

Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai Di

ANTESEDEN KINERJA PEGAWAI

Perusahaan ataupun organisasi yang bergerak di berbagai bidang usaha yang dapat bertahan ditengah kondisi perekonomian yang tidak stabil inilah yang akan memenangkan persaingan di dunia usaha dan industri. Suatu kegiatan bisnis baik itu yang bergerak dibidang produksi barang maupun pelayanan jasa tentunya memerlukan sumber daya manusia yang berkualitas untuk mendukung suksesnya kegiatan organisasi tersebut. Manajemen sumber daya manusia yang baik dalam sebuah perusahaan tidak hanya memaksakan kekuasaan pemimpin kepada para karyawannya saja, tetapi bagaimana seorang pemimpin dapat memberikan motivasi dan mendengarkan keluhan atau masukan dari para karyawan untuk kepentingan bersama, sehingga para karyawan merasa betah dan nyaman selama bekerja.

ICBAE 2022

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.

ISSET 2019

The proceedings of International Conference on Science, Education, and Technology 2019 are the compilation of articles in the internationally refereed conference dedicated to promote acceleration of scientific and technological innovation and the utilization of technology in assisting pedagogical process.

ICBAE 2020

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 lingkungan kerja, budaya organisasi dan motivasi terhadap kepuasan kerja yang berimplikasikan terhadap kinerja dosen

This is an open access book. Doctoral Program of Economics and Business Faculty, Universitas Sebelas Maret organizes the 2022 International Colloquium on Business and Economics. The conference will be conducted both online and offline (hybrid) in Economic Faculty of UNS, Solo, on September 27-28, 2022. In this conference, 30 papers were selected for international proceedings. Faculty of Economics and Business Universitas Sebelas Maret is one of the respectable Business School in Indonesia. In the recent release from the Times Higher Education (THE), the faculty is categorized as Top 10 Economics and Business Faculty among hundreds University in Indonesia. Currently, our faculty have 3 undergraduate degrees, 3 master's degrees, and 1 doctoral degree program and all of them are accredited with a rank “A”.

Proceedings of the International Colloquium on Business and Economics (ICBE 2022)

This book contains the proceedings of the 1st Multidiscipline International Conference (MIC) 2021 will be an annual event hosted by Nusantara Training and Research (NTR). This year (2021), this event was held in collaboration with Nusantara Training and Research (NTR) with Universitas Borobudur Jakarta will be held on virtual conference in 30 October 2021 at Salatiga, Indonesia. We carry the theme \"Improving People's Quality in Pandemic Era,\" trying to continue to synchronize with all aspects in the pandemic era and prepare to face the new normal, as well as future outlook of the field of Call for papers fields to be included in MIC. The scope of this event is multidisciplinary. Starting from social science, economics, education, law, engineering, religion and other sciences. This conference was attended by participants and delegates from various universities from Indonesia, Malaysia, the Philippines, Australia, and Japan. More than 100 participants from academics, practitioners and bureaucrats took part in this event to exchange knowledge according to their research results and competencies.

MIC 2021

Buku yang berjudul “Penelitian Sumber Daya Manusia, Pengertian, Teori dan Aplikasi Menggunakan IBM SPSS 22 For Windows” ini dapat hadir ditengah-tengah pembaca. Secara umum penulis ingin ikut berpartisipasi mempercepat upaya mencerdaskan kehidupan bangsa. Secara khusus tujuan menulis buku ini untuk ikut berpartisipasi memperkaya khasanah kepustakaan di Indonesia khususnya dalam bidang ilmu penelitian dengan menggunakan program IBM SPSS yang hingga saat ini masih tetap dipergunakan. Penelitian Sumber Daya Manusia, Pengertian, Teori Dan Aplikasi (Menggunakan Ibm Spss 22 For Windows) ini diterbitkan oleh Penerbit Deepublish dan tersedia juga dalam versi cetak.

Penelitian Sumber Daya Manusia, Pengertian, Teori Dan Aplikasi (Menggunakan Ibm Spss 22 For Windows)

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.

