EFFECT OF WORK DEMANDS ON BURNOUT THROUGH JOB RESOURCES IN SIDOARJO

Fachrudy Asj'ari[1], Firanti Reza Yuliarno[2], I Made Bagus D[3], Erwan Aristyanto[4]
[1,2,3] Universitas PGRI Adi Buana Surabaya, [4]Universitas Wijaya Putra Surabaya

ARTICLE INFO	ABSTRACT
Keywords: Work Demands, Job Resources, Burnout	This study aims to examine and analyze the effect of work demands on burnout through job resources for teachers at MTs Al-Ihsan Krian Foundation in Sidoarjo. The teacher is an important role in the world of education because the teacher has a fairly large educational role in the success of an educational institution. The method used in this study is using quantitative research methods with the samples used in this study as many as 50 respondent using a questionnaire method with a rating scale using a likert scale. The sampling technique used is a non-probability sampling technique with a saturated sample. The data analysis technique used is using partial least square (PLS) with statistical analysis test tools using SmartPLS 3 software. The results of the study show that : 1) work demands have a significant and positive effect on job resources for teacher at Al-Ihsan Krian foundation MTs in Sidoarjo. 2) work demands have a significant and positive effect on burnout teacher at the Al-Ihsan Krian Foundation MTs in Sidoarjo. 3) job resources have no significant and negative effect on burnout teacher at the Al-Ihsan Krian Foundation MTs in Sidoarjo.
E-mail: fachrudy@unipasby.ac.id, virantireza@gmail.com, madebagus@unipasby.ac.id, erwanaristyanto@gmail.com	

1. INTRODUCTION

Education is a form of effort made to realize an active teaching and learning atmosphere to develop self-potential. In this case, teachers are the most important thing in the world of education because teachers have a considerable educational role in a success or failure in an educational institution. During the Covid-19 pandemic like today, the world of education experienced the impact of the Covid-19 pandemic where the pandemic caused the entire learning system to be switched to an online learning system or in the network. However, online learning will certainly also cause more work demands so that teachers must provide additional energy to teach, as a result of which burnout can occur in teachers.

MTs Al-Ihsan Krian is an educational institution tha implements online and non-online systems today as do schools in general, where the online learning system is still implemented during the pandemic. Therefore, the existence of an online learning system, teacher is still required to work optimally, so this will cause work demands charged to teachers will increase which will then cause a burnout and will also effect job resources.

Burnout is caused by the many demands of tasks charged to teachers with various activities that exist, causing teachers to find it difficult to devide teaching time with activities that are outside the lesson. According, to (Mc Farland, 2003) in (Delima, 2018) suggests that burnout is a symptom that has a relationship with decreased work efficiency, skills an increased anxiety and boredom. As in the case in MTs Al-Ihsan Krian, the large volume of activities becomes one of the factors causing burnout and other factors such as age where teachers who have a relatively old age then their physical condition will be more susceptible to fatigue than teachers who have a young age. Then, the lack of rest hours can also be the cause of a teacher experiencing burnout to work demands that must be completed.

According to (Browzozowski, 2021) in (Hekayanti & Yulianti, 2021) states that work demands are work demands that have an increased burden in the form of one's responsibility to complete their work over time. Meanwhile, according to (Gibson, 2003) in (Oktarina, 2017) states that work demands are difined as excessive work that has two types, namely quantitative and qualitative, where in the quantitative type of work demands are categorized as individuals do not have enough time to complete

the work charged, while in the qualitative type work demands are categorized as individuals who do not have enough ability to complete the work charged aforementioned. Thus, if the work demands given to teachers are excessive and must be resolved with a limited period of time then it can cause the ability to think and the pysical condition of a teachers slowly decrease, as a result of wich burnout will occur from the demands of work that exceed his ability. With these condition, the teacher's is required to continue to work optimally with various subjects that are encouraged. Teachers are required to complete their tasks with a very limited time so that teachers are expected to be able to complete their teaching and learning activities well.

In achieving the expected work goals, of course, educational institutions need to develop job resources with all physical, social, an organizational aspects as a form to develop learning systems. According to (Scaufelli & Bakker, 2004) in (Nurendra, 2016) states that job resources have the potential to motivate instrinsically because it can facilitate the development and learning of individuals, as well as provide ecotrinsic motivation that provides facilities to help workers to ease the demands of work and achieve their goals. With the existence of job resources it is expected that teachers will be better able to cope with the demands of work charged.

