



The Influence of Management Information Technology and Intellectual Intelligence on Employee Work Productivity PT. Perintis Perkasa Medan

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ABSTRACT

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This study aims to determine the effect of management information technology and intellectual intelligence on the work productivity of employees of PT. Perintis Perkasa Medan. The decline in employee work productivity is due to management information technology and intellectual intelligence. The population in this study was: 128 employees. The number of samples in this study was 97 employees. The sampling technique used is simple random sampling. Data collection techniques are by distributing questionnaires, interviews, and documentation studies. Data analysis uses multiple linear regression analysis. The study concludes that Partially Information Management Technology has a positive and significant effect on the Employee Productivity of PT. Perintis Perkasa Medan. Partially, Intellectual Intelligence has a positive and significant effect on the Employee Productivity of PT. Perintis Perkasa Medan. Simultaneously Management Information Technology and Intellectual Intelligence have a positive and significant effect on the Employee Productivity of PT. Perintis Perkasa Medan.

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1. Introduction

Employee productivity in a company is an issue that is always hot and never-ending to be discussed. Problems related to productivity are also strategic issues for companies that program human resource issues. Many internal and external aspects support the creation of effective and efficient work productivity in a company, especially when it is associated with the problem of globalization that is hitting us today, whose impact we can feel.

Job performance is valued by the manufacturing organisations, employees will put more efforts into conducting their tasks to minimise the risk of job loss and avoid placing themselves in a more dangerous condition (Qian et al., 2019). Both individual factors and work-related factors have been explored (for an overview, see (Cynthia Lee et al., 2018)). For example, if employees have more psychological capital, they will experience less negative reactions to job insecurity (Lam et al., 2015). Likewise, the negative relationship is weaker among employees with an internal locus of control (Konig et al., 2010). With regard to the moderators of work-related factors, the perception of organisational justice was found to reduce the negative effect of job insecurity on job performance (Wang et al., 2015). Besides, some studies found that work-related supports could have a buffering role (Schreurs et al., 2012). While the literature has largely made efforts to find moderators, scholars advocate more research should uncover additional work-related factors (Rosen et al., 2010) because work-related factors and/or employees' perceptions of organisations are important for the theoretical development of job insecurity and for providing information for organisational interventions.



(Shoemaker, 1993) categorize technology capability as strategic assets (SA) and research conditions that can lead to sustainable economic rents, and argue that firms can have sustained economic rents based on the differences in resources and capabilities between companies (Butler, 2002) distinguishes between technical, financial, locational, and complementary resources; IT-based resources and IT human resources; and firm-specific and non-firm-specific resources when conducting research on software companies, IT resources, and IT competences. (Cockburn et al., 2006) reconcile competing perspectives on the origin of competitive advantage and state examples of organizational capabilities such as the ability to develop new products rapidly. (Ray et al., 2004) distinguish between tangible and intangible resources and capabilities and state that technology resources are valuable physical capital resources that may improve customer service performance (C Lee et al., 2001) feel that technological capabilities define the roots of a firm's sustainable competitive advantage, as the capabilities comprise patents protected by law, technological knowledge, and production skills that are valuable and difficult for competitors to imitate. Besides, various researchers emphasized technology-capability as a competitive factor (S. H. Lee et al., 2018). (Agarwal et al., 1998) argue that "While the importance of strong IT competence is rarely argued, the means by which firms develop such competence is not clearly understood."

Labor productivity is a link between output, namely the result of work, and the time it takes to produce a product by a worker. Productivity is one measure that is often used in determining organizational effectiveness. An organization or company will not be able to develop if the work productivity of its employees also does not increase, especially with the increasing level of competition in the business world. Improving quality and productivity is the keyword to catch up and compete at the regional and national levels and the global level. Improvement of quality and productivity must be carried out continuously at the macro and micro levels, both at the central and regional levels. In this study, the object of research was conducted at PT. Perintis Perkasa Medan is a company engaged in the Toyota Car Showroom.

Based on interviews conducted previously that the decline in employee work productivity was due to the lack of good and fast application of information technology, causing disrupted work implementation and the intellectual intelligence of employees who were still unable to support employees in carrying out their work, causing the completion of tasks and responsibilities, decreased accuracy and decreased employee morale at work.

