

DAFTAR PUSTAKA

- Adriansyah, P. R. (2022). *Pengaruh Kualitas Sumber Daya Manusia Dan Profesionalisme Kerja Terhadap Kinerja Karyawan Pada Pd. Bangkit Jaya Plastik Cianjur*. Universitas Komputer Indonesia.
- Afandi, P. (2018). *Manajemen Sumber Daya Manusia: teori, konsep dan indikator*. Zanafa Publishing.
- Akbar, M. A., Suyono, J., Suyono, A. A., Elisabeth, D. R., & Sukaris, S. (2025). The Influence of Professionalism, Work Discipline and Work Environment on Employee Performance. *Innovation Research Journal*, 6(2), 204–212. <https://doi.org/doi.org/10.30587/innovation.v6i2.10267>
- Amelia, A., Manurung, K. A., & Purnomo, D. B. (2022). Peranan manajemen sumberdaya manusia dalam organisasi. *Mimbar Kampus: Jurnal Pendidikan Dan Agama Islam*, 21(2), 128–138.
- Ardiansyah, M. D., & Sriyono, S. (2021). Pengaruh Kompetensi, Peran Perangkat Desa dan Pemahaman Pengelolaan Dana Desa Terhadap Akuntabilitas Pengelolaan Dana Desa. *Indonesian Journal of Cultural and Community Development*, 10, 7–15.
- Ariasih, M. P., Putra, K. E. S., & Suarmanayasa, I. N. (2024). Entrepreneurial Leadership Impact on MSME Women's Business Performance In Denpasar City. *Jurnal Ekonomi*, 29(1), 60–77. <https://doi.org/10.24912/je.v29i1.2013>
- Bagia, I. W., Cipta, W., Yudiaatmaja, F., & Heryanda, K. K. (2021). The Influence of Competency and Work-Job Fit on the Work-Engagement and Its Impact on The Employee's Performance of District Government. *Proceedings of the 6th International Conference on Tourism, Economics, Accounting, Management, and Social Science (TEAMS 2021)*, 198–204. <https://doi.org/10.2991/aebmr.k.211124.030>
- Bastian, D. K. B. (2024). *Pengaruh Kompensasi, Motivasi Dan Pengembangan Karir Terhadap Kepuasan Kerja Karyawan Nyuh Ubud Bali Resort Gianyar*. Universitas Mahasaraswati Denpasar.
- Benítez-Núñez, C., Díaz-Díaz, N. L., Ballesteros-Rodríguez, J. L., & de Saá-Pérez, P. (2024). Explaining academic researchers' performance from the Ability–Motivation–Opportunity (AMO) perspective. *Studies in Higher Education*, 49(12), 2423–2440. <https://doi.org/10.1080/03075079.2024.2307965>
- Boediherwanto, I., Triatmanto, B., & Supriadi, B. (2024). Enhancing the Performance of Hotel Employees by Fostering Job Satisfaction, Which is Shaped by Competency and the Work Environment. *KnE Social Sciences*, 9(28), 22–46. <https://doi.org/10.18502/kss.v9i28.17187>
- Budi, S. K. O., & Dewi, A. A. S. K. (2021). The Effect of Motivation, Work Environment and Financial Compensation on Employee Performance at Mercure Hotel Kuta. *European Journal of Business and Management Research*, 6(6), 227–231. <https://doi.org/doi.org/10.24018/ejbmr.2021.6.6.1091>

- Cahyaningsih, N. P. W. A. (2022). *Pengaruh Komunikasi, Kompetensi Dan Disiplin Kerja Terhadap Kinerja Karyawan Di PT. Taman Nusa Gianyar, Bali*. Universitas Pendidikan Ganesha.
- Damayanti, F. S., Fikri, K., & Hinggo, S. H. T. (2023). Pengaruh Profesionalisme dan Disiplin Kerja Terhadap Kinerja Karyawan Arena Pool and Café Pekanbaru. *Prosiding Seminar Nasional, Ekonomi Bisnis & Akuntansi*, 673–680.
