

# Analyzing the Impact of Human Resources Competence and Work Motivation on Employee Performance: A Statistical Perspective

*by* Cek Turnitin

---

**Submission date:** 31-Jan-2024 06:36PM (UTC+0530)

**Submission ID:** 2282853551

**File name:** dy12vb17rh1798.pdf (541.36K)

**Word count:** 4262

**Character count:** 23653

# Analyzing the Impact of Human Resources Competence and Work Motivation on Employee Performance: A Statistical Perspective

Z. T. Rony<sup>1</sup>, I. M. S. Wijaya<sup>2</sup>, D. Nababan<sup>3</sup>, J. Julyanthry<sup>4,\*</sup>, M. Silalahi<sup>4</sup>, L. M. Ganiem<sup>5</sup>, L. Judijanto<sup>6</sup>, H. Herman<sup>7</sup>, and N. Saputra<sup>8</sup>

<sup>1</sup>Department of Magister Management, Universitas Bhayangkara Jakarta Raya, Jakarta, 12140, Indonesia

<sup>2</sup>Department of Engineering Management, Institut Teknologi Batam, Batam, 29425, Indonesia

<sup>3</sup>Department of Magister Public Health, Universitas Sari Mutiara Indonesia, Medan, 20123, Indonesia

<sup>4</sup>Department of Management, Sekolah Tinggi Ilmu Ekonomi Sultan Agung, Pematang Siantar, 21145, Indonesia

<sup>5</sup>Department of Magister Communication Science, Universitas Mercu Buana, Jakarta, 11650, Indonesia

<sup>6</sup>Indonesia Petroleum Oil Strategic Studies (IPOSS), Jakarta, 12190, Indonesia

<sup>7</sup>Department of English Education, Universitas HKBP Nommensen Pematangsiantar, Pematang Siantar, 21132, Indonesia

<sup>8</sup>Madrasah Ibtidaiyah Teacher Education, Sekolah Tinggi Ilmu Tarbiyah Al-Hilal Sigli, Aceh, 24151, Indonesia

Received: 20 Aug. 2023, Revised: 28 Oct. 2023, Accepted: 30 Nov. 2023.

Published online: 1 Mar. 2024.

**Abstract:** HR competence is a factor that influences employee performance employees have HR competence and high work motivation hence performance good employees come true. The research method used in research field using a quantitative approach. Data analysis method used multiple regression model analysis. The results of research on test results partial results obtained by the t-count value for the HR competency variable (X1) level significant in the HR competency variable of  $0.01 < 0.05$  means significant, while the value of t table is  $2.017$  t count  $>$  t table ( $2.652 > 2.017$ ), meaning that the variable HR competence has a significant and positive effect on employee performance, the results of the partial test on the variable work motivation (X2) have a significant level of  $0.01 < 0.05$  means significant and the value of t table is  $2.017$  t count  $>$  t table ( $3.506 > 2.017$ ) means that work motivation has a significant and positive relationship on employee performance, and the results of the simultaneous test show the value of f count  $11.123$  while the value of f table is  $3.22$  therefore f count  $>$  f table ( $11.123 > 3.22$ ) and a significant value of  $0.000 < 0.005$  means HR competence and work motivation simultaneously has a positive and significant effect on performance employee. Determination Coefficient Value  $R^2$   $31\%$  is defined as performance employees are influenced by HR competence and work motivation, meanwhile the remaining  $69\%$  is the influence of other variables not examined in this research, such as commitment, personality, and loyalty.

**Keywords:** HR Competence, Work Motivation, Employee Performance, Statistical Perspective

## 1 Introduction

Human resources have a major role in every organizational activity. As the main key, human resources will determine the success of the implementation of organizational activities. Organizational demands to obtain, develop and maintain quality human resources are increasingly urgent in accordance with the ever-changing dynamics of the environment. This is supported by the opinion of Suwatno & Priansa defined that human resources always play an active and dominant role in every organization, because human resources are planners, actors and determinants of the realization of organizational goals [21]. Therefore, every organization is required to use professional human resources in the field of work handled. Under these circumstances, it is very necessary for a government agency to carry out an activity that can provide benefits and a major contribution to employee performance. Human resource development contains the task of optimally utilizing human resources owned by an institution, so that human resources can work optimally to jointly achieve goals in accordance with the vision and mission of the organization [3]. In government organizations, the performance of employees in carrying out tasks or work is often not in accordance with what society expects. They often make mistakes that shouldn't happen, for example, they often don't come to work and don't really comply with working hours regulations. This will have bad consequences for the organization because work often cannot be completed at the allotted time or a lot of time is not used properly. In addition, the phenomenon is that there are still employees who take advantage of work time to do other things outside of work. This results in low employee performance because his attention is divided with activities outside of his obligations as a public servant, so that the employee does not totally provide self-dedication to the organization [16].

