



The Effect of Career Development, Performance of Buru Regency Food Security Service Government Employees

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Abstrak

Career development is a series of changes in attitude and motivation that happens to someone that is carried out formally and continuously with focused on improving and changing one's abilities with the aim of to improve and increase the effectiveness of the implementation of work by the employees to be increasingly able to provide the best contribution in realizing organizational goals. Employee performance can be measured and realized in the target achieved maximally with the support of the ability to complete the work carefully and good cooperation is established in the supervision of the help each other in overcoming various problems and difficulties in an atmosphere family and the support of colleagues in working in implementing determined decisions. The research was carried out at the Food Security Office of Buru Regency. Hypothesis which states that Career Development has an effect significant effect on employee performance at the Buru District Food Security Service not accepted. Based on the hypothesis test is rejected and it is found that Career Development has an effect not significant to the performance of employees at the District Food Security Service Buru.

1. Introduction

The existence of human resources in an institution plays a very important role. Employees have enormous potential in carrying out agency activities. The potential of every human resource in the agency must be utilized as well as possible, so as to be able to provide maximum results. Agencies and employees are two things that need each other. If the employee succeeds in bringing progress to the agency, the benefits will be reaped by both parties. For employees, success

is the actualization of one's potential as well as an opportunity to meet their needs, while for agencies, success is a means for growth and development.

Career development really helps employees in analyzing their abilities and interests so that they can be adapted to human resource needs in line with the growth and development of agencies (Robinson 2015). Career development is also an important matter where management can increase productivity, improve work attitudes, create job satisfaction as well as achieve agency goals. Rivai in (Annahdy 2020) states that in career development there is a process of increasing individual work ability that is achieved in order to achieve the desired career.

Based on this theory, it can be concluded that career development is a process of increasing and increasing the ability of an employee that is carried out formally and continuously to achieve his career goals and objectives. Pramita in (Suratmiyati, S., & Anggoro 2020) revealed that with a career development program, it can increase encouragement or motivation for employees to be able to achieve more and make maximum contributions to agencies. This happens because one's motivation will arise if career development in an agency already exists that is fair and clear to be implemented.

Career development is the process of identifying employee and material career potential and applying appropriate methods to develop this potential (Hidayat 2020). In general, the career development process begins with evaluating employee performance. This process is commonly referred to as performance appraisal. A process to obtain input that describes the employee's ability profile, both potential and actual performance (Annahdy 2020). From this input various methods can be identified to develop the potential of the employee concerned. In planning and managing an effective career, a number of factors that influence career planning that need to be understood by employees in planning their careers and also by the department in helping employees to plan and realize their careers are the stages of career life, career span, and career paths. This knowledge is very much needed in an effort to determine what the service is doing so that employee career planning will benefit the service or support the office's goals (Firdaus, Mariam, and Sudrajat 2022).

The form of career development depends on the career path planned by each agency. However, generally the form of career development chosen by the service includes (1) education and training, which is a service activity intended to improve and develop the attitudes, behavior, skills and knowledge of employees in accordance with the wishes of the agency concerned. (2) promotion, is a change in position or position from a lower level to a higher level, this change will usually be followed by an increase in one's responsibilities, rights, and social status. (3) mutation, is part of the activity process that can develop a person's position or status in a service (Novalinda, Hidayat 2021).

Transfer in the narrow sense is a change from a position in one class to a position in another class whose level is not higher or lower (which is the same level) in the salary plan. Meanwhile, in a broader sense, a mutation is a change in position/position/place/work carried out both horizontally and vertically (promotion or demotion) within an agency (Sonia and Tresnati 2019). One's self-development in the context of an employee in a service is synonymous with career development. Because a career is all the work done by a person (employee) during his working

period or duties which provide continuity, regularity and value to the life of that person or employee. In general, the career journey of an employee (employee) is grouped into four stages, namely: exploration, consolidation, maintenance, decline.