- Dewanti, M. A., Yulianthini, N. N., Suarmanayasa, I. N., & Heryanda, K. K. (2023). Analisa Pengetahuan Keuangan dalam Mempengaruhi Perilaku Manajemen Keuangan dengan Pendapatan sebagai Faktor Moderasi. *Bisma: Jurnal Manajemen*, 9(1), 86–94. <https://doi.org/10.23887/bjm.v9i1.60957>
- Dwi, E. S., & Suarmanayasa, I. N. (2022). Pengaruh Kepemimpinan dan Kompetensi Terhadap Kinerja Karyawan Lembaga Perkreditan Desa Kecamatan Sukasada. *Bisma: Jurnal Manajemen*, 8(1), 128–133.
- Erianto, W., & Mahanani, E. (2022). Pengaruh Kompensasi, Kepuasan Kerja, dan Stress Kerja Terhadap Prestasi Kerja Karyawan RSUD Suradadi Kabupaten Tegal. *Jurnal Pendidikan Ekonomi (JUPE)*, 10(2), 96–107.
- Farisi, S., Irnawati, J., & Fahmi, M. (2021). Pengaruh Motivasi Dan Disiplin Kerja Terhadap Kinerja Karyawan. *Acman: Accounting and Management Journal*, 1(2), 61–66. <https://doi.org/10.55208/aj.v1i2.20>
- Fauzan. (2020). Profesionalisme dan Budaya Organisasi serta Pengaruhnya Terhadap Kinerja Karyawan Grage Hotel Kota Bengkulu. *Creative Research Management Journal*, 3(2), 26–33.
- Ferdinand, A. (2013). *Metode Penelitian Manajemen*. Badan Penerbit Universitas Diponegoro.
- Ghozali. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro.
- Ghozali, I., & Latan, H. (2015). *Partial Least Squares Konsep Teknik dan Aplikasi dengan Program Smart PLS 3.0*. Universitas Diponegoro Semarang.
- Ginting, Y. M., Rismawati, R., & Aisyah, S. (2024). The Moderating Role of Work Environment in the Relationship Between Organisational Culture, Employee Motivation, Performance Appraisal, and Job Satisfaction in Bali's Hotel Industry. *The South East Asian Journal of Management*, 18(2), 125–147. <https://doi.org/10.21002/seam.v18i2.1775>
- Halawa, S. J., Ndraha, A. B., & Telaumbanua, Y. A. (2022). Dinamika Perubahan Profesionalisme Karyawan Sebagai Bentuk Adaptasi Sistem Kerja Baru di Tempat Usaha di Kota Gunungsitoli (Studi Perbandingan Sistem Kerja Antara Alfamidi/Franchise Mart dan City Mart/Indomaret). *Jurnal EMBA*, 10(4), 1525–1534.
- Handoko, T. H. (2019). *Manajemen Personalia dan Sumber Daya Manusia*. BPF.
- Hasibuan, M. S. P. (2020). *Manajemen Sumber Daya Manusia*. PT Bumi Aksara.

- Heryanda, K. K., Utama, M. S., Yuliarmi, N. N., & Purbadhamaja, I. B. P. (2022). Analysis of Garlic Farmers' Welfare in Buleleng Regency, Bali, Indonesia. *Asian Journal of Agriculture and Rural Development*, 12(4), 271–278. <https://doi.org/10.55493/5005.v12i4.4652>
- Hutabarat, F. (2021). *Analisis Kinerja Keuangan Perusahaan*. Desanta Publisher.