Principles of Management

International Seminar on Social Science, Humanities and Education (ISSHE) is motivated by efforts to increase the quality of research and respond to the development of studies related to social science, humanities and education fields. This seminar aims: (1) to bring together all scientists, researchers, practitioners, and lecturers, (2) to share and discuss theoretical and practical knowledge about social science, humanities and education fields. The conference was held virtually by using Zoom on November, 25th 2020. The host of the conference was the Faculty of Cultural Sciences of Universitas Haluoleo, Kendari, Indonesia in collaboration with Graduate Program of Linguistics Universitas Warmadewa, Denpasar-Bali, Indonesia. By organising the seminar, it is expected it can be used as a scientific forum to accommodate discussions among young researchers originated from Indonesia in the fields of social science, humanities, and education. Therefore, the keynote speakers and invited speakers in the seminar are the researchers that are reputable and well-known in the world. We would like to thank the organising committee and the board of reviewers for their kind assistance and intention in reviewing all the papers. We would also extend our best gratitude to keynote speakers for their invaluable contributions and worthwhile ideas shared in the seminar. As a result, ISSHE is expected to be able to be used as academic media to exchange ideas that will impact on conduction of any study related to social science, humanities, and education phenomena.

ICLSSEE 2023

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.

ISSHE 2020

semakin modern suatu kantor sifat dan cakupan kegiatannya semakin menggelobal. Sehubungan dengan itu, semakin modern suatu kantor semakin banyak Informasi yang dapat diakses, semakin besar pula peluang yang dapat dimanfaatkan untuk kepentingan organisasi atau Instansinya. Akan tetapi sebaliknya, dari keuntungan tersebut di atas kantor modern perlu rnewaspada berbagai kemungkinan pengaruh negatif global yang bisa mengacaukan kegiatannya dalam pengelolaan Informasi kantor. Kendala yang dihadapi oleh kantor-kantor pada umumnya, sampai saat ini masih banyak kendala yang disebabkan oleh manajemen birokrasi seperti dalam hal biaya yang cenderung menghambat kemajuan kantor itu sendiri, terutama untuk kantor-kantor cabang yang rnasih sangat terpengaruh letaknya dukungan komputerisasi masih belum rnerata, belum lagi kendala SDM walau diakui kantor-kantor di wilayah perkotaan sudah mengarah ke sistem manajemen yang lebih baik, misalnya dalam pengelolaan data informasi sudah didukung dengan sistem pemrosesan data (electronic data processing) atau sering disebut dengan SIM (Sistem Informasi Manajemen), walau patut dilakukan: juga belum sepenuhnya direalisasikan kearah itu, namun sudah mengarah pada tahapan tersebut (Computer Based System). Sudah barang tentu hal itu memerlukan prinsip-prinsip atau asas-asas manajemen. Untuk hal itu, Fayol menekankan bahwa penggunaan prinsip-prinsip dalam hukum abadi, tetapi hanya merupakan petunjuk praktis yang dapat digunakan apabila keadaan membutuhkannya. Prinsip-prinsip manajemen adalah fleksibel, tidak mutlak, dan harus dapat digunakan tanpa memperhatikan perubahan dan keadaan tertentu untuk menerapkan prinsip-prinsip manajemen ilmiah pada semua pekerjaan kantor. Dalam konteks itulah buku "Manajemen Perkantoran Modern" ini, hadir, dalam rangka membangun manajemen perkantoran yang efektif dan akuntabel. Hal itu berkaitan erat dengan perbandingan antara tingkat pencapaian tujuan dengan rencana yang telah disusun sebelumnya, atau perbandingan hasil nyata dengan hasil yang telah direncanakan serta dapat dipertanggung-jawabkan. Efektifitas pengelolaan perkantoran, dapat dilihat berdasarkan teori system dan dimensi waktu. Maksudnya kriteria efektifitas dan akuntabel harus mencerminkan keseluruhan siklus input-proses-output, tidak hanya output atau hasil semata, melainkan harus mencerminkan pula hubungan-timbal balik antara manajemen dan lingkungan sekitarnya. Untuk hal itu, maka dalam bahasan buku ini, diawali dengan pendahuluan: yang menggambarkan kompleksitas manajemen, kemudian berturut-turut menyajikan konsep dasar manajemen manajemen perkantoran, kegiatan dan aspek manajemen perkantoran, peranan dan kewajiban manajemen kantor, organisasi kantor, Komunikasi tata hubungan kantor, Tata ruang kantor, korespondensi dan penataan arsip, penataan perlengkapan kantor, aplikasi

