

The Impact of Human Resources Quality on the Performance of Employees of the Education and Culture Office of Southwest Aceh Regency

Minarti¹, Saiful Junaidi², Saifuddin³, Rifka Rinaldy⁴, Irwan Antoni Gajah⁵,
Hasrita Lubis^{6*}

Universitas Islam Sumatera Utara

Corresponding Author: Hasrita Lubis hasrita@feb.uisu.ac.id

ARTICLE INFO

Keywords: Quality of Human Resources, Employee Performance, Education and Culture Office, Public Services

Received : 06, October

Revised : 08, November

Accepted: 10, December

©2025 Minarti, Junaidi, Saifuddin, Rinaldy, Gajah, Lubis: This is an open-access article distributed under the terms of the [Creative Commons Atribusi 4.0 Internasional](https://creativecommons.org/licenses/by/4.0/).



ABSTRACT

This study aims to determine the influence of the quality of human resources on the performance of employees at the Education and Culture Office of Southwest Aceh Regency. This study uses a quantitative approach with the type of associative research. The research sample amounted to 70 employees determined through purposive sampling. Data collection techniques were carried out through questionnaires and documentation, while data analysis used simple linear regression. The results of the study show that the quality of human resources has a positive and significant effect on employee performance, with a significance value of $0.000 < 0.05$. This shows that the improvement of employees' competencies, knowledge, skills, and work attitudes contributes directly to improving organizational performance. Thus, human resource development needs to be carried out on an ongoing basis to achieve optimal performance.

INTRODUCTION

Human resources (HR) play a very important role in the success of every organization, including public agencies such as the education office. Without quality human resources, efforts to improve employee performance will be difficult to achieve. Research shows that the quality of human resources "has a positive and significant effect on employee performance" (Oktaviani et al., 2020). Therefore, an in-depth understanding of how HR quality affects employee performance is highly relevant. In the context of regions such as Southwest Aceh Regency, this is important considering the challenges of public services and education faced.

The quality of human resources includes various aspects, such as competence, knowledge, work attitude, and professional development. As stated that "HR competencies have an important role in improving employee performance, which is the key to the success of an institution" (Fadhil, 2016). Thus, improving the quality of human resources is not only formal training, but also the development of attitudes and abilities in the field. For agencies engaged in the field of education and culture, such as the Education and Culture Office of Southwest Aceh Regency, quality human resources must be able to face changes in curriculum, technologyization, and community demands. The focus of this research is to explain the impact of human resource quality on employee performance in the agency.

Employee performance in the context of public bureaucracy is closely related to effectiveness, efficiency, and service to the community. If the quality of human resources is low, various obstacles will arise such as delays, lack of innovation, and weak work commitment. Research at the Garut Regency Ministry of Religion Office shows that "the quality of human resources has a positive and significant effect on employee performance" with a fairly strong correlation coefficient (Ariani & Yusuf, 2022). This condition indicates that public organizations in the regions need to pay attention to the quality of human resources as an important variable in efforts to improve performance.

In an area like Southwest Aceh Regency, the challenges in the field of education and culture are quite complex: ranging from limited facilities, hard-to-reach geography, to increasingly high demands of society. Therefore, the quality of human resources of official employees is a crucial factor so that public services can run optimally. Employees who have strong competencies and a professional attitude will be able to navigate these challenges. Thus, this study becomes relevant to see how the quality of human resources affects the performance of employees in the agency.

Research-Previous research has also underlined the importance of HR quality in improving employee performance, including its influence on organizational culture and factors-intervening. For example, a study found that "The quality of human resources and professionalism simultaneously affect employee performance" (Ramadhani & Sulistyawan, 2023). This reinforces the assumption that HR quality is not a single variable, but rather part of a broader system within the organization. For educational and cultural institutions, a

system that involves employee development, training, and work evaluation is important.