Work Demands

Work demands are task demands that require innovation to complete a complicated job (Tooren, 2011) in (Nugraha, et al, 2018). While other researchers suggest that work demands characteristics of work that have the potential to cause tension in employees if the work exceeds the ability of employees (Bakker, et al, 2007) in (Astiya & Hadi, 2021). Based on the theory that has been put forward, it can be concluded that work demands are a job demand given to employees that can cause a strain on the physical and psychological condition of employees so that employees need effort and skills to solve the demands of the work.
According to (Gibson, 2003) in (Oktarina, 2017), indicates that work demands indicators include:

1. Quantitative demands, are indicators that have to much to do or can be said not to have enough time to complete the work. Quantitative demands indicators include work overload, work underload, and pace of change.
2. Qualitative demands, occur if the individual feels that they do not have the ability needed to complete the work in other words the standard of ability demanded is too high. Qualitative demands include emotional demands, mental demands, phisical demands, and work home conflicts.
3. Organizational demands, caused by the demands of the organization's work charged. Organizational demands include organizational change, role conflict, and interpersonal conflict.
4. Task demands, relating to the characteristics of the tasks assigned to individuals. These task demands include jobs related to physical work, skills that require certainty such as career and employment, and overload that causes employees to have more work so that they exceed their abilities.

Job Resources

Job resources refer to social and organizational aspects, physical and psychological in achieving work goals and reducing work demands and stimulating self-development (Demerouti, 2007) in (Nugraha, 2018). While other opinions suggest that job resources is an aspect of work that has a function to achieve work targets that play a role in reducing work demands so as to stimulate learning growth (Ayu, 2015). Based on this theory, job resources is an aspect of work that has a role in reducing the demands of work that refers to the social aspects of the organization an psychological physical that will become functional in achieving work goals.
According to (Demerouti, 2001) in (Nugraha, 2018) shows that there are several indicators in job resources. Among them are :

1. Social resources, is a social resource obtained by workers such as the suitability of salaries obtained with the tasks charged.
2. Work resources, is a working resource that includes information contained in the institution.
3. Organizational resources, it is a positive group resource organization in decision making participation.
4. Development resources, it is a work resource that provides career development opportunities within the institution.

Burnout

Burnout is a variety of circumstances accompanied by a decrease in efficiency and resilience in work so that work fatigue that occurs can cause a decrease in performance and will increase the error rate (Suma'mur, 2009) in (Delima, 2018). While other opinions suggest that burnout is a type of depression in the demands of duty and caused by feelings of helplessness (Smith, 2011) in (Barkhowa, 2018). Thus, it can be concluded that burnout is symptom caused by excessive task demands so that fatigue will cause inappropriate work.

According (Delima, 2018), the burnout indicators is as follows :

1. Decreased attention, burnout can be known from the decreased attention caused by feelings of heavy head, fatigue throughout the limbs, often yawning and feeling weak at work, and decreased concentration in doing work.
2. Perception slows down and inhibits, such as feeling dificult to think there is a sense of laziness to speak, feeling anxious about something, and not being able to control atttudes and behaviors at work.
3. Declining achievement ability, that is workers who experience fatigue in workers will be able to cause performance to decline so that the resulting performance is worse than before.
4. Mental and physical actitvities, mentally and physically become inefficient, as a results of which work fatigue will decrease performance and increase that the rate or work errors.

Special Purposes

Based on the description that researchers have explained in the background, it is known that this study aims to find out how the influence of work demands charged from the institution to teachers on burnout caused by the demands of the work, so that this role of job resources is needed to minimize work demands with various aspects of facilities owned by the institution. Therefore, the specific objectives in this study are :

1. Knowing and analyzing the effect of work demands on the job resources of MTs teachers of Al-ihsan Krian Foundation in Sidoarjo.
2. Knowing and analyzing the effect of work demands on the burnout of MTs teachers of Al-Ihsan Krian Foundation in Sidoarjo.
3. Knowing and analyzing the effect of job resources on the burnout of MTs teachers of Al-Ihsan Krian Foundation in Sidoarjo.

