JESKaPe: Jurnal Ekonomi Islam Akuntansi dan Perbankan
Vol. 9 (2), 2025 (E-ISSN 2714-8793 P-ISSN 2615-8469)
DOI: 10.52490/jeskape.v9i2.6792

The Effect of Coworker Support and Incentives on Employee Productivity of PT PLN (PERSERO) Service Implementation Unit Customer (UP3) Banda Aceh

Syarifah Mauli Masyithah[1*], T. Muhammad Jumeil[2], Nurrahmad[3], dan Leni Marlina[4]
[1,2,3,4]Jurusan Manajemen,
Sekolah Tinggi Ilmu Ekonomi Sabang
symasyithah88@gmail.com

Abstract:
This research aims to analyze the influence of peer coworker support (colleagues from the same profession) and incentives on employee productivity at PT PLN (Persero) Service Implementation Unit Customer (UP3) Banda Aceh. Employee productivity is investigated as a critical factor in the high-demand public utility sector, utilizing the Job Demands–Resources (JD-R) Theory as a conceptual framework. A sample of 81 employees was analyzed using multiple linear regression. The results of the partial hypothesis testing showed that the peer coworker support variable had a positive and significant influence on employee productivity (with a t_{count} of 3.285, greater than t_{table} of 1.6449). Furthermore, the incentive variable also positively and significantly influenced employee productivity (with a t_{count} of 2.876, greater than t_{table} of 1.6449). The simultaneous test confirmed that both peer coworker support and incentives jointly and significantly influence employee productivity (with an F_{count} of 21.192, greater than F_{table} of 3.00). The findings indicate that while both resources are vital, peer coworker support emerged as the dominant factor[7]. This study contributes empirically to the JD-R framework by integrating both social job resources and extrinsic rewards in a high-risk public utility setting.

Keywords: *Employee productivity; coworker support; incentives*

Abstrak:
Penelitian ini bertujuan untuk menganalisis pengaruh dukungan teman kerja seprofesi dan insentif terhadap produktivitas karyawan PT PLN

Author correspondence email: syarifahmasyithah88@gmail.com
Available online at: https://journal.iainlhokseumawe.ac.id/index.php/jeskape

(Persero) UP3 Banda Aceh. Ukuran sampel penelitian ini sebanyak 81 karyawan. Hasil penelitian uji parsial variabel dukungan teman kerja seprofesi berpengaruh terhadap produktivitas karyawan PT PLN (Persero) UP3 Banda Aceh. Variabel insentif berpengaruh terhadap produktivitas karyawan PT PLN (Persero) UP3 Banda Aceh. Kemudian Uji Simultan antara variabel dukungan teman kerja seprofesi dan insentif berpengaruh terhadap produktivitas karyawan PT PLN (Persero) UP3 Banda Aceh. Secara parsial dukungan teman kerja seprofesi berpengaruh terhadap produktivitas karyawan PT PLN (Persero) UP3 Banda Aceh dengan nilai sebesar t_{hitung} (3,285) lebih besar dari t_{tabel} (1,6449). Secara parsial insentif berpengaruh terhadap terhadap produktivitas karyawan PT PLN (Persero) UP3 Banda Aceh dengan nilai sebesar t_{hitung} (2,876) lebih besar dari nilai t_{tabel} (1,6449). Secara simultan dukungan teman kerja seprofesi dan insentif berpengaruh terhadap produktivitas karyawan PT PLN (Persero) UP3 Banda Aceh dengan nilai F_{hitung} (21,192) lebih besar dari F_{tabel} (3,00).

Kata Kunci: Produktivitas karyawan; dukungan rekan kerja; Insentif

Introduction

Employee productivity is a critical determinant of organizational performance, particularly for public service institutions such as PT PLN, which holds the national mandate to provide reliable and high-quality electricity across Indonesia. The electricity sector is characterized by high operational demands, interdependent tasks, real-time decision-making, and complex cross-unit coordination. These operational dynamics require employees to maintain consistent performance under pressure, making productivity enhancement a strategic imperative. Within this operational environment, understanding the factors that shape productivity becomes essential for ensuring service continuity, operational resilience, and customer satisfaction. The Job Demands–Resources (JD-R) Theory offers a useful lens to examine how job characteristics, including demands and

resources, interact to influence employee outcomes.

