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THE INFLUENCE OF SUPERVISION AND CONTROL FUNCTIONS ON THE LEVEL OF JOB COMPLETION IN THE SUB-DISTRICT OFFICE BELITANG MADANG RAYA OKU TIMUR

Winda Feriyana, Ripda Erwin

Email : feriyanawinda@gmail.com

Abstract : Belitang Madang Raya is a sub-district in the OKU Timur district, In order to maximise job completion, the company continues to aim for internal and external oversight and monitoring by the organisation's leadership. so that the introduction of fraud, mistakes, and omissions can be avoided in a constructive manner Then, with this monitoring and control, any mistake or error can be solved by conducting guidance and coaching so that workers are expected to make less errors when performing their duties, and this will enable employees to obey all relevant regulations. The goal of this study is to examine partially and jointly the effect of the supervisory function, job control on the level of completion of work and to analyse the most influential variable in influencing the level of completion of work at the OKU Timur Belitang Madang Raya District Office. The outcome of this research of regression and the association between the supervisory role of the job completion stage with a correlation coefficient of 0.500 = 17.420 + 0.641X1 + e. The correlation and regression analysis between regulation of the degree of job completion indicate that the regression model = 21.011 + 0.577X2 + e with a correlation coefficient of 0.707 shows the regression model = 21.011 + 0.577X2 + e with a correlation coefficient of 0.707. The results of multiple regression analysis and the relationship between supervisory and control functions on job completion highlight the regression model. = 1.701 + 0.525X1 + 0.531 X2 + e with a coefficient of correlation of 0.815. The control function variable (X1) has a greater effect, as shown by the multiple linear regression equation above on the degree of job completion than the control function variable (X2) (X1). This study was performed on 25 respondents using SPSS software with the methodological approach used for route analysis.

Keywords : Supervision, Control, Work Completion Rate

1. Introduction

Supervision and control is one of the functions of management and is the last function, but in practice it is not only carried out at the end of the management process, but is also carried out at every other management function process, so that supervision and control will have added value for improving organisational performance. There are some opinions from experts which state that supervision is also controlling, although there are differences, supervision is not followed up, if control is followed by follow-up. As Husaini Usman's opinion states that in government circles more use the term supervision and control or known as WASDAL.

To be able to provide control to employees, one of the factors is the improvement and clarity of the future work of these employees. Its implementation really needs to be maximised because it can reduce and prevent irregularities or irregularities in the implementation of the daily duties

of government officials / officials early on. In addition, inherent supervision can function as a means of increasing the professionalism of employee / apparatus performance, so that they can provide services to the community as expected and business activities of government units can be achieved, efficient and effective, carried out in accordance with the main tasks, functions, plans. or the program, the division and delegation of tasks, work formulations, implementation guidelines and applicable laws and regulations.

Framework For Thingking

Oversight function

Each activity requires a specific supervisory function system that is different from the supervisory function system for other activities. The supervisory function system for the sales sector and the supervisory function system must be able to reflect the nature and needs of the activities that must be supervised. The supervisory function in the production sector is generally focused on quantity and quality. Meanwhile, the supervisory function in sales is focused on the quantity of results sold.

The main objective of the supervisory function is to ensure that what is planned becomes a reality. Therefore, in order for the system of supervisory function to be truly effective, meaning that it can realise its objectives, then a system of supervisory functions must at least immediately report any deviations from the plan and have been determined.

Based on the description above, namely the definition of the supervisory function, the supervisory function has the types of supervisory functions:

According to M. Manullang (2011, page: 177) There are 4 (four) basic types of classification of the types of supervisory functions, namely:

1) Time supervision function
   This supervisory function is carried out before any deviation or error occurs, and the supervisory function is carried out after the plan has been determined in advance.
2) An object of the supervisory function
   The supervisory function, based on its object, can be aimed at the quantity, quality, and liquidity of the company and to determine whether the company can carry out its business activities according to the instructions and work procedures to achieve company goals.
   According to Beishline quoted in Management Basics, M. Manullang, the supervisory function based on its object can be divided into two, namely:
   a. Kontrol Administratif
      Merupakan fungsi pengawasan terbesar yang berurusan dengan tindakan.
   b. Kontrol Operatives
      Merupakan fungsi pengawasan yang berurusan dengan tindakan dan pikiran.
3) The subject of the supervisory function
   Based on the subject, the supervisory function can be classified into 2 (two), namely:
   a. Fungsi pengawasan Intern
      The supervisory function carried out by the superior to the employee concerned, which is often called the formal or vertical supervisory function.
   b. External surveillance function
      The supervisory function performed by people outside the organisation or company is commonly called the social supervision function or informal supervisory function.
4) How to collect facts for the supervisory function
   This supervisory function can be carried out by:
      Live reports
      Written reports from subordinates

From this description, the supervisory function performed by managers is essential to prevent irregularities that then occur in the company.

