
THE INFLUENCE OF INFORMATION TECHNOLOGY, WORK DISCIPLINE AND RELIGIOUS ATTITUDES ON EMPLOYEE PERFORMANCE MEDIATED BY EMPLOYEE ENGAGEMENT AT THE REGENCY REGIONAL SECRETARIAT SOUTH ACEH

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ABSTRACT

The aim of this research is to examine and analyze the influence of information technology, work discipline and religiosity on employee performance which is mediated by employee engagement at the South Aceh Regional Secretariat (SETDA). The object of this research was employees of the South Aceh Regent's office with a sample size of 112 respondents. The sampling technique in this research uses a total sampling technique, namely the entire population is sampled. Data analysis used descriptive tests, namely to test descriptive statistical models based on average values and verification tests using structural equation modeling-partial least squares (SEM-PLS) data analysis equipment with the help of the SmartPLS program. The research results show that information technology has a direct and significant effect on employee performance and employee engagement. Work discipline has no effect on employee performance, but work discipline has a direct and significant effect on employee engagement. Religious attitudes have a direct and significant effect on employee performance and employee engagement. Employee engagement has a direct and significant effect on employee performance. The results of the analysis show that employee engagement fully mediates (Full Mediation) the influence of work discipline on employee performance and employee engagement partially mediates (Partial Mediation) the influence of information technology and religious attitudes on employee performance at the South Aceh Regional Secretariat.

Keywords: Information Technology, Work Discipline, Religious Attitudes, Employee Engagement and Employee Performance

1. INTRODUCTION

The South Aceh Regency government is centered in the regent's office or often also called Regional Government which is located on Jalan T. Ben Mahmud, No. 11, Tapaktuan, with a total of 112 employees, both civil servants and contract staff, consisting of men and women, with 75 male employees and 37 female employees with different levels of education, namely 46 high school people, 5 people with Diploma, 46 people with S1, and 15 people with S2 (data from the Regional Secretariat of South Aceh Regency, 2021).

Improving employee performance is one of the most important things in terms of finding solutions to every problem that occurs in a government institution, as well as in the office administration sector. Employee performance in question is the ability of government officials, both civil servants and contract staff who work in the government sector in order to carry out office administration duties. The role of employees really determines the success of an institution so it cannot be ignored. Employees on duty are one of the most important factors in a government institution, with superior employees the success of the goals that will be developed will be achieved (Yosepa, Samsudin, 2020). Considering the very important role of employee work, an institution needs to develop or encourage employees to improve their performance so that the wishes and goals of the institution are quickly fulfilled.

Information technology can improve government capabilities and can also improve employee performance in working quickly and innovatively (Antunes & Pinheiro, 2020). The use of information technology really supports various needs that exist in government, information technology. Information technology is an organizational resource that enables the production of knowledge, leading to innovation outcomes in the form of patented inventions (John Qi Dong, 2019).

The main advantage of technology-based information systems is that they can be online, making it very easy to use send information or obtain information that is useful for government development, especially in South Aceh Regency.

The work discipline of South Aceh Regency government employees is still relatively low, this is proven by the results of the presence of many employees who are still late when entering the office. This data was generated from the results of initial observations using the direct interview method with employees of the South Aceh Regency Regional Secretariat. From this data it is necessary to be improved in accordance with the vision and mission of South Aceh Regency, namely Vision: Realization of a South Aceh that is socially and economically just, Mission: 1) realizing the values of Islamic Sharia and Culture in all aspects of life; 2) building a young generation that is qualified and competitive at the national level; 3) ensure easy access and quality health services as well as integrated social benefits; 4) strengthening the regional planning system to be more effective and efficient; 5) simplification of the government bureaucratic

service system; 6) provision of basic and supporting infrastructure evenly and fairly; 7) improving the people's economy, expanding employment opportunities in the production and service sectors; 8) strengthening the community's production base in the agricultural, plantation and fisheries sectors; 9) realizing the development of competitive production, industrial and creative industry centers; 10) development of sustainable economic growth areas.

The aim of this research is to analyze the influence of information technology, work discipline and religious attitudes on employee performance which is mediated by employee engagement at the South Aceh District Secretariat.

2. LITERATURE REVIEW

2.1 Information Technology

According to Hutauruk et al., (2017) information technology is a technology used to process data, including processing, obtaining, compiling, storing, manipulating data in various ways to produce quality information, namely relevant, accurate and timely, used for personal, business and government purposes and constitutes strategic information for decision making.

According to (Egena Ode, 2019), the use of information technology provides many job opportunities, financial benefits, increased efficiency, productivity and good economic growth. Other research conducted by (Emmanuel Gyamera et al, 2023) explains that information technology has a weak and significant influence on improving the performance of financial employees in Ghana. Technology has invaded all areas of life, and the importance of e-government has increased throughout the world, not only for ease of use for citizens but also for transparency and to eliminate corruption (Elkhan Richard Sadik-Zada, Andrea Gatto, 2022). The role of technology in management in an institution has a very broad influence, technological developments have a positive impact on employee knowledge (Nguyen et al., 2020).

2.2 Work Discipline

Work discipline is a behavior that is instilled in every individual inside and outside the organization, each individual must be willing to follow or comply with all existing and previously agreed regulations and be ready to accept all consequences if they violate these rules. So that gradually this will become a good habit and will be implemented in his heart and soul (Dwi Partika et al., 2020).

Work discipline is a condition that causes or encourages employees to act and carry out all activities in accordance with established norms or rules (Surajiyo, Nasruddin, & Paleni, 2020). Very disciplined behavior needed in everyday life, especially those related to the world of work. Work discipline is an implementation in regulating and strictly adhering to all existing regulations in government.

