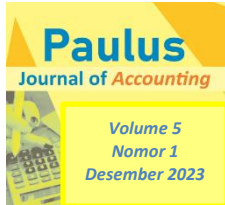


**THE INFLUENCE OF HUMAN RELATIONS AGAINST SPIRIT WORK  
EMPLOYEES OF PT VICTORY INTERNATIONAL FUTURE MAKASSAR  
BRANCH**

Andi Dewi Putriani<sup>1</sup>, Mahlia Muis<sup>2</sup>, Andi Reni<sup>3</sup>  
Universitas Hasanuddin  
andidewiputriani@gmail.com



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**Kata Kunci:**

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**Abstract:** The Influence of *Human Relations* Against Spirit Work Employees of PT Victory International Futures Makassar Branch Study This aim is to know how to influence human relations through spirit work for employee PT. Victory International Futures Makassar Branch. *Human relations (human-to-human relationships) are a necessary condition for success.* Good communication between individuals and communication in companies Harmonious relations between employees make working situations and conditions conducive; this is a manifestation of the implementation of *human relations*, which will ultimately lead to morale for all parties. Type of research used: This is done through descriptive and quantitative research. Data collection was carried out with a share questionnaire distributed to 33 respondents at PT. Victory International Futures Makassar Branch, with the testing of hypotheses using simple linear regression. Based on the results of the simple regression analysis, the mark coefficient for *human relations* is -1019 to show that *Human Relations* (X) has a *negative* and significant effect on spirit work (Y) at the PT. Victory International Futures Makassar branch because that hypothesis was declared "rejected".



**INTRODUCTION**

In this modern era, competition is so intense that it encourages every company to improve the quality of its business to achieve its goals. One thing that must be improved is the quality of Human Resources (HR). Human Resources is one of the company's most important assets and must be managed properly. Good HR management can provide added value for the company. Basically, every company has different human resources, both in terms of quality and quantity, that influence the development of the company, such as leaders, employees, programs, facilities, and infrastructure.

Employees can carry out their work optimally if they have enthusiasm for it. Employees who have high morale tend to be responsible for their work, look enthusiastic, participate in office activities, take initiative, be creative, and are able to work together with other employees, so that employees with high morale will also give birth to high productivity.

PT. Victory International Futures is a futures brokerage company in Indonesia with an international standard by providing maximum services in foreign exchange, stock index, and commodity futures transactions. As one of the futures brokerage companies in Indonesia, PT. VIF Makassar Branch is required to achieve the targets set by the center. Therefore, to achieve maximum company goals, leaders and employees, as social beings who have their own feelings and aspirations for the company, need to establish and create good relationships. This is to

eliminate small groups that are self-interested and interpersonal conflicts that occur among office personnel.

Human relations (human relations) need to be created in the office because with human relations will arise family and familiar relations, good cooperation, harmonious communication between leaders and employees, openness, mutual respect, and loyalty

Based on the author's temporary observations at the VIF Makassar branch, there is a tendency to lack employee morale in carrying out daily tasks. The phenomena include always arriving late at the morning briefing and often violating the rules that have been made.

Lack of enthusiasm of employees in carrying out daily routines in the office. This can be seen from the many employees who often arrive late, there are still staff employees who are reluctant to carry out their duties during working hours such as contacting, prospecting and following up customers and only reluctantly choosing to go to cafes and walking around in malls, lack of fostered communication between personnel in carrying out tasks, such as the absence of openness in communication resulting in a lack of trust in human relations both between Leaders/Managers and employees and fellow employees and there is still an attitude of unfair treatment among office personnel in human relations, such as differences in treatment between Leaders/Managers towards one employee and another employee.

Harmonious relations between employees make working situations and conditions conducive; this is a manifestation of the implementation of human relations, which will ultimately lead to morale for all parties (Yusuf et al., 2019).

The research objective to be achieved is to determine the extent to which human relations influence the morale at the PT. Victory International Futures Makassar branch. Based on the description above, the authors are interested in conducting research on human resources at PT. Victory International Futures with the title "**The Influence of Human Relations on Employee Morale at PT. Victory International Futures Makassar Branch**".