To realize the government's vision, employees in the South Sumatra government office need to be given human resource

\*Corresponding author e-mail: [yoe.lianthry@gmail.com](mailto:yoe.lianthry@gmail.com)

development in order to have good quality human resources because the employees who work there are people who are appointed by the government to occupy a certain position that is directed to ensure the implementation the task of government, development in an efficient and effective manner [22]. Development can be done in various ways, for example education and training (training), involving employees in learning assignments for formal education, and other activities. The large number of training participants who were not adjusted to the career development plan resulted in the training participants after returning, they did not get promotion placements or development according to their potential [6]. This causes disappointment for the employees. The tendency that occurs in government organizations is that there are employees who don't have a workload and instead cause problems in the office, for example they are less active in doing their jobs, so to provide a way out these employees are trained.

## 2 Literature Review

Human resources have a major role in every organizational activity. This is supported by the opinion of that human resources always play an active and dominant role in every organization, because human resources are planners, actors and determinants of the realization of organizational goals [15]. According to Panjaitan and Sinaga, Human Resources are people who work and function as organizational/company assets that can be counted (quantitative), and HR is the potential that drives the organization [14]. Thus, human resources are a vital factor for the sustainability of an organization and are the most decisive in measuring the success of achieving organizational goals [9]. The human resources in question are people who are ready to use and have the ability to achieve the goals of the organization. Development is an activity to improve the ability of employees by increasing knowledge and understanding of general knowledge including increasing mastery of theory, decision making in dealing with organizational problems [1]. From the understanding of development put forward by the experts above, this development can be said to be a process of increasing capacity or long-term education to improve conceptual abilities, decision-making abilities and expand human relations (human relations) to achieve general goals that are carried out systematically. and organized and carried out by its managerial staff (upper and middle level). So, in this case development is aimed at managers or staff so that they are better able to manage an organization through decision making and expanding human relations [13].

[24] states that Human Resource Development is a planned effort made by management to improve employee competence and performance of an organization through training, education and development programs [7;19]. Meanwhile [2] [2] states that Human Resource Development can be understood as individual preparation of an employee to assume different or higher responsibilities within the organization. Development usually relates to increasing the intellectual or emotional abilities needed to advance to a better job. Human resource development is based on the fact that these individuals or employees need developing knowledge, skills and abilities so that they are able to work well. HR development can be realized through career development, education, and training. Then the dependence of the organization on the recruitment of new human resources will be reduced [10].

Based on some of the opinions above, it can be concluded that Human Resource development is an effort made by management to improve employee competence and the performance of an organization through education, training and development programs. Employee performance is a very important thing in the efforts of the organization/company to achieve its goals [23]. Employee performance is the result of the behavior of members of the organization, where the actual goal to be achieved is through behavior [11]. To find out the size of the organization's performance, a performance appraisal is carried out. Performance appraisal is the process of evaluating how well employees are doing their jobs when compared to standards and then communicating that information to employees. Development of human resources and control is an integral part in producing employee performance, namely: "Development of Human Resources and control is something that is absolutely carried out by organizations to control activities that have been planned previously. with the aim of improving employee performance effectively and efficiently [8]. Human resource development aims to produce organizational human resources that are reliable and have competencies according to the needs of the organization. The goal of human resource development is ultimately to create employees who have good performance by increasing their ability to perform better [4]. If the previous employee's performance was positive, then the development given aims to further improve the employee's performance in the process of climbing the career ladder. Meanwhile, if the previous performance was negative, the purpose of human resource development is to improve it so that it becomes good and positive.

## 3 Methodologies

The type of research used by the author is explanatory research, namely research that aims to analyze the influence of one variable on another, using a quantitative approach. Explanatory research is research that intends to explain the position of the variables studied and the relationship between one variable and another [20]. Furthermore Sugiyono explains, the quantitative method is a research method based on the philosophy of positivism, used to examine the population of a particular sample, sampling techniques are generally random, data collection uses research instruments, data analysis is

quantitative or statistical with the purpose of testing the hypotheses that have been set.

