

# MODEL OF IMPROVING HUMAN RESOURCE PERFORMANCE THROUGH PERSON JOB FIT AND SPIRITUAL INTELLIGENCE OF EMPLOYEES WITH MEDIATION OF PROFESSIONAL COMPETENCE AT DEPARTMENT OF AGRICULTURE, FISHERIES AND FOOD OF SEMARANG REGENCY

Tri Hastuti Mustiko Sari<sup>1\*</sup>, Budhi Cahyono<sup>2\*</sup>

\* Affiliation:  
<sup>1,2</sup>Magister Management  
Program, Islam Sultan  
Agung Islamic University

## INTRODUCTION

A person of human resources has important meaning for a company. Therefore the company must be able to maintain the level of satisfaction. A human resource who is satisfied with his work will show a positive attitude in working. Thus, the company needs to maintain employee satisfaction by providing optimal support. Human resources are satisfied with work which is the beginning of a very important success for the company (Robbins, 2016).

Human resources in an organization have a function in every execution of tasks that must be done, one of which is the function of service, where in government agencies it is one thing that must be filled by human resources to anyone who needs government services. If the services provided are not satisfactory, it will get a bad impression in the eyes of the people. This is what makes good human resource performance is needed in government agencies.

HR has an important role in running company's wheels. HR needs to know how the company is able to achieve its objectives. HR is an element that is able to move the company in a positive direction to achieve what is expected. Company support is very important in encouraging human resources to improve the performance of the company through its performance; the company needs to provide appropriate rewards to stimulate human resources to spend all its ability for company development. The performance of human resources is supported by the right person job fit.

The accuracy of Person Job Fit should be considered, considering the human resources of the organization are able to mobilize all the capabilities they have when the ability has conformity with the placement of their work field, where it encourages high intelligence for employees.

The employee's spiritual intelligence is the dominant factor affecting one's behavior (Fadhilah et al, 2014). Emotional intelligence is the ability of human resources in controlling his emotions, where it can make human resources work well and can give all the abilities to progress the organization.

Various studies have attempted to reveal the factors that affect professional competence. Factors affecting professional competence are job fit person and employee's spiritual intelligence. Research according to Al Kahtani, (2014) stated that professional competence is influenced by the spiritual intelligence of employees, with leaders who have good emotional intelligence; HR shows professional competence to improve his performance. Research according to Fadhilah et al, (2014) stated that there is a correlation or a positive relationship between job fit person with professional competence, where high job fit person from HR is able to improve professional competence. Based on previous research from Fadhilah et al, (2014); Ardansyah and Wasilawati, (2014); and Damayanti et al, (2014), it needs to do further research on human resource performance based on job fit and spiritual intelligence of employees at the Agency of Agriculture, Fisheries and Food of Semarang regency.

Riyanti and Sudibya, (2014) stated that professional competence is based on the ability of human resources while maintaining a cooperative relationship with other human resources. While another opinion of Damayanti (2014) stated that social competence leads to a human resource capability when interacting with people while doing a job. Riyanti and Sudibya (2014) in their research show that professional competence has a positive effect on HR performance. Zaim et al., (2013) showed that professional competence has a positive effect on HR performance. According to Fadillah et al, (2014) there is a correlation or a positive relationship between job fit person with professional competence, where high job fit person of HR is able to improve professional competence. Lu et al., (2014) showed that employee appropriateness will make them work better in improving their performance. Ajala (2013) in his research showed that employee's spiritual intelligence has a positive effect on professional competence, and Zahrah et al. (2016) in her research showed that employee's spiritual intelligence has a positive effect on HR performance.

Based on the description above, it is explained that the performance of good human resources should be supported by the professional competence of human resources. To sum up, it can be said that the more professional of Human Resources' competence, the more performance they have. Increasing the competence of HR professionals should be supported by the appropriate job fit personnel from human resources and spiritual intelligence of employees who are able to encourage more competent human resources in order to improve their performance. Based on the description, it is necessary to study this research with the title "Model of improving human resource performance through job fit person and spiritual intelligence of employees moderated by professional competence at the Department of Agriculture, Fisheries and Food of Semarang Regency".