## LITERATURE REVIEWS

### PT. Victory International Futures

Victory International Futures is a company operating in the field that invests in focus product investing in forex, index futures, and precious metals, with the support and utilization of internet media as a tracking medium for office transactions. It is headquartered in Surabaya, Indonesia, and serves various investors around the world. PT. Victory International Futures was founded in 2003 as a brokerage company (company intermediaries) in world financial markets that uses technology information to support the business. PT. Victory International Futures has easy access to accounts using the Metatrader Victory platform, so customers can take decisions whenever and wherever they want using a PC, Notebook, or smartphone. PT. Victory International Futures, as a company brokering existing futures, has official permission from BAPPEBTI No. 58/BAPPEBTI/9/2008. Besides that, PT. Victory International Futures is also on board as a member clearing Indonesian Futures (KBI) Number 05/AK-KBI/PN/V/2008 and a member of the Futures Exchange (BBJ) Number SPAB-08/BBJ/08/04.

### Human Relations

Source Power Human Resources (HR) is an important asset for a company whose success depends on the quality of its human resources. Because qualified and capable human resources are needed, give them a plus for reaching the objectives of the organization. According to Fitriyani (2022), in *The Influence of Human Relations and Islamic Work Ethic on Employee Performance at LazismuPurworejo Region*, Source Power Man are people who work in the company or working institution in accordance with duties and responsibilities, he replied, so that objective company reached.

Whereas, according to Suryadin and Mistar (2021) in the journal *The Effect Of Human Relations and Environmental Conditions On Employees Work Ethic*, Source Power Man is the main factor for every organization; therefore, that organization needs to give serious concern to the existence of Source Power Man. There are several possible factors that influence the performance of an organization in a total manner, among others: connection, human condition, environment, compensation, discipline, loyalty, ethos, and so on.

Human relations (relationships between humans) are the main condition. For success, something must be communicated: good communication between individuals and communication in the company. According to Davis (2009 (Rahman, 2017), A harmonious relationship will make the atmosphere fun, work, and stuff. This will influence the Spirit Work employee's behavior in all aspects of his job. Where is the relationship between men? It is interaction between somebody good and other people in a situation of work or organization craftsmanship.

According to NofsriSuriana, Nandan Limakrisna, and Ronni Andri Wijaya (2020) in *The Effect of Human Relations Journal, Locus Of Control and Organizational Culture On OCB With Consumer Satisfaction As Intervening Variables (Study Case AAT PT SukaFajar, Veteran Padang)* found that Human Relations is the main requirement for successful communication both between individuals and within institutional organizations. Human relations are at the core of employee attitudes and behavior.

Factors that influence Human relations according to effendy, 2009:50 (Tina, 2019), namely: factors heredity and factors environment, Extravert, introvert, and Ambivert, with which managers need to know and understand the properties of different employees, which will make it easier to solve problems encountered by the employee.

### **Spirit Work**

According to Alfred, 2020, in *The Journal of the Effect of Work Engagement, Work Environment, and Work Spirit on Teacher Satisfaction*, he stated his opinion about spirit work, that is, the ability of a group of people to Work in a manner that is active and consistent in chasing an objective together.