2.3 Religious Attitude

Religion means belief in God, belief in a power above humans. Religiosity is part of a person's personal

characteristics which itself will describe personality as the complete internalization of religious values obtained from the socialization of religious values throughout life (Yanuarti, 2018).

Religiosity is a character that plays an important role in the attitudes a person will show in behavior (Jannah et al., 2020). A person's religious attitude should lead him to be able to strive for the better by not violating applicable regulations, behaving well in living daily life by obeying the norms that have been established both in religion and in society.

(Hartinah & Syamsir, 2022) explains that from the results of the research that has been conducted, there is a significant influence between the religiosity attitudes that employees have on employee performance at work. The result of several opinions which has been described, it can be concluded that a person's religious attitude will optimize the realization of employee performance at work, whether in a government institution, company or other workplace.

2.4 Employee Performance

Employee performance is the result of work carried out by employees as a whole or during a certain period both in quality and quantity based on predetermined or agreed criteria (Sari & Hadijah, 2016). Rizaldi (2019) explains that employee performance is one of the concepts in human resource management, one of which is influenced by organizational culture.

Then (Mahmud et al., 2021) defines employee performance as a very important part in realizing an institution that moves in the direction of the vision, mission and goals of an institution. Employee performance can be seen from the willingness of a person or group of people to carry out an activity, and perfect it according to their responsibilities with the results as expected.

2.5 Employee Engagement

Yudiani, (2017) explains that employee work involvement is a concept that can be seen from discretionary effort, namely employees have choices, employees act in the interests of the organization, employees who have high work involvement are employees who are able to be fully involved and enthusiastic. To the job he has. (Septiadi et al., 2017) revealed that employee involvement can produce optimal decisions and be seen from various points of view because employees are given the opportunity to contribute in providing ideas and suggestions in the decision-making process in an institution. Employee involvement ensures that employees are always in a position to be ready in whatever conditions the institution requires because employees will be directly involved in activities and joint decision making.

One of employee involvement is that employees are willing and brave to always speak (Satrio Eko Nugroho, 2021). The courage that employees must have when working includes having the courage to express opinions, criticism for the better, suggestions for improvements, information, evaluation, discussions, ideas and various other things aimed at improving and optimizing their own work and within the Institution.

3. RESEARCH METHODS

3.1 Scope of Research

This type of research is survey research with a quantitative approach. This research focuses on analyzing the influence of information technology (X1), work discipline (X2) and religious attitudes (X3) on employee performance (Y) which is mediated by employee engagement (Z) at the Regional Secretariat of South Aceh Regency.

3.2 Data Types and Sources

Primary

Primary data is data obtained directly from original sources (without going through intermediaries) using a survey method, namely a questionnaire distributed to employees of the South Aceh Regency Regional Secretariat office.

Secondary

Secondary data is research data obtained indirectly through intermediary media (obtained and recorded by other parties). Secondary data in this research: data obtained from the head of the South Aceh Regency Regional Secretariat office.

3.3 Population and Sample

Population is the entire research subject, population is also a collection of all elements that have one or more attributes that are the research objectives. For this research, the population used was all employees who worked at the South Aceh Regency Regional Secretariat office.

The intended population is all employees who work at the South Aceh Regency Regional Secretariat office. Based on data from the Head of Personnel Division of the Regional Secretariat of South Aceh Regency, namely 112 people.

3.4 Data Analysis Methods

The data analysis technique used in this research is quantitative data analysis. The research results obtained from the field were processed using statistical calculations using PLS SEM (Partial Least Square). PLS is a Structural Equation Modeling (SEM) equation model with an approach based on variance or component-based structural equation modeling (Ghozali & Imam. 2018).

Measurement Model (Outer Model)

The measurement model or outer model shows how each indicator block is related to its latent variable. Evaluation of the measurement model through confirmatory factor analysis is by using the Multi Trait-Multi Method (MTMM) approach by testing convergent and discriminant validity. Meanwhile, reliability testing is carried out in two ways, namely with Cronbach's Alpha and Composite Reliability.

Convergent Validity

Convergent validity of the measurement model with reflexive indicators can be seen from the correlation between the item score/ indicator and the construct score. An individual reflective measure is said to be high if it correlates more than 0.70 with the construct to be measured. However, at the research scale development stage, loadings of 0.50 to 0.60 are still acceptable (Ghozali & Imam. 2018).

Discriminant validity

Indicators can be seen in the cross loading between the indicator and its construct. If the correlation of a construct with its indicator is higher than the correlation of the indicator with other constructs, then this indicates that the latent construct predicts the indicators in their block better than the indicators in other blocks. Another method for assessing discriminant validity is by comparing the square root of the average variance extracted (AVE) for each construct with the correlation between the construct and other constructs with the model.

Test the Structural Model or Inner Model

The structural model or inner model shows the relationship or strength of estimates between latent variables or constructs based on substantive theory.

R-Square

In assessing the structural model, first assess the R-Square for each endogenous latent variable as the predictive power of the structural model. Testing of the structural model is carried out by looking at the R-square value which is a model goodness-fit test. Changes in the R-Square value can be used to explain the influence of certain exogenous latent variables on whether endogenous latent variables have a substantive influence. R-Square values of 0.75, 0.50 and 0.25 can be concluded that the model is strong, moderate and weak (Ghozali & Imam. 2018).

F-Square

The f-square test is carried out to determine the goodness of the model. The f-square values of 0.02, 0.15 and 0.35 can be interpreted as whether the latent variable predictor has a weak, medium or large influence at the structural level (Ghozali & Imam. 2018).