The JD-R Theory (Demerouti et al., 2001; Bakker & Demerouti, 2007) posits that job resources play a central role in reducing job strain, enhancing motivation, and ultimately improving performance. One key job resource is coworker support, encompassing informational, instrumental, and emotional assistance that facilitates task execution and strengthens psychological well-being. Empirical studies demonstrate that coworker support enhances engagement, reduces burnout, and improves productivity (Bakker et al., 2005; Halbesleben, 2010).

Incentives—both financial and non-financial—have also been widely discussed in organizational behavior research as drivers of extrinsic motivation and performance. Authors such as Milkovich et al. (2014) and Gerhart & Fang (2015) highlight that well-designed incentives stimulate higher effort, reinforce desired behaviors, and improve performance outcomes. PT PLN, with its risk-based operations and service-oriented performance indicators, employs various incentive schemes, yet empirical findings on their effectiveness remain mixed. Some studies suggest indirect pathways through job satisfaction or engagement rather than direct performance effects.

Despite the theoretical and empirical relevance of coworker support and incentives, studies in PT PLN and the broader electricity sector remain limited in several ways. First, most existing PLN-related research focuses on leadership, workload, organizational culture, or

competence, leaving coworker support understudied despite its strategic role in team-based and high-risk operational contexts. Second, while incentives have been examined in relation to motivation, few studies integrate them with social resources within a single analytical framework. Third, the JD-R Theory has rarely been applied specifically to coworker support in the energy sector, where operational risks and service obligations differ substantially from typical private-sector environments. Consequently, existing findings cannot be fully generalized to PLN's unique organizational landscape.

This study investigates employees of PT PLN as the primary research object, focusing on how coworker support and incentive structures influence their productivity. The research specifically considers employees involved in service continuity, operational coordination, and field-level execution. The study contributes to refining the application of the JD-R framework in high-risk public utilities by incorporating both social job resources and incentive systems. Empirically, it offers evidence-based insights for PT PLN's human resource policies, particularly in strengthening teamwork, optimizing incentive schemes, and improving operational productivity. Furthermore, the findings can inform broader state-owned enterprises (BUMN) facing similar regulatory constraints and service-delivery mandates.

This study argues that coworker support, as a key motivational job resource, and incentives, as an extrinsic motivational mechanism, jointly influence employee productivity within PT PLN and that

integrating both variables within the JD-R framework provides a more comprehensive understanding of productivity determinants in high-risk public service environments.

This research is necessary because productivity in PT PLN is deeply embedded in teamwork, rapid coordination, and compliance with strict operational standards. Coworker support is indispensable in such contexts, yet its influence remains underexplored. Similarly, while incentives are widely used, there is insufficient empirical clarity on how they interact with social job resources to shape productivity. The absence of integrated models within the JD-R framework in the electricity sector reinforces the need for contextualized research. Understanding these dynamics is crucial not only for PLN's internal improvement but also for strengthening national service reliability, justifying the importance and urgency of conducting this study.

Methods

This study employs a causal research design aimed at examining the influence of independent variables—coworker support and incentives—on the dependent variable, employee productivity, within PT PLN (Persero) UP3 Banda Aceh. Causal research is appropriate because the study seeks to identify directional relationships and determine the extent to which variations in job resources and incentive structures contribute to differences in productivity outcomes. By using a quantitative approach and statistical modeling, the study

systematically tests theoretical expectations derived from the Job Demands–Resources framework.

Data were collected using a structured questionnaire designed to measure the three main variables of interest. The questionnaire employed a five-point Likert scale following Sugiyono (2017), ranging from 1 (strongly disagree) to 5 (strongly agree). The instrument includes items assessing coworker support (informational, emotional, and instrumental assistance), incentive perceptions (financial and non-financial reward structures), and employee productivity (quality, efficiency, and timeliness of work). Before distribution, the questionnaire underwent content validation by human resource experts at PT PLN to ensure clarity, relevance, and contextual suitability. Responses were collected through an online and paper-based survey mechanism to accommodate employees working both in the office and in the field.