Data collection techniques used in this study are: Questionnaire (questionnaire), namely primary data collection techniques in the form of a list of questions or statements on the subject matter with reference to research variables [5]. Documentation, namely secondary data collection techniques using records or documents at the research location as well as other sources relevant to the object of research.

The data analysis technique used in this study is a quantitative technique, namely to test the effect of the independent variables and the dependent variable. The statistical methods used are:

1. Validity Test

Validity test is used to determine the level of validity (validity) of statements in the questionnaire. Testing will be carried out by analyzing the correlation method using SPSS V.20.0 software for windows. If  $r_{count} \geq r_{table}$  (sig. 0.05) then the instrument or question items have a significant correlation with the total score (declared valid).

2. Reliability Test

Reliability test is used to determine the level of reliability of the questionnaire or the extent to which the measurement results remain consistent. By paying attention to the characteristics of the variables to be tested, based on the formulation of the hypothesis, namely:

$H_0 : \rho \leq 0$  there is no positive impact between Employee Performance and Human Resource Development.

$H_a : \rho > 0$  there is a positive impact between Employee Performance and Human Resource Development.

To be able to draw conclusions about the hypothesis above, it is done by comparing the value of  $t_{count}$  with  $t_{table}$  with a significant level of 5% and degrees of freedom  $(dk) = n - 2$  was chosen because it is a significant level commonly used in social science research which is also considered quite strict to represent the relationship of the variables studied.

The criteria for rejecting and requesting the hypothesis  $H_0$  are as follows:

- a.  $t_{count} > t_{table}$ , then  $H_0$  is in the rejection area, meaning that  $H_a$  is accepted/has a significant influence.
- b. If  $t_{count} < t_{table}$  then  $H_0$  is in the acceptance area, meaning that  $H_a$  is rejected / has no significant effect. Withdrawals are made based on hypothesis testing and criteria set by the theory for the problem under study.

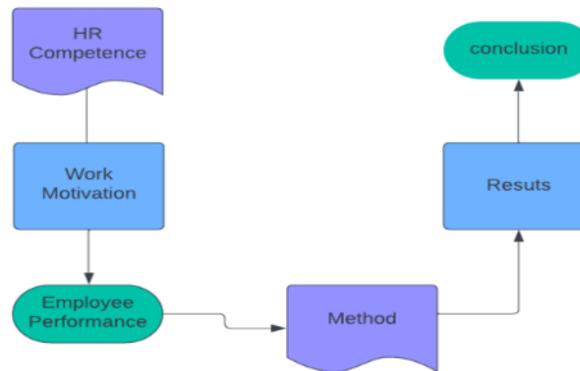


Fig. 1. Flowchart

4 Results and Discussion

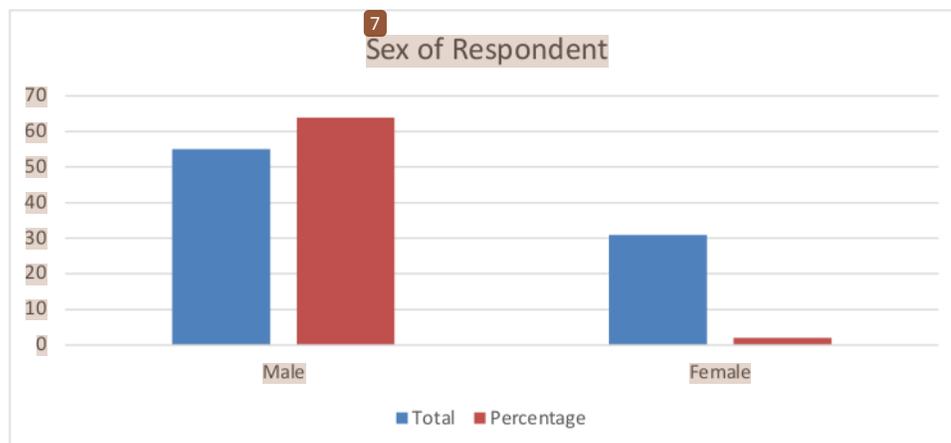
Based on the research results of testing the Source Development variable Human Resources on Employee Performance at the Office of the Management Agency Finance Area Regency Takalar show that there is influence Which positive And significant. An organization or corporate agency can run well when organization or agency the own ability source Power good human. According to Nawawi Resources Man is person Which Work And function as asset organization/company that can be counted (quantitative), and HR is potency Which become mover organization.