In fact, career development does not always go according to expectations. Like a career pyramid, the higher the position the more conical. This means that only people who are seen as having more capacity can occupy higher positions. In the end, even though they have worked for so long, their careers have remained stagnant. There are even employees who have followed the career ladder but never got a position or who have served have finally dropped their status to become staff so they experience stress and demotivation. There are several factors that cause career advancement, both from ourselves and work environment factors, including (1) minimal achievement, (2) static, (3) fear of challenges, (4) not daring to appear, (5) bad performance, (6) small agency scale, (7) and agency policies (Novalinda, Hidayat, 2021).

The agency's vision and mission include (1) developing and strengthening community food security. (2) development of regional food security institutional capacity. (3) increasing coordination in formulating policies and developing food security as well as monitoring and evaluating their implementation. This agency has the objectives of (1) increasing food diversification (2) food self-sufficiency (3) developing distribution systems and food price stability (4) increasing food institutional capacity (5) increasing added value, competitiveness and supervision of fresh food (Soeyatno 2019).

The object of this research is the Buru district Food Security Service, which is a government agency that provides public services related to the fields of Food Distribution and Reserves, Food Availability and Insecurity as well as the areas of consumption and food safety. This department relies heavily on the role of employees in carrying out their duties. Like other government agencies, this service in improving employee performance carries out career development with the aim of improving the quality of public services to the community. So the researchers conducted a pre-survey of twenty-three employees at the Buru district food security service. The purpose of this researcher is to find out and analyze the effect of career development on employee performance at the Buru district Food Security Service.

2. Methods

This research is descriptive quantitative in nature, namely explaining the relationship between variables by analyzing numerical data (numbers) using statistical methods through hypothesis testing. This research method is the positivism method, and the quantitative research method is seen as a scientific method because it is rational, systematic, measurable and objective, the researcher also explores, describes with the aim of being able to explain and predict a phenomenon that applies on the basis of data obtained in the field . In an effort to obtain the required data, the authors chose the Food Security Service, which is currently located on Jalan DPRD Building, Buru district. While the research time used to obtain data is two months (Sarirahayu and Aprianingsih 2018). Population is the totality of the characteristics or units of measurement results that become the object of research, or the population is an object or subject that is in an area and fulfills certain requirements related to the research problem.

The population referred to here is the total number of twenty-three employees of the Buru District Food Security Service.

The data collection techniques used in this study were: (a) collecting data by examining various literature books and other library reference materials and by using an electronic library via the internet. (b) namely field data collection by direct observation of the Buru district Food Security service as an object to be studied using the following methods: (a) Observation, namely by collecting data by direct observation at the Buru district Food Security office as the object to be studied. (b) Distributing questionnaires to twenty-three civil servants who work at the Buru district food security service as respondents in this study (c) Documentation is more directed at concrete evidence. The type of data taken in this study consisted of two types, including (a) Quantitative Data, (b) Qualitative Data.

Table 1. Indicator Variabel

Variable	Variable Operational Definitions	Indicator
Development	Career development	1. Level of education
Career (X)	Are personal improvements that a person makes to achieve a career plan	2. Mastery theory 3. Long work 4. Mastery knowledge 5. Skills
Performance (Y)	Performance is a function of motivation and ability to achieve optimal work results in an organization. (Hersey Blanchard in Lijang Poltak Sinabela, 2016: 480).	1. Ability to understand workers 2. Ability work 3. Ability to utilize resources power 4. Adaptability 5. Connection work

3. Findings and Discussions

The number of questionnaires distributed by the researchers to the respondents was 23 (twenty three) questionnaires addressed to 23 Civil Servants (PNS) for the Buru Regency Food Security Service. After waiting for 14 days, the questionnaires returned by the respondents to the researcher totaled 21 questionnaires but one questionnaire was incomplete and two questionnaires were not returned by the respondents.

3.1 Findings

Based on the research data that was collected through questionnaires from 23 respondents, data were obtained about the characteristics of the research respondents.

Characteristics of Respondents

Namely the male sex category: 10 people and women: 13 people. Age category 31-39 years: 8 people, 45-53 years: 5 people, 26-38 years: 5 people, 41-58 years: 5 people and over 55 years: 0 people. The last education category is SMA/SMK/ MA: 1 person, D3: 1 person, S1: 20 people, S2: 1 person and S3: 0 people. Age category 2-27 years: 10 people, 2-17 years: 13 people.