Estimate For Path Coefficients

next test is to see the significance of the influence between variables by looking at the parameter coefficient values and the t-statistic significance values, namely through the bootstrapping method (Ghozali & Imam. 2018).

Estimate For Path Coefficients

Evaluation of model fit in this study was carried out using two test models including standardized root mean square residual (SRMR) and normal fit index (NFI) proposed by Hu and Bentler (1998) in Ramayah et al. (2017) that the model will be considered to have good fit if the standardized root mean square residual (SRMR) value is below 1.00 (Hair, et al., 2014).

4. RESEARCH RESULTS AND DISCUSSION

4.1 General Description of Research Objects

The South Aceh Regency Regional Secretariat Office is located in South West Ujong. The regional secretariat is obliged to assist regional heads in developing working relationships with departments, technical institutions and other implementation units, as the driving force of government organizations in South Aceh. So that it can be a reflection of employees in moving the wheels of government in South Aceh quickly and innovatively.

4.2 Respondent Characteristics

Table 1 Respondent Characteristics

No.	Description	Frequency	Percentage
1.	Gender		
	▪ Male	75	67,0
	▪ Female	37	33,0
Amount		112	100,0
2.	Respondent's age:		
	▪ 18 – 28 Years	12	10,7
	▪ 29 – 39 Years	24	21,4
	▪ 40 – 49 Years	58	51,8
	▪ > 50 Years	18	16,1
Amount		112	100,0
3.	Education		
	▪ Highschool	46	41,1
	▪ Diploma	5	4,5
	▪ Bachelor's degree	46	41,1
	▪ Master's degree	15	13,3
Amount		112	100,0
4.	Income		
	▪ 2.000.000-2.900.000	27	24,1
	▪ 4.000.000-5.000.000	52	46,4
	▪ 5.000.000-10.000.000	33	29,5
Amount		112	100,0
5.	Work Period		
	▪ <5 Years	32	28,6
	▪ >5 Years	80	71,4
Amount		112	100,0

4.3 Research Variable Analysis Results

Table 2 Results of Research Variable Analysis

Kode	Items	Mean	Criteria
X1.1	Able to use a computer	3.8	Tall
X1.2	Able to create documents	3.9	Tall
X1.3	Knowledge of flash disk components	3.9	Tall
X1.4	Pengetahuan tentang jaringan internet	3.8	Tall
X1.5	Knowledge of internet networks	3.9	Tall
X2.1	Be there on time	3.9	Tall
X2.2	Responsible at work	3.8	Tall
X2.3	Follow applicable rules and be polite	3.9	Tall
X2.4	Understand the rules and sanctions	4.1	Very high
X3.1	God's provisions	4.1	Very high
X3.2	Pray five times a day	4	Very high
X3.3	Helping others without expecting anything in return	3.8	Tall
X3.4	Stop working during the Azan	3.9	Tall
Z1	Passionate about work	4.1	Very high
Z2	Work is very important	4.2	Very high
Z3	Work completed on time	4.4	Very high
Z4	Happy for all the work	4	Very high
Z5	Involved in all work	3.8	Tall
Z6	Responsible for all work	4.1	Very high
Y1	Work discipline	4.3	Very high
Y2	High cooperative attitude	4	Very high
Y3	Prioritize collaboration	4.3	Very high
Y4	Recheck assignments	4.1	Very high
Y5	Complete tasks on time	4.3	Very high
Y6	Creative idea	4	Very high

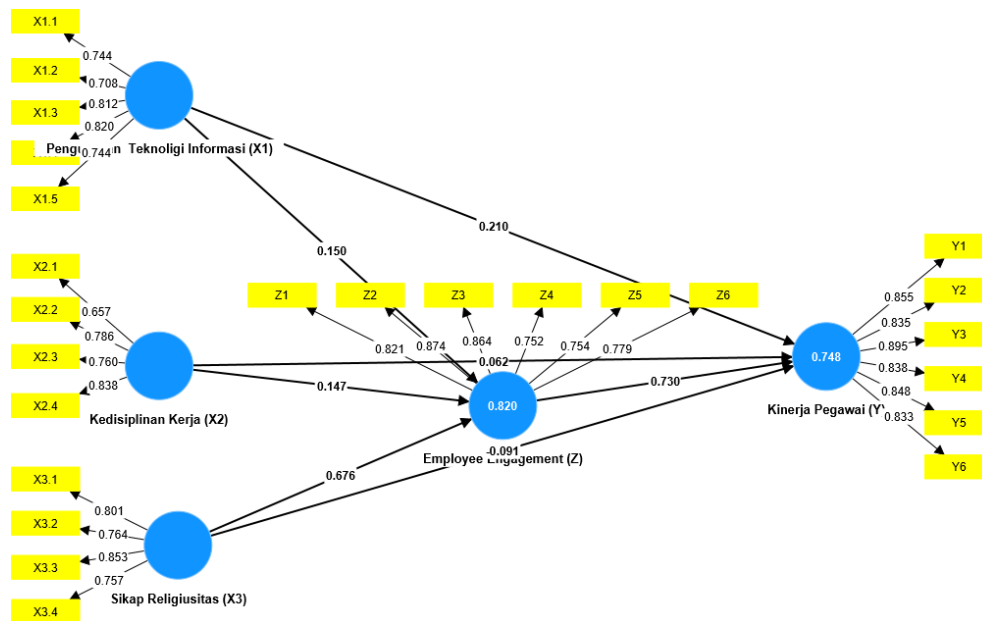
Based on table 2, it can be seen that the average respondent's answer is in the very high category. For table calculations Based on table 2, it can be seen that the average respondent's answer is in the very high category. For table calculations are based on the following criteria distribution scale: Very Low: 0.1 – 0.9, Low: 1.0 – 1.9, Fair: 2.0 – 2.9, High: 3.0 – 3.9, Very High: 4.0 – 5.0.