Human resource development and control constitute an integral part in producing employee performance like Which put forward by Siagian, that is : "Development Source Power Man And control is matter Which absolute held by organization For control activities previously planned, with the aim of increasing performance employee effectively and efficient" [17].

Table 1. Results study taken from Sex of Respondent

No	Gender	Total	Percentage
----	--------	-------	------------

1	Male	55	63,963
2	Female	31	36,047
	Total	86	100%

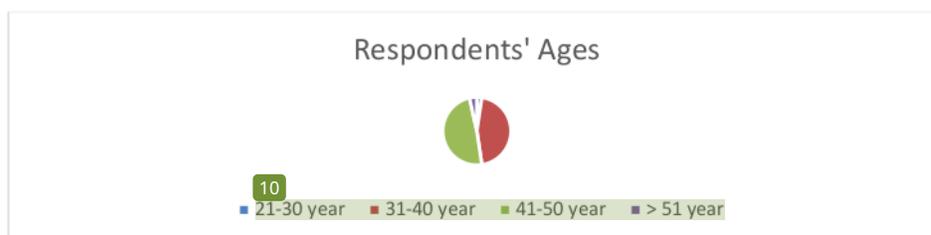


**Fig.2.** Results study taken from Sex of Respondent

Results study based on identity respondent seen from type sex is known that man as much 55 person (63.953%) And women 31 people (36.047%). Based on the age of the respondents it is known from age 21 – 30 year as much 2 person (2.326%), age from 31– 40 year as much 39 person (45.349%), age from 41 – 50 year as much 42 person(48.837%) And age 51 year to on as much 3 person (3.488%).

**Table 2.** Results study taken from Age of Respondents

No	Age Respondent	Total	Percentage
1	21-30 year	2	2,326
2	31-40 year	39	45,349
3	41-50 year	42	48,837
4	> 51 year	3	3,488
	Total	86	100



**Fig. 3.** Results taken from Respondents based on their ages

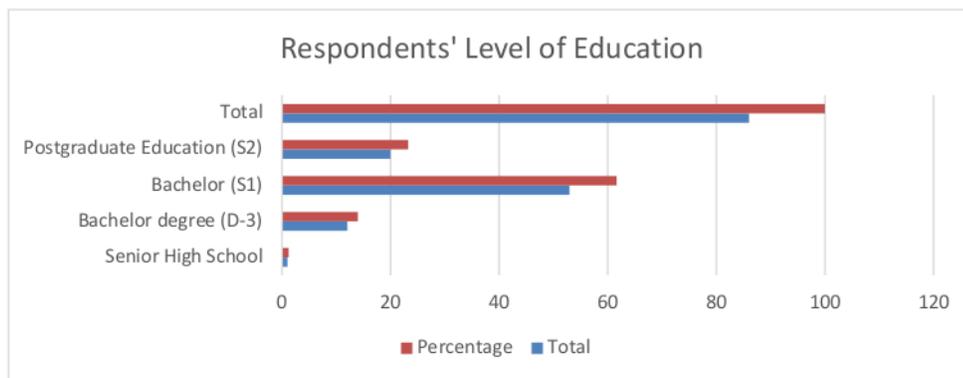
16

Based on the level of education , it is known that the number of respondents who educated high school/high school as much as 1 person (1.163%) There are Bachelor Degrees (D3) 12 people (13.953%) who are educated Bachelor (S1) as

many as 53 people (61.628%), and those with postgraduate education Bachelor (S2) as much 20 person (23.256%). Based on class respondents were known to be group II/A – II/D as many as 11 people (12.790%), group III/A – III/D as many as people (84.884%), and those who have class IVA/D – IV/D as much 2 people (2.326%). In matter This majority employee respondents are grouped between III/A – III/D. Based on years of service, the number of respondents whose working period was 5-10 years was 142 person (48.837%), Which period it works 11 – 15 year as much 36 person(41.861%), whose working period is 16-20 years as many as 5 people (5.814%), and those with more than 21 years of service were 3 people (3.488%). In matter This seen that they Already Enough experienced in carry out their duties.