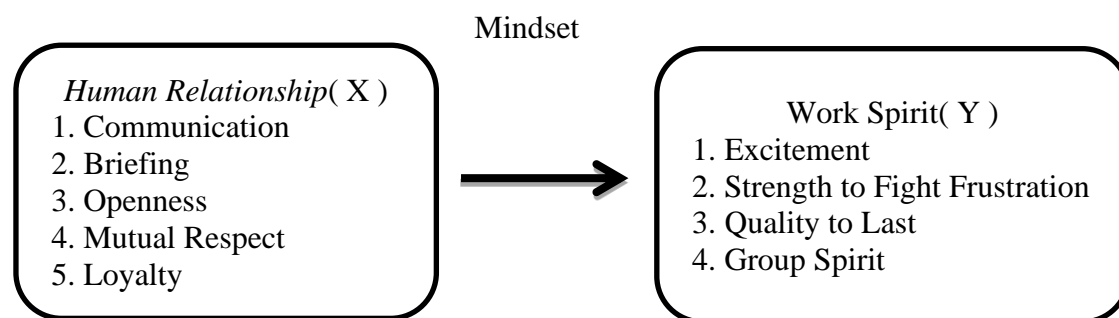
According to Nitisemito, 2010:68 (Syafriadi, 2020), Enthusiasm for work means doing work in a more enterprising manner so that, thereby, work can be more quickly resolved and earn satisfactory results. Another definition, according to Moekijat (2006:130), cited in Sugiarto (2020), is spirit work, which is the ability of a group of people to cooperate and be active and consistent in chasing an objective together. Whereas according to Manullang (2006):183 (Sugianto, 2020), Spirit Work is ownership, togetherness, and enthusiasm. Work refers to togetherness. It is a sense of understanding with attention to elements from the work person, condition work, partner work, management, and company.

From several descriptions of Spirit Work above, we can conclude that spirit work is an attitude of an individual or a group of people against work and the environment. It is clear that every employee carrying out his job needs spirit, high work, a pleasant atmosphere, and a pleasant mind, so the creation business needs participation in all natural activities.

According to Nawawi, 2006:101 (Sugiarto, 2020), there are several influencing factors for high-spirit work, namely: harmonious relationships between leaders and subordinates; satisfaction with employees to duties and work; an atmosphere of climate-friendly work with other members of the organization; a level of satisfaction in the economy; satisfaction material as a reward; sadly, there is a sense of usefulness for achieving the objective of the organization, which I

## Conceptual Models

One factor in an organization's success For reaching the goal, the goal is human relations (relationships between humans). Human relations is persuasive communication between somebody and other people. It is an advance in situational work and in organization with the objective of increasing spiritual work so you can reach satisfactory results. Human relations are important in increasing Spirit work. A number of indicators measure deep human relationships. According to Uchajana, 2009 (Rahman, 2017), an organization consists of communication, direction, openness, attitude, respect for each other, and loyalty. Following the framework, think about the study. This is as follows:



**Figure 1:** The Conceptual Model

Based on the conceptual framework above, the following hypotheses can be proposed:  
 H<sub>1</sub>: *Human Relations*: Influential, Positive, and Significant to Spirit Work Employees at PT. Victory International Futures Makassar Branch

## RESEARCH METHOD

### Location and Research Design

The study carried out at the PT. Victory International Futures Makassar branch is located at Jalan Ujung Pandang No. 5-6; however, because employees often canvass in malls and cafes, research was also carried out in malls in Makassar and Cafés in Makassar. Research time with activity data collection and drafting the report results study is from September to November 2022. The type of research used is descriptive-quantitative. According to Binarti, 2015:4 (Tina, 2019), quantitative research is research used to answer problems through technique and careful measurement of certain variables so as to produce possible conclusions that are generalized based on context, time in the situation, and the type of data collected, especially quantitative data.

### Population or Samples

Population in study This is an employee of the company, PT. VIF Makassar Branch, totaling 33 people. The sample used is as many as 33 people with non-probability samples fed up, which is a sample that makes all members of the population a sample.

### Data Collection Method

Deep data collection techniques: study This uses two stages, namely, technique. Questionnaire (questionnaire), which is a technique of data collection with the method of giving a set question or statement written to a respondent to be answered by the respondent, PT. Victory International Futures Makassar branch and engineering studies References with data collection from various materials relevant to literature and studies related to the problem to be discussed In his study of literature, This writer tried to collect data from a number of references.

### Data Analysis Method

Simple regression analysis is an approach for modeling the relationship between the independent variables and the dependent variable. Simple regression analysis is used to look

for the influence of the independent (X) and dependent (Y) variables, where in this study the independent variable is *Human Relations* and the dependent variable is *Morale*. The analysis was carried out using SPSS version 22 for Windows.