To obtain an effective supervisory function system, several principles of the supervisory function need to be fulfilled:

According to M. Manullang (2011, page: 173), there are 2 (two) main principles of the supervisory function, namely:

a. Standards or measuring instruments of the work performed by subordinates.
b. A necessity that needs to exist in order for the supervisory function to be carried out correctly.

By looking at the supervisory function principles, the main objectives of the supervisory function are: Ensuring that what has been programmed can become a reality according to the objectives.

The way the supervisory function is carried out by a manager is effective and efficient. It requires several ways to gather facts related to the activities that exist in the company.

Control

Management Control is all efforts to ensure that the source. Company power is used effectively and efficiently to achieve company goals, or a process to influence other people in a company to effectively and efficiently achieve company goals through specific strategies and elements of planning, coordinating, communicating, evaluating, deciding and influencing (Anthony and Govindarajan, 2001: 6).

According to (Suadi 2007: 14), Management Control is all methods, procedures and organisational strategies, including the management control system used by management to ensure that implementation is in accordance with company strategy and policies.

Furthermore, according to the opinion of Robert J. (1972:2), as quoted by H. Siswanto in his book Introduction to Management, he provides control limits that lead to essential elements of the control process in several steps. The definition of control is as follows:

Control of management is a structured effort to set performance goals with planning objectives, design information input processes, compare actual performance to these pre-determined expectations, assess whether there are anomalies and their meaning, and take all appropriate action to ensure that all organisational resources are utilised in the most productive and successful way possible. Management control is a systematic effort to match performance standards with planning goals, design an information input system, compare real performance with established standards, identify anomalies and their significance, and determine appropriate corrective measures to ensure that all planned organizational/company resources are utilised. (2011: 139-140).

Furthermore, as stated by Husaini Usman in his book Management Theory, Practice and Educational Research suggests the notion of supervision and control is as follows. Control (Supervision) or Controlling is the final part of the management function. Therefore "Control is the process of monitoring, assessing, and reporting plans for the achievement of the objectives that have been set for corrective actions for further improvement" (2010: 503).

Mc. Farland as quoted by Maringan Marsyi Simbolon in his book Basics of Administration and Management, stated that supervision and control must be guided by the following matters:

1) Plans (planning) that have been determined;
2) Orders (orders) for the implementation of work (performance);
3) Purpose;
4) Pre-determined policies.

Often the management control system is considered as a single system, even though when examined further, this system will consist of sub-systems such as programming, budgeting,

accounting and others. In more detailed terms, the stages of the management control process are as follows:

a. Programming (programming). The process of determining the program to be taken by the company and an estimate of the amount of "resources" that will be allocated into the program.
b. Budgeting (budgeting). The planning process in which plans are drawn up expressed in numerical units, which are usually in currency units and compiled for a certain period.
c. Implementation and recording (operating and accounting). Vxoscs implementation, measurement and recording of data regarding programs that have been implemented.
d. Reporting and analysis (reporting and analysis). You are reporting process both in accounting data and other data and analysis of these reports.

Job completion rate

The completion of an employee's work is the result of work generated by the ability of an individual or group, which is carried out based on the utmost skill, experience, seriousness, and time. Employee performance has a vital role in carrying out every job in the hope of achieving company goals. Company goals will be challenging to achieve if many employees do not complete their work correctly and are not on time; this will be detrimental to the company.

Good time control is expected to help carry out work according to the planned time. In this case, work is often done in a hurry so that the work can be completed on time due to delays in previous work. Therefore, worker productivity greatly influences the suitability of the work completion schedule planning with the development of work in the field. It is known that worker productivity must be calculated without seeing it directly, but also through a calculation in order to obtain data in the form of productivity values for a job.

The ability of workers is one of the factors so that a job can be completed according to the planned schedule because each worker has different abilities or skills. Of course, good management is needed in terms of selecting, directing, and supervising workers so that they can be placed in jobs that are in accordance with the workers' abilities so that time is used efficiently and results in the desired productivity to complete a job in a field of work.

