

THE INFLUENCE OF WORK DISCIPLINE AND WORK ETHIC ON EMPLOYEE PERFORMANCE AT PT. JAYA MASAWAN PUTRA SEJAHTERA PALEMBANG

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ABSTRACT

This study examines the influence of work discipline and work ethic on employee performance at PT. Jaya Masawa Putra Sejahtera Palembang. Human resource management is essential in improving organizational performance, as employees are strategic assets in achieving company goals. Employee performance may be affected by factors such as work discipline, which reflects compliance with company rules, and work ethic, which reflects enthusiasm and responsibility in completing tasks. The purpose of this study is to analyze the partial and simultaneous effects of work discipline and work ethic on employee performance. This research used a quantitative approach with a survey method conducted from April to July 2024. The population consisted of 95 employees. Data were collected through interviews, observations, and questionnaires that had passed validity and reliability tests. The data were analyzed using multiple linear regression. The results show that work discipline has a positive and significant effect on employee performance, with a significance value of 0.001. Work ethic also has a positive and significant effect, with a significance value of 0.013. Simultaneously, work discipline and work ethic significantly affect employee performance, with an F value of 67.333 and a significance value of 0.000. The coefficient of determination shows that both variables explain 73.5% of employee performance variation. These findings indicate that improving discipline and strengthening work ethic can enhance employee performance. Therefore, the company should strengthen supervision, enforce work regulations, and promote a positive work culture..

INTRODUCTION

Human Resource Management (HRM) is a strategic approach that focuses on employees in all workplaces. Therefore, all structural levels and functions must be utilized efficiently. To ensure the success and well-being of a company, managers will maintain and enhance their resources, particularly to improve employee performance. Human resource management is inseparable from the expectation that employees are capable of achieving organizational goals. Employees are a company's primary asset and play a strategic role within the company, namely as thinkers, planners, and controllers of company activities. According to [Binturo and Darianto \(2017\)](#), human resource management is the science or method of managing relationships and the performance of human resources (work) effectively and efficiently.

Employee performance is the most important component influencing an organization's success. According to [Effendi \(2018\)](#), work is work that can be performed by an individual or group of people within a business based on rights and obligations related to achieving business objectives without violating the law. Therefore, performance is the readiness of an individual or group of people to carry out tasks or improve themselves according to their responsibilities and expected results. According to [Siagian \(2010\)](#), there are two factors that influence employee performance: internal and external factors. Individual characteristics include age, appearance, physical condition, level of fatigue and motivation, and work ethic.

According to [Effendi \(2018\)](#), work discipline is a set of rules or regulations established by an organization's management, approved by the management or capital owners, approved by the workers' union, and recognized by the organization. Corporate services and other services are provided to members of the organization. Organizations are subject to applicable rules and create and reshape themselves through processes and a series of behaviors that demonstrate the values of obedience, consistency, and order. According to [Kasmir \(2016\)](#), work learning is an employee's ability to carry out their work duties. In this case, work learning can be in the form of time, such as arriving at work on time. Therefore, discipline is the act of following instructions and following instructions. Employee discipline impacts performance. Discipline, in this case, can take the form of attendance; the level of employee absenteeism at PT. Jaya Masawa Putra Sejahtera Palembang affects work performance.

The performance of PT. Jaya Masawa Putra Sejahtera Palembang employees is still not achieved, resulting in low performance, which is a barrier to achieving success in a shorter timeframe. Employees with a strong work ethic strive to demonstrate their attitude, character, and self-confidence by performing their jobs and working with the best efforts of all employees, and driving the organization to achieve success quickly. The employee discipline of PT. Jaya Masawa Putra Sejahtera Palembang is also still lacking, with some employees chatting during work hours and failing to serve customers when they need information and assistance with shopping.

According to [Priansa \(2018\)](#), work ethic is the passion employees possess to perform better and achieve added value in a job. Work ethic is the attitude, perspective, habits, traits, and characteristics of a person's work style. A good work ethic won't read you, and you'll likely perform better at your job. Elements that support a strong work ethic include a desire to maintain work quality, so employees with a strong work ethic participate by providing input and ideas in their workplace. The reality on the ground shows that employees tend to view their work as merely routine, without clear goals and visions for the future.