Table 2. Characteristics of Research Respondents

Respondent Data	Category	Amount	Percentage
Gender	Man	10	43%
	Woman	13	57%
Age	26-58 Years	10	43%
	31-53 Years	13	57%
	Over 55 Years	0	0%
Last education	SMA/SMK/MA	1	4%
	D-3	1	4%
	S-1	20	87%
	S-2	1	4%
	S-3	0	0%
Length of work	0-17 Years	13	43%
	18-27 Years	10	56%
	Over 27 Years	3	6%

Source: Results of Processed Data, 2022

Presents data on the length of time employees have worked in accordance with the Decree on the appointment of Civil Servants. Length of work is categorized into 3 groups, among others (a). 0-17 years, (b). 18-27 years, (c). over 27 years. The highest number of employees are those aged 0-17 years or 43 percent are of productive age, 18-27 years of work or 56 percent are very productive ages and those working over 27 years or 6 percent are productive ages. already started to decline.

Responses to the Career Development

In the research instrument test on questions related to career development consisting of 11 questions tested. Responded to 21 questionnaires, one of which was incomplete and 2 were not returned. Respondents' responses to questionnaire questions about career development can be presented.

Table 3. Respondents' Responses About Career Development

Career Development	SS	%	S	%	TS	%	STS	%	Amount	%	
Q Presumption	X1	8	40	12	60	0	0	0	0	20	100
	X2	2	10	18	90	0	0	0	0	20	100
	X3	1	5	19	95	0	0	0	0	20	100
	X4	4	20	16	80	0	0	0	0	20	100
	X5	2	10	18	90	0	0	0	0	20	100
	X6	2	10	18	90	0	0	0	0	20	100

Source: Results of Processed Data, 2022

Findings from the results of respondents to responses to questionnaire questions about career development both in the form of career planning, promotion, benefits of career development, awarding employees with achievements, opportunities for career development and rank as a basis for occupying a higher position or at the same level as the previous position . The stages of career development on average received responses that strongly agreed and agreed or were very suitable or had been carried out by the Buru District Food Security Service.

Respondents' Responses to the Performance

In the research instrument test on questions related to employee performance at the Buru district office, it consisted of 11 questions tested. The results of the questionnaire test before being distributed to the Buru district Resilience service employees who passed the test were eleven questions declared valid and reliable. Eleven (11) questions in this questionnaire were distributed to 23 employees of the Food Security Service. There were 21 questionnaires that were responded to, one of which was 1 complete and 2 were not returned.

Table 4. Respondents' Responses About the Performance

ASN performance		SS	%	S	%	TS	%	STS	%	Amount	%
Q Presumption	Y1	2	10	18	90	0	0	0	0	20	100
	Y2	2	10	18	90	0	0	0	0	20	100
	Y3	2	10	18	90	0	0	0	0	20	100
	Y4	2	10	18	90	0	0	0	0	20	100
	Y5	3	15	17	85	0	0	0	0	20	100
	Y6	2	10	18	90	0	0	0	0	20	100
	Y7	3	15	17	85	0	0	0	0	20	100
	Y8	2	10	18	90	0	0	0	0	20	100
	Y9	2	10	18	90	0	0	0	0	20	100
	Y10	2	10	18	90	0	0	0	0	20	100
	Y11	2	10	18	90	0	0	0	0	20	100

Source: Results of Processed Data, 2022

Responses to questionnaire questions about employee performance related to 11 career development questions both in the form of employee achievement targets, ability to complete work, accuracy in completing work, cooperation between employees, working under the supervision of leaders, mutual assistance between employees in overcoming difficulties at work, a family atmosphere in the work environment, peer support among colleagues, actions in decision making, and the use of time received responses from employees (respondents) mostly good and very good. The findings in the research according to the respondents' responses concluded that the performance of work within the Buru Regency Food Security Service was categorized as good.

Data Quality Test

The data quality test is intended so that the validity of the data used can be scientifically accounted for and free from statistical bias. Tests were carried out using validity tests and reliability tests prior to the questions in the questionnaire. Question items that meet the valid and reliable requirements will be distributed to as many as 23 employees as respondents. If the research data is stated to be statistically valid and reliable, it can be concluded that the quality of the data used in the research instrument is quite good.