Urgency (Virtue) of Research

The urgency in this study is that if the work demands given to MTs Al-Ihsan teachers are too excessive, then it will have an impact on excessive burnout as well. A person can experience burnout from the demands and burdens of the mind that are felt so that it refers to pysical fatigue and pysical conditions, especially in vulnerable teachers who are relatively old. In this case job resources can be a role as a support and motivation in an effort to reduce the presence of excess work demands, so that the impact of burnout can be minimized.

The Importance of Research in the Achievement of the Higher Education Plan

This research is important for the achievement of the college plan because universities are also places of education to add knowledge. PGRI Adi Buana University Surabaya also has an educator such as a teacher who is more often called a lecturer. A lecturer will certainly also get an important role in educating and providing knowledge to his students and it is also hoped that a lecturer can carry out the demands of his duties well. For lecturers, job resources in universities are also useful for the division of the demands of certain tasks in accordance with the ability of lecturers so that the demands of the task can be completed.

2. METHOD

This research uses quantitative research methods. The variable in this study are based on exogenous variables namely work demands, intervening variable namely job resources, and endogenous variable namely burnout. The population used in this study was all teachers of MTs Al-Ihsan Krian Foundation in Sidoarjo with a sample of 50 respondents. The sampling technique used is a non probability sampling technique with a cencus or saturated sampling, where sample collection is carried

out on all members who become a population. The measurement scale used in data processing is using the likert scale.

Analysis Methods

The stages of data analysis carried out in this study are as follows :
1. First stage:
   Identify work demands, job resources, and burnout variables from data that has been obtained through surveys, documentation, and the dissemination of questionnaires to respondents which will the be analyzed using quantitative descriptive statistical approaches.
2. Second stage:
   All respondents perceptions of research variables were then analyzed through several stages in partial least square (PLS) testing using smartPLS 3 software. Then, the final results of this study will be concluded in the form of sentences.

3. RESULT AND DISCUSSION

The results of the research will be outlined based on the conformity of the data processing results that have been carried out. The results of data processing from the study are as follows:

MEASUREMENT MODEL / OUTER MODEL
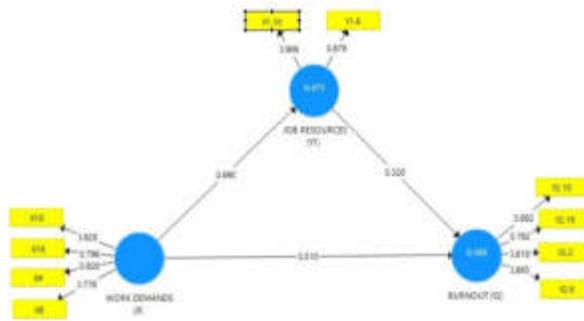
Figure 1 Path diagram (SmartPLS path diagram)

The figure above is a path diagram used to explain the direction of relationship between latent variables and the relationship between latent variables and their indicators.

Validity Test
  a. **Convergent validity (Loading factor)**

Table 1. Loading factor test

	Burnout (Y2)	Job Resources (Y1)	Work Demands (X)
X10			0.820
X16			0.796
X4			0.820
X8			0.778
Y1.10		0.906	
Y1.6		0.879	
Y2.10	0.882		
Y2.16	0.782		
Y2.2	0.818		
Y2.6	0.893		

Source : Data processed (Output SmartPLS)

Based on the table, the results of the validity test on the loading factor show that there are several statements that have that have a value of >0,7. This means that the statement is declared valid and worthy of testing.

b. Convergent Validity (Average Variance Extracted / AVE)

Table 2. Average variance extracted (AVE) test

	Cronbach's Alpha	Rho_A	Reliabilitas Komposit	AVE
Burnout (Y2	0.886	0.877	0.909	**0.714**
Job Resources (Y1)	0.745	0.753	0.887	**0.796**
Work Demands (X)	0.818	0.823	0.880	**0.646**

Based on the results of the test, the final value result of >0,5 means that the value of each indicator has in the research variables, namely burnout (Y2), job resources (Y1), and work demands (X) is declared valid.

c. Discriminant Validity (Fornell Larcker Criterior)

Table 3. Fornell Larcker Criterior test

	Burnout (Y2)	Job Resources (Y1)	Work Demands (X)
Burnout (Y2)	**0.845**		
Job Resources (Y1)	0.672	**0.892**	
Work Demands (X)	0.731	0.690	**0.804**