pemanfaatan IT dalam manajemen perkantoran, tata-tata kerja, prosedur dan sistern kerja, efisiensi pekerjaan kantor, serta pada bagian akhir dilengkapi dengan keselarnatan dan kesehatan kerja kantor. Penulis berharap, kehadiran buku Revisi III ini, dapat memberikan inspirasi dan urun rermbuk, pada perneceahan, rnencerdaskan, dan menjadi solusi terhadap berbagai pernnasalahan khususnya pada penyelenggaraan manajemen perkantoran. Semoqa buku ini bermanfaat bagi kepentingan umat dan mendapat ridlo Allah SWT., Amin. Bandung, 21 April 2021 Penulis,

Proceedings of the International Conference on Business, Accounting, Banking, and Economics (ICBABE 2022)

We are delighted to introduce the proceedings of The International Conference on Environment and Technology of Law, Business and Education on Post Covid 19 - 2020 (ICETLAWBE 2020). This conference is organized by Faculty of Law Universitas Lampung, Cooperation With Universiti Teknologi MARA Cawangan Pulau Pinang Malaysia, STEBI Lampung Indonesia, Asia e University Malaysia, Rostov State University Russia, University of Diponegoro Indonesia, IAIN Palu Indonesia, Universitas Dian Nusantara Jakarta Indonesia, Universitas Islam Indonesia Yogyakarta Indonesia, Universitas Trunojoyo Madura Indonesia, STEBIS IGM Palembang Indonesia, Universitas Katolik Parahyangan Bandung Indonesia, Universitas Jenderal Achmad Yani (UNJANI) Bandung Indonesia, Akademi Farmasi Yannas Husada, Bangkalan Indonesia and Universitas Saburai Lampung Indonesia. This conference has brought researchers, developers and practitioners around the world who are leveraging and developing technology and Environmental in Business, Law, Education and Technology and ICT. The technical program of ICETLAWBE 2020 consisted of 133 full papers. The conference tracks were: Track 1 - Law; Track 2 - Technology and ICT; Track 3 - Business; and Track 4 - Education.

MANAJEMEN PERKANTORAN MODERN

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.

ICETLAWBE 2020

We are delighted to deliver the Proceedings of the 3rd International Conference on Innovation in Education, Science and Culture (ICIESC). This conference was organized by Research and Community Service Centre of Universitas Negeri Medan (LPPM UNIMED) held virtually on 31 August 2021. By raise up the main theme of Leading Recovery: “The New Innovation in Education, Science and Culture After a Global Pandemic”, the 3rd ICIESC conference shows up several interested topics as a Science Education, Vocational Education, Social Science and Humanities, Management Innovation and Heritage Culture. Some of the topics been interested topic and important to be discussed. With the number participant is 180 participants, who came from Universitas Negeri Medan, Universitas Negeri Makasar, Widyagama University of Malang, Rizal Technological University, Philippine, Sholom-Aleichem Priamursky State University Rusia, Thu Dau Mot University Vietnam. ICIESC consists of 79 papers. The double blinds review process was employed by committee to evaluate all papers, whose members are highly qualified independent researchers in the ICIESC topic area. It has been our privilege to convene this conference. Our sincere thanks, to the conference organizing committee; to the Program Chairs for their wise advice and brilliant suggestion on organizing the technical program and to the Program Committee for their through and timely reviewing of the papers. Recognition should go to the Local Organizing Committee members who have all worked extremely hard for the details of important aspects of the conference programs and social activities. Finally, we hope that this proceedings can bring contribution and inspire you, and result in new knowledge, collaborations, and friendships. Thank you and we hope to meet you again for the next conference of ICIESC.

Kepuasan Kerja dan Kinerja Pegawai Institusi

This is an open access book. WELCOME THE 7TH GCBME. We would like to invite you to join our The 7th Global Conference on Business, Management and Entrepreneurship. The conference will be held online on digital platform live from Universitas Pendidikan Indonesia in Bandung, West Java, Indonesia, on August 8th, 2022 with topic The Utilization of Sustainable Digital Business, Entrepreneurship and management as A Strategic Approach in the New Normal Era.