The population of the study consists of all employees of PT PLN (Persero) UP3 Banda Aceh. A non-probability sampling technique, specifically purposive sampling, was adopted to ensure inclusion of employees directly involved in operational, service continuity, and coordination activities. These employees are considered the most relevant respondents for capturing accurate perceptions of coworker support, incentive systems, and productivity. The sample size was determined with reference to minimum requirements for multiple regression analysis to ensure statistical adequacy and representation.

Data analysis was conducted using multiple linear regression, following the equation:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \varepsilon$$

where Y represents employee productivity, X_1 represents coworker support, X_2 represents incentives, α is the constant, β_1 and β_2 are regression coefficients, and ε is the error term. Prior to running the regression model, several diagnostic tests were performed including normality, multicollinearity, heteroscedasticity, and linearity tests to ensure that the assumptions of linear regression were met. Descriptive statistics were used to summarize respondent characteristics and variable distributions.

The study adheres to ethical research standards. Participation was voluntary, and respondents were informed about the objectives of the study, the anonymity of their responses, and their right to withdraw at any time. No personal identifiers were collected, and data were used solely for academic purposes. Permission for data collection was secured from the management of PT PLN (Persero) UP3 Banda Aceh, ensuring compliance with organizational policies and confidentiality requirements.

Result and Discussion

This study was carried out statistically, namely by using the Pearson product-moment coefficient of correlation test using SPSS version 26. Based on the output, all statements are declared valid because they have a significance level below 5%, while if done

manually, the correlation value obtained by each statement must be compared with the critical value of the product moment correlation where the results show that all statements have a correlation value above the critical value of 5%.

Table 2. Validity Test Results

No statement		Variable	Coefficient Correlation	Critical value 5 % (N=81)	Information
1	A1	Employee Productivity	0,851	0,220	Valid
2	A2		0,626		Valid
3	A3		0,835		Valid
4	A4		0,847		Valid
5	B5		0,906		Valid
6	B1	Coworker support	0,500	0,220	Valid
7	B2		0,619		Valid
8	B3		0,412		Valid
9	B4		0,559		Valid
10	B5		0,573		Valid
11	B6		0,673		Valid
12	C1	Incentive	0,627	0,220	Valid
13	C2		0,707		Valid
14	C3		0,703		Valid
15	C4		0,625		Valid
16	C5		0,480		Valid

Source: Data processed SPSS version 26 (2023)

Based on the table above, it can be explained that all variables used in this study are declared all valid, because they have a coefficient of clarity above the critical value of the critical value of the product moment clarity of 0.220 so that all statements contained in this research questionnaire are declared valid for further research.

Table 3. Research Variable Reliability Test (Alpha)

No	Variable	Minimum Value Reliability	Alpha Value	Reliability
1.	Employee Productivity (Y)	0,60	0,927	Reliable
2.	coworker support (X1)	0,60	0,799	Reliable
3.	Incentive (x2)	0,60	0,828	Reliable

Source: Data processed SPSS version 26 (2023)

From the results of the reliability test above, it can be seen that the reliability of the purchase decision variable based on the reliability test of the instrument, it is known that the results of the test of the variables of employee productivity, support of colleagues in the same profession, incentives are reliable because they exceed 0.60.

The results of the data normality test can be seen in the following Figure 1:

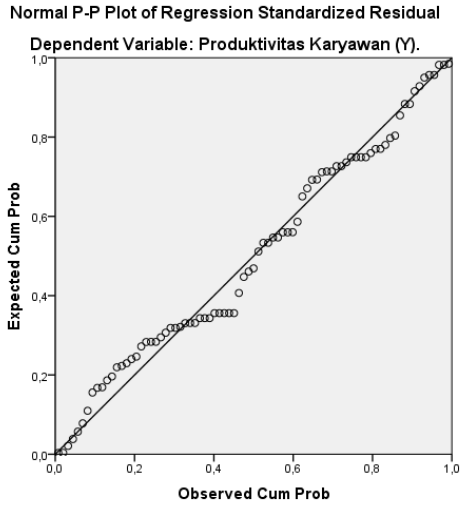

Figure 1. Normality Test Results

Based on Figure 1, it can be concluded that the data used shows normal indications. The analysis of the graph above shows that the dots are spread around the diagonal line, and the spread follows the direction of the diagonal line. Therefore, the regression model is suitable to be used to predict customer loyalty based on the input of independent variables.

