



## Effect of Employee, Salary And Cooperatives on Employee Satisfaction Main Rains Chicken Noodles and Medan Coffee

Ocdy Amelia

Faculty of Social Sciences, Universitas Pembangunan Panca Budi  
Jl. Jend. Gatot Subroto Km. 4,5 Medan 20122, Indoneisa

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### ABSTRACT

This research is the effect of work, salary and co-workers on employee job satisfaction at Sinar Utama Mie Ayam and Kopi Medan. Furthermore, the data obtained from the distribution of questionnaires or questionnaires from 35 respondents. The model used is Multiple Linear Regression and processed using SPSS version 20. The results of the analysis using the t test can be seen that one independent variable, namely work (X1) has a positive but not partially significant effect on the dependent variable, namely job satisfaction (Y) while it is known that two independent variables, namely salary (X2) and co-workers (X3) have a positive and partially significant effect on the dependent variable, namely job satisfaction (Y). Then the results of the analysis using the F test can be seen that the three independent variables, namely work (X1), salary (X2) and coworkers (X3) together have a positive and significant effect on the dependent variable, namely job satisfaction (Y). The results of the analysis using the coefficient of determination, it is known that 80.5% of job satisfaction can be obtained and explained by work, salary and co-workers. While the remaining 19.5% is explained by other variables not included in this study.

E-mail:  
[ocdyamelia@dosen.pancabudi.ac.id](mailto:ocdyamelia@dosen.pancabudi.ac.id)

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### 1. Introduction

Human Resources are a potential from within humans that are used to realize their role as social beings who are able to manage themselves and others to achieve prosperity and balance of life. The existence of human resources in a company plays a very important role. The business world is now required to create employees with high potential to achieve development and company goals. The company's goals do not only depend on modern equipment, complete facilities and infrastructure, but rather depend on the people who carry out the work. Human resources in all their forms and potentials are the main factors forming competitive advantage and are the key to business progress in the future, therefore increasing job satisfaction is very important for companies that run these businesses.

As we all know, in this millennial era, many young entrepreneurs have emerged to create bustling businesses, one of which is the culinary field. Along with the proliferation of this culinary business, entrepreneurs of course have many competitors in the culinary field as well, they are required to have their own characteristics with far more interesting concepts and ideas, therefore culinary entrepreneurs must be able to maintain good quality and service to consumers so that they can continue to develop these businesses and at the same time preserve Indonesia's culinary heritage. One way to continue to survive among the many competitors in the culinary business is to recruit and retain skilled employees according to their fields. The company always expects its employees to have achievements and hopes that their employees are happy and satisfied with the work they have, because having employees who excel and are satisfied with the work they have will provide an optimal contribution to the company.

According to Robbins and Judge (2015: 46) Job satisfaction (job satisfaction) is a positive feeling about work resulting from an evaluation of its characteristics. Job satisfaction is an important factor, because if employees in a company have high job satisfaction, the company will succeed.

An employee or individual doing work generally aims to get job satisfaction from the company where he works, there are many aspects in job satisfaction, one of which is job satisfaction factors that can change job satisfaction for a worker, which among other things can be caused by factors Luthans (2010: 564) defines work itself as a situation where employees find interesting tasks, opportunities to learn and opportunities to be responsible in their work. Based on his research Luthans found that work and autonomy are two important factors in employee motivation. Work itself is a major source of satisfaction. Job satisfaction will be achieved if there is a match between the skills possessed, the wishes of the employees and the work being done and the freedom of Luthans (2010: 564)

Job indicators according to Luthans (2010: 564) are "Meaningful feelings towards work, responsibility, and knowledge of results". Other factors that affect job satisfaction besides the job itself and salary, job satisfaction also requires closeness and good relationships between co-workers. According to Sudriamunawar (2010: 219) coworkers are people who have reciprocal relationships in one workplace. Coworkers in a team can affect employee job satisfaction. Companies that have a good team will make work more enjoyable. Coworker support, including mentoring from coworkers, friendliness and positive influence, can be associated with increased job satisfaction, job involvement and organizational commitment. This is because coworkers are an important source of support and information. The indicators for co-workers are "Employees respect each other, employees work together in solving problems, and the existing family atmosphere".