Validity Test

Testing the validity of the research instrument was carried out using the SPSS program, the validity value can be seen in the Pearson Correlation column. If at a significance level of 5 percent or 0.05, $r_{count} > r_{table}$ then the questionnaire

question instrument is correlated with the total score (declared valid), if $r_{count} < r_{table}$ then the questionnaire question instrument is not significantly correlated with the total score (declared invalid). The number of degrees of freedom (df) in this study is $N-2 = 20-2 = 18$ with a significant level of 5 percent, so the r_{table} for the validity test in this study is 0.444.

Employee Performance Instrument Validity (Y)

Based on testing the validity of the employee performance instrument (Y) with the SPSS program, it can be seen clearly the results of the validity test of the employee performance variable (Y).

Table 5. Results of Validity Test of Employee Performance Variables (Y)

Question	Pearson Correlation (r_{count})	(r_{table})	validity
1	0.975	0.444	Valid
2	0.975	0.444	Valid
3	0.975	0.444	Valid
4	0.975	0.444	Valid
5	0.53	0.444	Valid
6	0.975	0.444	Valid
7	0.532	0.444	Valid
8	0.975	0.444	Valid
9	0.975	0.444	Valid
10	0.975	0.444	Valid
11	0.975	0.444	Valid

Based on table 5, it can be seen that the results of the validity test show all questions are valid because the Pearson correlation (r_{count}) $>$ r_{table} at a significant level of 5 percent. Based on these results, the employee performance variable (Y) with question items number 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, and 11 can be concluded as having passed the validity test.

Reliability Test

A questionnaire is said to be reliable if Cronbach's alpha is greater than 0.600. The results of reliability testing with the SPSS program are as follows:

Table 6. Reliability Test Results

Variable	Cronbach's Alpha	Reliability Limits	Ket.
Employee Performance (Y)	0.786	0.600	Reliable
Career Development (X)	0.632	0.600	Reliable

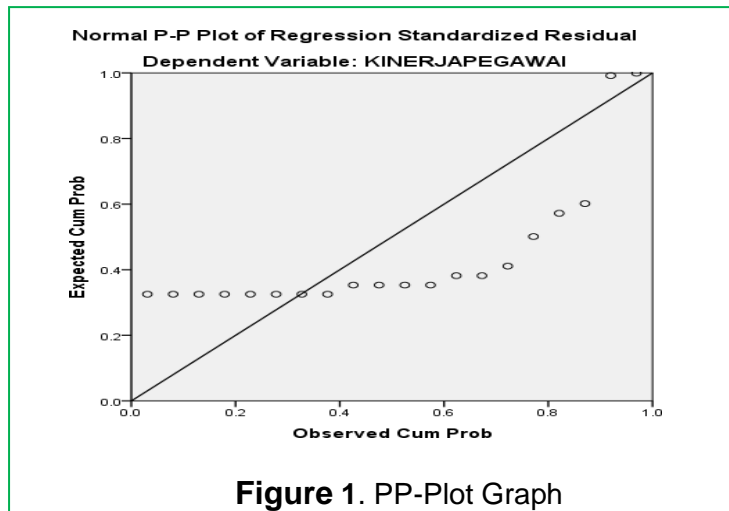
Source: SPSS Data Processing Results, 2022

It can be seen that the results of the reliability test calculation show the Cronbach's alpha value of the employee performance variable (Y) with a value of 0.786, career development (X) with a value of 0.632. The value produced by the Y and X variables is greater than 0.600, so it can be stated that the instrument this research is reliable.