**Table 3.** Number of Respondents from Level of Education

No	Level of Education	Total	Percentage
1	Senior high school	1	1,163
2	Bachelor degree (D3)	12	13,953
3	Bachelor (S1)	53	61,628
4	Postgraduate education (S2)	20	23,256
5	Total	86	100



**Fig. 4.** Answers from Respondents taken from their Level of Education

Based on results study tabulation answer respondent, indicator Education and Training has a greater influence on performance compared with indicator other. Respondents Which choose very agree on statement the as much 43 person or as big 50% with a score of 215 and a total score of 384. The results of this study are appropriate with condition employee. Development No Can separated from education and training. This development can work optimally when carried out in planned and systematic ways fundamental and systematic.

Based on indicator Activity Non-training, is known that develop themselves by independent learning or learning through a organization can affect employee attitudes and performance. It is visible from the answers of respondents who chose to strongly agree as many as 23 people or by 26.744% with a score of 115 and a total score of 363. That in accordance with study earlier Which done by Siregar with the research title The Effect of Source Development Human Power to Performance Employee (Studies Case On Service Communications City Medan) Which state that Activity Non-training Also have influence on Performance Employee. Based on the indicators of Learning Tasks on Employee Performance it is known that respondent Which choose very agree as much 34 person or as big 39.535% with score 170 And total score as big 373. In accordance with guidelines in lan And Ministry of Agriculture (2007), Wrong One effort to improve the professional ability of employees is through assignments learn to attend formal education in Universities and Institutes Which accredited.

Based on indicator Promotion to Performance Employee, seen that respondent Which choose very agree as much 7 person or of 8.140% with a score of 35 and a total score of 339. As wrong one development effort, promotion is highly expected by every employee because employees will get material rights, for example increase income, repair facility, whereas right nonmaterial for example status social, flavor proud. Matter the in accordance with theory Notoadmodjo [12] which state that importance promotion for employee is as Wrong One “rewards” and “incentives” (reward stimulants) in the form of promotions can increase a person's work productivity employee.

Influence development source power man based on results simple linear regression analysis shows that the value of the regression coefficient worth positive, so that can be said that development source power man influential positive on performance employee.

Human Resource Development is a planned effort that carried out by management to improve employee competence and performance of an organization through training programs, education, and development. Resource Development Man stand on fact that individual or employee the requires developing knowledge, skills, and abilities so they can Work with Good.

Based on research results, The Effect of Resource Development Humans show that partially (t test) the results of the test are known significance show that there is mark t count as big  $2,377 > t$  table 1.992 and it is also known that the significance value (Sig.) is  $0.020 < probability$  0.05. Mark the can prove hypothesis accepted, Which means that "There is Influence Which positive And significant between variable Development Source Power Man to performance Employee". Research result This strengthened with research that done which states that there is influence Which significant between variable Development Source Power Man on Performance Employee.

Viewed from coefficient determination (R Square), Development HR influential Positive to Performance Employee with total influence as big 6.3%. Influence positive This meaning the more increasing HR development of an employee will affect the enhancement Performance Employee the as Which put forward by Simamora, performance is size success organization in achieving its mission [18]. An organization or corporate agency will can run well if the organization or agency has ability source Power man Which Good in achievement objective established organization. Therefore, all efforts are needed For increase quality resource man which owned.

## 5 Conclusions

20

After results discussed in the previous section, it is clear that the aim of this research is to know influence Development Source Power Man to Performance Employee. Based on formula problem as well as results analysis data And discussion in study This, so can concluded that variable Development Human Resources has a positive (2.377) and significant (0.020) effect to Performance Employee or can said that Development Human Resources has a positive and significant effect

### Conflicts of Interest Statement

The authors declare that there is no conflict regarding the publication of this paper.