4.4 Evaluation of the Measurement Model (Outer Model) Convergent Validity

Table 3 Convergent Validity

Variable	AVE	Composite Reliability	Cronbachs Alpha
Information Technology (X1)	0.588	0.824	0.824
Work Discipline (X2)	0.582	0.767	0.758
Religiosity Attitude (X3)	0.632	0.807	0.805
Employee Performance (Y)	0.724	0.927	0.924
Employee Engagement (Z)	0.655	0.895	0.893

Validity and reliability criteria can also be seen from the reliability value of a variable and the Average Variance Extracted value (AVE) of each variable. A variable is said to have high reliability if the composite reliability value is above 0.7 and AVE is above 0.5.



Picture. 1 Outer Model Test Results

From the analysis results shown in Figure 4.1, it shows that all research variables have a p-value below 0.05. To see the loading factor value, all construct data can be seen in the following table.

Table 4 Loading Factor Value for All Constructions

Construct	Item Code	Loading Factor
Information Technology (X1)	X1.1	0.744
	X1.2	0.708
	X1.3	0.812
	X1.4	0.820
	X1.5	0.744
Work Discipline (X2)	X2.2	0.806
	X2.3	0.828
	X2.4	0.856
Religiosity Attitude (X3)	X3.1	0.801
	X3.2	0.764
	X3.3	0.853
	X3.4	0.757
Employee Performance (Y)	Y1	0.854
	Y2	0.836
	Y3	0.894
	Y4	0.838
	Y5	0.847
	Y6	0.834
Employee Engagement (Z)	Z1	0.821
	Z2	0.874
	Z3	0.865
	Z4	0.752
	Z5	0.754
	Z6	0.780

Discriminant Validity

The cross-loading factor value is useful for finding out whether a construct has adequate discriminants, namely by comparing the loading value on the targeted construct which must be greater than the other values. The standard value for each construct must be greater than 0.7. Based on Table 4, the cross loading value for each construct has a value of more than 0.6. This shows that the manifest variable in this research has correctly explained the latent variable and proves that all the items are valid.

Tabel 5 cross loading

	Employee Engagement (Z)	Work Discipline (X ₂)	Employee Performance (Y)	Information Technology (X ₁)	Religious Attitude (X ₃)
X1.1	0.532	0.548	0.492	0.744	0.455
X1.2	0.632	0.477	0.562	0.708	0.747
X1.3	0.606	0.448	0.562	0.812	0.530
X1.4	0.522	0.860	0.575	0.820	0.520
X1.5	0.559	0.448	0.608	0.744	0.505
X2.2	0.524	0.806	0.446	0.478	0.506

X2.3	0.570	0.828	0.461	0.439	0.529
X2.4	0.612	0.858	0.609	0.610	0.617
X3.1	0.665	0.628	0.614	0.527	0.801
X3.2	0.752	0.478	0.609	0.523	0.764
X3.3	0.754	0.531	0.604	0.560	0.853
X3.4	0.643	0.487	0.562	0.710	0.757
Y1	0.718	0.570	0.854	0.694	0.594
Y2	0.675	0.381	0.836	0.540	0.645
Y3	0.815	0.628	0.894	0.647	0.697
Y4	0.717	0.515	0.838	0.610	0.622
Y5	0.723	0.608	0.847	0.695	0.618
Y6	0.680	0.410	0.834	0.541	0.666
Z1	0.821	0.571	0.650	0.598	0.689
Z2	0.874	0.629	0.738	0.639	0.701
Z3	0.865	0.592	0.770	0.706	0.685
Z4	0.752	0.478	0.609	0.523	0.764
Z5	0.754	0.531	0.604	0.560	0.853
Z6	0.780	0.584	0.745	0.592	0.619

Composite Reliability

the table below it can be seen that all variable values in reliability testing using both Cronbach's Alpha and composite reliability have values above 0.7, and validity testing using AVE with values more than 0.5. Therefore, it can be concluded that the variables tested are valid and reliable, so that structural model testing can be carried out.

Table 6 Composite Reliability

Variable	AVE	Composite Reliability	Cronbachs Alpha
Information Technology (X_1)	0.588	0.824	0.824
Work Discipline (X_2)	0.690	0.789	0.776
Religiosity Attitude (X_3)	0.632	0.807	0.805
Employee Performance (Y)	0.724	0.927	0.924
Employee Engagement (Z)	0.655	0.895	0.893

To assess the significance of the influence between variables, a bootstrapping procedure was carried out. The bootstrap procedure uses the entire original sample and then resamples it again. In the bootstrap resampling method, the significance value used (two-tailed) t-value is 1.96 (significance level 5).

Table 7 Total Effect

Variable	Coefficient Influence (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P-Values
Information Technology (X ₁) → Employee Performance (Y)	0.363	0.352	0.091	3.984	0.000
Information Technology (X ₁) → Employee Engagement (Z)	0.176	0.169	0.066	2.678	0.007
Work Discipline (X ₂) → Employee Performance (Y)	0.117	0.115	0.078	1.510	0.131
Work Discipline (X ₂) → Employee Engagement (Z)	0.149	0.147	0.062	2.395	0.017
Religiosity Attitude (X ₃) → Employee Performance (Y)	0.411	0.419	0.081	5.072	0.000
Religiosity Attitude (X ₃) → Employee Engagement (Z)	0.661	0.669	0.065	10.216	0.000
Employee Engagement (Z) → Employee Performance (Y)	0.746	0.724	0.121	6.179	0.000

Based on the path coefficient results in Table 7, it shows that all items are significant to the construct with a t-statistic value greater than 1.96 and a p-value smaller than 0.05, and there are 2 items that are not significant to the construct with a smaller t-statistic value of 1.96 and p-value greater than 0.05. Thus, it can be stated that the Affective, Normative and Sustainable indicators are manifest variables that form the construct of employee engagement and employee performance.