The multicollinearity test aims to test whether there is a correlation between independent variables in the regression model. The results of the multicollinearity test can be seen in the following Table 4:

Table 4. Multicollinearity Test Results

Independent Variables	Tolerance	VIVID	Information
Coworker support	0,512	1,954	Not Multikolinieritas
Incentive	0,512	1,954	Not Multikolinieritas

Source: Research Results, 2023 (Data processed)

Based on Table 4, it can be shown that there is no independent variable that has a Tolerance value of less than 0.10, meaning that there is no correlation between independent variables. The results of the calculation of the variance inflation factor (VIF) value also show the same thing, there is no independent variable that has a VIF value of more than 10. So, it can be concluded that there is no multicollinearity between independent variables in the regression model in this study.

The heteroscedasticity test aims to test whether in a regression there is a variance difference from one residual observation to another

observation, then homogeneity, and if the variance is different is called heteroscedasticity, the result of which can be seen in the following Figure 2:

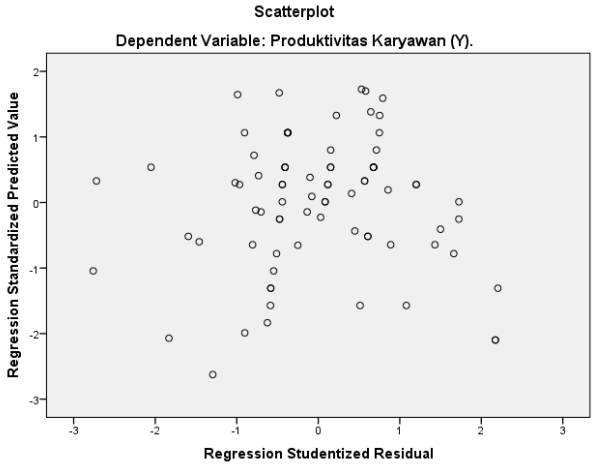

Figure 2. Heteroskedasticity Test Results

From Figure 2, the heteroscedasticity test shows that the dots are scattered randomly, do not form a definite clear pattern, and are scattered both above and below the number 0 on the Y axis.

The regression analysis was to see the influence of the variable support of co-workers in the same profession (X1) and the incentive variable (X2) on employee productivity at PT PLN (Persero) UP3 Banda Aceh.

Table 5. The Effect of Independent Variables On Employee Productivity

Variable name	β	Standard Error	Stuttgart	Table	Sig.
Constanta	2,090	0,547	4,834	1,6449	0,000

Coworker support	0,276	0,084	3,285	1,6449	0,000
Incentive	0,256	0,093	2,876	1,6449	0,004

Source: Research results Data processed version 26 (2023)

Based on the results of computer output through the SPSS version 26 program as seen in the table above, the following multiple linear regression equations are obtained:

$$\mathbf{Y = 2.090 + 0.234X1 + 0.256X2 + \varepsilon}$$

From the regression equation above, the results of the study are as follows:

1. Coefficients Regressions (β)

a. In the study, the constant value is 2.090, which means that if the support of co-workers in the same profession (X1) and incentives (X2), is considered constant, then the productivity of employees at PT PLN (Persero) UP3 Banda Aceh is 2.090 on the Likert scale unit and rounded to 2 or said to disagree.

b. The regression coefficient of the support variable of co-workers in the same profession was 0.276. This can be interpreted as that every increase in the variable score of co-worker support by one unit on the Likert scale unit will be able to increase the employee productivity score by 0.276. In other words, every 100% change in the support variable of co-workers in the same profession will affect employee productivity at PT PLN (Persero) UP3 Banda Aceh by 27.6%.

c. The regression coefficient of the incentive variable was 0.256. This can be interpreted as an increase in the incentive variable score by

one unit on the Likert scale unit will be able to increase the employee productivity score by 0.256. In other words, every 100% change in the incentive variable will affect employee productivity at PT PLN (Persero) UP3 Banda Aceh by 25.6%.