The declining work ethic of employees at PT. Jaya Masawa Putra Sejahtera Palembang is indicated by the lack of service delivery in carrying out the work assigned by the company. Employees work merely routinely, lacking motivation to achieve clear goals and visions while working. Many parties have not demonstrated a good work ethic, as evidenced by low levels of discipline. This can lead to less than optimal employee work quality, impacting low employee performance within the company.

PT. Jaya Masawan Putra Sejahtera, Pasar Raya Bandung Branch, is located in Palembang, South Sumatra, at Jl. T.P. Rustam Effendi, 18 Ilir, East Ilir 1. PT. Jaya Masawan Putra Sejahtera (PT. JMPS) is a company engaged in the retail sector, including supermarkets and department stores. Interviews with PT. Jaya Masawan Putra Sejahtera employees indicated that the problem lies in discipline and work ethic, which have not been able to create a conducive atmosphere. This is indicated by the presence of employees chatting during work hours.

This is based on research by [Suharti, H.E. \(2018\)](#) on the influence of work ethic and work discipline on employee performance at Radio La Nugraha 105 FM Palembang. The results of the study showed a significant and positive influence between work ethic and work discipline on employee performance at Radio La Nugraha 105 FM Palembang. Partially, work ethic and work discipline have a significant influence on the performance of employees at Radio La Nugraha 105 FM Palembang. Work discipline has a very strong influence on work ethic.

Based on the background above, the author wants to conduct research entitled: "*Analysis of the Influence of Discipline and Work Ethic on Employee Performance at PT. Jaya Masawa Putra Sejahtera Palembang*".

LITERATURE REVIEW

Performance

According to [Afandi \(2018\)](#), performance is defined as the results achieved by an individual or group of people within a company, in accordance with their respective authorities and responsibilities, to achieve company goals legally, legally, and ethically. [Kasmir \(2016\)](#) defines performance as the results and work behaviors achieved over a specific period of time in completing assigned tasks and responsibilities. Therefore, performance is a result.

Performance indicates the level of achievement of a plan or action policy to achieve the organization's goals, objectives, vision, and objectives set out in the

organization's strategic plan. Companies want their employees to perform well so they can achieve the company's expected performance results. Work, according to [Effendi \(2018\)](#), is defined as the work results performed by an individual or group of people working in a business, in accordance with their rights and obligations, to achieve business goals without interrupting the business. Therefore, work is defined as the results, quantity, and quality of work completed by employees.

According to [Kasmir \(2016\)](#), several factors influence performance, including: skills and competencies, knowledge, job design, personality, motivation, leadership style, organizational culture, job satisfaction, workplace, loyalty, commitment, and work discipline.

Meanwhile, performance indicators according to [Priansa \(2018\)](#) include quantity of work, quality of work, independence, initiative, adaptability, and collaboration.

Discipline

Discipline is crucial for organizations. Discipline is an organizational process that encourages members to comply with the various rules and regulations applicable to an organization. Furthermore, this research also helps train employees to follow and implement applicable regulations, procedures, and guidelines for efficient work performance. Maintaining and improving effective learning is challenging due to the many factors involved. Sometimes, employees' lack of knowledge of applicable laws, procedures, and policies is the primary reason for implementing discipline.

According to [Afandi \(2018\)](#), work discipline is a set of rules and regulations established by management, approved by the board of commissioners or shareholders, approved by labor unions, and recognized by the organization. It also provides services and other benefits to members of the organization. Voluntary organizations are subject to applicable regulations, which are established and shaped through a process that demonstrates the principles of order, obedience, and conformity. Discipline can be defined as an attitude reflected in employee behavior or actions.

According to [Afandi \(2018\)](#), discipline has several functions: regulating life within an organization, forming and teaching good character, fostering responsibility for following organizational rules, and imposing sanctions or punishments on those who violate established rules.