4.5 Evaluation of Stricture Model (Inner Model) R-Square (R2)

Table 8 R-Square (R2)

Items	R-Square	R-Square Adjusted
Employee Engagement (Z)	0.823	0.818
Employee Performance (Y)	0.746	0.736

The R-Squares results in Table 8 show that the R-Squares values are 0.823 and 0.746. This value shows that the variables information technology, work discipline, religious attitudes and employee engagement as mediating variables influence employee performance variables by 82.3%. And the rest is influenced by other variables outside the variables in this research.

Hypothesis Test Results

Based on Table 7, the determination of whether a hypothesis is accepted or rejected is explained as follows:

The information technology construct has a t-statistic value of 3,984 = >1.96, and a p-value of 0.000 = <0.05. Therefore, the first hypothesis which states that there is an influence of information technology on employee performance is accepted and supported by research data.

The information technology construct has a t-statistic value of 2,678 = >1.96, and a p-value of 0.007 = <0.05. Therefore, the second hypothesis which states that there is a very significant influence between information technology and employee engagement is accepted and supported by research data.

The work discipline construct has a t-statistic value of 1.510 = <1.96, and a p-value of 0.131 = <0.05. Therefore, the third hypothesis which states that there is a very significant influence between work discipline and employee performance is rejected.

The work discipline construct has a t-statistical value of 2.395 = >1.96, and a p-value of 0.017 = <0.05. Therefore, the fourth hypothesis which states that there is an influence of work discipline on employee engagement is accepted and supported by research data.

The religiosity attitude construct has a t-statistic value of 5.072 = >1.96, and a p-value of 0.000 = <0.05. Therefore, the fifth hypothesis which states that there is a very significant influence between religious attitudes and employee performance is accepted and supported by research data.

The religiosity attitude construct has a t-statistic value of 10,216 = >1.96, and a p-value of 0.000 = <0.05. Therefore, the sixth hypothesis which states that there is an influence of religiosity on employee engagement is accepted and supported by research data.

The employee engagement construct has a t-statistical value of 6,179 = >1.96, and a p-value of 0.000 = <0.05. Therefore, the seventh hypothesis which states that there is an influence of employee engagement on employee performance is accepted and supported by research data.

Mediation Effect Testing

first stage is testing the influence of exogenous variables on endogenous variables and must be significant at a t-statistic value greater than 1.96

Table 9 Specific Indirect Effect

Track	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P-Values
X ₁ →Z→Y	0.131	0.126	0.059	2.206	0.027
X ₂ →Z→Y	0.111	0.106	0.048	2.308	0.021
X ₃ →Z→Y	0.493	0.482	0.079	6.234	0.000

In table 7, information technology variables have a significant influence on employee performance and in table 9 it can be seen that the influence of information technology variables on employee engagement and employee performance variables is significant. This means that the employee engagement variable is able to partially mediate the relationship between information technology and employee performance.

Table 7 also shows the results that the influence of work discipline on employee performance is not significant, however in table 9 the influence of work discipline on employee engagement and employee performance is significant. This means that the employee engagement variable is able to fully mediate the relationship between work discipline and employee performance.

In table 7, the religious attitude variable has a significant influence on employee performance and in table 9 it can be seen that the influence of the information technology variable on employee engagement and the employee performance variable is significant. This means that the employee engagement variable is able to partially mediate the relationship between religious attitudes and employee performance.

4.6 Discussion

The Effect of Information Technology on Employee Performance

The information technology construct has a t-statistic value of 3,984 = >1.96, and a p-value of 0.000 = <0.05. Therefore, the first hypothesis which states that there is an influence of information technology on employee performance is accepted and supported by research data.

Based on the results of the descriptive analysis in table 2, it shows that the average respondent's assessment of the information technology variable is included in the high criteria with a value of 3.9. The highest assessment is found in the statement item with codes X1.2, X1.3 and meanwhile, the lowest assessment was found in the statement items with codes X1.1 and and X1.4 of 3.8, namely the ability of the Regional Secretariat employees of the South Aceh Regent's office regarding computers and internet networks.

The results of this research are also proven by the demographic data of respondents, namely that of the 112 respondents studied, 41.1% of employees had a Bachelor's degree and 13.3% had a Master's degree, so they really support employees in working using computer devices. According to (Rahmawati, 2020), formal education is a very important capital because with education, a person has the ability and can easily

develop themselves in their field of work. Meanwhile, career development is a condition in which a person's work is demonstrated by an increase in a person's career level or status so that they can meet their needs, and is supported by an assessment of a person's personality, especially in terms of experience and educational background.

The results of this research are in line with research conducted by (Handayani et al., 2018) that information technology has a positive and significant effect on employee performance by providing empirical evidence that information technology for employees includes: usefulness/ benefits of IT, ease of use of IT, attitudes towards IT behavior, IT behavioral intentions, and behavior towards IT can influence employee performance.

So that it can be seen that employee performance according to the SKI assessment in the company to obtain performance criteria that achieve targets, above targets, even extraordinary performance criteria as well as good or even very good competence, requires the behavioral intention of each employee to master information technology so as to produce work quality and work quantity. , punctuality and independence of each individual.

Other research results were also presented by (Azzahrah, 2021). Based on the t test, information technology and individual job satisfaction have a significant positive influence on the performance of employees of the Pangkep Regency Central Statistics Agency. The f test shows that information technology and job satisfaction simultaneously have a significant positive influence on the performance of employees at the Pangkep Regency Central Statistics Agency.