Source : Data processed (Output SmartPLS)

Based on the results of the fornell larcker criterior test, the result is that the correlation between the variable and the variable itself is greater in value than the correlation between the variable and other variables. So it can be stated that the correlation between the variable itself is declared valid and cn be used for the next test step.

d. Discriminant Validity (Cross Loading)

Table 4 Cross Loading test

	Burnout (Y2)	Job Resources (Y1)	Work Demands (X)
X10	0.614	0.628	**0.820**
X16	0.497	0.428	**0.796**
X4	0.619	0.575	**0.820**
X8	0.601	0.556	**0.778**
Y1.10	0.634	**0.906**	0.649
Y1.6	0.562	**0.879**	0.578
Y2.10	**0.882**	0.619	0.663
Y2.16	**0.782**	0.435	0.619
Y2.2	**0.818**	0.631	0.456
Y2.6	**0.893**	0.858	0.707

Source : Data processed (Output SmartPLS)

Based on the result of the data analysis conducted, it can be seen from table 4 above obtained the cross loading value of the correlation between the indicator and the variable itself has a value greater than the correlation value between the indicator and other variables. Thus the value is declared valid and can proceed to the next stage.

Reliability Test
a. Composite Reliability and Cronbach's Alpha

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Table 5 Composite Reliability and Cronbach's Alpha test

	Cronbach's Alpha	*Rho_A*	*Composite Reliability*	*(AVE)*
Burnout **(Y2)**	**0.866**	0.877	**0.909**	0.714
Job Resources **(Y1)**	**0.745**	0.753	**0.887**	0.796
Work Demands **(X)**	**0.818**	0.823	**0.880**	0.646

Source : Data Processed (Output SmartPLS)

From table can be known the value resulting from the composite reliability test and cronbach's alpha has a value of >0,7. That is, the indicators in this study are already able to measure the variables used and have been declared valid.

EVALUATION OF STRUCTURAL MODEL / INNER MODEL
R Square Test (R²)

Table 6 R Square test

	R Square	*Adjusted R Square*
Burnout **(Y2)**	0.588	0.570
Job Resources **(Y1)**	0.475	0.464

Source : Data Processed (Output SmartPLS)

The R square test is a value that belongs only to the bound variable (Y). Thus, based on table 6 above, it is known that the value generated from R square on the burnout variable (Y2) is 0,588 and the job resources variable (Y1) is 0,475. The value is converted into a percentage form, then the final value generated in the burnout variable (Y2) is 58% so that it can be known that the burnout variable is influenced by the work demands (X) variable which is 58%. While in the job resources variable (Y1) then the resulting value is 47% so it can be known that the job resources variable (Y1) is influenced by the work demands (X) variable which is 47%.

Q Square Test (Q²)

Table 7 Q square test

	SSO	SSE	Q²(=1-SSE/SSO)
Burnout **(Y2)**	200.000	121.724	**0.391**
Job Resources **(Y1)**	100.000	62.736	**0.373**
Work Demands **(X)**	200.000	200.000	**0**

Source : Data Processed (Output SmartPLS)

The Q square test is used to find out how well the observation value is generated. Thus, based on table 7 above shows that the value generated by the work demands (X) variable has a value of 0, meaning that the work demands (X) variable does not have a predictive value because work demands are free variables that effect bound variables. While the resulting value in the job resources (Y1) and burnout (Y2) variables indicates a value of >0, meaning that the job resources (Y1) and burnout (Y2) variables have a good values.

T-Statistics / Bootstrapping

Table 8. T-statistics via Bootstrapping Test

	Original Sample (O)	**Samle Average (M)**	**Standar Devisiasi (STDEV)**	**T-Statistik (I O/STDEV I)**	**P Values**
Job Resources **(Y1)** *> Burnout* **(Y2)**	0.320	0.329	0.176	**1.814**	0.070
Work Demands **(X)** *> Burnout* **(Y2)**	0.510	0.495	0.149	**3.432**	0.001
Work Demands **(X)** *> Job Resources* **(Y1)**	0.690	0.704	0.072	**9.609**	0.000

Source : Data Processed (Output SmartPLS)

T-statistics are used to determine the significant level tested through bootstrapping procedurs where it is declared significant if the resulting value >1,96. From table 8 above it is known that the job resources variable (Y1) to burnout (Y2) has a value of 1,814 which is where the value <1,96 so it can be interpreted that the job resources variable to burnout does not have a significant relationship. While the work demands variable againts burnout has a value of 3,432 means that the value is >1,96 and in the work demands variable against job resources has a value of 9,609 means that the value >1,96. Thus, it can be interpreted that the work demands variables against burnout and the work demands variable against job resources have a significant relationship.