According to [Afandi \(2018\)](#), several disciplinary principles can be used to maintain employee discipline: direct supervision, constructive supervision, immediate oversight of discipline, fair enforcement of discipline, and the need for leaders to enforce rules when team members are absent.

Furthermore, according to [Afandi \(2018\)](#), several factors influence the level of employee discipline in an organization, including leadership, compensation, rewards, ability, fairness, vigilance, the environment, punishment, loyalty, and organizational culture.

According to Rivai, V (2005) in his book, Sinambala, several indicators of work discipline are absenteeism, adherence to work regulations, adherence to labor standards, a high level of vigilance, and ethical work.

Ethos

An employee's work ethic and personal qualities significantly influence their career advancement. Employees with a strong work ethic will strive to work to their full potential to achieve optimal performance. According to Priansa (2018), work ethic is a person's passion for work to improve and add value to the workplace.

Meanwhile, Ginting (2016) defines work ethic as the passion of an individual or group of people, grounded in a particular perspective and manifested through determination and concrete behavior in carrying out their work. Work ethic relates to a person's attitude toward their work and the way they carry out tasks, reflected in the principles or work ethics that guide their behavior in the workplace. Ginting (2016) states that work ethic encompasses at least three main components: working hard, carrying out work diligently, and receiving balanced compensation, which reflect an individual's attitude, personality, character, and beliefs in their work.

According to Priansa (2018), there are three indicators: interpersonal skills, initiative, and dependability. According to Priansa (2018), the characteristics of work ethic are interpersonal skills, initiative and reliability.

RESEARCH METHODS

This research is a quantitative research with a survey approach. This research was conducted from April to July 2024 at PT. Jaya Masawan Putra Sejahtera, Pasar Raya Bandung Branch, located at Jl. T.P. Rustam Effendi, 18 Ilir, Ilir Timur 1, Palembang City, South Sumatra. The population in this study was 95 respondents. The data in this study came from primary and secondary data. The techniques used were interview techniques, observation and distribution of questionnaires to employees who were used as respondents. The questionnaire used before being distributed to respondents needed to be tested for validity and reliability. The data obtained were analyzed by multiple linear regression.

RESULT AND ANALYSIS

Table 1. Description of Research Respondents

Characteristics	n	Persentase (%)
Age		
20 – 30 Years	68	72
31 – 40 Years	19	20
41 – 50 Years	8	8
Total	95	100

Gender		
Male	37	39
Female	58	61
Total	95	100
Education		
Junior High School	8	8
Senior High School/Vocational High School/ Islamic Senior High School	74	78
Bachelor's Degree	8	8
Master's Degree	5	5
Total	95	100

(Source: Primary Data, 2024)

Based on the results of the study of 95 respondents, respondent characteristics can be analyzed based on age, gender, and education level. Based on age, the majority of respondents were in the 20–30 age range (68 respondents (72%)), followed by 19 (20%) aged 31–40, and 8 (8%) aged 41–50. The predominance of respondents in the 20–30 age group indicates that this study primarily involved the younger, productive age group. This age group generally has a high level of social activity and is easier to reach in survey-based research. Previous research also indicates that younger age groups often constitute the majority of respondents in survey research because they are more active and responsive to data collection. A study by [Slade et al. \(2011\)](#) showed that the productive age group often dominates participation in survey research because it is more accessible and has a high level of participation in social and health research.

Based on gender, the respondents in this study were predominantly female (58 respondents (61%)), while 37 (39%) were male. These results indicate that female participation was higher than male participation in this study. This phenomenon has also been found in various previous studies, which found that women tend to be more willing and active in survey participation than men. [Porter and Whitcomb \(2005\)](#) stated that women have a higher response rate in survey research than men, often resulting in a greater number of female respondents. [Furthermore, Smith \(2008\)](#) also explained that differences in participation rates between men and women can be influenced by their level of interest in the research topic and their willingness to provide information in the questionnaire.