ICIESC 2021

With the fast development of the Internet, we are experiencing a shift from the traditional sharing of information and applications as

the main purpose of the Web to an emergent paradigm, which locates people at the very center of networks and exploits the value of people's connections, relations, and collaboration. Social networks are also playing a major role in the dynamics and structure of intelligent Web-based networking and collaborative systems. Virtual campuses, virtual communities, and organizations strongly leverage intelligent networking and collaborative systems by a great variety of formal and informal electronic relations, such as business-to-business, peer-to-peer, and many types of online collaborative learning interactions, including the emerging e-learning systems. This has resulted in entangled systems that need to be managed efficiently and in an autonomous way. In addition, latest and powerful technologies based on grid and wireless infrastructure as well as cloud computing are currently enhancing collaborative and networking applications a great deal but also facing new issues and challenges. The principal purpose of the research and development community is to stimulate research that will lead to the creation of responsive environments for networking and, at longer term, the development of adaptive, secure, mobile, and intuitive intelligent systems for collaborative work and learning. The aim of the book is to provide latest research findings, innovative research results, methods and development techniques from both theoretical and practical perspectives related to intelligent social networks and collaborative systems, intelligent networking systems, mobile collaborative systems, secure intelligent cloud systems, etc., as well as to reveal synergies among various paradigms in such a multi-disciplinary field intelligent collaborative systems.

Proceedings of the 7th Global Conference on Business, Management, and Entrepreneurship (GCBME 2022)

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.

Advances in Intelligent Networking and Collaborative Systems

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 4th International Conference on Applied Economics and Social Science, ICAESS 2022, 5 October 2022, Batam, Riau Islands, Indonesia

Hosted by the Economic and Business Faculty of UPN “Veteran” East Java, International Conference on Economics, Business, and Government Challenges (ICEBGC) provide as a creative event for academicians and practitioners whose interest Economic, Business and Government studies to get interconnected with other academicians and other fields of study. It is also intended to be an annual event for scholars from various backgrounds to connect and initiate collaborative and interdisciplinary studies. The papers presented at the ICEBGC provide research findings and recommendations that are both directly and indirectly beneficial for society needs, especially policy makers and practitioners in the Economics topic. The 2ndICEBGC 2019 was held in heroes city called Surabaya, Indonesia, bringing up a theme of “Management and Shifting Era” as a response to the modern and dynamics of Management in this shifting era. This theme aims at looking more closely on how the relations between Economic, Management, Business and Government in this region and that of the global world is, especially on the shifting discourses from Management as a social fact to the newly emerging Economic and Government digital landscape. It is indeed an emerging situation and a robust area for research. Some compelling sub-themes were offered and participated by a great number of presenters and participants including, among others are: Cultural Transformation, Literature Review a women’s equality in E-Commerce, Human Development Index, Assessing Financial Performance, Budgeting Analysis Model, Green Accounting, Self-Management and Nationalism. They share their insights, study results, or literature studies on those topics in a very dynamic discussion.

MALAPY 2022

Buku ini menjelajahi motivasi kerja, kemampuan kerja, kedisiplinan, dan dampaknya terhadap kinerja pegawai. Buku ini menguraikan bagaimana ketiga faktor tersebut berinteraksi dan berdampak pada kinerja pegawai. Buku ini juga mencakup rekomendasi untuk meningkatkan motivasi, kemampuan, dan kedisiplinan pegawai untuk mencapai peningkatan kinerja. Buku ini diharapkan dapat menjadi referensi dan panduan penting untuk para pemimpin dan pegawai, serta peneliti dalam bidang manajemen sumber daya manusia dan organisasi. Buku ini juga akan bermanfaat bagi siapa saja yang tertarik untuk memahami bagaimana motivasi, kemampuan, dan kedisiplinan memengaruhi kinerja pegawai. Lewat buku ini, pembaca akan diajak untuk memahami lebih dalam bagaimana tiga faktor penting ini dapat ditingkatkan untuk mencapai kinerja pegawai yang lebih baik.

EBGC 2019

InCEESS is an international conference hosted by Pelita Bangsa University. This conference is arranged to become an annual conference making room for scholars and practitioners in the area of Engineering, ICT, Management, and all research in Social Science and Humanities to share their thoughts, knowledge, and recent researches in the field of study (<https://inceess.pelitabangsa.ac.id/>).