Based on research gap, it can be known that the study result of Fadilah et al (2014); Lu et al., (2014) showed that Person job fit will improve the performance of human resources, but the Sultana and Razi's study (2012) showed that Person job fit is insignificant to HR performance. Other problems in this research are supported by phenomenon in the field showing the low performance of human resources. The problems are:

1. Employees are lack empathy when other employees need help
2. Employees still behave “juraganisme” where employees are not serving the service
3. The individualism attitude among employees is still high

## LITERATURE REVIEW

The large number of employees who have high commitment and loyalty, make a company can realize the results of its training, in addition to creating other investments in human resource management. The implementation of this selection system can provide a clear picture for the company to determine where should an employee be placed in the company. Companies can carry out employee placements properly and properly, based on behavioral analysis of new employees when they are introduced to the situation within the company. Research by Fadillah et al, (2014) found that there is a correlation or a positive relationship between job fit person with professional competence, where high job fit person from HR is able to improve professional competence.

Based on the description, it can be formulated hypothesis 1 as follow:

### **H1: Person job fit has a positive effect on professional competence**

In general, job fit is defined as the suitability between the individual and the organization in which he works. Lu et al., (2014) defines job fit person as the compatibility between the employee and the organization that occurs when there is at least one entity that provides for the other or they have the same characteristics. Fadilah et al (2014) see person job fit as equality values, similarity of objectives, and suitability between employee needs and support in the work environment, suitability between individual and organizational characteristics.

Compliance begins when the employee selection process begins. Job seekers will be attracted to organizations that have similarities to their personal characteristics. Lu et al., (2014) form the attraction selection-attrition model (ASA) which states that the value of work is at the core of an individual’s judgment in relation to the organization. An individual will tend to choose an organization that has similar values and characteristics. In addition, Lu et al., (2014) stated that person job focuses on the importance of conformity between employees and the work process and creates an organizational identity through the values of an organization.

There are several aspects of job fit person according to some researchers. Lu et al., (2014) divided it into four aspects, first Conformity between the values or principles of the individual and the organization (value congruence), the conformity between the goals of the individual and the organization (goal congruence), the fit between the needs of the employees and the support contained in work environment and organizational structure (employee need fulfillment), suitability between individual and organizational characteristics (culture personality congruence). Suitability of characteristics in this case refers to the suitability of knowledge, skills and abilities possessed by employees against the needs of the company. Lu et al., (2014) showed the accuracy of employees will make employees work better in improving their performance.

### **H2: Person job fit has a positive effect on HR performance**

Riyanti and Sudibya, (2014) stated that professional competence is based on the ability of human resources in maintaining cooperative relationships with others. The spiritual

intelligence of employees in each organization differs depending on its specifications. This difference is due to the type of organization, social situation within the organization and the number of group members within the organization. Ajala (2013) in his research showed that employee spiritual intelligence has a positive effect on professional competence.

Based on the above explanation, it can be formulated hypothesis 3 as follow:

**H3: Spiritual intelligence of employees has a positive effect on professional competence**

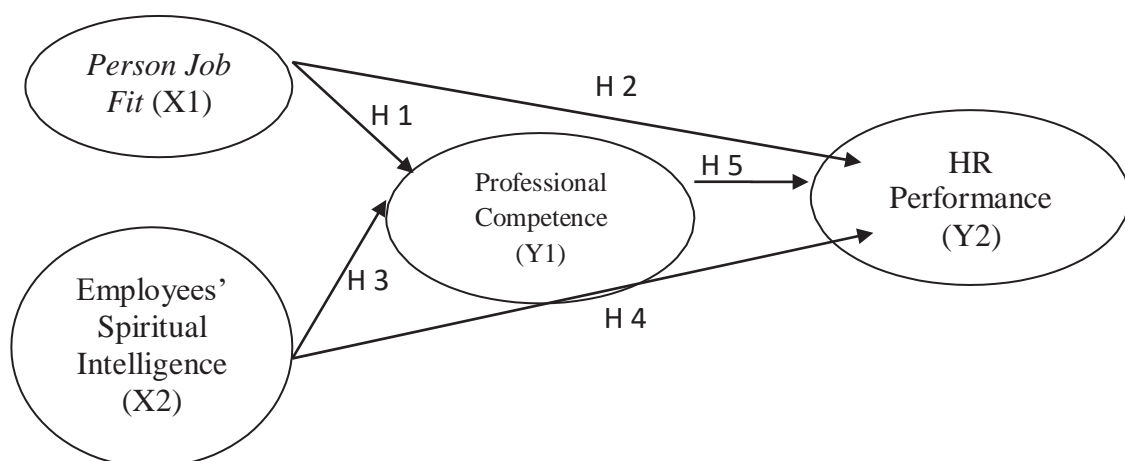
Employee’s spiritual intelligence is the leadership that shapes the values, attitude, behavior needed to motivate oneself and others motivated intrinsically, thus it can achieve a sense of spiritual survival based on Islam. The closest term to Islamic leadership is Akhlaq. In the Qur’an, the term which is directly related to Islamic leadership is al-khuluq. Al-khuluq comes from the basic word khaluqa-khuluqan, meaning, behavior, character, knighthood, and leadership. Islam gives guidance aqeedah tauhid. The base of this tauhid is combined with examples given by the Prophet that is expected to produce humans who have morals or ethics. The exalted examples of Rasulullah are based on the guidance of the Qur’an. Salem and Agil (2012) stated that the spiritual intelligence of a human resource is able to provide a positive energy to always work honestly and to exert all his capabilities for organizational progress, meaning that Salem and Agul (2012) showed that the higher the spiritual intelligence of employees, the higher the performance of human resources. Zahrah et al., (2016) in her research showed that employees’ spiritual intelligence has a positive effect on HR performance.

**H4: Spiritual intelligence has a positive effect on HR performance**

Riyanti and Sudibya (2014) in their research showed that professional competence has a positive effect on HR performance. Zaim et al., (2013) showed professional competence has a positive effect on HR performance. Based on the description, it can be formulated hypothesis 5 as follow:

**H5: Professional competence has a positive effect on HR performance**

Based on the description in the literature review, it can be described in the following framework:



**figure 2.1**

## THEORETICAL FRAMEWORK

Based on the theoretical framework above, it is explained that the improvement of professional competence of human resources needs to be supported by the exact job fit from human resources and spiritual intelligence of employees who are able to encourage more competent human resources in order to improve their performance.

## RESEARCH METHOD

The population is all available objects that exist in a study. The population of this research was Muslim employees at the Department of Agriculture, Fishery and Food Agency of Semarang Regency consisting of 135. They were 36 employees secretariat field, 11 employees from plantation field, 16 employees from agriculture, 10 employees of functional area, 17 employees of farming field, 10 employees from food field, 19 employees from Keswan and Kesmavet, and 16 employees from fisheries. This study used a census where all available population was sampled. So this research employed 135 respondents. The analysis technique used in this research was regression analysis to test the influence between variables using independent and dependent variables.

## DISCUSSION

### Hypothesis Testing

#### Equation 1

To test the hypothesis using t-test and f-test, regression analysis is required. Linear regression analysis was used in this study with the aim to know whether there is an effect of independent variables (Imam Ghazali, 2001), namely: person job fit and employee's spiritual intelligence on professional competence. The statistical calculations in the linear regression analysis used in the study used SPSS for Windows 11.0 computer program. The summary of data processing results using SPSS program are as follows:

**Table 1. The Regression Result of Equation 1**

		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.717	.409		4.196	.000
	PJF	.159	.077	.209	2.064	.040
	KSK	.425	.140	.374	3.044	.003

a. PJF : Person Job Fit

b. KSK : Employees' Spiritual Intelligence

c. Dependent Variable: Professional Competence

Source: Calculated primary data, 2017

From table 4.1, multiple linear regression can be arranged as follow:

**Professional Competence= 0,209 Person Job fit + 0,374 Employees' Spiritual Intelligence**

The coefficient of determination is a pointer about the magnitude of the influence of independent variables on the dependent variable. The coefficient of determination is shown by adjusted R2 value. The result of this research found adjusted R2 value of 0,239. This indicates that 23.9% of professional competence can be explained by job fit person and employee's spiritual intelligence, while the rest of 76.1% professional competence is influenced by other variables not included in this model. This indicates that professional competence is not only influenced by job fit person and employee's spiritual intelligence but other variables that influence professional competence.