Based on educational level, the majority of respondents (74 respondents) had a high school/vocational high school/Islamic high school (SMA/MA) education, while 8 respondents (8%) had a junior high school education, 8 respondents (8%), and 5 respondents (5%). The predominance of respondents with secondary education indicates that most respondents have sufficient educational background to understand the questions in the research instrument. Educational level is one factor that can influence the quality of respondents' responses in survey research, as individuals with higher levels of education generally have a better ability to

understand research questions. Research conducted by [Sauer et al. \(2011\)](#) shows that respondents' education level influences the consistency and comprehension of responses to research instruments. [Furthermore, Datta, Walsh, and Terrell \(2002\)](#) also stated that demographic characteristics, such as education level, significantly influence respondents' participation patterns in surveys and the quality of the resulting data.

Overall, the majority of respondents in this study were young, predominantly female, and had a secondary education. These characteristics align with previous research, which shows that surveys are generally dominated by productive age groups, women, and individuals with secondary to higher education.

Table 2. Results of Multiple Linear Test Analysis

Model	Variabel	B	Std. Error	Beta	t	Sig.
1	(Constant)	6.146	2.957	-	2.079	.043
	Discipline	.513	.145	.510	3.535	.001
	Work Ethic	.362	.14	.372	2.582	.013

a. Dependent variable: Employee performance

Based on the table, the regression coefficient for the variables Discipline (X1), Work Ethic (X2) on Employee Performance (Y) is 0.513, 0.362, while the constant value is 6.146, so the multiple linear regression equation is obtained as follows:

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + e$$

$$Y = 6,146 + 0,513 X_1 + 0,362 X_2 + e$$

The regression equation shows that if discipline and work ethic are equal to 0, then employee performance is 6.146. Each unit increase in discipline will increase employee performance by 0.513, while a unit increase in work ethic will increase performance by 0.362. The standard error indicates the presence of other factors influencing employee performance outside the research model. This study aims to analyze the influence of discipline and work ethic on employee performance, which is then tested using the t-test and F-test.

Table 3. Results of the t-test

Model	Variabel	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		(B)	Std. Error	(Beta)		
1	(Constant)	6.146	2.957	-	2.079	.043
	Discipline	.513	.145	.510	3.535	.001
	Work Ethic	.362	.140	.372	2.582	.013

a. Dependent variable: Employee performance

Based on the t-test results in Table 3, it is known that the work discipline variable has a t-value of 3.535 with a significance of 0.001 < 0.05, so it can be concluded that work discipline has a positive and significant effect on employee

performance. The work ethic variable also shows a positive and significant effect on employee performance with a t-value of 2.582 and a significance of 0.013 < 0.05. This indicates that the higher the discipline and work ethic of employees, the employee performance will also increase. In addition, based on the standardized beta value, work discipline (0.510) has a more dominant influence on employee performance than work ethic (0.372).

Table 4. F Test Results

Model	Sumber	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1496.025	2	748.012	67.333	.000 ^b
	Residual	566.568	51	11.109		
	Total	2062.593	53			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Ethic, Discipline

Based on the F-test results in Table 4, the calculated F-value was 67.333 with a significance value of 0.000 < 0.05. It can be concluded that the discipline and work ethic variables simultaneously have a significant effect on employee performance. This indicates that the two independent variables together are able to explain changes in employee performance variables. Thus, the research hypothesis stating that discipline and work ethic jointly influence employee performance can be accepted.

Table 5. Results of the Determination Coefficient Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.857 ^a	.735	.723	1.480

a. Predictors : (Constant), Discipline, Work Ethic

Based on the results of the determination coefficient test in Table 5, the R Square value of 0.735 was obtained, which indicates that the discipline and work ethic variables are able to explain 73.5% of the variation in employee performance, while the remaining 26.5% is influenced by other factors outside the research model that were not examined in this study. In addition, the Adjusted R Square value of 0.723 indicates that after adjusting for the number of variables in the model, the contribution of discipline and work ethic to employee performance remains in the strong category. The R value of 0.857 also indicates a very strong relationship between the independent variables and employee performance.