2. Research Method

Data used are primary data in questionnaires distributed to workers at the Timur Sub-District Office of Belitang Madang Raya OKU. The researcher is interested in two variables: The first is the form i. The data used was collected via questionnaires from workers at Belitang Madang Raya OKU's Timur Sub-District Office. Ndependent Index Variable, which consists of the control and control function variables, and the second is the dependent variable, which is the variable degree of job completion, using the following data analysis techniques:

Data analysis technique

1) Skala Likert

A scaling technique was developed by R. S Likert is scale shown bipolar continuum, and low numbers for negative responses on the left end, while positive responses are represented in the right-hand corner is high numbers. The Likert format is designed to allow respondents to respond to each item that describes the variables under study at different levels. Answers are offered in a check list format (Yes) or (No) on a scale of 1 to 5.

a. Strongly Agree (SS): Score 5
b. Agree (S): Score 4
c. Disagree (KS): Score 3
d. Disagree (TS): Score 2

e. Strongly Disagree (STS): Score 1

2) *2. Validity Analysis*

The level used as supporting evidence for assumptions taken from the significance obtained from the level at which everything to be calculated is measured by the scale. If the corrected item value is greater than the value of the r table with df = n - 2, the validity of the instrument for the three variables is assessed by calculating the data using the Pearson Product Moment formula in the SPSS computer programme, or the validity of the instrument for the three variables is assessed by calculating the data using the Pearson Product Moment formula in the SPSS compu. Validity reflects the level used as supporting evidence for assumptions taken from the significance obtained from the level at which everything to be calculated is measured by the scale. If the corrected item value is greater than the value of the r table with df = n - 2, the validity of the instrument for the three variables is assessed by calculating the data using the Pearson Product Moment formula in the SPSS computer programme, or the validity of the instrument for the three variables is assessed by calculating the data using the Pearson Product Moment formula in the SPSS.

Validity Test Results of Control Variable Instruments

Question	Pearson Correlation (r_{count})	r_{table}	Control Variable (X_1)	Description
Question 1	.367	0.361	$r_{count} < r_{table}$	*Invalid*
Question 2	.239	0.361	$r_{count} < r_{table}$	*Invalid*
Question 3	.430*	0.361	$r_{count} < r_{table}$	*Valid*
Question 4	.528**	0.361	$r_{count} < r_{table}$	*Valid*
Question 5	.128	0.361	$r_{count} < r_{table}$	*Invalid*
Question 6	.354	0.361	$r_{count} < r_{table}$	*Invalid*
Question 7	.430*	0.361	$r_{count} < r_{table}$	*Valid*
Question 8	.514**	0.361	$r_{count} < r_{table}$	*Valid*
Question 9	-.073	0.361	$r_{count} < r_{table}$	*Invalid*
Question 10	.299	0.361	$r_{count} < r_{table}$	*Invalid*
Question 11	.199	0.361	$r_{count} < r_{table}$	*Invalid*
Question 12	.545**	0.361	$r_{count} < r_{table}$	*Valid*

Validity Test results of of Control Variable Instruments (X_2)

Question	Pearson Correlation (r_{hitung})	r_{table}	Control Variable (X_2)	Description
Question 1	.359	0.361	$r_{count} < r_{table}$	*Invalid*
Question 2	.750**	0.361	$r_{count} < r_{table}$	*Valid*
Question 3	.381	0.361	$r_{count} < r_{table}$	*Invalid*
Question 4	.359	0.361	$r_{count} < r_{table}$	*Invalid*
Question 5	.750**	0.361	$r_{count} < r_{table}$	*Valid*
Question 6	.065	0.361	$r_{count} < r_{table}$	*Invalid*
Question 7	.241	0.361	$r_{count} < r_{table}$	*Invalid*
Question 8	.359	0.361	$r_{count} < r_{table}$	*Invalid*
Question 9	.750**	0.361	$r_{count} < r_{table}$	*Valid*
Question 10	-.191	0.361	$r_{count} < r_{table}$	*Invalid*
Question 11	.290	0.361	$r_{count} < r_{table}$	*Invalid*
Question 12	.618**	0.361	$r_{count} < r_{table}$	*Valid*

Validity Test Results of Instrument Work Completion Level Variable(Y)