Goodness of Fit (GoF) or Model Fit

Table 9. Model Fit test

	Model Saturated	*Model Estimasi*
SRMR	0.086	0.086
d_ULS	0.411	0.411
d_G	0.292	0.292
Chi-Square	78.582	78.582
NFI	**0.740**	**0.740**

Source : Data Processed (Output SmartPLS)

The GoF test is used to find out how well the model is being used by looking at the NFI (normed fit index) value. Based on table 9 above, it is known that the resulting NFI value is 0,740 which if the value is indicated to be 74%. So, it can be concluded that the model used in this study has been 74% fit.

Hypothesis Test

Table 10. Hypothesis test

	Sampel asli (O)	Rata-rata sampel (M)	Standar devisiasi (STDEV)	T-Statistik (I O/STDEV I)	P Values
Job Resources (Y1) > *Burnout* (Y2)	**0.320**	0.319	0.165	1.937	**0.053**
Work Demands (X) > *Burnout* (Y2)	**0.510**	0.506	0.139	3.667	**0.000**
Work Demands (X) > *Job Resources* (Y1)	**0.690**	0.703	0.070	9.874	**0.000**

Source : Data Processed (Output SmartPLS)

Based on the hypothesis test in table 10 above, it can be known that job resources (Y1) to burnout (Y2) have a value of 0,053 where the value is >0,005 so it can interpreted that job resources (Y1) have no effect on burnout (Y2). While the variable work demands (X) to job resources (Y1) and work demands (X) against burnout (Y2) has a value of 0,000 where the value is <0,005 so it can be interpreted that work demands (X) effect job resources (Y1), and work demands (X) effect burnout (Y2).

Then, the path coefficient value can be seen from the original sample column indicating that the value generated by the job resources variable against burnout has a value of 0,320 which is where the value is close to the average of the value range -1, meaning that relationship is negative. While the work demands variable against burnout has a value of 0,510 and the work demands variable to job resources has a value of 0,690 where both values are closer to the average value range 1, so it can be interpreted that the two relationship are positive.

4. CONCLUSION

Based on the results of the data analysis conducted, the first conclusion can be drawn is that work demands have a significant and positive effect on the job resources of Teachers MTs Al-Ihsan Krian Foundation in Sidoarjo, which can be seen from the results of hypothesis testing that shows a significant influence and on T-statistics testing through bootstrapping procedures shows that work demands

variable have a positive relationship to job resources variables. So, it can be said that if work demands increase then the role of job resources in MTs Al-Ihsan Krian Foundation teachers will also increase.

Second, work demands have a significant and positive effect on the burnout of MTs Al-Ihsan Krian Foundation teachers, where it can be seen from the results of hypothesis testing shows a significant influence, as well as on T-statistics testing through bootstrapping procedures show that work demands variables have a positive relationship with burnout variables. So, if work demands increase, then burnout teachers in MTs Al-Ihsan Krian Foundation will also increase.

Third, job resources did not have a significant and positive effect on the burnout of MTs teachers of the Al-Ihsan Krian Foundation in Sidoarjo, where the results of the hypothesis test showed a value > 0,005 means that job resources did not have a significant influence on burnout, and on T-statistics testing through bootstrapping procedures showed that the resulting value of job resources variables against burnout was closer to the average minus value range (-), so it can be interpreted that the variable relationship of job resources to burnout is negative. Because, job resources against burnout have the final value of P Values exceeding the average value that has been determined so that it can be stated that the job resources variable has no influence on burnout and has the original sample value closer to minus (-) so that the relationship between the two variables is negative. Thus, it can be concluded that job resources require more effort in providing improved training and career development in institutions based on existing aspects.

Limitations in this study are in exogenous variables or free variables that only amount to one and the lack of the number of samples used because researchers only research on one foundation. In addition, there are limitations of research in the spread of questionnaires, which at the time of distribution of the questionnaire takes several days due to different entry schedules due to the Covid-19 pandemic.

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