

**THE INFLUENCE OF INDIVIDUAL CHARACTERISTICS, WORKLOAD AND
EMPLOYEE STATUS ON EMPLOYEE PERFORMANCE WITH MOTIVATION AS
AN INTERVENING VARIABLE
(Study At The Pemali Juana River Basin Center)**

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Abstract

This studies examines the Influence Of Individual Characteristics, Workload and Employee Status On Employee Perfomance With Motivation As An Intervening Variable. In this observe, the population was personnel at the BBWS Pemali Juana office, totaling 329 employees. Based on the studies that has been accomplished, it is able to be concluded that to enhance the performance of BBWS Pemali Juana personnel it is able to be motivated with the aid of individual characteristics, workload and employee repute. Individual traits, workload and worker reputation will affect work motivation and will in the long run enhance employee performance. Furthermore, for the effects of the hypothesis received as follows, character traits have a fine and massive impact. This way that the higher person characteristics will increase employee overall performance. Workload has a wonderful and tremendous effect. This indicates that workload has a fine however not massive impact. With growing workload does now not have an effect on worker overall performance. This is indicated by way of the workload applied so one can have an effect on the performance of each employee although it isn't always dominant. Employment status has a high quality and great effect. So worker repute does not have an effect on employee performance in sporting out their obligations. Individual traits have a tremendous and considerable effect. This approach that man or woman characteristics greatly influence motivation. Employees have excessive motivation at paintings. Workload has a effective and extensive impact on motivation. Employment fame has a positive and extensive impact on motivation. Motivation has a advantageous and sizable effect on worker performance

Keywords: *Individual Characteristics, Workload, Employee performance, Motivation, Employee Status*

1. INTRODUCTION

The progress of an enterprise, each personal and government businesses, can't be separated from the assist of human sources. Organizations or corporations which have sufficient other assets, as an example sophisticated generation however are not controlled through sufficient human resources, the generation this is owned will not be capable of provide many benefits for an enterprise. The capability of every human aid inside the organization should be utilized in addition to possible, with the intention to be able to provide most consequences.

In an agency or paperwork, employees are the primary belongings who're lively actors in every activity of the business enterprise. Employees have one-of-a-kind thoughts, goals, repute, academic historical past, age and gender, which can be introduced into the employer. Therefore, companies and employees have to be capable of paintings collectively to create

excessive commitment in each employee in the organisation so that they're able to carry out their responsibilities nicely in step with their roles and positions inside the company. Organizations or forms want employees who've accurate character characteristics in order that the agency can keep to live to tell the tale and improve the offerings it produces.

Performance is actualization among potential and motivation. Performance is the end result of real success in a certain duration each in my view and as a set. Performance is proof of achievement and as a benchmark for corporations or institutions, someone's performance is also determined through the talents they have got. Performance could be very critical for an organization, in particular the performance of employees who can have an impact on the enterprise in reaching the predicted desires. Employee overall performance plays an essential role for the association, if the presentation is shown low it'll bring about the workplace being hampered in achieving its desires. According to Mangkunegara (2014) performance is the implementation of worker work that depends at the nice and quantity as the implementation of labor inside a sure time frame this is adjusted to their obligations and obligations, which include at the Pemali Juana River Basin Center which skilled employee overall performance that became no longer most suitable

2. METHOD

This sort of studies is explanatory studies. According to Sugiyono 2015 in Eva (2020) explanatory research is research that explains the causal courting among variables. This studies via hypothesis checking out. This kind of studies is to check the proposed hypothesis. The approach used on this research is a quantitative technique. According to (Sugiyono 2018 in Eva 2020). The quantitative method is known as the positivistic approach because it's far based totally on a positivist philosophy, is used to observe sure populations and samples, collects and makes use of studies contraptions, analyzes records that is quantitative or statistical inside the form of numbers with the goal of checking out hooked up hypotheses.

In this have a look at, the population turned into personnel at the BBWS Pemali Juana workplace, totaling 329 personnel. The sample used on this studies is purposive sampling. Purposive sampling is a way for figuring out research samples with certain concerns that aim to make the data received later be greater representative. (Sugiyono in Arifin 2017). Number of samples using the Slovin components (Umar in Arifin 2017): The statistics collection technique used on this study turned into by way of dispensing questionnaires or questionnaires thru the Google form. Questionnaires are records series by using offering a set of questions or written statements to respondents to answer. To determine the impact of character characteristics, workload and employee popularity on employee overall performance, a Likert scale is used. The Likert scale approach provides a scale cost for each alternative answer which quantities to 5 classes. According to (Sugiyono, 2015) the Likert scale is used to measure attitudes, opinions, and perceptions of someone or group of humans about social phenomena. In research, this social phenomenon has been especially decided through researchers, which are hereinafter referred to as research variables. With a Likert scale, the variables to be measured are translated into variable signs. Then the indicator is used as a starting point for compiling tool gadgets which may be inside the form of statements or questions.

