

Influence of Motivation and Discipline on Employee Performance of PT Mitra Sistem Informatika

Mariana Rachmawati*, Gradini Intan Kusumadewi, Ryan Ardiansyah
Postgraduate School, Widyatama University, Bandung, Indonesia
*mariana.rachmawati@widyatama.ac.id

Abstract

In this study revealed that there is a gap between the Discipline and motivation in determining the performance of PT Mitra Sistem Informatika. This study aims to determine whether the motivation and discipline affect the performance for employees of PT Mitra Sistem Informatika. The factors tested in this study are the motivation and discipline as independent variables, while the performances as the dependent variable. The research method used is descriptive method, with data collection techniques through observation and questionnaires. The population in the study were employee PT Mitra Sistem Informatika with a sample of 70 respondents. Data analysis used multiple linear regression analysis at a significant level of 5%. The program used is SPSS 25 and Lisrel 8.80. The results of the study show that the motivation variables and also discipline have significant effect on providing employees performances. From the results of the questionnaire and also counting through the Lisis program, it is proven that each variable has a less powerful influence on the performance variable. This is because there are other factors that influence, after the authors analyze that these factors are corporate culture that has been formed from the previous generation that is difficult to change. Employees already feel comfortable about the rules that are still loose and also the corporate culture and work culture that still prioritizes kinship among each other. But companies always provide motivation and provide training so that their employees have creativity and alsoild a sense of responsibility for the tasks that have been given, with the company providing all the best facilities to support all activities of its employees.

Keywords: Discipline, Motivation, Performance.

1. Introduction

Human resource management (HR) has an obligation to build conducive employee behavior. In addition, HR management also has a duty to create the best performance for the company and employees. According to Wibowo (2014), performance is a process of how work takes place to achieve work results. Good performance is optimal performance, namely performance that is in accordance with organizational standards and supports the achievement of organizational goals. A good organization is an organization that seeks to improve the capabilities of its human resources, because this is a key factor in improving employee performance.

The quality and quantity of products / services depend on the resources available to the company. Efforts to improve company performance do not only rely on modern machines, capital and raw

materials. Another factor that needs to be considered is the labor factor, which in this case is human. Efforts to increase maximum results for the company are by increasing employee performance. With this increase, it is expected that employee performance can be achieved efficiently and effectively.

Employees play a major role in running the life of the company. If employees have high productivity and work motivation, the wheels will run fast and in the end will result in good performance and achievement for the company. On the contrary, if employees work unproductively and do not have high morale, are not resilient at work and have low morale, it can reduce company performance.

Employee performance is determined by how good the employee's knowledge is. Further to produce good performance, then companies need a good system too. This system is not only the existing regulations or standards but also involves the parties that are directly related by human resources.

Based on the results of observations that have been made in terms of work discipline, the leaders have tried to overcome discipline quite tightly and made several sanctions if they made mistakes at PT Mitra Sistem Informatika. This is evidenced by the data on the level of employee discipline with indicators based on the timeliness of employees' attendance at work, along with the data, namely:

Table 1. Data on the Percentage of Discipline Levels Based on the Timeliness of Employees' Attendance in 2014 – 2018'

No.	Category	2014	2015	2016	2017	2018
1	Total Employees	25	25	27	27	27
	Late	9	11	12	14	18
	On time	16	14	15	13	14
	Percentage of Employee Discipline	91%	93%	94%	95%	96%

Source: Results of data processing from HRD staff of PT Mitra Sistem Informatika

Based on the data above, it can be seen that the level of discipline is seen from Employee attendance in 2014 - 2018 has increased quite significantly, the role of PT Mitra Sistem Informatika in providing sanctions for employees who don't come on time, because discipline will improve employee performance.

Based on other observations that occur regarding work motivation, other policies carried out by agencies in improving employee performance are carried out by providing motivation with facilities for employees in an effort to provide motivation and job satisfaction in an effort to improve employee performance even better. PT Mitra Sistem Informatika is a company that provides bonuses for its employees according to their contributions and achievements, the following is a list of employee facilities at PT Mitra Sistem Informatika, as follows.