Question	Pearson Correlation (r_{count})	r_{table}	Work Completion Level Variable (Y)	Description
Question 1	.276	0.361	$r_{count} < r_{table}$	*Invalid*
Question 2	.589**	0.361	$r_{count} < r_{table}$	*Valid*
Question 3	.223	0.361	$r_{count} < r_{table}$	*Invalid*
Question 4	.494*	0.361	$r_{count} < r_{table}$	*Valid*
Question 5	.329	0.361	$r_{count} < r_{table}$	*Invalid*
Question 6	.526**	0.361	$r_{count} < r_{table}$	*Valid*
Question 7	.567**	0.361	$r_{count} < r_{table}$	*Valid*
Question 8	.426*	0.361	$r_{count} < r_{table}$	*Valid*
Question 9	.276	0.361	$r_{count} < r_{table}$	*Invalid*
Question 10	.476*	0.361	$r_{count} < r_{table}$	*Valid*
Question 11	.492*	0.361	$r_{count} < r_{table}$	*Valid*
Question 12	.715**	0.361	$r_{count} < r_{table}$	*Valid*

3) Reliability Analysis

The accuracy of a measuring system in measuring the same symptoms is referred to as reliability. Reliability is used in calculating the reliability of the studied variables as the degree to which the calculation is free of error variants. Using SPSS computer programme software, researchers use the Cronbach Alpha process. If the Cronbach's Alpha value is more significant than 0.6, an instrument component is said to be accurate. A Cronbach Alpha value of 0.615 was obtained from the monitoring feature's reliability test. A Cronbach Alpha value of 0.774 was obtained from the control reliability test, and a Cronbach Alpha value of 0.678 was obtained from the degree of job completion after the reliability test.

a. Control Variable Instruments (X_1)

From the trials carried out for the Supervision instrument (X_1) of the 12 questions carried out the reliability test, Cronbach Alpha value is 0.615, this alpha value is good because it is at a value of 0.6 on the Cronbach Alpha value, and it can be concluded that the variable monitoring instrument (X_1) can be said to be reliable.

Reliability Statistics

Cronbach's Alpha	N of Items
.615	6

b. Control Variable Instruments (X_2)

From the trials carried out for the Control instrument (X_2) of the 12 questions that were carried out the reliability test, the Cronbach Alpha value was 0.774, and this alpha value was excellent because it was above the value of 0.6 on the Cronbach Alpha value, and it could be concluded that the variable instrument Control (X_2) can be reliable.

Reliability Statistics

Cronbach's Alpha	N of Items
.774	5

c. Employee Work Completion Level variable instrument (Y)

The trials carried out for the Work Completion Level (Y) instrument of the 12 questions carried out the reliability test, the Cronbach Alpha is 0.678. This alpha value is good because it is at a value of 0.6 on the Cronbach Alpha value, and it can be concluded that the instrument Employee Work Completion Rate variable (Y) can be reliable.

Reliability Statistics

Cronbach's Alpha	N of Items
.678	9

4) Regression Analysis and Correlation

They were using associative testing to evaluate the relationship between two variables, study regression and discovering equations. The sum to be evaluated is the correlation to measure the relationship between variables (r). The coefficient values range between -1 and 1. The closer the absolute value of the coefficient of correlation to the absolute value of the coefficient of correlation, the greater the influence of the coefficient of correlation between these variables, the lower the absolute value of the coefficient of correlation (close to zero), the weaker the influence between these variables. As regression research is used, multiple linear regression and simple linear regression are used to see the effect of the variables tested.

3. Result and Discussion

Linear Regression Analysis

a. Linearity Test of Supervision Effect (X_1) on the Level of Work Completion (Y)

Centred on the results of the linearity test calculation for the Supervision variable using the SPSS software (X_1) on the Employee Work Completion Level (Y), the sig deviation from linearity value is 0.108 > 0.05, so it can be concluded that the effect of supervision (X_1) on the Employee Work Completion Rate (Y) Linear.

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Work Completion Rate * Supervision	Between Groups	(Combined)	199.679	10	19.968	2.946	.032
		Linearity	73.775	1	73.775	10.886	.005
		Deviation from Linearity	125.904	9	13.989	2.064	.108
	Within Groups		94.881	14	6.777		
	Total		294.560	24			

b. Linearity Test of Control Effect (X_2) and Job Completion Rate (Y)

Based on the results of the calculation of the linearity test for the Control variable (X_2) on the Employee Work Completion Level (Y), the sig deviation from linearity value is 0.706 > 0.05,

so it can be concluded that the effect of Control (X_2) on the Employee Work Completion Rate (Y) is Linear.