Employee job satisfaction will be achieved if there is a match in salary, provide mutual support between co-workers, and create a sense of responsibility for the work itself. An organization or company is said to be good if its employees are able to carry out their own work, feel that the salary they get is in accordance with their competencies, and is happy to work between co-workers and can provide solutions when there are work problems.

## **2. Research Method**

This study uses a quantitative approach. Quantitative research method is a research method that is more focused on the aspect of measuring objectively on social phenomena. In general, in measuring, each social phenomenon is described in several problem components, variables and indicators. According to Sugiyono (2013:13), "Quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection using research instruments, data analysis is quantitative/statistical with the aim of testing the established hypothesis". With this research, a theory can be built that can function to explain, predict and control a symptom

### **2.1 Population**

According to Russiadi et al (2014:30) Population is a generalization area consisting of objects and subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions are drawn. The population of this study were employees at Sinar Utama Mie Ayam and Kopi Medan, totaling 35 people.

### **2.2 Sample**

According to Manullang, et al (2014:67), "The sample is part of the population that is expected to represent the research population. Meanwhile, according to Russiadi (2015:185), "If the total population ranges from 35 to 100, the sample may be used entirely." So the number of samples in this study were 35 people, which are the number of employees of Sinar Utama Mie Ayam and Kopi Medan.

### **2.3 Multiple Linear Regression Analysis**

The analytical method used is a multiple linear regression model. Menurut Sugiyono (2014: 277) that, "Multiple linear regression analysis intends to predict how the condition (up and down) of the dependent variable (criteria), if two or more independent variables as predator factors are manipulated (increases). lower the value). So multiple linear regression analysis will be carried out if the number of independent variables is at least 2". The specified multiple linear regression equation is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \epsilon$$

Information:

Y = Job Satisfaction (Dependent Variable)

$\alpha$  = Constant

$\beta$  = Multiple Regression Coefficient (Multiple Regression)

X1 = Job (Independent Variable)

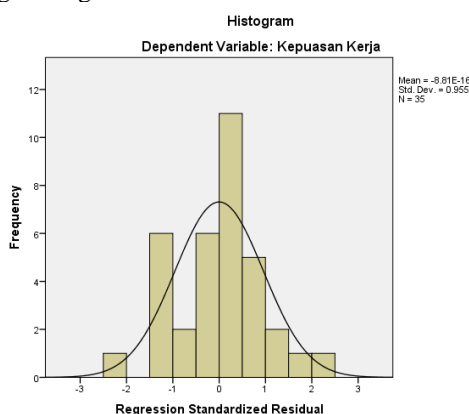
X2 = salary (Independent Variable)

X3 = Colleagues (Independent Variable)

$\epsilon$  = Error term

#### 2.4 Data Normality Test

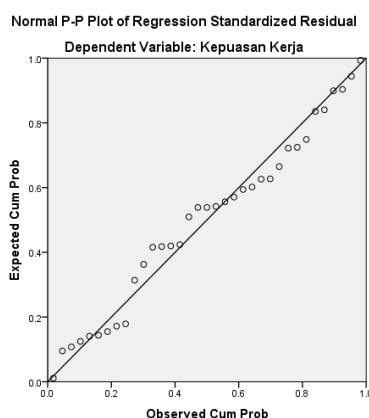
The normality test aims to test whether in a regression, the confounding variables or residuals are normally distributed or not. A good regression model has normal or close to normal data distribution.



**Figure 1** Normality Test Histogram

Source: Processing Results of SPSS Version 20, 2021

Based on Figure 2 above, the results of the normality test of the data show that the data is normally distributed, where the histogram image has a line forming a bell and does not have a convex tilt to the left or right.



**Figure 2** Scatterplot PP Test Plot Normality Test

Source: SPSS Version 20 Processing Results, 2021

Based on Figure 3 above, then for the results of testing the normality of the data using the PP Plot image, it can be seen that the data points for the variable buying interest spread around the diagonal line so that the data is normally distributed.