Table 2. List of Employee Facilities at PT Mitra Sistem Informatika

No.	Employee position	Facilities provided
1.	Engineer Staff	Salaries, allowances (holidays, production services, bonuses, incentives).
2.	Marketing Staff	Salary, allowances (holidays, production services, bonuses, incentives), Askes, performance allowances.

3.	Human Resources Staff	Salary, allowances (holidays, bonuses, incentives), health insurance, performance allowances.
4.	Administration and Finance Staff	Salary, allowances (holidays, bonuses, incentives), health insurance, performance allowances.

Source: Results of data processing from HRD staff of PT Mitra Sistem Informatika

Sandang Lestari is carried out in stages and in accordance with the positions and achievements of employees in an effort to create employees who are able to work according to the wishes of the company, increased facilities accompanied by promotions are intended to create job satisfaction with the performance given by employees.

Based on other observations that occur regarding work motivation, it can be seen based on the salary provided by employees. PT Mitra Sistem Informatika has tried to provide adequate salaries for employees, along with data on monthly salaries in 2014 - 2018 received by employees at PT Mitra Sistem Informatika.

Table 3. List of Main Employee Salaries at PT. Promastra Clothing Lestari in the 2014 - 2018 period

Year	2014	2015	2016	2017	2018
Production Staff					
Salary	2630000	2820000	3040000	3240000	3530000
Human Resources Staff					
Salary	2550000	2710000	2950000	3110000	3450000
Administration and Finance Staff					
Salary	2300000	2510000	2720000	2920000	3150000
Factory Employees					
Salary	2000000	2250000	2450000	2620000	2850000

Source: Results of data processing from HRD staff of PT Mitra Sistem Informatika

Based on the data above, it can be seen that the increase in salary from year to year has only increased by a few percent, this indicates that there is satisfaction that occurs in employees in determining employee salaries from year to year.

Based on observations, it appears that there are still employees who have problems related to their job responsibilities. This can be proven by the existence of employee performance appraisal data for PT Mitra Sistem Informatika employees. Based on other observations that occur regarding work motivation. Of course, problems like this must be corrected immediately so as not to hinder the Vision and Mission of PT Mitra Sistem Informatika

Table 4. Performance Appraisal Data for the Weaving Production Division of PT Mitra Sistem Informatika

Konduite Value	Performance Judiciary	2016	%	2017	%	2018	%
NK > 8,4	A (Special)	5	25.6	4	25.6	4	25.7
6,8 < NK ≤ 8,4	B (Good)	7	25.1	9	25.3	6	25.2
5,2 < NK ≤ 6,8	C (Enough)	12	23.7	11	23.6	9	23.6
3,6 < NK ≤ 5,2	LDC (More Than Enough)	3	26.1	3	26.2	8	26.5

Number of Employees	27	100	27	100	27	100
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Source: Results of data processing from HRD staff of PT Mitra Sistem Informatika

From the table above, it can be seen from the performance appraisal data that many employees get good and good enough scores, but these conditions are categorized as not optimal. This is because it is not in accordance with the target applied by PT Mitra Sistem Informatika. The target set by PT Mitra Sistem Informatika is that all employees get special value. Because currently the company needs employees with maximum performance in order to achieve company goals. Of course, problems like this must be corrected immediately so as not to hinder the Vision and Mission of PT Mitra Sistem Informatika.

Leaders must be able to create organizational commitment to their employees by properly instilling a vision, mission and goals to build loyalty and trust from their employees. However, in this case there are still problems or shortcomings that arise, among others:

1. Much requires communication and overall coordination.
2. It takes a great tolerance to both parties between employees and leaders. Because if not, it can lead to misunderstanding.
3. Lack of supervision in every working hour, this can be seen from employees who can come and go during working hours.
4. Frequent discretion of leaders so that employees are less motivated which has an impact on employee performance.
5. The existence of GAP which is caused by differences of opinion and dissatisfaction which results in poor cooperation between employees.

To improve employee performance, PT Mitra Sistem Informatika has met the needs of its employees by providing various motivations to support work and support company programs. After being seen from the motivation, it is very good to support the work of its employees. However, in terms of employee performance, there are still obstacles, there is no level of awareness from the employees to improve their performance. It turns out that motivation has not been able to change the good performance of some of its employees.