According to Sugiono (2017), simple linear regression is based on a functional or causal relationship between one independent variable and one dependent variable. The simple linear regression equation is as follows:

$$Y = a + bX$$

Information

Y = Subject in the predicted dependent variable

a = Constant

b = The variable coefficient x

X = Variable Independent

## EMPIRICAL RESULTS

### Descriptive Statistics

#### Analysis Characteristics Respondents

Respondents to the research This is the whole staff and employees of the company, PT. Victory International Futures Makassar Branch. There are four entered characteristics in the research, namely, characteristics of an employee based on type, gender, age, last education, and position. For study characteristics of the respondent in question, a table is described regarding the respondent as follows:

Data regarding type of sex among respondent employees and employees of the company, PT. VIF Makassar Branch, is as follows:

**Table 1.** Respondent Data Based on Type and Sex

Type Sex	Amount	Percentage (%)
Man	11	33%
Woman	22	64%
Total	33	100%

Source results processed for the 2022 questionnaire

Based on table 1 above, it is known that employees and employees of the company PT.VIF Makassar Branch number as many as 11 men and 22 women of the total number of 33 people. From the sample that the author took, it shows 64% varied sex female, meaning the writer is more dominant in taking samples of employees of different types of sex female.

The data-based age of the respondent employee at the company, PT. VIF Makassar Branch, is as follows:

**Table 2.** Respondent data based on age

Age	Amount	Percentage
20-30	16	48%
31-41	15	45%
>41	2	6%
Total	33	100%

Source : results processed for the 2022 questionnaire

Based on table 2 of the data above, it shows that 48% of employees are aged 20–30 years, 46% are aged 31–41 years, and at least 6% are aged > 41 years. means writer dominant take ampel employee aged 20–30 years.

Age data for respondent employees of PT.VIF Makassar Branch Company is as follows:

**Table 3.** Respondent data based on recent education

Last Education	Amount	Percentage %
SENIOR HIGH SCHOOL	12	37 %
D1/S1	21	63 %
S2/S3	0	-
Total	33	100%

Source results processed for the 2022 questionnaire

Based on Table 3 above, it is known that the last Education respondent employee of the company, PT.VIF Makassar Branch, has the following education: D1/S1 60%, SMA 40%, and Masters/S3 0%. Which means the writer takes a sample employee dominantly educated D1/S1.

Data regarding the position of the respondent employee at the company, PT. VIF Makassar Branch, is as follows:

**Table 4.** Respondent Data Based on Position

Position Respondents	Amount	Percentage %
Leader	1	3%
Compliance	1	3%
Operational	1	3%
Trainers	1	3%
General Manager	3	9%
Marketing Manager	7	21%
Public Relations	5	15%
Chief PR	1	3%
Financial Consultants	13	40%
Total	33	100%

Source results processed for the 2022 questionnaire

Based on Table 4 above, it can be known that the position respondent employee of the company, PT. VIF Makassar Branch, owns 40% of the position as a Financial Consultant, Leader, Compliance, Operations, Trainer, and chief PR. Each employee has their own position with a percentage of 3%, 9% of the position as General manager, 21% of the position as marketing manager, and 15% of the position as a meaningful Public Relations writer. The dominant take sample is the position as a Financial Consultant.

### Analysis Descriptive Variable Study

Description of the data to be served from the results study This is to provide a general description of the dissemination of data obtained in the field. Variables that will be researched in this study are each variable that is variable free (X) and one variable bound (Y). To disclose the results of the study based on the variables above, the researcher will describe the results of the data research on PT. Victory International Futures.

#### 1. Analysis descriptive human relations variable (X)

From the results of the questionnaire answer Respondents Related to Human Relations (X), it can be concluded that the respondent is related to variable human relations in the Company PT. Victory International Futures Makassar branch, namely:

- Question First, i.e. "Every employee Already does good communication with the amount of respondents who answered strongly agreed, 21 people, who agreed as many as 6 people, who agreed not enough, 4 people, and who agreed no, as many as 2 people.
  - Question second, i.e. "Execution communication is needed to cooperate ", with an amount Respondents who answered strongly agreed with 20 people agreed with as many as 6 people, answered not enough agreed with 4 people, and who answered No agreed with as many as 2 people.
  - Question third, i.e. "Every employee who makes an error is ready and able to accept a reprimand from the boss ", with the amount of respondents who answered strongly agreed, 20 people agreed, as many as 5 people agreed, not enough agreed, 6 people agreed, and who answered No agreed, as many as 2 people.
  - Question fourth, i.e. "Every employee can carry out work with order on instruction from the boss had an amount of respondents who answered strongly agreed with 19 people, replied agree with as many as 7 people, answered not enough agree with 4 people, and who answered No agree with as many as 3 people.
  - Question fifth, i.e., "Every employee is capable of controlling emotion in carrying out jobs to create a conducive atmosphere," , with the number of respondents who answered strongly agreeing (20 people), agreeing as many as 2 people, not agreeing 10 people, and who answered No agreeing as much as 1 person.
  - Question sixth, i.e. "Every employee capable of behaving like office professionals with separate personal and work problems," , with the amountof respondents who answered strongly agreed with 21 people, replied agree with as many as 3 people, answered not enough agree with 7 people, and who answered No agree with as many as 2 people.
  - Question seventh, i.e. "Every employee is capable of working the same with fellow employees of different tribes, religions, and races," , with the amount of respondents who answered strongly agreed with 21 people, replied to agree with as many as 4 people, answered not enough to agree with 6 people, and answered no to agree with as many as 2 people.
  - Question eighth, i.e. "Every employee can value different employees opinions," , with the amount of respondents who answered strongly agreed with 21 people, replied agree with as many as 5 people, answered not enough agree with 5 people, and who answered No agree with as many as 2 people.
  - Question ninth, i.e., "Every employee feels proud to work for the company ", with the number of respondents who answered strongly agreed, 19 people, replied agree as many as 6 people, answered not enough agree, 7 people, and who answered No agree as much as 1 person.
  - Question tenth, i.e., "Every employee is ready to obey regulations that apply in the company ", with the number of respondents who answered strongly agreed (20 people), agreed as many as 6 people, agreed not enough to agree 5 people, and agreed no to agree as many as 2 people.
2. Analysis: descriptive variable Spirit work (Y)
- From the results of the questionnaire response respondent for the spirit variable work (Y), it can be concluded that response respondent to the variable Spirit work at the Company PT. Victory International Futures Makassar branch, namely:
- Question First, i.e., "I am happy with my current job," , with the number of respondents who answered strongly agreed, 21 people, who agreed as many as 6 people, who agreed not enough, 4 people, and who agreed no, as many as 2 people.
  - Question second, i.e. "Execution communication is needed to cooperate ", with an amount Respondents who answered strongly agreed with 20 people agreed with as

many as 6 people, answered not enough agreed with 4 people, and who answered No agreed with as many as 3 people.

- Question third, i.e. "Every employee who makes an error is ready and able to accept a reprimand from the boss ", with the amount of respondents who answered strongly agreed, 20 people agreed, as many as 5 people agreed, not enough agreed, 6 people agreed, and who answered No agreed, as many as 2 people.
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- Question fifth, i.e. "Every employee is capable of controlling emotion in carrying out jobs to create an atmosphere that is conducive ", with the amount of respondents who answered strongly agreed with 20 people, who answered agree with as many as 2 people, who answered not enough agreed with 10 people, and who answered No agree with as much as 1 person.
- Question sixth, i.e. "Every employee capable of behaving like office professionals with separate personal and work problems," , with the amount of respondents who answered strongly agreed with 21 people, replied agree with as many as 3 people, answered not enough agree with 7 people, and who answered No agree with as many as 2 people.
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- Question tenth, i.e., "Every employee is ready to obey regulations that apply in the company ", with the number of respondents who answered strongly agreed (20 people), agreed as many as 6 people, agreed not enough to agree 5 people, and agreed no to agree as many as 2 people.

### **Instrument Test Study**

#### **1. Validity Test**

Based on the results of testing validity with the whole indicator oldest statement in the questionnaire as a tool measuring Human Relations at the PT. Victory International Futures Makassar branch, the results for the whole mark were greater than the value of 0.344. Based on these results, it can be concluded that all items in the statements contained in the questionnaire were declared valid.