Normality test

The Normality test aims to find out whether the distribution of a data follows or approaches a normal distribution, namely the distribution of data with a bell shaped

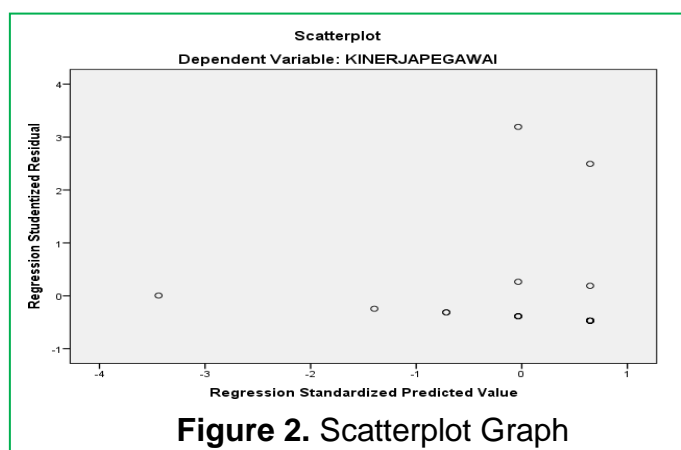
(Ghozali, 2009, p. 27). The normality test is carried out because in carrying out the t test and F test it assumes that the residuals follow a normal distribution. To find out whether the data is normally distributed or not, it can be known through PP-Plot graphic analysis and statistical tests.



The PP-Plot graph, it can be seen that the dots spread around the diagonal line and do not spread away from the diagonal line. This shows that the residual data is normally distributed

Heteroscedasticity Test

Heteroscedasticity arises when the residuals from the observed regression model do not have a constant variance from one observation to another. The way to detect the presence or absence of heteroscedasticity is by looking at the Scatterplot graph between the predicted value of the dependent variable (ZPRED) and the residual SRESID.



The test results of the Scatterplot graph in Figure 2 above show that the data points are spread randomly and are spread both above and below the number 0 on the Y axis, the dots do not collect above or below, and do not form a certain pattern so that it can show Heteroscedasticity does not occur in the model. Detection of the presence or absence of heteroscedasticity according to Ghozali (2009; p. 27) can be carried out, including:

1. If there is a certain pattern, such as the dots that form a certain regular pattern (wavy, widened, then narrowed) then it indicates that heteroscedasticity has occurred.
2. If it does not form a certain pattern, and the dots spread above and below the number 0 on the Y axis, then there is no heteroscedasticity.

Analysis of the Coefficient of Determination (R²)

According to Ghozali (2012: p. 97) analysis of the coefficient of determination (R²) is a tool to measure how far the model's ability to explain the variation of the dependent variable. The processed results of the SPSS program in the analysis of the coefficient of determination (R²) can be seen clearly in table 10 as follows:

Table 7. Analysis of the Coefficient of Determination

Summary Model ^b						
Model	R	R Square	Adjusted Square	R	std. Error of the Estimate	
1	.114 ^a	.013	-.042		3.15220	

a. Predictors: (Constant), X

b. Dependent Variable: Y

Model Summary. Predictors: (Constant), Career Development Source: SPSS Data Processing Results, 2022.

The coefficient of determination (R²) shows that the value of R is 0.114, which means that the correlation between the dependent variable and the independent variable is said to be weak because the value of R = 0.114 or 0.11. The R Square value is 0.13, which means that the contribution contributed by the Independent variable (career development) to changes in the Dependent variable (employee performance) is 0.13 or 1.3 percent, while the remaining is 98.3 percent (100% - 1.3%) is explained by other variables outside the estimation model that were not examined in this study.

3.2 Discussions

Based on the results of testing the hypothesis, a discussion can be made about the effect of career development on employee performance where the test results show that career development has no significant effect on the performance of employees of the Buru district Food Security service, which means that if career development increases then it will not necessarily increase the performance of employees of the Buru district Food Security service. Buru district food too. This can be seen at a significant value of 0.000 < from alpha 0.05 and the calculated t value is smaller than t table (0.486 < 1.73406). Based on this, the hypothesis test is not accepted.

The results of this study are in line with the research conducted by Muhammad on the employees of the office equipment and assets of the Regional Secretariat of East Kutai district. The conclusion is that career development has no effect on employee performance. This shows that the career development policies implemented by the management of the Regional Secretariat for equipment and regional assets of the Buru district have no effect on the level of employee performance which is seen in the dedication, loyalty and work performance of employees. It is known that career development variables on employee performance where the significance test results are 0.396 > from $\alpha = 0.05$.