From the two figures above, it can be concluded that after the data normality test was carried out, the data for the variables of work (X1), salary (X2), co-workers (X3) and job satisfaction (Y) were normally distributed.

To further confirm whether the data along the diagonal line is normally distributed or not, the Kolmogorov Smirnov test (1 Sample KS) is performed by looking at the residual data whether the distribution is normal or not. If the Asym.sig (2-tailed) value > significant level ( $\alpha = 0.05$ ) then the residual data is normally distributed

**Table 1.** Kolmogorov Smirnov . test  
(Source: SPSS Version 20 Processing Results, 2021)

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		35
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.59662421
Most Extreme Differences	Absolute	.098
	Positive	.089
	Negative	-.098
Kolmogorov-Smirnov Z		.577
Asymp. Sig. (2-tailed)		.893

- a. Test distribution is Normal.
- b. Calculated from data.

Based on the table above, it can be seen that the results of data processing, the significance value of Kolmogorov Smirnov is 0.893, so it can be concluded that the data is normally distributed, where the significance value is greater than 0.05 ( $p = 0.200 > 0.05$ ), thus Overall, it can be concluded that the observed data values have been normally distributed and can be continued with other classical assumption tests.

**2.5 Multicollinearity Test**

Aims to determine whether or not there is multicollinearity in the regression model, it can be seen from the value of Tolerance and VIF (Variance Inflation Factor) through SPSS with the existing provisions.

**Table 2.** Multicollinearity Coefficients . Test  
(Source: SPSS Version 20 Processing Results, 2021)

Model	Unstandardized Coefficients		t	Sig.	Collinearity Statistics	
	B	Std. Error			Tolerance	VIF
1 (Constant)	2.485	2.603	0.954	0.347		
Pekerjaan	0.007	0.132	0.053	0.958	0.451	2.217
Gaji	0.766	0.147	5.198	0.000	0.346	2.892
Rekan Kerja	0.322	0.124	2.596	0.014	0.455	

Dependent Variable: Kepuasan Kerja

Based on the table above, it can be explained that the Tolerance and VIF values for the independent variables are as follows:

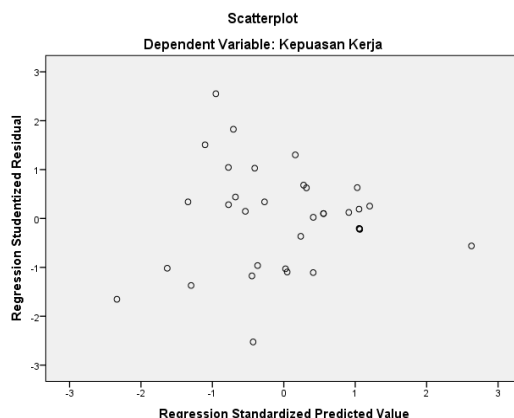
- a. The work variable (X1) has a Tolerance value = 0.451 and a VIF value = 2,217.
- b. The salary variable (X2) has a Tolerance value = 0.346 and a VIF value = 2.892.
- c. The co-worker variable (Y) has a Tolerance value = 0.346 and a VIF value = 2.892.

Based on the results of data processing using SPSS 20 on the Tolerance and VIF values above, it can be seen that these variables have a Tolerance value > 0.1 and a VIF value < 10, so it can be concluded that between independent variables (job, salary and coworkers) does not occur. symptoms of multicollinearity (the independent variables have no correlation).

**2.6 Heteroscedasticity Test**

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residual of one observation to another observation. A good regression model is one that does not occur heteroscedasticity. In this study, the method used to detect symptoms of heteroscedasticity is

by looking at the graph plot between the predicted value of the dependent variable (ZPRED) and the residual (SRESID).