#### **2. Data Reliability Test**

Based on the results of testing Reliability in Table 1.10 above shows the results of the reliability test for the Human Relations variable, which is stated as 0.950 reliable, and the spirit variable. Work is of 0.990 reliability. This is in line with research that has been done by Sugiono (2007:267) that said something was reliable. If Cronbach's Alpha value is > 0.7.



### Analysis Regression Simple

Result data analysis calculation regression is as simple as the following:

**Table 5.** Analysis Results: Regression Simple

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	80,964	4,501		17,989	.000
	Human Relations	-1,019	.118	-.841	-8,638	.000

a. dependent Variable : Enthusiasm Work (Y)

Source: Results of SPSS Primary Data Processing Version 22.0

Table above, explain that the constant (a) is 80,964. whereas the human relation coefficient (X) is -1.019, so equality regression can be written as follows:

$$Y: 80.964 - 1.019 x + e$$

The magnitude mark constant, i.e., 80964, indicates that without the existence of Human Relations (X), spirit work (Y) will influence PT. Victory International Futures Makassar branch.

Based on the results of the regression test above and the obtained mark coefficient of -1.019, this shows that Human Relations (X) have a negative effect on spirit work (Y) at the PT. Victory International Futures Makassar branch.

### Hypothesis Test

#### 1. T-test

Something variable was said to be influential when a significant value of  $\alpha$  less than 5% (0.05) was obtained. The results of the T test in equality regression are as follows:

**Table 6.** T-test results

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	80,964	4,501		17,989	.000
	Human Relations	-1,019	.118	-.841	-8,638	.000

a. dependent Variable: Enthusiasm Work (Y)

Source: Primary data processed in 2022

Based on the t test results in the table above, we obtained a mark significant For variable Human Relations (X) of -1.019, where mark This is more small from the mark probability determined by the researcher of 0.05, whereas mark obtained by 80,964 > from mark 2039 up, we can conclude that variable implementation in the t test has a negative and significant effect against the Company PT. Victory International Futures Makassar branch. because it can be concluded that the proposed hypothesis in the study has been "rejected".

#### 2. r-test

Based on the calculation results, the coefficient determination is 0.697, or 69.7%. So it can be concluded that ability independent variable, namely Human relations, explained dependent variable variation, that is, Spirit work, by 69.7%, while the remaining 30.3% is explained by other variables outside the research model.

## DISCUSSION

Involved 33 respondents That gave information. Research This try to obtain a description of *how human relations* influence spirit work PT employees at Victory International Futures Makassar Branch. The research results show that There is a negative perception of *human relations* among Spirit Work employees. This is proven by the results of the t-test statistics for the variable *human relations* with significantly more than 0,000 more small from 0.05. With mark 80,964 being more big than 2.039 ( $80.964 > 2.039$ ), we can conclude that variable *human relations* have a negative effect on Spirit Work based on author data processing, and based on results data processing on the t test, if *human relations* are more tall, spirit work decreases. But in a manner theory, according to Davis, 2009 (Rahman, 2017), A harmonious relationship will make atmosphere nice work. This motivates Spirit Work employees to complete all of their tasks.

In line with the opinion described in Chap. \_ before, that said that, *Human relations* is connection humane included into the communication interpersonal (*interpersonal Communication*) that goes on in general between two people separately dialogic, it is said that connection human communication Because its nature is *action-oriented and* contains activity to change someone's attitude, opinion, or behavior (Halik et al., 2023).

## CONCLUSION

Based on the results of the research that has been put forward previously, it can be concluded that the test results are valid with all indicators contained in the statement questionnaire. If the chaos mark  $r_{\text{count}} > r_{\text{table}}$  that is of 0.344, then they can be declared valid. Test results: Reliability *Human Relations* get results 0.950 and enthusiasm work 0.990 declared reliable with Mark *Cronbach's Alpha*  $> 0.7$ . Analysis results: simple obtained results: mark coefficient *Human Relations* -1019 to show that *Human Relations* (X) has an effect *negative* and significant to Spirit Work (Y) at PT. Victory International Futures Makassar branch because that hypothesis was declared "rejected".

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