The structural equation version or Structural Equation Modeling (SEM) is a statistical analysis device that is widely used nowadays in research. SEM via statisticians, looking for techniques to create models that can explain the relationship between variables. Problems stand up due to the fact many variables are included as latent variables which motive problems in measuring them. In a research regarding some of latent variables, indicators are wished and among latent variables there might be a number of relationships. This kind of complicated version may be referred to as the SEM version. (Pering, 2020)

3. RESULTS AND DISCUSSION

Respondent Description Data

The place taken in this examine is the workplace of the Pemali River Basin – Juana. Data series in this have a look at turned into taken via questionnaires disbursed to respondents as many as seventy seven questionnaires. From the distribution of this questionnaire, numerous descriptions of the respondent's identity information have been obtained. The following will in short explain the general description of the respondents which encompass: gender, age, remaining education, years of service and standing of the respondent. Based at the records indicates that personnel at BBWS Pemali Juana that male personnel are greater dominant than lady personnel, wherein male employees overall 35 employees (46.1%) even as lady employees overall 42 personnel (53.Nine %). Thus the information above suggests that girl personnel are more dominant than male personnel. This is likewise due to the fact ladies are more productive at work and take initiative and are capable of perform the duties which are being finished on the equal time.

Data Description of Respondents via Age

The next respondent's description information is primarily based on the age of the employees at BBWS Pemali Juana, to decide the range of age classes of respondents, the Sturges method is used. (Umar in Pratama et all 2017) as follows: Based on the records it indicates that the most dominant respondents have been employees in the age variety of 37- forty one years with a total of 30 personnel (38.5%), then inside the age range of 32-36 years there had been 16 employees (16.7%). This suggests that BBWS Pemali Juana personnel paintings in a efficient age which on this age range has excessive creativity and innovation in wearing out their paintings.

$$K = 1 + 3. \text{Three logs } (n)$$

Information :

K = Number of Classes

n = Number of Respondents

So that during this study it could be calculated as follows;

$$K = 1 + \text{three. Three log } 77$$

$$K = 1 + \text{three.3 } (1.89)$$

$$K = 1 + 6.23$$

$$K = 7.23 \text{ (rounded to 7)}$$

$$K = 7$$

Respondent Description Data

The vicinity taken in this observe is the workplace of the Pemali River Basin – Juana. Data series in this study changed into taken via questionnaires allotted to respondents as many as seventy seven questionnaires. From the distribution of this questionnaire, several descriptions of the respondent's identity information were received. The following will briefly give an explanation for the overall description of the respondents which include: gender, age, final training, years of provider and status of the respondent.

Data Description of Respondents by means of Gender

Based at the records suggests that employees at BBWS Pemali Juana that male employees are more dominant than woman employees, in which male personnel overall 35 personnel (forty six.1%) whilst girl employees total 42 employees (fifty three.9 %). Thus the information above shows that girl employees are extra dominant than male personnel. This is likewise due to the fact ladies are extra effective at paintings and take initiative and are able to carry out the responsibilities which are being finished at the equal time.

Data Description of Respondents Based on Last Education

The subsequent respondent's description records is the remaining training, while the today's educational facts for BBWS Pemali Juana employees are as follows the closing training of the bulk of respondents was Bachelor (S1) as many as 46 employees or 59%. Thus the pleasant of human resources for BBWS Pemali Juana employees has top conceptual know-how marked through a great educational heritage.

Data Description of Respondents Based on Years of Service

The next respondent's description records is years of provider. In this study, years of provider ranged from 1 – 35 years, to create service intervals using the sturges components (Umar in Pratama et all 2017) as follows: Based at the facts it indicates that out of seventy seven respondents, there are forty four or fifty seven.1% of respondents who've labored within 10-14 years. Then accompanied by using years of service in the length of five-9 years as many as eleven or 14.3% of respondents, and 15-19 years as many as nine or 11.7% of respondents who stuffed out the questionnaire. This shows that the employees at BBWS Pemali Juana are pretty skilled in wearing out their work, marked with the aid of the majority of employees having worked for 10-14 years, even as the 5 personnel who've worked for 1- four years are young employees who nonetheless want to get quite a few education and experience in his process.