- Irwansyah, M. R., Rustini, N. K. A., Wulandari, P. R., Yasa, I. N. M., & Saskara, I. A. N. (2023). Analysis of Sustainability of Bamboo Handicrafts: Investigation of Welfare and Its Supporting Variables. *E3S Web of Conferences*, 440. <https://doi.org/10.1051/e3sconf/202344007001>
- Irwansyah, M. R., Sudibia, I. K., Yasa, I. N. M., & Purbadharmaja, I. B. P. (2025). The Linkage Between Destination Competitiveness and Community Welfare: The Moderating Role of Conservation. *Quality Access to Success*, 26(4), 124. <https://doi.org/10.47750/QAS/26.204.14>
- Irwansyah, M. R., Yuniarta, G. A., & Suwena, K. R. (2024). Financial Performance of MSMEs: Effects of Financial Inclusion, E-Commerce Use, Education, and Product Innovation. *Proceedings of the International Conference on Economic Management, Accounting and Tourism (ICEMAT 2023)*, 97–109. https://doi.org/10.2991/978-94-6463-411-2_9
- Iskandar, M. F., Ratnasari, A., Nurhidayah, R., Saparudin, D., & Maulidani, R. (2024). Analysis Of The Influence Of Training Effectiveness, Work Environment And Job Satisfaction On Employee Performance In The Tourism Industry. *JEMSI (Jurnal Ekonomi, Manajemen, Dan Akuntansi)*, 10(2), 1155–1160. <https://doi.org/10.35870/jemsi.v10i2.2292>
- Istiqomah, N., Irwansyah, M. R., Hadi Mustofa, R., Rokhmani, L., & Maulidianto, R. (2022). Realizing the Community Participation of Batik Craftsmen in Sustainable Development in Tampo Village, Banyuwangi Regency. *E3S Web of Conferences*, 361. <https://doi.org/10.1051/e3sconf/202236103018>
- Joni, J., & Hikmah, H. (2022). Pengaruh Kepemimpinan, Lingkungan Kerja Dan Komunikasi Terhadap Kinerja karyawan. *Value: Jurnal Manajemen Dan Akuntansi*, 17(1), 13–24.
- Jumali, & Sugiarto, A. (2024). The Influence Of The Work Environment On Employee Performance At The Tourism, Culture, Youth And Sports Office Dairi Regency. *International Journal of Management, Economic and Accounting*, 2(2), 2076–2085. <https://doi.org/https://doi.org/10.61306/ijmea>
- Kasmir. (2016). *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. PT Rajagrafindo Persada.
- Kasmir. (2020). *Manajemen Sumber Daya Manusia (Teori dan Praktik)*. Raja Grafindo Persada.
- Kurniawan, A. (2021). Pengaruh Kompensasi Dan Motivasi Terhadap Kinerja Melalui Kepuasan Kerja Sebagai Variabel Intervening Pada Hotel Inna Dharma Deli. *Sintaksis: Jurnal Ilmiah Pendidikan*, 1(1), 1–9.
- Latif, N., Ismail, A., Nurmega, N., & Irwan, A. (2022). Pengaruh Lingkungan

- Kerja Terhadap Kinerja karyawan PT. Hadji Kalla Toyota Cabang Maros. *SEIKO: Journal Of Management & Business*, 5(2), 585–591.
- Londa, Y., Darmo, I. S., Noor, L. S., Betan, A., & Suarmanayasa, I. N. (2025). Professionalism and Entrepreneurial Motivation Correlation with Economic Growth in East Nusa Tenggara. *International Journal of Economics (IJEC)*, 4(1), 473. <https://doi.org/10.55299/ijec.v4i1.1160>
- Lorensius, I., et al. (2023). *Manajemen sumber daya manusia*. Penerbit Akademia.
- Lugatiman, M. E. J., Arcadio, A. A., Cantoja, K. A., Salvo, E. R., Dingding, G., Babanto, G. A., & Ozarraga, L. (2024). Effect of Workplace Environment on Employees' Performance in the Accommodation Sector. *Journal of Interdisciplinary Perspectives*, 2(7), 710–722. <https://doi.org/https://doi.org/10.69569/jip.2024.0232>
- Mahyani, Z., & Jufri, M. (2020). Pengaruh Motivasi Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan. *Al-Idarah: Jurnal Manajemen Dan Bisnis Islam*, 1(1), 16–29.
- Mangkunegara, A. A. A. P. (2020). *Manajemen Sumber Daya Manusia Perusahaan*. Remaja Rosdakarya.
- Mangkunegara, A. A. P. (2010). *Evaluasi Kinerja SDM*. Refika Aditama.