## References

- [1] Afriati, M. J. and Ahmad, M. Quality management human resource training and development. *Journal of Curriculum Indonesia*, 5(1), 63-69. (2022).
- [2] Agung, A. A. P. & Widnyana, I. W. The effect of career development and servant leadership on employee performance with work motivation as an intervening variable in the employment agency and human resources development Denpasar city. *International Journal of Contemporary Research and Review*, 11(01), 21741-21751 (2020).
- [3] Alamsyah, A., Hamboer, M. E. & Pranawukir, I. The effect of human resources development on employee performance at government office in South Sumatra. *Mediastima*, 29(1.2), 220-227 (2023). Retrieved from <https://ejournal-ibik57.ac.id/index.php/mediastima/article/view/884>
- [4] Arifah, S., Zainuddin, M., & Gutama, A. S. Pengembangan sumber daya manusia di lembaga organisasi pelayanan sosial (Studi Kasus Mengenai Pelatihan Karyawan di Aksi Cepat Tanggap Jakarta Selatan). *Prosiding Penelitian dan Pengabdian kepada Masyarakat*, 3(3), 292-428 (2015). <https://doi.org/10.24198/jppm.v3i3.13783>
- [5] Creswell, J. W. *Research design: Qualitative, quantitative and mixed methods approaches (4th ed.)*. Thousand Oaks. SAGE. (2014).
- [6] Damayanty, P., Murwaningsari, E., and Mayangsari, E. Analysis of financial technology regulation, information technology governance and partnerships in influencing financial inclusion. *Budapest International Research and Critics Institute (BIRCI-Journal)*, 5(2), 8513-8526 (2021). DOI: <https://doi.org/10.33258/birci.v5i2.4631>
- [7] Fajriawati, F. and Harisman, H. Application of the gallery walk method to increase activities and learning achievement of law students in Pancasila Education Courses. *International Journal Reglement & Society*, 1(2), 86-92 (2020). DOI: <https://doi.org/10.55357/ijrs.v1i2.31>
- [8] Himawan, A. F. & Akhiruddin, A. Kemampuan dan kepemimpinan transformasional dalam mempengaruhi kinerja karyawan melalui komitmen organisasional dan motivasi. *Journal of Business and Banking*, 11(2), 231-250 (2022).
- [9] Malik, N., Fatmawati, E., Purba, R., Tukiyo, T., and Silalahi, M. Analysis of human resource management in

- improving teachers' competence in early childhood teaching at schools. *Jurnal Obsesi: Jurnal Pendidikan Anak Usia Dini*, 6(6), 5714-5721 (2023). DOI: 10.31004/obsesi.v6i6.3264
- [10] Martini, I. A. O., Lasmi, N. W., Jaya, N., & Sutrisni, N. K. E. Improving cooperative performance through human resource development efforts. *International Journal of Social Sciences and Humanities*, 1(3), 49-58 (2017). <https://doi.org/10.29332/ijssh.v1n3.55>
- [11] Naqvi, S. M. H. & Khan, M. A. Employees training and organizational performance: Mediation by employees' performance. *Institute of Interdisciplinary Business Research*, 5(4), 490-503 (2013).
- [12] Notoadmodjo, S. *Manajemen personalia*. Jakarta: Rineka Cipta. (1992).
- [13] Pahala, Y., Widodo, S., Kadarwati, Azhari, M., Mulyati, Lestari, N. I., Mahjid, S. A., Sidjabat, S., Limakrisna, N., and Endri, E. The effects of service operation engineering and green marketing on consumer buying interest. *Uncertain Supply Chain Management*, 9(3), 603-608 (2021). doi: 10.5267/j.uscm.2021.5.011
- [14] Panjaitan, F. and Sinaga, Y. F. The effect of career development, competence and compensation on job satisfaction and their impact on employee performance at the national unit and political agency of North Sumatra province. *Sultanist: Jurnal Manajemen dan Keuangan*, 11(2), 187-199 (2023). DOI: <https://doi.org/10.37403/sultanist.v10i2.444>
- [15] Rostina, C. F., Castello, D., Jonathan, J., Anglthoma, F., and Romi, M. V. The influence of work discipline, position promotion and work competence on employee performance in PT Sindomas Jaya Perkasa. *Sultanist: Jurnal Manajemen dan Keuangan*, 11(2), 108-113 (2023). DOI: <https://doi.org/10.37403/sultanist.v11i2.507>
- [16] Salehan, S., Rao, D. G., Soepriyadi, I., Nuryana, A., and Lurmas, Y. Analysis of the influence organizational control system and trust on employee performance. *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*, 5(3), 24335-24344 (2022). DOI: <https://doi.org/10.33258/birci.v5i3.6454>
- [17] Siagian, S. P. *Manajemen sumber daya manusia , edisi pertama, cetakan keempat belas*. Jakarta: Penerbit Bumi Aksara. (2007).
- [18] Simamora, B. *Memenangkan pasar dengan pemasaran efektif & profitable*. Gramedia Pustaka Utama, Jakarta. (2003).
- [19] Sofia. The influence of training and career development to employee performance among academic civities at SekolahTinggi Ilmu Ekonomi Muara. *International Journal of Educational and Vocational Studies*, 2(8), 675-678 (2020). DOI: <https://doi.org/10.29103/ijevs.v2i8.2758>
- [20] Sugiyono. *Metode penelitian kuantitatif, kualitatif dan R&D*. Bandung: Alfabeta. (2017).
- [21] Suwatno. & Priansa, D. *Manajemen SDM dalam organisasi publik dan bisnis*. Bandung: Alfabeta. (2011).
- [22] Thaib, D. and Samad, A. W. Evaluation of social security of BPJS Kesehatan program. *PalArch's Journal of Archaeology of Egypt / Egyptology*, 18(7), 718-732 (2021). Retrieved from <https://archives.palarch.nl/index.php/jae/article/view/7795>
- [23] Winda, O., Nayati, U. H. & Arik, P. Impact of compensation and career development on job satisfaction and employees performance. *Russian Journal of Agricultural and Socio-Economic Sciences*, 4(64), 113-119 (2017). DOI <https://doi.org/10.18551/rjoas.2017-04.15>
- [24] Yuliantari, P. D. and Martini, I. A. O. Implementation of HR development to improve employee performance. *International Research Journal of Management, IT & Social Sciences*, 6(6), 194-200 (2019). <https://doi.org/10.21744/irjmis.v6n6.791>