Pengaruh Motivasi Kerja, Kemampuan Kerja, dan Kedisiplinan terhadap Kinerja Pegawai

Buku monograf ini bermanfaat untuk rekan-rekandosen atau mahasiswa yang sedang melakukan penelitian tentang kinerja keuangan dan peran intellectual capital

INCEESS 2020

Buku ini membahas tentang lingkungan kerja yang dapat mempengaruhi perilaku karyawan dan juga kinerja karyawan. Lingkungan kerja yang baik seperti pencahayaan yang cukup, suasana yang nyaman dan kondusif, peralatan kerja yang memadai, tempat kerja yang bersih, kamar kecil yang tidak mengeluarkan aroma tidak sedap akan memberikan dampak positif tidak saja kepada kinerja

karyawan, tetapi juga dapat mempengaruhi perilaku organisasi. Jika lingkungan kerja tidak bersih, berbau tidak sedap, pencahayaan yang kurang akan berpengaruh terhadap perilaku karyawan dalam bekerja dan pada akhirnya akan menurunkan semangat karyawan bekerja secara optimal yang pada gilirannya akan berdampak buruk terhadap pencapaian kinerja perusahaan.

Komitmen Organisasi Dan Kinerja Karyawan Dengan Etika Kerja Sebagai Variabel Moderating

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.

Manajemen Sumberdaya Manusia Lingkungan Kerja : Tinjauan dari Dimensi Perilaku Organisasi dan Kinerja Karyawan

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.

MICOSS 2020

This is an open access book. Sustainable Collaboration in Business, Technology, Information and Innovation SCBTII 2023: "Preserving

the Sustainability of Business in Accelerated Digital Transformation and Transition Collide”The COVID-19 pandemic had dealt a devastating blow to the SDGs, which were already off track before the pandemic forced the closure of schools, government services and workplaces worldwide. The pandemic erased more than four years of progress in eradicating poverty and pushing millions into extreme poverty. On the other hand, digital transformation rapidly creates a world of ever-faster technological developments. In response, every business must think of itself as a tech business. Companies need to re-design their processes and ensure their people have the skills needed for a world where we increasingly collaborate and work alongside capable and intelligent machines. Unfortunately, the war in Ukraine has accelerated the schism and confrontation between the major global powers. Another point of tension is the US-China relations joining the trade, technological, economic, and geostrategic competition. This year will be more significant. But the world business before us is not divided into two concrete blocks. Instead, a full-scale reconfiguration of alliances is underway, which forces all other actors to reposition themselves about the new strategic competition dynamics and to seek out their own spaces in a global transformation. On the other hand, the green and the digital transitions, which seemed to work hand in hand towards building a more sustainable world, have collided. Against this backdrop, universities, as academic institutions, play an essential role in educating and providing professional human resources and conducting high-quality research that benefits humanity. However, universities must take a more significant part and be innovative and creative in engaging and supporting the development opportunities and consolidation of the Global community. To embark on this role effectively, universities must always foster communication and discussion among academicians, scholars, practitioners, and policymakers under the Sustainability Development Goals (SDGs). Academia, Government, Business, and Communities must increasingly cooperate to achieve academic and research excellence and constructive solutions to current business and economic issues. Sustainable Collaboration in Business, Information, and Innovation (SCBTII) 2023 is an international conference that brings together academics, professionals, entrepreneurs, researchers, learners, and other associated groups from all over the world that is interested in theories, as well as practices in the field of the digital economy for global competitiveness. This conference provides opportunities for presenters and participants to exchange new ideas and experiences, create research relationships, and find international partners for future collaboration to respond to economy, business, social and technological development challenges successfully and effectively for better life well-being.

Proceedings of the 7th International Conference on Accounting, Management and Economics (ICAME-7 2022)

The conference is hosted by Program Pascasarjana Universitas Syiah Kuala (recognizably abbreviated as PPs UNSYIAH), the largest and the oldest national university in Aceh. The IGC will provide an excellent opportunity for academics, teachers, students, educators, researchers and education stakeholders to share knowledge and research findings as well as to present ideas raising awareness of the

Sustainable Development Goals to promote research and action in Innovation, Creativity, Digital and technopreneurship for Sustainable Development and technological Contexts.