The Influence of Information Technology on Employee Engagement

The information technology construct has a t-statistic value of $2,678 = >1.96$, and a p-value of $0.007 = <0.05$. Therefore, the second hypothesis which states that there is a very significant influence between information technology and employee engagement is accepted and supported by research data.

Based on the results of the descriptive analysis in table 2, it shows that the average respondent's assessment of the variables Information technology is included in the high criteria with a score of 3.9. The highest assessment is found in the statement item with codes X1.2, X1.3 and meanwhile, the lowest assessment was found in the statement items with codes X1.1 and and X1.4 of 3.8, namely the ability of the Regional

Secretariat employees of the South Aceh Regent's office regarding computers and internet networks

The results of this research are also proven by the demographic data of respondents, namely that of the 112 respondents studied, there were 28.6% of employees who had a Bachelor's degree and 23.2% who had a Master's degree, so they really support employees in working using computer devices. According to (Wicaksana & Rachman, 2018) Work experience is related to the employee's abilities and skills in carrying out the tasks assigned to him. Work experience is not only seen from the skills, expertise and abilities possessed, but work experience can be seen from the experience of someone who has worked or

the length of time they have worked at an agency. The more experience you have, the more skilled you will be in carrying out your work. To measure the level of experience, you can look at the level of knowledge possessed and the level of skills an employee has mastered.

A study conducted (Fajrina & Noer, 2021) which used respondents of 603 millennial employees and 607 generation Millennial employees in Indonesia are fully involved in the company where they work, 66% are only partially involved, and the remaining 9% refuse to be involved (disengaged), while for Generation X there are 29% of employees who are fully involved in the company. where they work, 62% are only partially involved, and the remaining 9% refuse to be involved (Fajrina & Noer, 2021).

Meanwhile, (Gallup, 2017). said that the development and penetration of the use of technology in the world has caused a new dilemma where technology has become a necessity in human life and humans cannot be separated from the use of technology itself.

Followed by information on research results (Global Digital reports, 2019). This state of technology involvement in human life is called digital engagement. The condition of digital engagement indirectly affects the world of work, especially human resources within the company. Companies as part of those experiencing disruption by digital engagement must be able to take advantage of digital engagement opportunities to be able to provide a good work experience for their employees.

The influence of work discipline on employee performance

The work discipline construct has a t-statistic value of $1,510 = <1.96$, and a p-value of $0.131 = <0.05$. Therefore, the third hypothesis which states that there is a very significant influence between work discipline and employee performance is rejected.

Based on the results of the descriptive analysis in table 2, it shows that the average respondent's assessment of the work discipline variable is included in the very high criteria with a value of 4.1. The highest assessment is found in the statement item with code X2.4 of 4.1, namely that employees of the Regional Secretariat of the South Aceh Regent's office understand the rules and sanctions. Meanwhile, the lowest assessment was found in the statement item with code X2.2 of 3.8, namely "Employees of the Regional Secretariat of the South Aceh Regent's office are responsible for their work". Based on these results, it can be stated that work discipline has a positive impact on employee performance.

The results of this research are supported by research by Doni Irawan, Gatot Kusjono and Suprianto Suprianto (2021) regarding the influence of work discipline and work environment on the performance of civil servants at the Serpong District Office. The research results show that partially work discipline has no effect on employee performance.

According to (Ananta Dwikristianto Satedjo, 2017) The results of research on the Influence of Compensation and Work Discipline on the Performance of PT Employees. Modern Widya Technical

Jayapura Branch. The results show that compensation has a significant effect on employee performance. Work discipline does not have a significant effect on employee performance. Meanwhile, compensation and work discipline variables have a significant effect on the performance of PT employees. Modern Widya Tehnical Jayapura Branch.

Meanwhile, according to (Nailul Muna & Sri Isnowati, 2022) in their research regarding the influence of work discipline, work motivation and career development on employee performance (Study at PT LKM Demak Sejahtera). The findings show that partially the work discipline variable does not have a significant effect on employee performance, work motivation and career development have a significant effect on employee performance.

Furthermore, Hendy Tannady et al, 2022 researched the role of discipline and work stress on employee performance in the National Oil and Pipe Trading Company. The research results show that work discipline does not have a significant effect on employee performance, work stress has a significant effect on employee performance.

The Influence of Work Discipline on Employee Engagement

The work discipline construct has a t-statistic value of $2.395 = >1.96$, and a p-value of $0.017 = <0.05$. Therefore, the fourth hypothesis which states that there is an influence of work discipline on employee engagement is accepted and supported by research data.

Based on the results of the descriptive analysis in table 2, it shows that the average respondent's assessment of the work discipline variable is included in the very high criteria with a value of 4.1. The highest rating is on the item the statement with code X2.4 is 4.1, namely that employees of the Regional Secretariat of the South Aceh Regent's office understand the rules and sanctions. Meanwhile, the lowest assessment was found in the statement item with code X2.2 of 3.8, namely "Employees of the Regional Secretariat of the South Aceh Regent's office are responsible for their work". Based on these results, it can be stated that work discipline has a positive impact on employee performance.

The results of this research are supported by the characteristics of the respondents, namely that of the 112 respondents studied, 71.4% of respondents had worked for more than 5 years, a long period of time involved in their work means that employees should understand the rules and ethics at work.

The research results (Djah, 2021) show that there is a correlation between employee engagement and work discipline where $r_{xy} = 0.805$ with a significant $p = 0.000 < 0.05$. This means that the proposed hypothesis is declared accepted and there is a significant positive correlation between employee engagement and work discipline in employees of the TKBM Usaha Karya Pelabuhan Belawan Primary Cooperative, where the higher the employee engagement, the higher the work discipline and vice versa, the lower the employee engagement, the lower it is. employee work discipline.