Based on the results of the analysis above, from the two variables studied, it turns out that the variable of co-worker support in the same profession has a dominant influence in increasing employee productivity at PT PLN (Persero) UP3 Banda Aceh because a regression coefficient of 27.6% is obtained.

1. Correlation Coefficient (R) and Determination (R^2)

   To find out how much a linear increase can be explained through the relationship between variable-variable (correlation). If all the values of these variables can meet an equation correctly, then it can be said that there is a perfect correlation in this analysis model. From the output of SPSS version 26, it can be seen the level of relationship between free variables and bound variables, including:

Tabel 6. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,810a	0,721	0,717	0,41768

Predictors: (Constanta), Incentives (X2), Coworker support (X1)

Based on the results of the output of SPSS version 26 above, the correlation coefficient in the study was obtained with a value of 0.810

where with this value there is a relationship between the free variable, and the bound variable is 81%. This means that the support of co-workers in the same profession (X1) and incentives (X2) have a very strong relationship with employee productivity at PT PLN (Persero) UP3 Banda Aceh.

Meanwhile, the determination coefficient obtained with a value of 0.717 means that 71.7% of changes in the bound variable (employee productivity at PT PLN (Persero) UP3 Banda Aceh) can be explained by changes in the factors of co-worker support (X1) and incentives (X2). While the remaining 28.3% was explained by other factors outside the two variables studied in the study.

Partial Hypothesis Testing (t-test)

To test the influence of co-worker support and incentives on employee productivity at PT PLN (Persero) UP3 Banda Aceh, t (t-test) statistics were used. If t_{count} > value t_{table}, then Ho is rejected and Ha is accepted, on the other hand, if t_{count} < value is table, then Ho is accepted and Ha is rejected. The results of the hypothesis testing can be partially seen in table 7. It can be known the magnitude of the calculation value of each independent variable in this study. The t_{cal} value of each independent will be compared with the t_{table} value using a confidence interval of 95% or a=0.05. The partial test results can be seen in the following Table 7:

Table 7. Partial Test Results

Variable name	Stuttgart	Table	Sig.
Coworker support	3,285	1,6449	0,000
Incentive	2,876	1,6449	0,004

Source: Research results Data processed version 26 (2023)

1. Variable Support of co-workers in the same profession (X1)

   The influence of co-worker support (X1) on the variable of employee productivity (Y) can be seen in Table 7 the value of t_{cal} (3.285) is greater than t_{table} (1.6449), so the decision is to accept Ha and reject Ho. From the results of the partial significance test, the support of colleagues in the same profession has a positive and significant effect on employee productivity at PT PLN (Persero) UP3 Banda Aceh.

2. Incentive Variable (X2)

   The effect of incentives on the variable of employee productivity (Y) can be seen in Table 7 the t_{cal} value (2.876) is more than the t_{table} value (1.6449) the t_{cal} value > the t_{table} value, then the decision is to reject H0 and accept Ha. From the results of the partial significance test, the support of colleagues in the same profession has a positive and significant effect on employee productivity at PT PLN (Persero) UP3 Banda Aceh.

Simultaneous Hypothesis Testing (F Test)

To test the influence of the support of colleagues in the same profession and incentives simultaneously on employee productivity at PT PLN (Persero) UP3 Banda Aceh, the F Statistical test (F test) was used. If the value of F_{cal} > value of F_{table}, then Ho is rejected and Ha is accepted. On the other hand, if the value of F_{cal} < the value of F_{table}, then

Ho is accepted and Ha is rejected. The results of the simultaneous tests can be seen in the following table.