Data Description of Respondents Based on Work Status

The subsequent respondent's description records is based totally at the employment repute of employees at BBWS Pemali Juana. The following records may be visible that of the seventy seven BBWS Pemali Juana respondents who filled out the research questionnaire the bulk have been non-ASN as many as forty two respondents or 54.Five%, while the ultimate 35 human beings had been ASN or 45%.

Analysis of Research Variable Description

This evaluation turned into carried out to obtain a descriptive picture of the respondents of this have a look at, mainly concerning the variables used, namely transactional leadership style, organizational way of life, task delight and worker overall performance. This analysis changed into done the usage of index evaluation techniques to describe respondents' perceptions of the questionnaire questions asked. The scoring method used on this examine is a minimum of 1 and a maximum of five, so the index calculation of respondents' answers may be calculated using the subsequent system: (Ferdinand 2006 in Wulan 2015). Therefore, the quantity of respondents' answers does no longer start from variety zero however starts from #1 to 5. Thus the resulting index number will cross from variety 5 to 77 with a number seventy two, with out the variety 0. Using the Three Box Method). Then a number seventy two divided by means of three will produce various 24 and will be used as the premise for interpreting the index fee, specifically:

five – 29 = low

29.1 – fifty three.1 = slight

53.2 – 77 = high

With this basis, the researcher can determine the index of respondents' perceptions of the variables studied on this observe.

Model Measurement (Outer Model)

The measurement of the outer version suggests how the relationship between the latent variables and the indicators is precise, in different words, the outer version defines how each indicator relates to its latent variables. Tests carried out with the outer version include; convergent validity, discriminant validity and composite reliability. From the outcomes of level 1 SEM-PLS statistics processing, the version and information are generated as follows:

Reliability Test

In addition to the assemble validity check, a assemble reliability test changed into also done as measured via composite reliability. The assemble is said reliable if the composite reliability price is above 0.70. (Ghozali 2014). It may be seen that the output composite reliability effects for all studies variables above 0.70, it could be concluded that each one constructs have proper reliability.

Structural Model Testing (Inner Model)

Testing the structural version or inner model is to look the relationship among constructs, extensive values and R-rectangular of the research version. Structural fashions have been evaluated the usage of the R-rectangular for the t-check established constructs and the significance of the structural route parameter coefficients.

R-Square

Testing of the structural model (inner version) is executed by means of looking at the R-Square cost that's a goodness-fit version test. (Ghozali, 2014) The following is the R-Square table in control using SmartPLS. The effects display that:

1. Employee overall performance variables are stimulated via character traits, employee reputation and workload zero.751 or 75.1% whilst for twenty-four.9% it is explained by other variables outside the ones studied.
2. Variable motivation is prompted by using man or woman characteristics, workload and paintings fame of 0.609 or 60.Nine% whilst 39.1% is explained by way of other variables outdoor the ones studied.

Hypothesis take a look at

The basis used in trying out the speculation is the price contained within the output end result for internal weight, estimate for direction coefficients, that is the cost of the path coefficient or the importance of the latent construct have an effect on courting. This is finished by bootstrapping processes or minimizing data abnormality troubles. The significance of the speculation is visible from the course coefficients table, the price of t matter <table 1.996 (Ghozali, 2014)

Discussion

The Effect of Individual Characteristics on Employee Performance

Individual traits are practices or characters that exist in a employee, each high-quality and negative (Thoha, 2012). The characteristics of those individuals are very various, every enterprise can obviously pick a representative who has a huge length and this great need to additionally be according with what the organization desires. Individual characteristics have a fantastic and good sized impact on worker performance through mediating motivation. This research is consistent with the research provided by Sujak (2009: 249-250) which indicates that specific character characteristics consist of their desires, values, attitudes and hobbies.

Effect of Individual Characteristics on Motivation

Individual traits are variations from every worker that could have an effect on behaving and doing a process (Sedarmayanti, 2009). By knowing the differences in individual characters, managers may be capable of determine tasks which are according with their individual that allows you to motivate employees to paintings. The extra person characteristics are right at work, the higher the worker's work motivation. This research is in step with research conducted via Riefka Ghezanda, Bambang Swasto Sunuharyo and Heru Susilo (2013), Destia Aktarina (2015) and Sapto Supriyanto, Djabir Hamzah and Abdul Rahman Kadir (2013) which resulted in individual characteristics having a high quality and big impact on work motivation worker.