However, when compared between the t count of $0.858 <$ from the t table at $\alpha = 0.05$, which is 2.021. This means that the position of the point of the significance test and t count on the normal distribution curve is in the area of acceptance of H_0 .

Then the results of this study are not in line with Rivai in Widodo (2014, p. 109) stating that "Career development is a condition that indicates an increase in the level or status of a person in his work so as to meet needs". This research theory implies that increasing the level or status of an employee at work is a company need to be able to further improve the performance of an employee so that company goals can be achieved. Thus, from the description of the research theory it can be concluded that there is influence between the independent variable career development (X) on the dependent variable of employee performance.

The results of this study are also inconsistent with the theory previously presented by T. Hani Handoko (2010, p.121) which states that "Career development is a staffing activity that helps employees plan their future careers in the company so that the company and the employee concerned can develop maximum self." This research theory implies that by carrying out career development, employees can plan a brilliant career in the future. These employees will be motivated to work optimally in carrying out their main tasks and functions which will ultimately lead to increased performance. It can be concluded that there is influence between the independent variable of career development (X) on the dependent variable of employee performance (Y).

The results of this study are also not in line with the research theory previously described by Dubrin in Mangkunegara (2013, p. 77) which states that "career development is a staffing activity that helps employees plan their future careers in the company so that the company and the employee concerned can develop maximum self." The theory of this research implies that career development is a staffing activity or personal effort/action of an employee aimed at developing himself to the maximum and establishing a better career plan than before so that his performance can be ensured that it will also increase which in the end can realize the company's goals.

It can be concluded that there is influence between the independent variable of career development (X) on the dependent variable of employee performance (Y). In addition, this study is also not in line with research conducted by Jufrizen (2015) and Audra Bianca, Putiri Katili, et al (2013) which states that career development has a positive and significant effect on employee performance. However, this study is inversely proportional to research conducted by Shaputra and Hendriani (2015), Sasmita (2012) and Kaseger G. F, et al (2017) which state that career development has no significant effect on employee performance.

The test shows that the results of career development (X) have no significant effect and the negative correlation is inversely proportional to the reality that occurs in the Buru district Food Security service which has carried out maximum career development for employees who have good performance measured through performance appraisals by superiors each period, will but employees who are proposed for career development must wait in line or waiting list, this is because there are many employees who show good performance in each period.

Career development at the Buru district food security service after being analyzed found that the effect was not significant, meaning that the career development carried out was not one of the determining factors, but there were other factors besides the factors that had an effect on improving employee performance. Nevertheless, the performance-based career development policy is expected to be successful in stimulating the employees of the Buru District Food Security Service to continue to improve their competence so that it is expected to have a positive impact on improving the performance of the Buru District Food Security Service employees. If career development (X) increases, it will not affect employee performance (Y).

4. Conclusion

Based on the results of data analysis, hypothesis testing and discussion that has been described in this study, it is concluded that: (a) Career development is realized in the form of career planning, promotion, benefits from career development, awarding employees with achievements, opportunities for self-development and employee rank as a basis for self development for employees to a higher level at the level of the position occupied and or employees who have not yet held this position goes according to the stages of career development where on average they agree or are in accordance with the good category carried out by the Defense Service Buru district food; (b) Employee performance in the form of employee work achievement targets, ability to complete work, thoroughness in completing work, cooperation between employees, working under the supervision of a leader, mutual assistance between employees in overcoming difficulties at work, a family atmosphere in the work environment, peer support coworkers, actions in decision making, and the use of time received responses from employees (respondents) mostly good and others very good, so the work performance of employees at the Buru district Food Security Service is categorized as good; (c) The two variables respectively career development (X) and employee performance variables (Y) for the Buru district Food Security Service have a relatively weak influence relationship of only 0.114 or a contribution of only 1.4 percent; (d) Career development and performance of Food Security employees in Buru district has an insignificant relationship as evidenced by the partial test t-count < from t-table or greater significant level than 0.05 or 5 percent and has a negative correlation. This means that if career development is increased by 1 percent, it will not mean an increase and or an impact on decreasing the performance of employees of the Buru District Food Security Service.

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