:

1. Berdasarkan tabel diatas dapat diketahui bahwa variabel Peran Ganda (X_1) memiliki nilai signifikansi sebesar $0,000 < 0,05$ dan dengan $\alpha=0,05, df=n-k-1=20-2-1=17$, diperoleh nilai t-tabel untuk pengujian dua pihak sebesar (2,198) sehingga $t_{hitung} > t_{tabel}$ yakni $8,855 > 2.198$, which is obtained on the Dual Role variable (X_1), so it can be concluded that the Dual Role (X_1) has an influence on Employee Performance (Y), the positive t value indicates that the Dual Role variable (X_1) has a direct influence on Employee Performance (Y), so it can be

concluded that there is a significant influence between Dual Role on Employee Performance.

2. The Work Motivation variable (X_2) has a significance value of $0.000 < 0.05$ and with $\alpha = 0.05$, $df = n - k - 1 = 20 - 2 - 1 = 17$, the t-table value for two-party testing is obtained (2.198) so that $T_{hitung} > T_{tabel}$, namely $3.630 > 2.198$, which is obtained on the Work Motivation variable (X_2), so it can be concluded that Work Motivation (X_2) has an influence on Employee Performance (Y), the positive t value indicates that the Work Motivation variable (X_2) has a direct influence on Employee Performance (Y), so it can be concluded that there is a significant influence between Work Motivation on Employee Performance.

Discussion

Based on the results of research conducted on the influence of dual roles and work motivation on the performance of female employees in the North Labuhan Batu district, it can be concluded as follows:

1. Multiple roles have an influence on the performance of female employees at the Labuhan Batu Utara Regency Office, this is evidenced by the first hypothesis which reads "There is an influence of multiple roles on the performance of female employees" accepted with t count greater than t table. The dual role experienced by female employees is at a low level. This shows that female employees rarely feel the existence of dual roles such as no time for family, family affects work, work affects family, complaints from family affect work, families who do not get support for their role as housewives. The results of this study support research (Komara, 2020) that the higher the dual role of women at work, the lower employee performance. The results of this study state that multiple roles (work family conflict) have a significant effect on the performance of female employees with a coefficient of 16.3%, workload significantly affects the performance of female employees with a coefficient of 23.1%, multiple roles (work family conflict) have a significant effect on stress. work with a coefficient of 21.8%, workload has a significant effect on the work stress of female employees with a coefficient of 47.6% and work stress has a significant effect on the performance of female employees (Komariyah et al., 2021). From the results of the study, it can be known that female workers who experience a decrease in performance are as much as 63.51% (Darwis et al., 2021).
2. Work motivation has an influence on employee performance at the Labuhan Batu Utara Regency Office, this is evidenced by the second hypothesis which reads "there is an effect of work motivation on employee performance" accepted with t count greater than t table. The work motivation experienced by employees is at a moderate level. This shows that employees will experience motivation if they get rewards from the office or company. The results of the study are in line with research (Goni et al., 2021) that work motivation has an influence on employee performance. Motivation and employee performance have a strong correlation and motivation positively and significantly influences employee performance (Augustinus & Halim, 2021). Obtained from the results of this study that work motivation greatly influences a person's performance, both intrinsic and extrinsic motivation as well as intrinsic and extrinsic motivation simultaneously (Fahriana & Sopiah, 2022). The results of this study indicate that the work motivation had positive and significant impact on

organization citizenship behavior and performance of employees on PT. Bank Aceh Syariah Lhokseumawe (Dharma, 2018).

3. Independent variables, namely dual roles and work motivation, simultaneously affect the performance of female employees, as evidenced by the results of F count greater than F table. So it can be concluded that a low dual role and moderate work motivation will increase employee performance. Conversely, if the dual role is good and work motivation is low, employee performance will decrease. Work motivation has a big role for employees to improve employee performance. Female employees who are motivated at work will help improve the performance of female employees. The results of the study are in line with research (Iswari & Pradhanawati, 2018) that dual roles and work motivation affect employee performance. (S et al., 2021) Multiple roles have a positive and significant effect on the performance of female employees and This data analyzed using regression analysis. This research result indicates that there was a correlation in the category of strong between variables the dual role, job stress, and motivation work of the performance of employees (Iswari & Pradhanawati, 2018).

CONCLUSIONS

Based on the results, it can be concluded that multiple roles and work motivation partially and simultaneously affect the performance of employees of the Labuhan Batu Utara Regency Office. This illustrates that the role is the variable that has the greatest influence on employee performance.