The use of information technology in supporting information systems influences almost all aspects of business management. The application of information system technology within the company is not utilized optimally by individual users of information system technology. It causes the lack of benefits of information system technology, especially in improving individual performance. The success of a company's information system, especially supermarkets, depends on how it is run, the ease of the system for its users, and technology.

There is still much intellectual intelligence owned by the company's employees, who have not been able to support their productivity in this company. Many employees who are accepted without proper work experience and knowledge work less than optimally. The intellectual intelligence of employees has also not developed due to the lack of job training provided to employees in need. It becomes a problem in carrying out their duties. Intellectual intelligence that is still ineffective causes a decrease in employee work productivity which is reflected in the number of employee jobs that are produced experiencing errors and employees working less carefully.

H1 : Management Information Technology affects Employee Work Productivity of PT. Perintis Perkasa Medan

H2: Intellectual Intelligence affects Employee Work Productivity of PT. Perintis Perkasa Medan

H3: Management Information Technology and Intellectual Intelligence affect the Work Productivity of PT. Perintis Perkasa Medan

2. Method

Based on the results of these calculations, the number of samples in this study is 96 employees. The sampling technique used is simple random sampling. According to (Sugiyono, 2016), "simple random sampling is taking sample members from the population at random without regard to the strata that exist in the population." The analysis used in this study is multiple linear regression, which determines whether there

is a partial or simultaneous significant effect between two or more independent variables on one dependent variable.

3. Result and Discussion

3.1 Result

a. Validity Test Results

Validity testing was carried out at PT Istana Deli Kejayaan Medan for 30 customers. The results of validity testing for the Management Information Technology variable in this study are as follows:

TABLE 1
VALIDITY TEST RESULTS FOR MANAGEMENT INFORMATION TECHNOLOGY VARIABLES (X1)

No	Statement	r	count rtable	Sig	Description
1.	Customers are often given discounts.	0.745	0,361	0,000	Valid
2.	The amount of discount given is satisfying to the customer.	0.852	0,361	0,000	Valid
3.	The company gives a big discount on the company anniversary.	0.788	0,361	0,000	Valid
4.	Promotion of price cuts for certain times/events/seasons.	0.715	0,361	0,000	Valid
5.	There is a price cut if payment is in cash.	0.835	0,361	0,000	Valid
6.	Are there any advantages for customers who pay in cash	0.845	0,361	0,000	Valid
7.	Customers are satisfied to make purchases at this company because they are often given discounts	0,786	0,361	0,000	Valid
8.	Discounts for all products	0,612	0,361	0,000	Valid

Table 1. shows that each questionnaire for the Management Information Technology variable has a value of $r_{count} > r_{table}$, then has a value of $sig < 0.05$ that the questionnaire for the Management Information Technology variable is declared valid. The results of validity testing for the Intellectual Intelligence variable in this study are as follows

TABLE 2
VALIDITY TEST RESULTS FOR INTELLECTUAL INTELLIGENCE VARIABLES (X2)

No	Statement	r_{hitung}	r_{tabel}	Sig	Description
1.	Employees are good at counting manually	0,754	0,361	0,000	Valid
2.	Employees understand the tasks given by superiors well	0,423	0,361	0,000	Valid
3.	Employees can think fast, so it is easy to solve problems	0,816	0,361	0,000	Valid
4.	Employees can think creatively in carrying out their duties	0,883	0,361	0,000	Valid
5.	Employees think to do work quickly so they can be more efficient	0,695	0,361	0,000	Valid
6.	The soundproof room supports the concentration of employees' work so that they work well	0,605	0,361	0,000	Valid
7.	Employees have good memories	0,768	0,361	0,000	Valid

Table 2. shows that each questionnaire for the Intellectual Intelligence variable has a value of $r_{count} > r_{table}$, then has a value of $sig < 0.05$ that the questionnaire for the Intellectual Intelligence variable is declared valid The results of validity testing for the Employee Productivity variable in this study are as follows:

TABLE 3
VALIDITY TEST RESULTS FOR EMPLOYEE PRODUCTIVITY VARIABLES (Y)