**Figure 3.** Scatterplot Heteroscedasticity Test  
Source: SPSS Version 20 Processing Results, 2021

Based on Figure 4 above, the scatterplot image shows that the resulting points spread randomly and do not form a certain pattern or trend line. The figure above also shows that the distribution of the data is around the zero point. The results of this test indicate that this regression model is free from heteroscedasticity problems, in other words: the variables that will be tested in this study are homoscedasticity.

## 2.7 Test Goodness Of Fit

### a. Multiple linear regression

Multiple linear regression aims to calculate the magnitude of the effect of two or more independent variables on one dependent variable and predict the related variable using two or more independent variables. The multiple regression analysis formula is as follows:

$$Y = \alpha + b_1X_1 + b_2X_2 + b_3X_3 + e$$

**Table 3.** Multiple Linear Regression Coefficients

Source: SPSS Version 20 Processing Results, 2021

Model	Unstandardized Coefficients		t	Sig.	Collinearity Statistics	
	B	Std. Error			Tolerance	VIF
1 (Constant)	2.485	2.603	0.954	0.347		
Pekerjaan	0.007	0.132	0.053	0.958	0.451	2.217
Gaji	0.766	0.147	5.198	0.000	0.346	2.892
Rekan Kerja	0.322	0.124	2.596	0.014	0.455	2.196

Based on Table 3, it can be explained that the value of the  $t_{\text{count}}$  and significant equation for the independent variable is as follows:

- 1) The work variable has a coefficient value of  $t_{\text{count}} = 0.053$  at significant = 0.958.
- 2) The salary variable has a coefficient value of  $t_{\text{count}} = 5.198$  at significant = 0.000.
- 3) The co-worker variable has a coefficient value of  $t_{\text{count}} = 2.596$  at significant = 0.014

The t table in this study are:

$$\begin{aligned} t_{\text{tabel}} &= t(a/2; n-k-1) \\ &= t(0.05/2; 35-4-1) \\ &= 0.025; 30 \\ &= 2.042 \end{aligned}$$

In this study, the number of samples was  $n = 35$  respondents, so that the coefficient value = 2.042 at a significance of 0.05. Thus it can be concluded that:

- 1) The effect of work on job satisfaction.

Significant testing with decision making criteria:

H1 is accepted and H<sub>0</sub> is rejected, if  $t_{count} > t_{table}$  or  $Sig. t < \alpha$

H1 is rejected and H<sub>0</sub> is accepted, if  $t_{count} < t_{table}$  or  $Sig. t > \alpha$

The feeling variable has a positive but not significant effect on job satisfaction (coefficient  $t_{count} < t_{table}$ .  $0.053 < 2.042$  at  $0.958 > 0.05$  significant). So the previous hypothesis (H<sub>1</sub>) was rejected.

2) The effect of salary on job satisfaction.

Significant testing with decision making criteria:

H<sub>2</sub> is accepted and H<sub>0</sub> is rejected, if  $t_{count} > t_{table}$  or  $Sig. t <$

H<sub>2</sub> is rejected and H<sub>0</sub> is accepted, if  $t_{count} < t_{table}$  or  $Sig. t > \alpha$

The salary variable shows a positive and significant effect on job satisfaction (coefficient  $t_{count} > t_{table}$ .  $5.198 > 2.042$  at a significant  $0.000 < 0.05$ ). So the hypothesis (H<sub>2</sub>) was previously accepted.

3) The influence of co-workers on job satisfaction.

Significant testing with decision making criteria:

H<sub>3</sub> is accepted and H<sub>0</sub> is rejected, if  $t_{count} > t_{table}$  or  $Sig. t <$

H<sub>3</sub> is rejected and H<sub>0</sub> is accepted, if  $t_{count} < t_{table}$  or  $Sig. t > \alpha$

The co-worker variable shows a positive and significant effect on job satisfaction (coefficient value  $t_{count} > t_{table}$ .  $2,596 > 2,042$  at a significant  $0.014 < 0.05$ ). So the hypothesis (H<sub>3</sub>) was previously accepted.