REFERENCES

- Angelica, F., & Purbasari, R. N. (2022). Pengaruh Pengalaman, Motivasi, Pendidikan terhadap Kinerja Karyawan PNS RSJD. *E-Jurnal Manajemen Trisakti School of Management (TSM)*, 2(4), 289–300. <https://doi.org/10.34208/ejmtsm.v2i4.1861>
- Anshari, H., & Fauzi Arif Lubis. (2022). *I**, 2 1,2. 20(1), 105-123.
- Augustinus, D. C., & Halim, C. F. (2021). The Effect Of Motivation Towards Employee Performance For Café Workers In Medan. *Journal of Accounting & Management Innovation*, 5(1), 44–56. <https://ejournal-medan.uph.edu/index.php/jam/article/view/439>
- Br.Sitepu, L. E., & Kamilah, K. (2021). Analysis of Work Motivation and Work Discipline on Employee Performance at the Office of Accountant Services Pt Eriadi Fatkhur Rokhman Medan. *Tambusai Journal of Education*, 5(3), 8311-8318. <https://www.jptam.org/index.php/jptam/article/view/2334>
- Darwis, A. M., Nurul Fadilah Farid, F., Asman, F. H., Heriani, Arni, S. N. A. D., Hardianti, A., & Nirwana, A. (2021). Hubungan Konflik Peran Ganda Terhadap Kinerja Pada Pekerja Wanita di Kota Makassar. *Jurnal Publikasi Kesehatan Masyarakat Indonesia*, 8(2), 16–21.
- Dharma, Y. (2018). The effect of work motivation on the employee performance with organization citizenship behavior as intervening variable at bank aceh syariah. *Emerald Reach Proceedings Series*, 1, 7–12. <https://doi.org/10.1108/978-1-78756-793-1-00065>
- Fadhillah, R. A., Yafiz, M., & Sugianto. (2019). The Effect of Competence, Motivation and Commitment on the Work Effectiveness of Family Hope Program Facilitators

- in Deli Serdang Regency. *Journal of Islamic Accounting and Finance*, 3(2), 122-141.
- Fauziah, Z. F. (2020). The Effect of Dual Role Conflict and Work-Life Balance on Work Motivation in Coal Mine Employees. *Psychoborneo: Scientific Journal of Psychology*, 8(2), 255. <https://doi.org/10.30872/Psychoborneo.V8i2.4909>
- Fahriana, C., & Sopiah. (2022). The influence of work motivation on employee performance. *Asian Journal of Economics and Business Management*, 1(3), 229–233. <https://doi.org/10.53402/ajebm.v1i3.237>
- Goni, G. H., Manoppo, W. S., & Rogahang, J. J. (2021). The Effect of Work Motivation on Improving Employee Performance at Pt. Bank Rakyat Indonesia Tahuna Branch. *Productivity*, 2(4), 330-335. <https://ejournal.unsrat.ac.id/index.php/productivity/article/view/35047>
- Iswari, R. I., & Pradhanawati, A. (2018). The Effect of Dual Role, Work Stress and Work Motivation on the Performance of Female Employees. *Journal of Business Administration*, 7(2), 83. <https://doi.org/10.14710/Jab.V7i2.22693>
- Komara, S. (2020). The Effect of Dual Role Conflict on Female Employee Performance. *Inkubis: Journal of Economics and Business*, 2(2), 104-114. <https://doi.org/10.59261/Inkubis.V2i2.8>
- Komariyah, D., Prahawan, W., & Lutfi, L. (2021). Pengaruh Peran Ganda dan Beban Kerja Terhadap Kinerja Pegawai Wanita Dengan Stres Kerja Sebagai Variabel Intervening (Studi Pada Universitas Sultan Ageng Tirtayasa Banten). *Gemilang: Jurnal Manajemen Dan Strategi Bisnis*, 2(1), 1–15.
- Lenaini, I. (2021). Purposive and Snowball Sampling Techniques. *Journal of Historical Education Studies, Research & Development*, 6(1), 33-39. P-Issn 2549-7332 %7c E-Issn 2614-1167%0d
- Nazli, P., Marliyah, & Nasution, Y. S. J. (2022). The Influence of Islamic Values, Wages, Career Development, and Motivation, on Employee Performance at Bank Sumut Medan Syariah Branch Office. *Scientific Journal of Islamic Economics*, 8(2), 2083-2092. <http://dx.doi.org/10.29040/Jiei.V8i2.5859>
- Robbins. (2004). The Effect of Organizational Culture on Employee Performance (Study on Employees of Pt Karya Indah Buana Surabaya). *Journal of Business Administration (Jab)/Vol, 31(1)*, 60. [http://download.garuda.kemdikbud.go.id/article.php?article=405101&val=6468&title=The Effect of Organizational Culture on Employee Performance Study on Employees Pt Karya Indah Buana Surabaya](http://download.garuda.kemdikbud.go.id/article.php?article=405101&val=6468&title=The%20Effect%20of%20Organizational%20Culture%20on%20Employee%20Performance%20Study%20on%20Employees%20Pt%20Karya%20Indah%20Buana%20Surabaya).
- S, D. E. F., Sugito, S., & Efendi, R. (2021). The Influence of Multiple Roles on the Performance of Female Employees. *International Journal of Multicultural and Multireligious Understanding*, 8(1), 49. <https://doi.org/10.18415/ijmmu.v8i1.2215>
- Sudiantara, I. W. G., & Heryanda. (2022). Pengaruh Lingkungan Kerja Dan Motivasi Kerja Terhadap Kinerja Petugas Penyapu Jalanan Kota Singaraja. *Bisma: Jurnal Manajemen*, 8(1), 151–160
- Suratman Hadi. (2019). The Effect of Work Environment on Employee Performance (Study on Employees of the North Malang Primary Tax Service Office). *Parameter*, 4(2), 1-9. <https://doi.org/10.37751/Parameter.V4i2.41>
- Tewal, F., & Tewal, B. (2014). The Effect of Role Conflict on the Performance of Career Women at Sam Ratulangi University Manado. *Journal of Economic Research*,



Management, Business and Accounting, 2(1), 450-456.

Tindow, M. I. (2014). Disiplin Kerja, Motivasi Kerja Dan Kompensasi Pengaruh Terhadap Kinerja Karyawan Pt Bank Sulut Cabang Calaca. *Jurnal Emba*, 2(22), 33-40