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Work Completion Rate * Control	Between Groups	(Combined)	205.643	12	17.137	2.313	.080
		Linearity	147.210	1	147.210	19.867	.001
		Deviation from Linearity	58.434	11	5.312	.717	.706
	Within Groups		88.917	12	7.410		
	Total		294.560	24			

Inferential Analysis

a. Multiple Regression Analysis

Regression coefficient and significance test

The Effect of Supervision and Control on the Level of Work Completion

Coefficients

Model	Unstandardised Coefficients		Standardised Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.701	8.344		.204	.840
Supervision	.525	.160	.410	3.291	.003
Control	.531	.102	.650	5.214	.000

a. Dependent Variable: Work Completion Rate

Based on the results of the multiple regression coefficient analysis in the table, the multiple linear regression equation of the influence between Supervision (X_1), Control (X_2) and Work Completion Rate (Y) is:

$\hat{Y} = 1.701 + 0.525X1 + 0.531X2 + e$

From the equation above, it can be explained that the regression constant is 1.701, meaning that if you ignore the supervision and control variables, the score for the completion level of employee work is 1.701. The supervisory regression coefficient (X_1) is 0.525, which means that each addition of one unit of supervision score (X_1) will increase the score of the Completion Level of work by 0.525 by keeping the Control score (X_2) is 0.531, which means that each addition of one unit of control score will increase the score of the completion level of the work of the employee by 0.531 by keeping the control score (X_2) constant.

The above multiple linear regression equation shows that the control variable (X1) has a more dominant impact on the level of completion of employee work than control. To increase the completion level of the work of the Belitang Madang Raya District Office employees optimally, what must first be considered for repair and improvement is the problem of control within the organisation.

b. Simple Linear Regression Analysis

Regression Coefficient and Significance Test of the Effect of Supervision on Employee Work Completion Levels

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	17.420	10.962		1.589	.126
Supervision	.641	.231	.500	2.772	.011

Based on the results of the simple regression coefficient analysis in the table, the simple linear regression equation for the effect of supervision (X1) on the completion level of employee work (Y) is:

$\hat{Y} = 17.420 + 0.641X1 + e$

From the above equation, it can be explained that the regression constant is 17,420 and the supervisory regression coefficient is 0.641, meaning that if there is no supervision, the employee work completion rate score is 17,420, while the addition of one unit of supervision score will increase the employee work completion rate score by 0.641.

Regression Coefficient and Significance Test
The Effect of Control on the Level of Work Completion
Coefficients

Model	Unstandardised Coefficients		Standardised Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	21.011	5.603		3.750	.001
Control	.577	.120	.707	4.794	.000

Source : Processed by researchers with the SPSS program (Annex 24)

The results of the simple regression coefficient analysis in the table, the simple linear regression equation for the effect of control (X2) on the completion level of employee work (Y) is:

$\hat{Y} = 21.011 + 0.577X2 + e$

From the above equation, it can be explained that the regression constant is 21,011 and the control regression coefficient is 0.577, meaning that if there is no operational control, the employee work completion rate score is 21,011, while the addition of one work control score unit will increase the employee's work completion rate score by 0.577.

4. Conclusion And Suggestion

The following conclusions can be taken from the outcomes and discussion:

1) Together, the supervisory function (X1) and Control (X2) on the level of work completion at Belitang Madang Raya OKU Timur Subdistrict Office, but the influence control is more dominant than the supervisory function, namely $\hat{Y} = 1.701 + 0.525X1 + 0.531X2 + e$ with a correlation coefficient of 0.815 at the 95% level of confidence, while the coefficient of determination (Adjusted R-square) of supervision (X1) and Control (X2) together on the

completion level of employee work (Y) is 0.634, which means that the variation in the score of the employee completion level variable can explained or affected the monitoring variable (X1) and Control (X2) together at 63.4% in the resulting multiple regression model showed a substantial effect, while the rest showed that the employee's work completion rate score had an influence on other variables that were not researched and obtained an understanding that the function of supervision and control Indian can simultaneously predict the level of completion of employee work.

2) All of the variables studied were found to be valid and correct, with a Cronbach Alpha value of 0.615 obtained by the monitoring function's reliability test, a Cronbach Alpha value of 0.774 obtained by the control reliability test, and a Cronbach Alpha value of 0.678 obtained by the control reliability test.

From the results and discussion, it is suggested:

1) It is recommended that the Belitang Madang Raya OKU Timur Subistrict Office's leadership pay more attention to and increase the level of work completion by focusing on proper supervisory and control functions for employees.
2) Given the positive effect of monitoring and control on employee work completion, the Belitang Madang Raya District Office. In order to make more progress and pay more attention to welfare workers, more attention should be paid to the two factors mentioned above in order to pay attention to the job completion level of its staff.

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