Table 8. Simultaneous Test Results

Model	Sum of Squares	df	Mean Square	Figug	Table	Itself.
Regression	7,163	2	3,581	21,192	3,00	,000b
Residual	13,153	78	0,169			
Total	20,316	80				

Source: Research Results, Data processed SPSS version 26 (2023)

Based on the calculation results, the F_{cal} value was obtained of 21.192 with a significance of 0.000, while the F_{table} at the confidence interval of 95% or α = 0.05 was 3.00. By comparing the value of F_{cal} with F_{table}, then F_{count} (21.192) is greater than F_{table} (3.00). The decision was to accept Ha and reject Ho, meaning that simultaneously the variables of co-worker support and incentives had a positive and significant effect on employee productivity at PT PLN (Persero) UP3 Banda Aceh.

Conclusion

Based on the results of testing, processing and data analysis that have been carried out regarding the influence of co-worker support and incentives on employee productivity, the co-worker support variable partially has a positive and significant effect on employee performance at PT PLN (Persero) UP3 Banda Aceh with a t_{cal} value (3.285) greater than t_{table} (1.6449). The incentive variable partially had a positive and significant effect on employee performance at PT PLN (Persero) UP3 Banda Aceh with a t_{cal} value (2.876) greater than t_{table} (1.6449). Furthermore, the variable of co-worker support and the

incentive variable simultaneously had a positive and significant effect on employee performance at PT PLN (Persero) UP3 Banda Aceh with a F_{cal} value (21.192) greater than the F_{tabel} value (3.00).

Based on the results of the research, the author would like to convey some suggestions to employees of PT PLN (Persero) UP3 Banda Aceh as follows:

1. It is recommended to the leadership of PT PLN (Persero) UP3 Banda Aceh to provide support to employees to share work experiences with colleagues in the same profession in achieving common goals, for example giving awards to employees who have good performance.
2. It is suggested that the leadership of PT PLN (Persero) UP3 Banda Aceh can increase incentives by providing wages, bonuses, and salaries in accordance with employee productivity results.
3. It is recommended that further research should not only research the support of colleagues in the same profession and incentives, but other variables such as work experience, competence and organizational commitment that can affect organizational productivity.

Acknowledgment

We extend our sincere gratitude to all individuals who have contributed, supported, and participated in every stage of preparation leading up to the publication of this article.

Bibliography

Bakker, Arnold B., and Evangelia Demerouti. 2007. "The Job Demands–Resources Model: State of the Art." Journal of Managerial Psychology 22 (3): 309–328. https://doi.org/10.1108/02683940710733115

Bakker, Arnold B., and Evangelia Demerouti. 2017. "Job Demands–Resources Theory: Taking Stock and Looking Forward." Journal of Occupational Health Psychology 22 (3): 273–285. https://doi.org/10.1037/ocp0000056

Bakker, Arnold B., Evangelia Demerouti, and Willem Verbeke. 2005. "Using the Job Demands–Resources Model to Predict Employee Performance." Human Resource Management 44 (1): 83–104. **https://doi.org/10.1002/hrm.20004**

Caplan, Robert D., Sidney Cobb, and J. R. P. French. 1975. Relationships of Perceptions of Organizational Climate to Health and Well-Being. Ann Arbor: Institute for Social Research, University of Michigan.

Charoensukmongkol, P. 2023. "Exploring the Associations Between Social Support, Perceived Uncertainty, Job Stress, and Emotional Exhaustion During the COVID-19 Crisis." Sustainability 15 (3): Article 2150. https://doi.org/10.3390/su15032150.

Coulston, Cass, Sukhi Shergill, Ricardo Twumasi, and Myanna Duncan. 2025. "Advancing Virtual and Hybrid Team Well-Being Through a Job Demand–Resources Lens." International Journal of Qualitative Studies on Health and Well-Being 20 (1): Article 2472460. https://doi.org/10.1080/17482631.2025.2472460.

Demerouti, Evangelia, Arnold B. Bakker, Fritz Nachreiner, and Wilmar B. Schaufeli. 2001. "The Job Demands–Resources Model of Burnout." Journal of Applied Psychology 86 (3): 499–512.

Galanakis, Michael D., and Elli Tsitouri. 2022. "Positive Psychology in the Working Environment: Job Demands–Resources Theory, Work Engagement, and Burnout—A Systematic Literature Review." Frontiers in Psychology 13: Article 1022102. https://doi.org/10.3389/fpsyg.2022.1022102.