**b. Simultaneous Test**

Simultaneous tests were carried out to determine work (X1), salary (X2) and co-workers (X3) together on job satisfaction (Y). In the following, the results of the simultaneous test are presented as follows: job (X1), salary (X2), co-workers (X3) and job satisfaction (Y)

**Table 4** Simultaneous Test

Source: SPSS Version 20 Processing Results, 2021

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1062.928	3	354.309	47.912	.000 <sup>b</sup>
	Residual	229.244	31	7.395		
	Total	1292.171	34			

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Rekan Kerja, Pekerjaan, Gaji

Based on the results of the simultaneous test in the table above, the coefficient value is obtained at  $F_{count} = 47.912$  at 0.000 significant. The number of samples in this study was  $n = 35$  respondents where  $df(1) = n - k = 35 - 4 = 31$  then the coefficient value = 2.91 at 0.05 significant.

Thus it can be concluded that work (X1), salary (X2) and co-workers (X3) together (simultaneously) have a positive and significant effect on job satisfaction (Y) (coefficient value  $F_{count} > F_{table}$   $47.912 > 2.91$  at significant  $0.00 < 0.05$ ). So the previous hypothesis (H4) is accepted.

**c. Determination Test**

The determination test was conducted to determine the ability of the independent variables (job, salary and co-workers) to explain the dependent variable (job satisfaction).

**Table 5** Determination Test

Source: SPSS Version 20 Processing Results, 2021

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.907 <sup>a</sup>	.823	.805	2.719

a. Predictors: (Constant), Coworkers, Job, Salary

b. Dependent Variable: Job Satisfaction

Based on the table above, it can be seen that the adjusted R Square figure of 0.805 which can be called the coefficient of determination which in this case means that 80.5% of job satisfaction can be obtained and explained by work, salary and co-workers. While the remaining  $100\% - 80.5\% = 19.5\%$  is explained by other factors or variables outside the model, such as factors of working conditions, personality suitability and others.

**3. Discussion**

**a. The Effect of Jobs on Job Satisfaction**

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The results of this study indicate that feelings show a positive but not significant effect on job satisfaction. The job variable showed a positive but not significant effect on job satisfaction (coefficient value  $t_{count} < t_{table}$ .  $0.053 < 2.042$  at significant  $0.958 > 0.05$ ). So the previous hypothesis (H1) was rejected. The opinion of the highest respondent is on the question of employees having a sense of responsibility for their work which has the highest value, namely as many as 17 respondents with a percentage of 48.6%. 16 respondents with a percentage of 45.7%. According to Luthans (2010: 564) defines work itself as a situation where employees find interesting tasks, opportunities to learn and opportunities to be responsible in their work.

The author concludes that if the theory above is directly proportional to the results of this study, it answers the basic problem in the attitude of employees' sense of responsibility towards the awareness of the work they do and so does providing interesting work for employees, this has an impact on the level of employee job satisfaction which will occur in the future. front

#### **b. Effect of Salary on Job Satisfaction**

The results of this study indicate that salary shows a positive and significant effect on job satisfaction. The variable salary shows a positive and significant effect on job satisfaction (coefficient value  $t_{count} > t_{table}$ .  $5.198 > 2.042$  at significant  $0.000 < 0.05$ ). So the hypothesis (H2) was previously accepted. The opinion of the highest respondent is on the question that employees have received a bonus that is proportional to overtime work has the highest value, namely as many as 24 respondents with a percentage of 68.6% and employees who have received a fair salary have the highest score of 18 respondents with a percentage of 51.4%.

According to Rivai (2018: 556) salary is remuneration in the form of money received by an employee/employee as a consequence of his status as an employee or employee who contributes in achieving organizational/company goals.

The author concludes that if the theory above is directly proportional to the results of this study, it answers the basic problem of salary is the priority of employees to get satisfaction at work which if employees receive bonuses that are proportional to overtime work and get a fair salary so that employees will feel satisfied. in work.