- Mastiasih, M., Suarmanayasa, I. N., & Rahmawati, P. I. (2025). The Effect of Motivation, Workload and Compensation on The Performance of Non-Civil Servant Employees of Ganesha Education University. *Journal of Tourism Economics and Policy*, 5(2), 427–440. <https://doi.org/https://doi.org/10.38142/jtep.v5i3.1384>
- Mekoth, N., Thomson, A. R., & Unnithan, A. (2023). The Mediating Role of Satisfaction on the Relationship between Professionalism and Employee Continuity in Hospitality Industry. *Journal Of Quality Assurance In Hospitality & Tourism*, 24(4), 477–503. <https://doi.org/doi.org/10.1080/1528008X.2022.2065656>
- Mokosolang, M., Liando, D. M., & Sampe, S. (2021). Pengaruh Profesionalisme Karyawan Terhadap Kinerja Karyawan Dinas Kesehatan Dalam Pencegahan Penularan Covid-19 di Kabupaten. *Governance*, 1(1), 1–9.
- Nirmala, N. P. A., Suci, N. M., & Sinarwati, K. (2022). Pengaruh Good Corporate Governance Terhadap Kinerja Lembaga Perkreditan Desa di Kabupaten Gianyar. *Jurnal Penelitian Dan Pengembangan Sains Dan Humaniora*, 6(2), 182–191. <https://doi.org/10.23887/jppsh.v6i2.50410>
- Nurleha, N. P. M. (2023). Motivasi Kerja, Disiplin Kerja, Sikap Profesional dan Pengembangan Karir Terhadap Kinerja Karyawan Pada Kantor SAMSAT Rantauprapat. *MSEJ: Management Studies and Entrepreneurship Journal*, 4(5), 1–23.
- Okadarma, I. M. P. S., Suwena, K. R., & Heryanda, K. K. (2024). Peran Motivasi Memediasi Pengaruh Kepemimpinan Dan Kompensasi Terhadap Kinerja Karyawan Puskesmas Di Wilayah Kerja BPJS Kesehatan Kantor Cabang

- Singaraja. *Management Studies and Entrepreneurship Journal (MSEJ)*, 5(1), 715–729. <https://doi.org/https://doi.org/10.37385/msej.v5i1.4007>
- Prasetya, K., Suwena, K. R., & Trianasari, T. (2024). The Influence of Leadership, Social Competence, and Work Motivation on Employee Performance at Perumda Pasar Argha Nayottama, Buleleng Regency. *Indonesian Interdisciplinary Journal of Sharia Economics (IJSE)*, 7(3), 8903–8925. <https://doi.org/https://doi.org/10.31538/ijse.v7i3.7731>
- Purbadharmaja, I. B. P., Setiawan, P. Y., Irwansyah, M. R., & Narmaditya, B. S. (2023). Human Resource Competency, Economic Potential, and Village-Based Enterprises' Productivity: The Mediating Role of Governance. *Asian Journal for Public Opinion Research*, 11(1), 31–53. <https://doi.org/10.15206/ajpor.2023.11.1.31>
- Putra, I. N. T. D., Ardika, I. W., Antara, M., Idrus, S., & Hulfa, I. (2021). The Effects of Quality of Work Life on Job Performance, Work Motivation, Work Ethics, Job Satisfaction, and Self-efficacy of Hotel Employees in Lombok. *APJIHT*, 10(3), 19–37.
- Rismayadi, B. (2022). The Influence of Work Environment, Transformational Leadership and Organizational Culture on Job Satisfaction and Implications for Employee Performance. *Sosiohumaniora - Jurnal Ilmu-Ilmu Sosial Dan Humaniora*, 24(2), 168–174. <https://doi.org/10.24198/sosiohumaniora.v24i2.36248>
- Rustandi, D., & Nankus, I. A. (2023). The Impact of Compensation and Work Environment on Employee Job Satisfaction in the Hospitality Industry (Case Study of Kampung Sumber Alam Hotel and Resort). *Golden Ratio of Data in Summary*, 3(2), 29–35. <https://doi.org/10.52970/grdis.v3i2.1073>
- Saban, D., Basalamah, S., Gani, A., & Rahman, Z. (2020). Impact Of Islamic Work Ethics, Competencies, Compensation, Work Culture on Job Satisfaction and Employee Performance: The Case of Four Star Hotels. *European Journal of Business and Management Research*, 5(1). <https://doi.org/10.24018/ejbmr.2020.5.1.181>
- Saleh, F., Mashita, J., & Anggresta, V. (2019). Pengaruh Lingkungan Kerja dan Komitmen Organisasi terhadap Kinerja Karyawan PT. Andalan Finance Depok. *JABE (Journal of Applied Business and Economic)*, 6(1), 32. <https://doi.org/10.30998/jabe.v6i1.5166>
- Saputra, G. A. P., & Suwandana, I. G. M. (2020). The role of job satisfaction mediates the relationship between compensation and career development on work motivation. *American Journal of Humanities and Social Sciences Research (AJHSSR)*, 4(12), 258–267.