Proceedings of the International Conference on Sustainable Collaboration in Business, Technology, Information, and Innovation (SCBTII 2023)

Judul : Memahami Faktor Penentu dalam Meningkatkan Kepuasan Kerja dan Kinerja Karyawan Penulis : Syaifuddin Yusniar Fajar Rezeki Ananda Lubis Dessy Anggraeni Nasib Ukuran : 14,5 x 21 cm Tebal : 112 Halaman ISBN : 978-623-497-736-3 Sinopsis Buku Kepuasan kerja dan kinerja karyawan merupakan unsur penting bagi seorang pemimpin dalam mengarahkan bawahannya untuk bekerja sesuai dengan rencana kerja yang telah ditetapkan. Keberhasilan dalam mencapai target dan sasaran perusahaan sangat bergantung besar pada rasa puas bekerja dan kuantitas serta kualitas kerja para karyawan. Buku ini memuat uraian kajian secara komprehensif mengenai kepuasan kerja dan kinerja karyawan. Selanjutnya buku ini berisikan 7 Bab yang mengupas tentang kepuasan dan kinerja para pegawai yang ada di lingkungan Universitas Prima Indonesia. Terakhir hasil temuan dalam kajian ini menunjukkan bahwa (1) disiplin kerja berpengaruh positif dan signifikan terhadap kepuasan kerja. (2) tingkat pendidikan berpengaruh positif dan signifikan terhadap kepuasan kerja. (3) pengalaman kerja berpengaruh positif dan signifikan terhadap kepuasan kerja. (4) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (5) tingkat pendidikan berpengaruh positif dan signifikan terhadap kinerja karyawan. (6) pengalaman kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (7) kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan. (8) disiplin kerja berpengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja. (9) tingkat pendidikan berpengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja. (10) pengalaman kerja berpengaruh positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja. Sehingga diharapkan hasil kajian dalam buku ini dapat dijadikan bahan pertimbangan khususnya manajemen dan pemilik perusahaan untuk menciptakan suasana kerja yang nyaman dan bersahabat serta mampu meningkatkan kinerja karyawan.

IGC 2018

This is an open access book. This Flourishing Humanity conference is hosted annually in September, and provides a number of research results in relation to the leading scholarly topics on social science and humanities. The conference seeks leading themes of a variety of interdisciplinary specialties, which bridges scholars' discussions to present their papers and converse on the theme of

flourishing humanity. This event of flourishing humanity is designed in the focus on life satisfaction, prosperity, wholeness, adaptiveness, authenticity, life measurement, and autonomy. The conference was held in 22 - 23 September 2022 in Malang, Indonesia in the form of hybrid, which presents keynote speakers, plenary sessions and invited lecturers in parallel sessions. All participants will have a virtual access to join the conference and all authors will have opportunities to present their work either the virtual or on-site mode.

Memahami Faktor Penentu dalam Meningkatkan Kepuasan Kerja dan Kinerja Karyawan

Sumber daya manusia memiliki andil besar dalam menentukan kemajuan suatu organisasi. Manajemen kepegawaian menjadi sangat penting bagi organisasi dalam rangka mengelola, mengatur dan memanfaatkan pegawai sehingga dapat berfungsi secara produktif untuk tercapainya tujuan organisasi (Mangkunegara, 2013). Seiring kemajuan teknologi dan tuntutan masyarakat dalam hal pelayanan, unit penyelenggara publik dituntut untuk memenuhi harapan masyarakat dalam perbaikan pelayanan. Sumber daya manusia merupakan salah satu penentu keberhasilan organisasi karena peran sumber daya manusia sebagai aset berharga yang harus dikelola dengan baik oleh organisasi agar dapat memberikan kontribusi yang optimal. Salah satu langkah strategis untuk mengembangkan kemampuan organisasi yang terdapat dipemerintah daerah yakni upaya penyempurnaan perilaku manusia sebagai sumber daya yang memiliki peranan penting dalam menyelenggarakan tugas-tugas pemerintah, sehingga semua tugas dapat berjalan efektif, efisien dan produktif (Rahim, 2017).