**Table 2. Determination Coefficient**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.503 <sup>a</sup>	.253	.239	.49272

### **The Effect of Person Job Fit (X1) on Professional Competence (Y1)**

Partial test of variable X1 (person job fit) had a regression coefficient of 0.209 with significance of 0.040. The value of significance is smaller than 0.05 indicating that the variable of job fit person has a significant influence on professional competence. This shows that the variable of job fit person gives positive influence to professional competence of 0,209.

The direction of positive regression coefficient indicates a positive influence of job fit person to professional competence. This indicates that employees who have the right job fit person have higher professional competence.

### **The Effect of Employees' Spiritual Intelligence (X2) on Professional Competence (Y1)**

Partial test of variable X2 (employee spiritual intelligence) had a regression coefficient of 0.374 with a significance of 0.003. The value of significance is smaller than 0.05. This shows that the variable of employee spiritual intelligence gives a greater positive influence on professional competence of 0.374. The direction of positive regression coefficient indicates a positive influence of employee's spiritual intelligence on professional competence. This indicates that employees who have good spiritual intelligence ave a higher professional competence.

### **F Test**

The overall regression test was performed using F test. This test was performed using 5% significance level.

**Table 3. Uji-f**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.808	2	4.404	18.140	.000 <sup>b</sup>
	Residual	25.977	107	.243		
	Total	34.785	109			

a. Dependent Variable: KP (Professional Competence)

b. Predictors: (Constant), KSK (Employees' Spiritual Intelligence), PJF (Person Job Fit)



The result of the f-test test that examined the effect collectively resulted an estimated F of 18.140 with a significance of 0.000. This indicates that the person job fit and Employees' Spiritual Intelligence together have a positive influence on professional competence, meaning when the significance value is smaller than 0.05, it shows that the person job fit and employees' spiritual intelligence have a significant effect on professional competence.

### Equation 2

The summary of data processing results using SPSS program is as follow:

**Table 4. The Regression Result of Equation 2**

		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.481	.375		3.951	.000
	PJF	.343	.105	.377	3.271	.001
	KSK	.308	.124	.207	2.484	.016
	KP	.245	.082	.268	2.986	.004

- a. PJF : Person Job Fit
- b. KSK : Employees' Spiritual Intelligence
- c. KP : Professional Competence
- d. Dependent Variable: KSDM (Kinerja SDM)

Source: Calculated primary data, 2017

From table 4.4, multiple regression linear can be arranged as follow:

$$\text{HR Performance} = 0,377 \text{ Person Job fit} + 0,207 \text{ Employees' Spiritual Intelligence} + 0,268 \text{ Professional Competence}$$

Coefficient of determination is a pointer about the magnitude of the influence of independent variables on the dependent variable. The coefficient of determination is shown by adjusted R2 value. The result of this research showed adjusted R2 value of 0,342. This indicates that 34.2% of HR performance can be explained by employees' spiritual intelligence, person job fit, and professional competence while 65.8% of HR performance is influenced by other variables not included in this model. This indicates that HR performance is not only influenced by employees' spiritual intelligence, job fit person, and professional competence but there are other variables that affect HR performance.

**Table 5. Determination Coefficient**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted Square	R
1	.600 <sup>a</sup>	.360	.342	.41818

a. Predictors: (Constant), KP (Professional Competence), PJF (Person Job Fit), KSK (Employees' Spiritual Intelligence)

b. Dependent Variable: KSDM (HR Performance)

### **The Effect of Person Job Fit (X1) on HR Performance (Y2)**

The partial test of X1 variable (person job fit) resulted a regression coefficient of 0.377 with a significance of 0.001. The significance value is smaller than 0.05. This shows that the variable of job fit person gives a bigger positive effect on HR performance of 0.377. The direction of negative regression coefficient indicates a positive influence of person job fit on HR performance. This indicates that employees who have high job fit have higher HR performance.