The Influence of Discipline on Employee Performance at PT. Jaya Masawa Putra Sejahtera Palembang

The results of the study indicate that the Discipline variable (X1) obtained a value of 3.535 with a significance value of 0.001 ($0.001 < 0.05$) and a positive regression coefficient of 0.513. Therefore, this study successfully proved the hypothesis that discipline (X1) has a significant positive effect on employee performance at PT (Y). Jaya Masawa Putra Sejahtera Palembang.

This is in line with the research of [Vallennia, K. et al \(2020\)](#) entitled "The Influence of Work Discipline on Employee Performance (Case Study of PT. Sinar Sosro Rancaekek)", which proves that the resulting regression equation shows that work discipline has a positive and significant effect on employee performance at PT Sinar Sosro Rancaekek. The coefficient of determination shows the magnitude of the influence of work discipline on employee performance at PT, while the rest is influenced by factors other than work discipline. The calculation results show that the percentage of work discipline on employee performance is quite low, only 24.9% so it is estimated that there are other factors that have a large influence on employee performance and are worth examining. This study concludes that work discipline has a significant influence on employee performance at PT. Sinar Sosro Rancaekek.

The Influence of Work Ethic on Employee Performance at PT. Jaya Masawa Putra Sejahtera Palembang

The results of the study indicate that the work ethic variable (X2) obtained a t-value of 2.582, with a significance level of 0.013 ($0.013 > 0.05$), and a positive regression coefficient of 0.362. Therefore, this study successfully proved the hypothesis that work ethic (X2) has a significant positive effect on employee performance at PT (Y). Jaya Masawa Putra Sejahtera Palembang.

This aligns with the research of [Lawu, S.H., et al. \(2019\)](#) entitled: "The Impact of Work Ethic on Employee Performance at PT Pos Indonesia Pemuda Branch, East Jakarta." The results of the regression equation test above indicate that the influence of work ethic on employee performance at PT Pos Indonesia Pemuda Branch, East Jakarta, has a positive or one-way effect.

The Influence of Discipline and Work Ethic on Employee Performance at PT. Jaya Masawa Putra Sejahtera Palembang

The test results yielded an F-value of 67.333 with a significance level of 0.000. Because the significance value is less than 0.05 ($0.000 < 0.05$), this study successfully tested the hypothesis that discipline (X1) and work ethic (X2) simultaneously have a significant effect on employee performance (Y) at PT. Jaya Masawa Putra Sejahtera Palembang. Employees with a strong work ethic and discipline will significantly improve their performance ([Tebba, 2003](#)).

This research aligns with the findings of [Barsah and Ridwan \(2020\)](#), who examined the influence of work ethic and discipline on employee performance at

PT Pacific Indah Pratama Jakarta. The analysis in this study showed that work ethic and discipline have a positive and significant impact on improving employee performance. Therefore, the better the implementation of work ethic and the level of employee discipline, the greater the resulting performance.

CONCLUSION

Based on the results of research conducted on employees of PT. Jaya Masawa Putra Sejahtera Palembang, it can be concluded that work discipline and work ethic are important factors influencing employee performance levels within an organization. Both variables play a role in shaping productive, responsible work behavior, and oriented toward achieving company goals. Data analysis shows that improving employee discipline and work ethic can positively contribute to improved performance.

Partially, the work discipline variable has been shown to have a positive and significant influence on employee performance. This indicates that the higher the level of employee discipline in complying with work regulations, punctuality, and responsibility for assigned tasks, the better the resulting performance. Furthermore, the work ethic variable also partially demonstrated a positive and significant influence on employee performance. Work ethic, reflected in a sincere work attitude, commitment to work, and enthusiasm in completing tasks, can improve employee work quality and productivity.

Furthermore, based on simultaneous testing, work discipline and work ethic together have been shown to have a significant influence on employee performance at PT. Jaya Masawa Putra Sejahtera Palembang. This demonstrates that the combination of good discipline and a strong work ethic can drive optimal employee performance. Therefore, companies need to continuously improve work discipline and foster a positive work ethic to support the effective and sustainable achievement of organizational goals.

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