According to research findings (Rhegita Arrum Syafitr, 2022) that work discipline influences employee performance through work engagement. Work Engagement influences employee performance as a result of job satisfaction. Good discipline is a reflection of how employees feel about ownership of their work. Worker happiness or a sense of job satisfaction also has an impact on employee performance. According to (Ronald, 2017) defines job satisfaction as a person's feelings about how they do their work.

The Influence of Religious Attitudes on Employee Performance

The religiosity attitude construct has a t-statistic value of $5,072 = >1.96$, and a p-value of $0.000 = <0.05$. Therefore, the fifth hypothesis which states that there is a very significant influence between religious attitudes and employee performance is accepted and supported by research data.

Based on the results of the descriptive analysis in table 2, it shows that the average respondent's assessment of the religiosity attitude variable is included in the very high criteria with a value of 4.1. The highest assessment is found in the statement item with code X3.1 of 4.1, that is, employees of the Regional Secretariat of the South Aceh Regent's office believe that the provisions for everything that happens are God's will. Meanwhile, the lowest rating was found in the statement item with code Based on these results, it can be stated that religiosity has a positive impact on work confidence and determination.

Research results (Maulana, 2019) show that the influence of Religiosity is negative on the Performance of PT Bank Aceh Syariah Employees. Where Religiosity is the values of piety, belief and religion that are possessed by every individual, especially employees, this has become a provision for employees, especially from childhood to adulthood. Evaluation of employee performance can be more absolute than the results and ability of each employee in carrying out their duties.

The results of research (Widyadhana & Puspita, 2021) show that religiosity at the South Malang KPP has a significant positive effect on whistleblowing intentions when they see fraud at work. In this research, it is known that a high level of religiosity can influence a person to carry out whistleblowing actions, so that it will have an impact on better employee performance.

The Influence of Religious Attitudes on Employee Engagement

The religiosity attitude construct has a t-statistic value of $10,216 = >1.96$, and a p-value of $0.000 = <0.05$. Therefore, the sixth hypothesis which states that there is an influence of religiosity on employee engagement is accepted and supported by research data.

Based on the results of the descriptive analysis in table 4.8, it shows that the average respondent's assessment of the religiosity attitude variable is included in the very high criteria with a value of 4.1. The highest assessment is found in the statement item with code X3.1 of 4.1, that is, employees of the Regional Secretariat of the South Aceh Regent's office believe that the provisions for everything that happens are God's will. Meanwhile, the lowest rating was found in the statement item with code Based on these results, it can be stated that religiosity has a positive impact on work confidence and determination.

Meanwhile, the employee engagement variable is included in the very high criteria with a value of 4.4. The highest rating is found in the statement item with code Z3 of 4.4, namely that the employees of the Regional Secretariat of the South Aceh Regent's office are happy with the work they do. Meanwhile, the lowest assessment was found in the statement item with code Z5 of 3.8, namely that employees of the Regional Secretariat of the South Aceh Regent's office were involved in all activities. Based on these results, it can be stated that employee engagement has a high influence on employee performance.

The results of research (Agustiany & Mubarak, 2020) show that there is a positive and significant influence of religiosity on work engagement with a contribution of 44.5% for teachers. According to (Kulikowski, 2018) work engagement is an active, positive state related to work as shown by vigor, dedication and absorption. Employees with high levels of work engagement tend to perform at their best because they can enjoy it the work he is carrying out.

(Burhannudin et al., 2019) stated that there is a relationship between religiosity and work engagement. Research (Bohdan Rojnowski, 2020) states that there is no relationship between religiosity and work engagement due to the type of respondents who come from non-religious organizations.

Meanwhile, research results (Diatmoko, 2020) show that religiosity has a significant effect on employee performance, technology has a significant effect on employee performance, remuneration has a significant effect on employee performance, and performance appraisal has a significant effect on employee performance.

The Influence of Employee Engagement on Employee Performance

The employee engagement construct has a t-statistical value of $6,179 = >1.96$, and a p-value of $0.000 = <0.05$. Therefore, the seventh hypothesis which states that there is an influence of employee engagement on employee performance is accepted and supported by research data.

Based on the results of the descriptive analysis in table 2, it shows that the average respondent's assessment of the employee engagement variable is included in the very high criteria with a value of 4.4. The highest assessment is found in the statement item with code Z3 of 4.4, namely that the employees of the Regional Secretariat of the South Aceh Regent's office are happy with the work they are doing. they do. Meanwhile, the lowest assessment was found in the statement item with code Z5 of 3.8, namely that employees of the Regional Secretariat of the South Aceh Regent's office were involved in all activities. Based on these results, it can be stated that employee engagement has a high influence on employee performance.

Meanwhile, the employee performance variable is included in the very high criteria with a value of 4.3. The highest rating is available in the statement items with codes Y1, Y3 and Y5 it is 4.3, namely that employees of the Regional Secretariat of the South Aceh Regent's office prioritize cooperation and completing tasks within the specified time. Meanwhile, the lowest assessment is found in the statement items with codes Y2 and Y6 of 4, namely that employees of the Regional Secretariat of the South Aceh

Regent's office have creative ideas. Based on these results, it can be stated that employee performance has a very high influence on employees, so that employees have good and creative performance.

The results of research (Hendrawan et al., 2020) show that employee engagement has an influence on the performance of PT employees. MK The contribution of employee engagement to the performance of PT.MK employees is 32.7%, of which 67.3% is influenced by other factors.