### **The Effect of Employees' Spiritual Intelligence (X2) on HR Performance (Y2)**

The partial test of X2 variable (Employees' Spiritual Intelligence) resulted a regression coefficient of 0.207 with a significance of 0.016. The significance value which is smaller than indicates that the employees' spiritual intelligence variable has a significant effect on HR performance. This shows that the employees' spiritual intelligence variable gives a positive influence on the HR performance of 0.207. The direction of the negative regression coefficient indicates a positive influence of employees' spiritual intelligence on HR performance. This indicates that employees who have high employees' spiritual intelligence have higher HR performance.

### **The Effect of Professional Competence (Y1) on HR Performance (Y2)**

The partial test of Y1 variable (professional competence) has regression coefficient of 0,268 with significance of 0,004. The significance value which is smaller than 0.05 indicates that professional competence variable has a significant effect on HR performance. This shows that the professional competence variable gives a positive effect on the HR performance of 0.268. The direction of positive regression coefficient indicates the positive influence of professional competence on HR performance. This indicates that employees who have high professional competence have higher HR performance.

#### **f Test**

The overall regression test was performed using F test. This test was performed using 5% significance level.

**Table 6. fTest**

		ANOVA <sup>a</sup>				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.443	3	3.481	19.905	.000 <sup>b</sup>
	Residual	18.537	106	.175		
	Total	28.980	109			

a. Dependent Variable: KSDM (HR Performance)

b. Predictors: (Constant), KP (Professional Competence), PJF (Person Job Fit), KSK (Employees' Spiritual Intelligence)

The result of f-test test that examines the collective effect has an estimated F of 19.905 with a significance of 0.000. This indicates that employees' spiritual intelligence, person job



fit, and professional competence together have a positive influence on HR performance, this

is because the significance value is smaller than 0.05. This shows that employees' spiritual intelligence, job fit person, and professional competence have a significant effect on HR performance.

The direct influence and indirect influence in this research can be explained that the direct influence of job fit person on HR performance resulted 0.377. The indirect influence of person job fit on HR performance resulted 0.056 (person job fit through professional competence on HR performance). This means that the direct influence of job fit people on HR performance is greater than the indirect influence of job fit people on HR performance. This shows that employees who have high job fit will work better and have high professional competence to improve HR performance.

The direct influence of Employees' Spiritual Intelligence on HR performance resulted 0.207. The indirect Employees' Spiritual Intelligence on Human Resource Performance resulted 0.077 (Employees' Spiritual Intelligence through professional competence on HR performance). This means that the direct influence of Employees' Spiritual Intelligence on the performance of human resources is greater than the indirect influence of Employees' Spiritual Intelligence on HR performance. This indicates that employees who have high Employees' Spiritual Intelligence will work better and have high professional competence to improve HR performance.

#### **4.2. Discussion**

The results showed that job fit person has a significant positive effect on the professional competence, meaning that the more accurate the job fit of an employee will be able to improve his professional competence. In order to improve the professional competence of The Agency of Agriculture, Fisheries and Food of Semarang Regency to improve job fit person. Person fit job positively affects professional competence. This finding supports the results of research conducted by Lu et al., (2014). The above results show that in general the pattern of job fit person in Agriculture, Fishery and Food Office of Semarang regency is not yet ideal position meaning that there is still need improvement. The highest person job fit especially is in the accuracy of human resource competence with job description. While the lowest job job fit is on the accuracy of work experience with work. Therefore, it still needs to improve the accuracy of work experience with work. The indicators of the accuracy of work experience with employment shows the weakest indicator of job fit person in improving professional competence. This indicates that employees need more emphasis on the accuracy related to their work experience in order to improve the performance of human resources. The right job fit makes employees work well.

The results showed that job fit person has a significant positive effect on HR performance, meaning that the more accurate the job fit of an employee will be able to improve the HR performance. In order to improve the performance of human resources from the Agency of Agriculture, Fisheries and Food Semarang regency, it needs to improve person job fit. Person job fit has a positive effect on HR performance. This finding supports the result of research conducted by Lu et al., (2014). The above results show that in general the pattern of person job fit in Agriculture, Fishery and Food Office of Semarang regency is not yet ideal position

meaning that it still needs improvement. The highest person job fit is especially in the accuracy of human resource competence with job description. While the lowest job job fit is on the accuracy of work experience with work. The indicators of the accuracy of work experience with employment show the weakest indicator of job fit person in improving HR performance. It shows that employees need more emphasis on the accuracy related to their work experience in order to improve the performance of human resources. The right job fit makes employees work well.