Proceedings of the First Conference of Psychology and Flourishing Humanity (PFH 2022)

Judul : Efektivitas Pengelolaan Pendidikan : Meningkatkan Kompetensi Tenaga Pendidik Penulis : TRIO BUDI SUSANTO Ukuran : 14,5 x 21 cm Tebal : 286 Halaman ISBN : 978-623-497-902-2 SINOPSIS Pendidik merupakan sumber daya yang memiliki kedudukan istimewa dibandingkan dengan sumber daya yang lain. Oleh karena itu, pengelola pendidikan harus mampu mengelola tenaga pendidik yang dimiliki dengan baik dalam rangka mewujudkan pendidikan yang bermutu. Khususnya di era global, dimana daya saing dan tantangan lembaga pendidikan sangat besar dengan banyaknya lembaga pendidikan yang baru berdiri, sehingga menuntut kreativitas para pengelola pendidikan dalam menyelenggarakan sistem pendidikan bermutu dengan mengelola tenaga pendidik yang profesional.

Aspek-aspek permasalahan kinerja karyawan

Buku yang berjudul *Introduksi Kinerja Organisasi Sektor Pariwisata* ini menyajikan inti sari yang menarik untuk dibaca dengan ulasan kebutuhan pengetahuan mengenai teori, praktik serta kajian terkait pedoman dalam pengenalan potensi objek wisata daerah. Sebagai referensi, buku ini menjabarkan pendahuluan Penyelenggaraan dan pengenalan potensi objek wisata Konsep manajemen dan sumberdaya manusia, Kinerja organisasi, Komitmen pegawai, Budaya organisasi, Kompetensi sumber daya manusia, Lingkungan kerja, Literasi digital dan studi pada penyelenggara pariwisata daerah.

KINERJA PEGAWAI PADA DINAS KEPENDUDUKAN DAN PENDAFTARAN SIPIL

PENGARUH KEMAMPUAN SUMBER DAYA MANUSIA, KOMUNIKASI ORGANISASI DAN FASILITAS KERJA TERHADAP KINERJA PENYELENGGARAAN PELAYANAN ADMINISTRASI TERPADU DI KECAMATAN (PATEN) DI DAERAH Penulis : F. ANGGUN S. Ukuran : 14 x 21 cm ISBN : 978-623-96866-4-2 Terbit : April 2021 www.guepedia.com Sinopsis : Penyelenggaraan Pelayanan Administrasi Terpadu di Kecamatan (PATEN) merupakan salah satu bentuk inovasi dalam penyelenggaraan pelayanan publik. Penelitian ini bertujuan untuk menganalisis pengaruh kemampuan SDM, komunikasi organisasi, dan fasilitas kerja, baik secara parsial maupun secara simultan terhadap kinerja PATEN di Daerah. Jenis penelitian ini merupakan penelitian kuantitatif. Sasaran penelitian ini adalah aparatur Pemerintah Kecamatan di Daerah, khususnya terlibat dalam penyelenggaraan PATEN. Hasil penelitian penulis menunjukkan bahwa kemampuan sumber daya manusia berpengaruh positif dan signifikan terhadap kinerja PATEN di Daerah. Komunikasi organisasi berpengaruh signifikan terhadap kinerja PATEN di Daerah. Fasilitas kerja berpengaruh signifikan terhadap kinerja PATEN di Daerah. Kemampuan sumber daya manusia, komunikasi organisasi, dan fasilitas kerja berpengaruh signifikan terhadap kinerja PATEN di Daerah. Masukan dan saran atas hasil penelitian ini kepada pemerintah Daerah adalah Perlu adanya reward atau penghargaan bagi petugas PATEN di Kecamatan yang berprestasi dalam meningkatkan kemampuannya dalam melaksanakan tugas dalam memberikan pelayanan PATEN, Perlu adanya sosialisasi dalam penyelenggaraan PATEN di masing-masing kecamatan atau di setiap desa agar masyarakat lebih mengetahui tentang PATEN, perlu penambahan atau peningkatan pengetahuan dan keterampilan staf seperti melalui diklat, perlu peningkatan sarana prasarana pelayanan seperti dalam bentuk ruang pelayanan yang nyaman dengan adanya fasilitas loket pelayanan yang baik, ruang tunggu yang nyaman, pendingin ruangan dan sarana prasarana yang berpihak pada masyarakat yang berkebutuhan khusus. Buku ini sangat layak untuk menjadi referensi para akademisi dan praktisi di negeri ini. www.guepedia.com Email : guepedia@gmail.com WA di 081287602508 Happy shopping & reading Enjoy your day, guys