No	Statement	r hitung	Sig	Description
1.	The position of the employee is following his abilities.	0,727	0,000	Valid
2.	Employees have a boost to improve the results of their work.	0,612	0,000	Valid
3.	Employees run the company's vision and mission with high enthusiasm	0,641	0,000	Valid
4.	The company encouragement to develop the potential of employees.	0,832	0,000	Valid
5.	Employees ensure the results of their work without errors	0,601	0,000	Valid
6.	Employees carry out their duties and responsibilities efficiently.	0,453	0,000	Valid

Table 3. Indicates that each questionnaire for the employee's work productivity variable has a rcount>table value, then has a sig value <0.05 that the statement on the questionnaire for the employee's work productivity variable is declared valid.

b. Reliability test results

Reliability testing is carried out on as many as 30 employees. The results of reliability testing on the variables used in the study are:

TABLE 4
RELIABILITY TEST

No.	Variable	Cronbach's Alpha	Number of questionnaires	Description
1.	Management Information Technology (X ₁)	0,903	8	Reliable
2.	Intellectual Intelligence (X ₂)	0,839	7	Reliable
3.	Employee Work Productivity (Y)	0,751	6	Reliable

Table 4 shows that the variable has a Cronbach's Alpha value > 0.6 that the entire respondent's answer on the questionnaire for variables in the study in the form of management information technology, intellectual intellective, and this employee's work productivity is declared reliable.

c. Classical assumption test results

1) Normality test

Normality tests are tested using graph analysis. The following are the normality test results with the histogram analysis and normal plot.

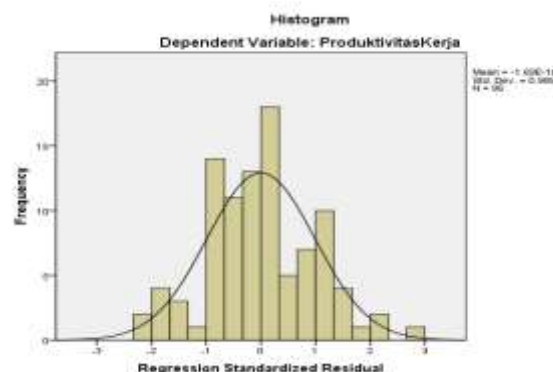


Figure 1. Histogram

Figure 1. It indicates that the histogram graph has real data forming curve lines that tend to be symmetry (u) to the left or right, then the data can be normally distributed.



2) **Multicollinearity test**

The test results of multicollinearity calculations can be seen in Table 4.12. Here is this

TABLE 5
MULTICOLLINEARITIVITY TEST

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
management information technology	.824	1.214
intellectual intelligence	.824	1.214

Table 5. Demonstrating that each independent variable in management information technology and intellectual intelligence has a value of $0.824 > 0.01$ and the VIF value of the free variable information technology management and intellectual intelligence of $1,214 < 10$, it can be concluded that there is no multicollinearity in this study.

3) **Multiple linear regression analysis**

The following are the results of testing multiple linear regression analysis, namely:

TABLE 6
THE RESULTS OF MULTIPLE LINEAR REGRESSION ANALYSIS

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.415	1.805		1.338	.184
management information technology	.134	.062	.183	2.164	.033
intellectual intelligence	.594	.088	.573	6.769	.000

$$Y = 2,415 + 0,134X_1 + 0,594X_2 + e$$

The meaning of the explanation of multiple linear regression analysis above is:

- If the information management technology and intellectual intelligence do not increase, employee work productivity of 2,415 units
- Any an increase of one unit for information management technology variables, then employee work productivity will increase by 0.134 units assuming other variables remain.
- Any increase of one unit for the intellectual intelligence variable will increase employee work productivity by 0.594 units assuming other variables remain.

4) **Determination coefficient**

The results of the coefficient of determination can be seen in Table 8. below this:

TABLE 7
DETERMINATION COEFFICIENT

Model Summary					
Model	R	R Square	Adjusted R Square	Std. An error in the Estimate	Durbin-Watson
1	.671 ^a	.451	.439	5.19715	2.039

a. Predictors: (Constant), Intellectual Intelligence, Information Management Technology

b. Dependent Variable: Work productivity

Table 7. That Adjusted R Square is: 0.439 means information management technology and intellectual intelligence can explain employee work productivity by 43.9%, and the remaining 56.1% is influenced by other variables outside of this study, such as promotion compensation and as follows.