The results showed that Employees' Spiritual Intelligence has a significant positive effect on professional competence, meaning that the better the spiritual intelligence (Islam) of an employee will be able to improve professional competence. In order to improve the professional competence of the Agency of Agriculture, Fisheries and Food of Semarang Regency, it needs to improve Employees' Spiritual Intelligence. Employees' Spiritual Intelligence positively affects professional competence. This finding is in line with the results of research conducted by Ajala (2013). The above results show that in general, the pattern of Employees' Spiritual Intelligence in Agriculture, Fishery and Food Office of Semarang Regency has not been the ideal position. It still needs improvement. The highest Employees' Spiritual Intelligence is on the basis of religious rules and attaches importance to responsibility. While the lowest Employees' Spiritual Intelligence is especially in work carrying out the mandate. Therefore, it is necessary to increase in terms of placing work to carry out the mandate. The working indicator is performing the mandate indicating the weakest Employees 'Spiritual Intelligence in improving professional competence. It indicates that employees need more emphasis work to carry out the mandate and intended as worship. Strong Employees' Spiritual Intelligence makes employees work well so that professional competence can get better and improve.

The results showed that professional competence has a positive significant effect on HR performance, meaning that the better professional competence will be able to improve HR performance. In order to improve the performance of human resources from the Agency of Agriculture, Fisheries and Food Semarang regency, it needs to improve professional competence. Professional competence has a positive effect on HR performance. This supports the results of research conducted by Zahrah et al. (2016). The above results show that in general the pattern of professional competence in the Department of Agriculture, Fisheries and Food of Semarang regency has not an ideal position meaning that there still needs improvement. The highest professional competence is especially able to work smartly, while the lowest professional competence is especially in the ability to complete the work with a low error rate. Therefore, it is necessary to improve the ability to complete the work with a low error rate. The indicators of work-related skills with a low level of work-related error show the weakest indicator of professional competence in improving HR performance, indicating that employees need to put more emphasis on good knowledge and accuracy on the job to improve HR performance. Strong professional competence makes employees work well and improves the HR.

## **CLOSING**

### **Conclusion**

Based on the results of the analysis and discussion, it can be drawn the following conclusions:

1. The results showed that job fit person has a significant positive effect on professional competence and human resource performance, meaning that the more accurate the job fit of an employee, the higher professional competence and human resource performance. In order to improve professional competence and human resource performance of the Department of Agriculture, Fishery and Food Agency of Semarang Regency, it needs to improve job fit person.
2. The results showed that Employees' Spiritual Intelligence has a significant positive effect on professional competence and human resource performance, meaning that the better the spiritual intelligence (Islam) of an employee, the higher professional competence and human resource performance. In order to improve professional competence and human resource performance of the Department of Agricultural, Fisheries and Food Agency of Semarang Regency, it needs to improve Employees' Spiritual Intelligence.
3. The results showed that professional competence has a significant positive effect on the performance of human resources, meaning that the better the professional competence, the higher the performance of human resources. In order to improve the performance of human resources from the Department of Agriculture, Fisheries and Food Semarang regency, it needs to improve professional competence.

The formulation of the problem in this research is how job fit person and Employees' Spiritual Intelligence toward HR performance through professional competence.

Based on the hypotheses that have been developed in this study, the research problems that have been proposed can be justified through path analysis test which has been conceptualized through this research that job fit person and employees' spiritual intelligence have a good role in improving HR performance through professional competence.

The significant support of hypothesis testing has addressed the research problem, which resulted in 3 developments of human resource performance improvement as follows:

- First, the steps to improve HR performance through professional competence are built by job fit person and Employees' Spiritual Intelligence.
- Secondly, the steps to improve HR performance can be done through professional competence.
- Third, the steps to improve HR performance can be done through professional competence mediation.