Gerhart, Barry, and Meiyu Fang. 2015. "Pay, Intrinsic Motivation, Extrinsic Motivation, Performance, and Creativity." Compensation & Benefits Review 47 (4): 207–214.

Ghozali, Imam. 2018. *Aplikasi Analisis Multivariate dengan Program SPSS.* Semarang: Badan Penerbit Universitas Diponegoro.

Halbesleben, Jonathon R. B. 2010. "A Meta-Analysis of Work Engagement: Relationships with Burnout, Job Demands, Resources, and Consequences." In Work Engagement: A Handbook of Essential Theory and Research, edited by Arnold B. Bakker and Michael P. Leiter, 102–117. New York: Psychology Press.

Hanafiah, Norva'izah Aulia, Afandi Fajar Fadilah, and Ludfia Fath Hanafiah. 2025. "Burnout and Work-Engagement in Organizations within the Framework of Job Demands–Resources Models: A Narrative Literature Review." In Proceedings of Seminar Nasional Psikologi UAD. Yogyakarta, Indonesia.

Hasibuan, Malayu S. P. 2018. *Manajemen Sumber Daya Manusia.* Edisi Revisi. Jakarta: Bumi Aksara.

Hossan, Dalowar, Zuraina Dato' Mansor, Nor Siah Jaharuddin, and Md. Mizanur Rahman. 2024. "Antecedents of Employee Work Engagement in Malaysia in Light of Job Demands–Resources Theory." Journal of Entrepreneurship, Business and Economics 12 (1): 36–65.

House, James S. 1981. Work Stress and Social Support. Reading, MA: Addison-Wesley.

Lee, Da Ye, and Yunseong Jo. 2023. "The Job Demands–Resources Model and Performance: The Mediating Role of Employee Engagement." Frontiers in Psychology 14: Article 1194018. https://doi.org/10.3389/fpsyg.2023.1194018.

Masyithah, S. M., Ridha, A., Maulida, Z., Nurbismi, & Jumeili, T. M. (2024). Mengupas Peran Motivasi dan Kompensasi dalam

Komitmen Organisasi Karyawan Simpang Lima Grocery. *Future Academia: The Journal of Multidisciplinary Research on Scientific and Advanced*, 2(4), 858–873. https://doi.org/10.61579/future.v2i4.221

Milkovich, George T., Jerry M. Newman, and Barry Gerhart. 2014. Compensation. 11th ed. New York: McGraw-Hill Education. **https://doi.org/10.1111/j.1744-6570.1972.tb01105.x**

Ridhzha, A. S. B., & Razali, R. (2025). Sustainable Harmony: Implications of Climate Change on Ecoculture in the Context of the Halal Industry. *Jurnal Ekonomi Syariah, Akuntansi Dan Perbankan (JESKaPe)*, *9*(1), 1-20.

Putri, D. O. ., Razali, R., & Malahayatie. (2023). The Influence Of Foreign Debt And Foreign Investment On Indonesia's Economic Growth In 2011- 2015. *Jurnal Ekonomi Syariah, Akuntansi Dan Perbankan (JESKaPe)*, *7*(2), 259–269. https://doi.org/10.52490/jeskape.v7i2.1758

Springer Nature (Current Psychology). 2023. "The Relationship Between Job Demands, Resources and Subjective Wellbeing: The Role of Work–Family Conflict Across the Life Course." Current Psychology. https://doi.org/10.1007/s12144-023-04955-w.

Tambunan, K., & Harahap, I. (2022). The Effect of Remuneration and Leadership Growing on The Accreditation Performance of Departement at UIN Sumatera Utara Medan. *Jurnal Ekonomi Syariah, Akuntansi Dan Perbankan (JESKaPe)*, 6(2), 265–285. https://doi.org/10.52490/jeskape.v6i2.711

Zhang, Lina, et al. 2024. "The Impact of Psychological Capital on Nurses' Job Performance: A Chain Mediation Analysis of Problem-Focused Coping and Job Engagement." BMC Nursing 23 (April): Article 11802. https://doi.org/10.1186/s12912-024-01802-6.