In addition, the performance appraisal also affects the amount of incentives for employees that will be given according to the employee's performance for the company. In previous research, work motivation has a positive effect on employee performance at PT. Borwita Citra Prima Surabaya. Research conducted by Stringer, Didham, and Theivananthampillai (2011) proved that intrinsic motivation has a positive effect on wages and job satisfaction. Meanwhile, Sonny Koeswara, Hery Budiarto (2011) The Influence of Work Environment and Work Discipline on Employee Performance at Packindo Farma Utama Jakarta. There is a significant positive influence between work environment and work discipline on employee performance at Packindo Farma Utama Jakarta.

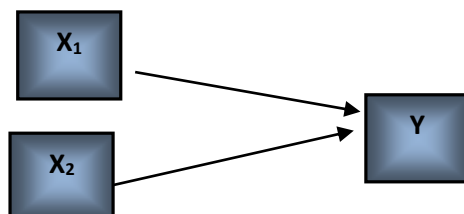
Based on the background and problem identification that has been described, the authors limit the research problem regarding the factors that most influence the performance of employees of PT Mitra Sistem Informatika and according to field conditions, namely discipline and work motivation. Therefore, the authors focus this research on the influence of discipline and work motivation on the performance of employees of PT Mitra Sistem Informatika.

2. Literature Review

- Management is a science or art that regulates the process of using human resources and other resources effectively to achieve certain goals. Human resources are the most valuable and most important assets owned by an organization, therefore the success of an organization is largely determined by the human element. Human resources that perform well will make it easier for the organization to achieve its vision, mission and goals.
- According to Hasibuan (2014) states that discipline is the sixth operative function of Human Resource Management. Discipline is the most important HR operative function because the better the employee's discipline, the higher the employee's work performance can be achieved. Without good employee discipline, it is difficult for corporate organizations to achieve optimal results. Therefore, with the creation of a good work discipline in a company, this is expected to have implications for a stable and significant increase in employee work performance (performance) which in turn will help the company and all parties involved in achieving and realizing together.
- According to Gitosudarmo (2015), motivation is a factor that encourages a person to do a certain activity, therefore motivation is often interpreted as a factor driving one's behavior. Every activity carried out by a person must have a factor that drives these activities. The driving factor for a person to do a certain activity is generally that need.
- According to Amirullah (2015), performance is all results produced in a special job function or activity during a special period. From the above understanding it can be concluded that performance is the result of a certain planned work process at the time and place of the employee and the organization concerned.
- In Fitrah's research (2014) states that work discipline and work motivation have a significant effect together (simultaneously) on employee performance. This indicates that work discipline and work motivation, both of these variables can have an impact or cause an increase in employee performance.
- The success of an organization in achieving its objectives, of course, really depends on the ability, reliability and quality of its human resources, because the potential of human resources in a company is the basic capital of a company to have an advantage in competition. Therefore, it requires high performance from all parties involved in the activities of an organization or company, so that employees can achieve goals. Thus, it can be said that work discipline and motivation certainly have an influence on employee performance in a company

Framework and Hypothesis

From the above thought, it can be concluded that the paradigm of this research is as follows).



Hypothesis

1. Work discipline has a positive effect on the performance of employees of PT Primastra Sandang Lestari.
2. Work motivation has a positive effect on the performance of the employees of PT Primastra Sandang Lestari
3. Work discipline and work motivation have a significant positive effect on the performance of employees of PT Primastra Sandang Lestari

3. Methodology

The research method is basically a scientific way to obtain certain data, goals and uses (Sugiyono, 2012). Referring to the purpose of the study, the authors chose the Explanatory Method (Survey Explanatory Method) and Descriptive, Verivicatif, which is a research method with the of testing hypotheses that have been formulated previously (testing research). In this method there is still a descriptive explanation, but the focus still lies in explaining the relationships between variables (associative). It can be calculated the sample size of the population of employee PT Primastra Sandang Lestari. Sources of data in this study are primary and secondary data. Primary data were obtained through measurement of perception and for this purpose instruments were prepared in the form of questionnaires containing questions and or statements using a Likert scale. Whereas secondary data was obtained through literature studies relating to Work discipline and work motivation have a significant positive effect on the performance of employees of, sample distribution by using the Sensus method where the chosen error rate is 10%, the number of samples is 27 employees, T-test and F-test for the research model.