5) **Simultaneous hypothesis testing (Test-F)**

The following are the results of the hypothesis testing table simultaneously, namely:

TABLE 8
SIMULTANEOUS TEST RESULTS (TEST F)

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2059.996	2	1029.998	38.133	.000 ^a
	Residual	2511.963	93	27.010		
	Total	4571.958	95			

a. Predictors: (Constant), Intellectual Intelligence, Information Management Technology

b. Dependent Variable: Work productivity

Table 8. shows that the value of Ftable at the 0.05 significance level of confidence in the first degree of freedom = k-1 = 3-1=2 and the second degree of freedom = n-k = 96-3= 93 is 3.09. The calculation results obtained that the calculated F value (38.133) > F table (3.09) with a significance level of 0.000, then H3 is accepted, namely: Management Information Technology and Intellectual Intelligence have a positive and significant effect on Employee Work Productivity of PT. Perintis Perkasa Medan.

6) Partial Hypothesis Testing (t-Test)

The following table shows the results of partial hypothesis testing, namely :

TABLE 9
PARTIAL TEST RESULTS (T-TEST)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.415	1.805		1.338	.184
	Information Management Technology	.134	.062	.183	2.164	.033
	Intellectual Intelligence	.594	.088	.573	6.769	.000

Table 9. shows the value of t table for significant 0.05 at degrees of freedom df = n-k = 96-3 = 93 is : 1.986. The results of the t-test can be explained as follows:

- a) The results of the partial hypothesis calculation obtained the value of count (2.164) > table (1.986) and a significant value of 0.033 <0.05, then H1 is accepted, namely: Management Information Technology has a positive and significant effect on Employee Work Productivity of PT. Perintis Perkasa Medan.
- b) he results of the partial hypothesis calculation obtained the value of count (6.769) > table (1.986) and a significant value of 0.000 <0.05, then H2 is accepted, namely: Intellectual Intelligence has a positive and significant effect on the Work Productivity of PT. Perintis Perkasa Medan.

3.2 Discussion

a. The Influence of Management Information Technology on Employee Work Productivity of PT. Perintis Perkasa Medan

The results of the partial hypothesis calculation obtained that the value of count (2.164) > table (1.986) and a significant value of 0.033 <0.05, then H1 is accepted, namely: Management Information Technology has a positive and significant effect on Employee Work Productivity of PT. Perintis Perkasa Medan. According to (Maniah & Hamidin, 2017), information technology is widely used for work management because of its effectiveness and efficiency, which has proven to accelerate performance. The performance speed will ultimately increase the profits or turnover, both financially and network.

Based on the research results conducted by (Wiseliner, 2016), management information technology has a positive and significant effect on Employee Work Productivity. According to (Drennan & Bodi, 2015) Information Technology (IT) provides great scope for small business to gain benefits in terms of customer service, productivity, business growth, return on investment, profits and time based competitiveness.

According to (Novianty, 2016), individuals will be faced with various problems related to work, and this requires that individuals be able to face and answer any existing problems. Success in dealing with every workplace problem is influenced by several factors, including emotional stability, self-awareness, and building relationships between co-workers. Thus, it can be assumed that emotional intelligence positively influences effectiveness. According to (Darodjat, 2015), "A strong information management system will encourage the company's performance, productivity, effectiveness, efficiency, and quality so that the company will achieve success."

According to Umam (2014: 106), management information systems need to be understood better because the following things are a visible and tangible corporate culture so that it can be a pride (pride) and the performance of individuals and companies, as well as the business field, is impossible to understand properly without paying attention to



company culture. The use of information technology in supporting information systems influences almost all aspects of business management. The application of information system technology within the company is not utilized optimally by individual users of information system technology. It causes the lack of benefits of information system technology, especially in improving individual performance. The success of a company's information system, especially supermarkets, depends on how it is run, the ease of the system for its users, and technology.