- Sari, A., Zamzam, F., & Syamsudin, H. (2020). Pengaruh Kepemimpinan, Kompensasi, dan Motivasi terhadap Kinerja Karyawan. *Jurnal Nasional Manajemen Pemasaran & SDM*, 1(2), 1–18.
- Sedarmayanti. (2017). *Perencanaan dan Pengembangan Sumber Daya Manusia Untuk Meningkatkan Kompetensi, Kinerja dan Produktivitas Kerja*. Refika Aditama.

- Sedarmayanti. (2020). *Tata Kerja dan Produktivitas Kerja*. Mandar Maju.
- Setiono, B. A. (2019). *Budaya Keselamatan, Kepemimpinan Keselamatan, Pelatihan Keselamatan, Iklim Keselamatan, dan Kinerja*. Zifatama Jawa.
- Sihaloho, R. D., & Siregar, H. (2019). Pengaruh Lingkungan Kerja Terhadap Kinerja Karyawan Pada PT. Super Setia Sagita Medan. *Jurnal Ilmiah Socio Secretum*, 9(2), 273–281.
- Sihombing, I. H. H., & Elsavitri, N. M. N. (2023). The Effect of Work Environment on Employee Performance at Golden Tulip Jineng Resort Bali. *Asian Journal of Management Analytics (AJMA)*, 2(3), 281–288. <https://doi.org/10.55927/ajma.v2i3.5013>
- Suastini, N. M., & Damayanthi, N. P. S. (2022). The Effect of Indirect Compensation on Employee Performance: Case Study at The Khayangan Dreams Villas, Bali, Indonesia. *International Journal of Applied Research in Tourism and Hospitality*, 1(2), 156–168. <https://doi.org/10.52352/jarthy.v1i1.814>
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. Alfabeta, CV.
- Sugiyono. (2020). *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*. CV. Alfabeta.
- Supadmi, N. N. S., Suarmanayasa, I. N., & Rahmawati, P. I. (2025). The Effect Of Discipline, Motivation and Compensation on Civil Servants' Performance at Ganesha University of Education. *Journal of Tourism Economics and Policy*, 5(2), 399–410. <https://doi.org/https://doi.org/10.38142/jtep.v5i3.1381>
- Telagawathi, N. L. W. S., Yasa, N. N. K., Giantari, I. G. K. A., & Ekawati, N. W. (2022). The role of innovation strategies in mediating covid-19 perceptions and entrepreneurship orientation on Endek weaving craft business performance. *Uncertain Supply Chain Management*, 10(3), 913–922. <https://doi.org/10.5267/j.uscm.2022.3.003>
- Tuuli, M. M., & Van Rhee, H. (2021). How Ability, Motivation, and Opportunity Drive Individual Performance Behaviors in Projects: Tests of Competing Theories. *Journal of Management in Engineering*, 37(6). [https://doi.org/10.1061/\(ASCE\)ME.1943-5479.0000969](https://doi.org/10.1061/(ASCE)ME.1943-5479.0000969)
- Yulianto, B. (2020). *Perilaku Penggunaan APD Sebagai Alternatif Meningkatkan Kinerja Karyawan yang Terpapar Bising Intensitas Tinggi* (N. Saadah (ed.)). Scopindo Media Pustaka.
- Zulfahmi, Said, M., & Ruslan, M. (2024). Kualitas Sumber Daya Manusia, Profesionalisme Kerja Dan Komitmen Organisasi Sebagai Faktor Pendukung Dalam Meningkatkan Kinerja karyawan Di PT Berkah Bersama Gemilang Maksasar. *Indonesian Journal of Business and Management*, 6(2), 270–276. <https://doi.org/10.35965.jbm.v6i2.4440>