4. Results and discussion

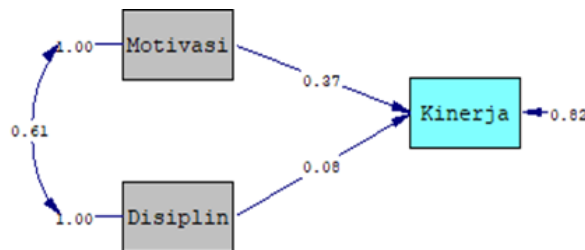
In this study, researchers used path analysis to answer the research hypothesis regarding the influence of work motivation and work discipline in determining employee performance at PT Mitra Sistem Informatika. Research data obtained through distributing questionnaires to employees of PT. Primastra Sandang Lestari. The results of data measurement through questionnaires for the independent variables studied were ordinal data. To equate the ordinal scale independent variable data with the interval scale independent variable, the data collected from a questionnaire that has an ordinal measurement scale, first is transformed into an interval scale using the LISREL program. Analysis of the Influence of the Influence of Work Motivation and Work Discipline in Determining the Performance of PT Mitra Sistem Informatika Employees is done quantitatively and qualitatively, namely analyzing data using statistical tools and the results are given an explanation. This section will analyze the results of data processing using the path analysis method. As previously stated, that is to test the truth.

1. The relationship between the influence of motivation and performance is 0.417. This shows that the reciprocal relationship between the two variables reaches the level of 41.7 percent or in other words the level of relationship between the two variables is less strong.
2. The relationship between the influence of Disciplinary Knowledge and Performance is 0.308. This shows that the reciprocal relationship between the two variables reaches the level of 30.8 percent or in other words, the level of relationship between the two variables is less strong.
3. The relationship between the influence of motivation and discipline is 0.612. This shows that the reciprocal relationship between the two variables reaches the level of 61.2 percent or in other words the level of relationship between the two variables is high.

By using the Lisrel program to calculate path analysis, a structural equation is obtained as the result of the following formula:

$$\text{Performance} = 0.37 * \text{Motivation} + 0.084 * \text{Discipline}, \text{Error var.} = 0.68, R^2 = 0.32$$

(0.14) (0.14) (0.14)
 2.61 0.60 5.79



Chi-Square=0.00, df=0, P-value=1.00000, RMSEA=0.000

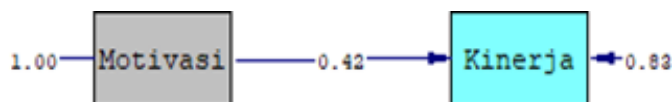
Figure 1. Structural Relationship Between X₁, X₂ and Y

From the structural equation above, the hypothesis testing can be seen in the following table:

Table 5.

1. Simultaneous test				
Hypothesis	F	Ftable	Result	Statistical Conclusions
H0 Discipline affect employee performance	15,76	1. 3,13	Fcount > Ftable Significant	H0 rejected. Discipline affect employee performance
2. Partial test				
Hypothesis	Tcount	Ttable	Result	Statistical Conclusions
H0 Motivation affects employee performance	2,61	1,99	thitung < ttable no Significant	H0 accepted Motivation affects employee performance
H0 Discipline affects employee performance	0,60	1,99	Fhitung > Ftable Significant	H0 rejected Discipline affects employee performance

From the results of the table above shows that simultaneously that the two variables have an influence on performance. Meanwhile, the partial test results show that the motivation variable has an influence on performance, while the discipline variable has no effect on performance. Therefore, with one insignificant variable, a recalculation of the path analysis is carried out by eliminating insignificant variables as follows: Strong relationship between the influence of motivation and performance is equal to 0.417. This shows that the reciprocal relationship between the two variables reaches the level of 41.4 percent or in other words, the level of relationship between the two variables has a less strong effect. $Performance = 0.42 * Motivation$, Errorvar. = 0.83, $R^2 = 0.17$ (0.11) (0.14) 3.78 5.83.