Management information technology uses technology that is quite sophisticated and uses programs for all work within the company, so it takes a long time to learn to understand and remember it. For this reason, many jobs are hampered due to changes in program use and are not yet supported by training programs for all employees. Information technology in the company is still relatively minimal in its mastery, such as using programs that are still not understood quickly and precisely. Seniors who are difficult to socialize with and less productive in teaching cause junior employees not to be able to carry out their duties optimally and productively. It triggers employee work that is not completed on time.

b. The Influence of Intellectual Intelligence on Work Productivity of Employees of PT. Perintis Perkasa Medan

The results of the partial hypothesis calculation obtained the value of count (6.769) > table (1.986) and a significant value of 0.000 < 0.05, then H2 is accepted, namely: Intellectual Intelligence has a positive and significant effect on Employee Work Productivity of PT. Pioneers Mighty Medan. According to (Darodjat, 2015), "Intellectual ability is a person's ability needed to carry out mental activities.

According to (Sutrisno, 2016), the type of intellectual intelligence that plays a role in leading change is cognitive complexity, which is the ability to use cues to make distinctions and develop categories to classify things, as well as the ability to identify complex relationships and develop solutions. Creative solutions to problems. Intellectual intelligence will usually support conceptual skills. It is important for effective planning, organizing, and solving problems related to change.

Based on the research results conducted by Hardiat (2016), partially Intellectual Intelligence has a positive and significant effect on Employee Work Productivity. According to (Wibowo, 2014), competencies according to level and work function that distinguish superior and non-superior include competencies related to influencing, developing other people, cooperation, managing performance, orientation to results, continuous improvement, developing initiative, building focus, and coherence on quality. According to (Moeheriono, 2014), in each person, there are several characteristics of basic competencies which consist of the following motives, namely something that someone wants or is consistently thinking about and wants which results in an action or the basis from within the person concerned to do something active.

According to (Mangkunegara, 2017), employees' ability consists of potential ability (IQ) and reality ability. It means that employees with an IQ above the average (IQ 110-120) with adequate education for their position and skills in doing workday will easily achieve the expected performance. Therefore, employees need to be placed in jobs that match their expertise (the right man in the right place, the right man on the right job). Intelligence or intellectual intelligence is a mental, mind, or intellectual ability and is part of cognitive processes at a higher level. In the process of intelligence, education is believed to be an important element that will determine the success of student learning. However, intelligence is one aspect of individual differences that need to be observed. Each student has a different intelligence. Some children have high, medium, and low intelligence.

There is still much intellectual intelligence owned by the company's employees, who have not been able to support their productivity in this company. Many employees who are accepted without proper work experience and knowledge work less than optimally. The intellectual intelligence of employees has also not developed due to the lack of job training provided to employees in need. It becomes a problem in carrying out their duties. Intellectual intelligence that is still ineffective causes a decrease in employee work productivity which is reflected in the number of employee jobs that are produced experiencing errors and employees working less conscientiously.

c. The Influence of Management Information Technology and Intellectual Intelligence on Work Productivity of Employees of PT. Perintis Perkasa Medan

The calculation results obtained that the calculated F value (38.133) > F table (3.09) with a significance level of 0.000, then H3 is accepted, namely: Management Information Technology and Intellectual Intelligence have a positive and significant effect on Employee Work Productivity of PT. Perintis Perkasa Medan According to (Yuniarsih & Suwatno, 2016), "Work productivity can be interpreted as a concrete result (product) produced by individuals or groups, during a certain unit of time in a work process." According to (Busro, 2018), the sophistication of the technology used. With the advancement of technology, which includes increasingly automatic and sophisticated equipment, it will be able to support production levels and make it easier for humans to carry out work. Morale can be interpreted as a work atmosphere in an organization that shows a sense of excitement in carrying out work and encourages employees to work better and more productively.

Based on the research results conducted by Thihardi (2015), partially Intellectual Intelligence has a positive and significant effect on Employee Work Productivity. The decrease in employee productivity is due to the lack of proper and fast application of information technology, causing disruption of work implementation and the intellectual intelligence of employees who are still unable to support employees in carrying out their work, resulting in the completion of tasks and responsibilities, decreased accuracy and decreased employee morale at work.

4. Conclusion

Partially, Management Information Technology has a positive and significant effect on Employee Work Productivity of PT. Perintis Perkasa Medan and Intellectual Intelligence have a positive and significant impact on the Work Productivity of PT. Perintis Perkasa Medan. Meanwhile, Management Information Technology, and Intellectual Intelligence simultaneously have a positive and significant effect on the Work Productivity of PT. Pioneers Mighty Medan.

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