Employee engagement behavior is also demonstrated by sharing knowledge, providing knowledge with other colleagues, so this will increase the sense of belonging between employees and the company. PT MK is a shipping company based on import and export which of course really needs good cooperation so that the company can carry out its functions properly and correctly (Hendrawan et al., 2020).

Research (Handoyo & Setiawan, 2017) shows that employee engagement has a positive and significant effect on employee performance. at PT Tirta Rejeki Dewata. So, it can be said that increasing employee engagement can improve employee performance. According to research (Hendrawan et al., 2020) concluded that organizational performance, team performance will be better if employee performance is good, and accompanied by the involvement of other employees or employee engagement and Organizational Citizenship Behavior (OCB).

The Influence of Information Technology on Employee Performance Mediated by Employee Engagement In table 4.17, the information technology variable has a significant influence on employee performance and in table 4.19 it can be seen that the influence of the information technology variable on employee engagement and employee performance variables is significant. This means that the employee engagement variable is able to partially mediate the relationship between information technology and employee performance.

The results of this research prove that employee involvement plays a very active role in determining an employee's ability to use information technology, one of the other supporting data is the employee's length of service. Employees who have worked for more than 5 years show more ability in using information technology compared to employees who have just worked. The results of this research are also proven by the characteristics of respondents in the data from the 112 respondents studied, 71.4% of respondents have worked for more than 5 years.

The results of this research are in line with research conducted by (Nofratilova & Adriani, 2023), the results of statistical analysis prove that e- Kinerja directly has a significant effect on work engagement. For the mediation effect, it is proven that technology acceptance mediates the indirect influence of e-Kinerja on work engagement. The results of this research have implications for efforts to make personnel policies within the Kerinci Regency Government in paying attention to the implementation of e-Kinerja and technology acceptance in order to increase work engagement which will have implications for improving individual and organizational performance.

The Influence of Religious Attitudes on Employee Performance Mediated by Employee Engagement

In table 4.17, the religious attitude variable has a significant influence on employee performance and in table 4.19 it can be seen that the influence of the information technology variable on employee engagement and the employee performance variable is significant. This means that the employee engagement variable is able to partially mediate the relationship between religious attitudes and employee performance.

The results of this research prove that employee involvement in work actually makes employees more confident in the results they obtain, employee involvement in work is also inseparable from employee seriousness and obedience in following the applicable rules, one of which is praying in congregation and stopping work during the call to prayer. resounded. And employees believe that all activities carried out every day have been determined by the creator of good and bad provisions.

The results of this research are in line with research conducted by (Sunanda, 2020), the results of which found that: (1) Islamic leadership has a positive effect on employee performance; (2) Religiosity has a positive effect on employee performance; (3) Job satisfaction has a positive effect on employee performance; (4) Job satisfaction mediates the influence of Islamic leadership and religiosity on employee performance.

The Influence of Work Discipline on Employee Performance Mediated by Employee Engagement

Table 4.17 also shows the results that the influence of work discipline on employee performance is not significant, however in table 4.19 the influence of work discipline on employee engagement and employee performance is significant. This means that the employee engagement variable is able to fully mediate the relationship between work discipline and employee performance.

Collaboration and discipline of employees are factors that influence increased employee performance and the sustainability of the company in general. This also cannot be achieved without good management and leadership from each division within the company.

Based on Astuti's research, discipline has a significant positive influence on employee performance (Astuti and Amalah 2020). This research is also in line with the results of Dedi Iskamto's research which concluded that the existence of a form of attitude in work discipline will have a positive and significant impact on employee performance (Iskamto, et.al. 2020).

The results of this research are in line with research conducted by (Kurniadi Amal, 2022). The results of his research show that: (1) discipline has an influence on employee performance, (2) discipline influences organizational citizenship behavior, (3) organizational citizenship behavior influences employee performance, and (4) discipline influences employee performance through organizational citizenship behavior.

5. CONCLUSION

5.1 Conclusion

Based on the results of data analysis that has been carried out on all the data obtained, the following conclusions can be drawn:

- 1) Information technology has a direct and significant effect on the performance of employees at the Regional Secretariat South Aceh Regency.
- 2) Information technology has a significant direct effect on employee engagement at the Regional Secretariat South Aceh Regency.
- 3) Work discipline has no effect on employee performance at the South Aceh Regency Regional Secretariat.
- 4) Work discipline has a direct and significant effect on employee engagement at the Regional Secretariat South Aceh Regency.
- 5) The attitude of religiosity has a direct and significant effect on the performance of employees at the Regional Secretariat South Aceh Regency.
- 6) Religious attitudes have a direct and very significant effect on employee engagement at the Secretariat South Aceh Regency area.
- 7) Employee engagement has a direct and significant effect on employee performance at the Regional Secretariat South Aceh Regency.
- 8) Employee engagement partially mediates (Partial Mediation) the influence of information technology on employee performance at the Regional Secretariat of South Aceh Regency.
- 9) Employee engagement partially mediates (Partial Mediation) the influence of religiosity on employee performance at the Regional Secretariat of South Aceh Regency.
- 10) Employee engagement fully mediates (Fully Mediation) the influence of work discipline on employee performance South Aceh Regency Regional Secretariat

5.2 Suggestions

Based on the conclusions that have been expressed, suggestions are given that can improve employee performance as follows:

- 1) There needs to be further supervision regarding employee work discipline, existing systems and policies that have been made regarding employee work discipline need to be re-evaluated, so that the goals to be achieved are realized.
- 2) Management needs to hold employee gatherings where this activity will create a conducive atmosphere and make the relationship between employees or superiors and subordinates more intimate, thereby increasing employee engagement.

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