Chi-Square=0.00, df=0, P-value=1.00000, RMSEA=0.000

From the structural equation above, to test the hypothesis it can be seen in the following table:

Table 6. Hypothesis testing

Partial test				
Hypothesis	Tcount	Ttable	Result	Statistical conclusion
H0 Discipline affect employee performance	3,78	1,99	tcount > ttable Significant	H0 rejected. Discipline affect employee performance

By using the equation and the path coefficient table above, the relationship structure between the three variables can be described. The image below is an illustration of the relationship structure

and path coefficient of each variable: The tables and diagrams on the path above show that:

1. The influence of motivation variables on performance is 0.37 or 0.1369 (squared) or 13.69 percent. This can be interpreted that the influence of motivation on the performance of employees of PT Mitra Sistem Informatika is in the less strong category.
2. The effect of the discipline variable on performance is 0.084 or 0.007056 (squared) or 0.7056 percent. This can be interpreted that the influence of discipline on the performance of employees of PT Mitra Sistem Informatika is in the very low category.
3. The direct effect of the two variables simultaneously on performance is 0.32 or 0.1024 (squared) or 10.24 percent. This shows that these two variables have a strong influence on the performance of employees of PT Mitra Sistem Informatika.
4. The effect of the residual variable (e) on variable Y is 0.68 or 46.24 percent (squared). This shows that employee performance is influenced by other factors with a height of 46.24 percent.

The explanation above is illustrated by calculating the direct and indirect effects or through the following table.

Table 7. Hypothesis testing

Correlation	Path Coefficient	Correlation (%)	Residue (%)	Total (%)
Structural equations				
Motivation for Performance	0,37	13,69	86,31	100
Discipline on Performance	0,084	0,70	99,30	100

The table above can explain that the motivation variable on performance has an effect of 13.69 and has a residual value of 86.31 with a total of 100 percent. It can be explained that the influence of motivation on performance is low but certain. Discipline has a low direct effect, namely 0.70 percent and has a residual value of 99.30 for a total of 100 percent. It can be explained that the effect of discipline on performance is very weak.

5. Conclusion

Conclusion

From a series of information that has explained about motivation in determining performance through employee discipline of PT Mitra Sistem Informatika, it can be concluded that the following conclusions are made:

1. Motivation that has been given by the company for all employees to support the work and all these activities are good. The employees have concluded that the motivation in the company is appropriate. This creates a sense of enthusiasm and comfort for employees to carry out all their activities. The company also supports programs to create quality employees who are also physically and mentally healthy, so the company provides a place to exercise and also performs worship for its employees.
2. Discipline for all employees has been stipulated in the decision of the company's internal Directors so that employees do not feel burdened by the new regulations.
3. Performance appraisal of employees at PT Mitra Sistem Informatika is still unsatisfactory. Because there are still employees with poor performance in terms of presence and also responsibilities for the tasks that have been given. This results in a gap or boomerang for

superiors and other colleagues, which hampers the process of achieving work targets that have been given to a division or division.

4. The influence of the relationship between motivation and discipline on the performance of employees of PT Mitra Sistem Informatika has a less strong influence. This is because employees do not have their own level of awareness about the importance of improving presence and performance because it will affect.

Suggestions

The suggestions that can be given in this research must have applicative uses. Below explains the motivation in determining performance through employee discipline of PT Mitra Sistem Informatika.

1. In relation to employees who have poor performance, this can be overcome with activities or training to motivate employees to improve their attendance and also motivate employees to be more responsible for the tasks that have been given and listed in the Job Description of employees.
2. Regarding the company's internal rules, it would be better to reinforce the implementation of existing rules. So that all employees carry it out with a full sense of responsibility because if they violate the existing rules, the employee will be given appropriate sanctions.
3. Referring to the level of employee performance, the company should make a firm rule, this can be done by giving rewards to employees who are diligent and employees who are late given punishment, for example every 5 minutes late in paying salary according to the specified regulations.
4. Furthermore, suggestions for further research, related to performance appraisal and motivation are not based on good work discipline, but there are other factors, namely the corporate culture that has been formed from the previous generation, which results in current generation employees still arguing about their rights which must be given regardless of the employee's point of view and what the employees have given to the company by contributing in terms of responsibility for the assigned tasks. superiors and colleagues and hampers the achievement of work targets that should be.

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