### **Policy Implications**

The policy implications in this study can be suggested through the following points:

1. The Department of Agriculture, Fisheries and Food of Semarang regency strengthens Employees' Spiritual Intelligence by encouraging employees to always emphasize on morality, based on Islamic Shari'a of, intention that work is to carry out the mandate, and giving priority to the people exemplified by Rasullullah based on the instructions of

the Quran. The Department of Agriculture, Fisheries and Food needs to continue to apply religious rules to strengthen the performance of human resources.

2. The Department of Agricultural, Fisheries and Food Office of Semarang regency needs to strengthen job fit person by encouraging employees to suit the characteristics in this case referring to the suitability of knowledge, skills and abilities possessed by the employees against the needs of the company.
3. Agricultural, Fisheries and Food Agency Office of Semarang regency needs to strengthen professional competence by encouraging employees to always motivate themselves that work is worship, seeking livelihood is worship, improving faith, work with full of sincerity.

### **Research Limitation**

The limitation that can be drawn from this research is as follow: The limitation of modeling of this study is that it still has low variables that explain the performance of human resources in the Office of Agriculture, Fisheries and Food Semarang regency, which is indicated by the value of determination coefficient that is relatively small.

### **Future Research**

The results of this study and the limitations found in it can be the source of ideas for the development of this research in the future. The extension of the research suggested from this study is to add independent variables that affect the performance of human resources. The suggested variables are: organizational culture, job satisfaction, workload, family conflict and so forth.

### **REFERENCE**

- Al Kahtani, Ali, (2014), "*An Application of Islamic Principles in Building a Robust Human Resource Management System (In Islamic Countries)*," International Journal of Recent Advances in Organizational Behaviour and Decision Sciences (IJRAOB)
- Ajala, Emanuele, M, (2013), "The impact of workplace spirituality and employees well being at the industrial sector," The African Symposium
- Ardansyah dan Wasilawati, (2014), "*Pengawasan, disiplin kerja dan kinerja SDM*," Jurnal Manajemen dan Kewirausahaan
- Damayanti, Ni Putu, I wayan Bagja, I Wayan Suwendra, e-Jurnal 2014, *Pengaruh Kompetensi Intelektual dan motivasi berprestasi terhadap kinerja SDM PDAM Kab Gianyar*,
- Fadhilah, Ahsan M; dan Ryco F (2014), *Peran person job fit dalam rangka peningkatan kinerja*, Universitas Udayana
- Ghozali, 2014, *Aplikasi analisis Multivariate dengan Program SPSS*, Badan Penerbit UNDIP, Semarang

- Gongbing; Bi; Jing Mei Zhou; dan Zhao Chai, (2016), "The impact of employee competence on organizational agility: the mediating role of IT alignment," *International Review of Management Marketing*
- Khan, Adalat, (2014), "Islamic leadership principles," *Mina Management Institute*
- Lu; Chang Qin; Hai Jiang Wang; Jing Jing Lu; Dan Yang Du dan Arnold B Baker, (2014); "Does work engagement increase person job fit? The role of job crafting and job insecurity," *Journal Vocational Behavior*
- Riyanti, Gusti Ayu Riska; dan I Gde Adnyana Sudibya, (2014), "Pengaruh motivasi dan kompetensi terhadap kinerja SDM pada RSUD Dharma Usadha," *Universitas Udayana*
- Robbins, Stephen. 2016. *Perilaku Organisasi*. Prentice Hall. PT Indeks Kelompok Gramedia. Edisi Bahasa Indonesia. Edisi Kesepuluh
- Salem, Zaneb Omer and Syed Omar Syed Agil, (2012), "The Effects of Islamic Management Ethics on Organizational Commitment of Employees in Libyan Public Banks," *Australian Journal of Basic and Applied Sciences*, 6(7): 260-270, 2012
- Sultana dan Razi, (2012), "*Job crafting and its relationships with person–job fit and meaningfulness: A three-wave study*," *Journal of Vocational Behavior*
- Zahrah; Novia; Siti Norasykin; Samsul Huda; Bidayatul akmal; (2016), "Enhancing job performance through Islamic religiosity and Islamic work ethic; " *International Review of Management Marketing*
- Zaim Halil; Mehmet Fatih Yassar; Omer Faruk Unal, (2013), " Analyzing the effects of individual competencies on performance: A field study in service industries in Turkey," *Journal of Global Strategic Manajement*