# Analyzing the Impact of Human Resources Competence and Work Motivation on Employee Performance: A Statistical Perspective

## ORIGINALITY REPORT

8%

SIMILARITY INDEX

6%

INTERNET SOURCES

4%

PUBLICATIONS

3%

STUDENT PAPERS

## PRIMARY SOURCES

1	Submitted to Universitas Pendidikan Indonesia Student Paper	1%
2	www.ijasre.net Internet Source	1%
3	Submitted to Manipal Academy of Higher Education (MAHE) Student Paper	1%
4	Submitted to UPN Veteran Yogyakarta Student Paper	1%
5	Bambang Leo Handoko, Given Name Siswono, Julyanka Mustika Azani. "Analysis of Perceived Risk, Perceived Trust, Perceived Security Factors on Consumer Intention using E-Payment", 2022 8th International Conference on E-business and Mobile Commerce, 2022 Publication	<1%

6

Internet Source

&lt;1 %

7

[villageofpulaski.org](http://villageofpulaski.org)

Internet Source

&lt;1 %

8

Dede Hertina, Mohamad Bayu Herdiawan Hidayat. "Financial Performace and Systemic Risk Effect On Stock Return (Case Study on Oil and Gas Companies Listed In IDX Year 2011-2016)", Perisai : Islamic Banking and Finance Journal, 2019

Publication

&lt;1 %

9

Herman Herman, Ridwin Purba, Nanda Saputra. "The realization of interpersonal meanings in cosmetic Maybelline New York in 2018 advertisements", F1000Research, 2023

Publication

&lt;1 %

10

[commons.wmu.se](http://commons.wmu.se)

Internet Source

&lt;1 %

11

[digilib.unimed.ac.id](http://digilib.unimed.ac.id)

Internet Source

&lt;1 %

12

[www.1.m.growingscience.com](http://www.1.m.growingscience.com)

Internet Source

&lt;1 %

13

[www.researchgate.net](http://www.researchgate.net)

Internet Source

&lt;1 %

14

[eprints.walisongo.ac.id](http://eprints.walisongo.ac.id)

Internet Source

&lt;1 %

15	<a href="http://sms.unbari.ac.id">sms.unbari.ac.id</a> Internet Source	<1 %
16	<a href="http://cadmus.eui.eu">cadmus.eui.eu</a> Internet Source	<1 %
17	<a href="http://digitalcommons.aaru.edu.jo">digitalcommons.aaru.edu.jo</a> Internet Source	<1 %
18	<a href="http://docplayer.info">docplayer.info</a> Internet Source	<1 %
19	<a href="http://ijels.com">ijels.com</a> Internet Source	<1 %
20	<a href="http://mgt.vvsu.ru">mgt.vvsu.ru</a> Internet Source	<1 %
21	Torikhul Wasyik, Abdul Muhid. "The Urgency of Classical Learning Motivation in the Millennial Era: Al-Zarnuji's Perspective", Nazhruna: Jurnal Pendidikan Islam, 2020 Publication	<1 %

Exclude quotes  On

Exclude matches  Off

Exclude bibliography  On