Efektivitas Pengelolaan Pendidikan : Meningkatkan Kompetensi Tenaga Pendidik

This book aims at bringing together global researchers to generate thought on how this transition from Industry 4.0 to Industry 5.0 could make a difference to the globe for larger good. The collaboration and interaction between man and machine has given rise to Industry 5.0. With the prime objective of Industry 5.0 to create a benefit for the human beings while tapping on to the advantage of Industry 4.0, in no case, does it replace what has already been achieved. In fact, it brings to light what can be done in order to make life better. While Industry 4.0 offered extraordinary technological advancement, Industry 5.0 reasons out that technology alone is not sufficient to answer everything or provide a solution, but it is an amalgamation of both machine and human interaction to create that difference. In fact, with the impact of widespread digitalization that has led to dehumanization of the industrial makeup, the interest of global researchers has increased toward mapping how the human creativity and brainpower can be reconciled with the intelligent systems that can enhance process efficiency. Industry 5.0 has touched upon some of those key domains which are of much concern and debate globally including resilience (both business and cyber), environment and sustainability, diversity and inclusion, values and ethics, vision and purpose, circular economy, understanding the human-machine collaboration and the 'human-touch' in the production process. This transition that has taken place in moving from Industry 4.0 to Industry 5.0 has essentially created a need to pay cognizance to the role of 'human' in the process which creates an enhanced focus toward the right kind of skills and competencies, identification of training and developmental needs, talent acquisition and management, safety and wellbeing, future of work as well as hybrid working models. Undeniably, the pace with which Industry 4.0 has been accelerating has bypassed the first three industrial revolutions, which is definitely a consequence of the fast introduction of new and cutting-edge technologies. While organizations are already in analyzing the context, mapping this transition and the flow of activities from Industry 4.0 to 5.0 is gaining attention as Industry 4.0 lacked personalization and customization. This co-existence of man and machine creates a pathway for newer prospects and opportunities to emerge and expand possibilities of personalization with the empowerment of 'human' in the production process. This lays the foundation for this book. This book adopts a forward-looking approach by bringing in research and contributions that facilitate in mapping the consereasons, consequences and solutions for 'man+machine' across industries. This book serves as a guide not just to academia but also to the industry to adopt suitable strategies that offer insights into global best practices as well as the innovations in the domain.

INTRODUKSI KINERJA ORGANISASI SEKTOR PARIWISATA

This is an open access book. This joint conference features four international conferences: International Conference on Education Innovation (ICEI), International Conference on Cultural Studies and Applied Linguistics (ICCSAL), International Conference on

Research and Academic Community Services (ICRACOS), and International Conference of Social Science and Law (ICSSL). It encourages dissemination of ideas in arts and humanities and provides a forum for intellectuals from all over the world to discuss and present their research findings on the research areas. This conference was held in Surabaya, East Java, Indonesia on September 10, 2022 – September 11, 2022. We are inviting academics, researchers, and practitioners to submit research-based papers or theoretical papers that address any topics within the broad areas of Arts and Humanities.

PENGARUH KEMAMPUAN SUMBER DAYA MANUSIA, KOMUNIKASI ORGANISASI DAN FASILITAS KERJA TERHADAP KINERJA PENYELENGGARAAN PELAYANAN ADMINISTRASI TERPADU DI KECAMATAN (PATEN) DI DAERAH

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 terpenggil 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 Sistematis Menulis Karya Ilmiah: Bidang Ilmu Manajemen Sumber Daya Manusia serta dapat bermanfaat bagi masyarakat dalam arti luas. Terima kasih.

From Industry 4.0 to Industry 5.0

Buku Referensi Aspek Peran Terhadap Kinerja Karyawan Berdasarkan Teoritik & Empirik

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Pengaruh Lingkungan Kerja Terhadap Kinerja Pegawai Di

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