Effect of Workload on Employee Performance

Workload is a difference among the ability or capacity of workers with the needs of work that have to be confronted. Given that human work is each intellectual and physical, every has a exceptional level of loading. A difference level that is too high permits immoderate energy use and could purpose overstress to the worker. (Astianto & Suprihadi, 2014). The indicator of adherence to using time suggests that running time is some thing that personnel need to take note of. Because it's miles a very critical role and significantly impacts to improve worker overall performance, because when operating time is used nicely, their paintings can have precise results, on the contrary if they can not use time properly, they cannot produce top effects. This study is according with the outcomes of studies by Anggit (2014) which states that workload has a advantageous and vast effect on worker overall performance.

Effect of Workload on Motivation

Workload can affect worker motivation, high workload will reduce employee motivation at work, due to the fact the weight is too much. Meanwhile, if the workload is low, this will growth employee motivation at work. This studies is according with the consequences of research by Reinhard Tijiabrata and Fernando (2017), entitled The Effect of Workload and Work Environment on Employee Performance at PT. Patience Ganda Menado.

The Effect of Employment Status on Employee Performance

Worker or employment reputation has a meaning as the location of an employee in an enterprise (Sholihah, 2013). Status right here can suggest rank or elegance as well as employee fame which includes everlasting personnel or settlement personnel. According to the results of this look at, worker popularity can have a high quality effect on worker overall performance, the consequences of this take a look at are in step with the findings of previous research. Research via Omolo (2012), Goudswaard (2009) and Saad (2011) found employment status had a advantageous and extensive impact on overall performance.

The Effect of Employment Status on Motivation

According to Law no. 5 of 2014 employment reputation is split into two sorts, namely everlasting personnel divided into Civil Servants (PNS) and Government Employees with Employment Agreements (PPPK), and Non-permanent Employees in this situation what is meant by means of transient personnel or casual personnel. The most important difference among settlement and permanent employee fame is from the criminal status, if everlasting personnel do now not have a term, for contract employees have a term. This is likewise said in the employee paintings settlement, contract personnel may be given a Specific Time Work Agreement (PKWT) this means that that the employment relationship has expired, at the same time as permanent employees are said in an Unspecified Time Work Agreement (PKWTT) (Hendrajana et al., 2017). According to the consequences of this examine employment popularity has a fine and vast impact on motivation. This studies is in line with

previous research (Aspita & Sugiono, 2018), (Bambang Noer Supriyono, 2015), (Mulya et al., 2020), and (Hendrajana et al. , 2017).

The Effect of Motivation on Employee Performance

As stated that motivation is an crucial factor in encouraging someone to do a certain hobby. Therefore, motivation is frequently interpreted as a riding thing for guys a person's behavior. Every interest finished via a person to carry out a positive interest according to Edy Sutrisno (2009: 109). This motivational variable is one of the elements that then affects Employee Performance in BBWS Pemali Juana due to the fact the inducement felt by using respondents or employees is greater consultant of an growth in Employee Performance. The effects of this have a look at are regular with the research by means of Agustin (2012), Bestari (2011) and Marcahyono (2012) which nation that motivation has a extensive impact on worker overall performance.

4. CONCLUSION

Based on the studies that has been executed, it can be concluded that to improve the performance of BBWS Pemali Juana personnel it could be prompted by using person characteristics, workload and worker popularity. Individual traits, workload and employee popularity will affect paintings motivation and will in the end enhance worker performance. Furthermore, for the outcomes of the hypothesis received as follows, individual traits have a nice and widespread impact. This approach that the higher man or woman characteristics will boom employee overall performance. Workload has a effective and huge impact. This indicates that workload has a high-quality however now not sizable effect. With growing workload does now not have an effect on worker performance. This is indicated by using the workload applied in an effort to have an effect on the performance of every worker although it isn't always dominant. Employment fame has a high quality and massive impact. So employee popularity does not have an effect on employee overall performance in sporting out their obligations. Individual characteristics have a tremendous and vast effect. This means that man or woman characteristics substantially have an effect on motivation. Employees have excessive motivation at paintings. Workload has a nice and giant impact on motivation. Employment fame has a tremendous and big impact on motivation. Motivation has a high-quality and tremendous impact on employee overall performance.

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