#### **c. The Influence of Coworkers on Job Satisfaction**

The results of this study indicate that co-workers have a positive and partially significant effect on job satisfaction. The co-workers variable shows a positive and significant effect on job satisfaction (coefficient value  $t_{count} > t_{table}$ .  $2.596 > 2.042$  at significant  $0.014 < 0.05$ ). Then the hypothesis (H3) previously accepted. The opinion of the highest respondent is on the question that employees have implemented a family atmosphere in the work environment which has the highest value, which is 19 respondents with a percentage of 54.3% and employees who already have a strong contribution to the success of the team have the highest score of 17 respondents with a percentage of 48.6%.

According to Sudriamunawar (2010:219) coworkers are people who have reciprocal relationships in one workplace. Colleagues are fellow employees whose abilities are capable and support each other in their work. Coworkers in a team can affect employee job satisfaction. A good team will make work more enjoyable.

The author concludes that if the theory above is directly proportional to the results of this study, it answers the basic problems in co-workers are factors that cause an employee to feel satisfied at work, which is if the family atmosphere in the work environment and has a strong contribution to the success of the team provides job satisfaction for employees. .

#### **d. The Influence of Work, Salary and Coworkers on Job Satisfaction**

The results of this study indicate that work, salary and co-workers have a positive and significant effect simultaneously on job satisfaction. The variables of work (X1), salary (X2) and co-workers (X3) together (simultaneously) have a positive and significant effect on job satisfaction (Y) (coefficient value  $F_{count} > F_{table}$   $47.912 > 2.91$  at significant  $0.00 < 0.05$ ). So the previous hypothesis (H4) is accepted. The opinion of the highest respondent is on the question of employees receiving a fairly challenging job having the highest score as many as 19 respondents with a percentage of 54.3% and employees applying a friendly and supportive attitude at work have the highest score as many as 19 respondents with a percentage of 54.3%.

Based on the conclusions of the research that has been done, it is suggested to Sinar Utama Mie Ayam and Kopi Medan for employees to increase their sense of responsibility towards their work, it is expected that the company will provide bonuses that are proportional to overtime work, and employees should adopt a friendly and supportive attitude so that in this way employees can achieve job satisfaction.

#### 4. Conclusion

Based on data analysis and discussion of research results, the following conclusions can be drawn.

- a. The job variable has a positive but not partially significant effect on job satisfaction at Sinar Utama Mie Ayam and Kopi Medan. Tested and can be accepted based on the value if the job shows a positive but not significant effect on job satisfaction (coefficient value  $t_{count} < t_{table}$ .  $0.053 < 2.042$  at significant  $0.958 > 0.05$ ). The magnitude of the influence of work (X1) on job satisfaction (Y) is 0.007, which means that every time there is a job (X1), it will increase job satisfaction (Y) by (7.0) units.
- b. The salary variable has a positive and partially significant effect on job satisfaction at Sinar Utama Mie Ayam and Kopi Medan. Tested and acceptable based on value if salary shows a positive and significant effect on job satisfaction (coefficient value  $t_{count} > t_{table}$ .  $5.198 > 2.042$  at  $0.000$  significant  $< 0.05$ ). The magnitude of the influence of salary (X2) on job satisfaction (Y) is 0.766, which means that every time there is a co-worker (X3), it will increase job satisfaction (Y) by 76.6 (units)
- c. The co-worker variable has a positive and partially significant effect on job satisfaction at Sinar Utama Mie Ayam and Kopi Medan. Tested and acceptable based on the value if co-workers show a positive and significant effect on satisfaction (coefficient value  $t_{count} > t_{table}$ .  $2.596 > 2.042$  at significant  $0.014 < 0.05$ ). The magnitude of the influence of co-workers (X3) on job satisfaction (Y) is 0.322, which means that every time there is a co-worker (X3), it will increase job satisfaction (Y) by 32.2 (units).
- d. The variables of work, salary and co-workers have a positive and significant effect simultaneously on job satisfaction at Sinar Utama Mie Ayam and Kopi Medan. Tested and acceptable based on the value of work, salary and co-workers together (simultaneously) have an effect on job satisfaction (coefficient value  $F_{count} > F_{table}$   $47.912 > 2.91$  at significant  $0.00 < 0.05$ ).

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