Why should HR quality be a major concern? Because qualified employees tend to have higher productivity, greater initiative, and lower error rates. This then has an impact on the overall performance of the organization. As mentioned: "the better the implementation of the quality of human resources that is carried out, the better the performance will be as well" (Putri et al., 2023). Therefore, efforts to improve the quality of human resources must be prioritized by the office at the district level. In the context of the education and culture office, employee performance covers many aspects: ranging from the implementation of educational programs, local cultural development, service administration, to innovation in learning. Employees who have high quality human resources will be better able to carry out these tasks effectively. On the other hand, if the quality of human resources is low, then the potential to achieve service targets will be hampered. Thus, this study tries to highlight the correlation between the quality of human resources and employee performance in a real setting in the district.

One of the indicators of human resource quality is competence and work motivation. Research at PT Karya Sukses Kreasi Kota Batam shows that these variables simultaneously affect performance: "the level of quality of human resources is significant showing that it has a positive and significant effect on performance" (Peryuda & Khoiri, 2023). This is relevant for the context of local government, even though the setting is different from sector. Therefore, the argument that the quality of human resources affects the performance of public servants is also worth studying in the district setting.

However, improving the quality of human resources in government agencies often faces challenges, such as limited budgets for training, lack of evaluation systems, or resistance from employees who are used to routines. These problems can hinder the implementation of improving the quality of human resources. In other words, although theory says that the quality of human resources is important, its realization in regional bureaucratic practices is not always easy. This research is expected to reveal how much the impact of human resource quality on employee performance in related agencies.

The local context of Southwest Aceh Regency provides a special nuance in this study. The geographical, social, and cultural characteristics of the community affect the services provided by the service. Employees of the education and culture office must be able to adapt to local conditions, such as the spread of scattered schools, limited networks, and the need for distinctive cultural development. In conditions like this, the quality of human resources is very important so that employees are able to adjust and provide services that are relevant to the local context.

In addition, the-factors such as continuous training, work experience, and learning attitudes also contribute to the quality of human resources. A study states that the creation of a supportive work environment with the quality of human resources is a driver of high performance: “HR quality creates a better work environment that supports employee performance”(Wijaya et al., 2025). Thus, the service can focus on the-aspects of human resource development that are not only technical but also work culture and environment.

Within the framework of this study, the main variables of concern are the quality of human resources (independent variables) and employee performance (tied variables) in the district education and culture office. This study seeks to measure how much the quality of human resources affects employee performance, as well as to see practical implications for employee management in the agency. Thus, this study is expected to provide recommendations that are applicable to human resource development and employee performance.

The Education and Culture Office as a public institution has a great responsibility in improving the quality of education and preserving regional culture. Qualified employees will bring positive changes, both in the teaching and learning process, administrative services, and cultural programs. On the other hand, poor performance can have a negative impact on the quality of public services. Therefore, ensuring the quality of employee human resources is part of the organization's strategy to achieve its vision and mission.

Exploring the relationship between the quality of human resources and employee performance at the district level also helps to understand the dynamics that occur in local government. Previous research in government agencies shows that the quality of human resources affects employee performance in various contexts (Kurniawan et al., 2021). However, the context of Southwest Aceh district may have its own characteristics that have not been widely researched. Thus, this study closes the research gap and provides a local perspective.

In addition to direct influences, it is also important to look at the-supporters who moderate or mediate the relationship between the quality of human resources and employee performance, such as organizational culture, motivation, and work discipline. For example, research has shown that “The quality of human resources and work discipline have a significant effect on employee performance” In the context of the District Court (Mu’ah et al., 2023). Although this study focused on the direct influence, the development of variables-can be a follow-up research agenda.

In terms of practical policies, the results of this research have important implications for service leaders at the district level. If the quality of human resources is proven to have a significant effect on employee performance, then policies such as training, competency development, reward & recognition systems, and a conducive work environment must be implemented. Thus, agencies will be better able to improve employee performance and public services.

Theoretically, this research refers to the theory of human resource management which asserts that investment in human resource development will result in an improvement in organizational performance. In this case, the quality of human resources is seen as a source of competitive advantage for public organizations. Therefore, this research is not only relevant locally, but also adds to the treasure trove of public management studies in Indonesia. This research is expected to produce empirical findings that can answer several key questions: how much influence does the quality of human resources have on the performance of employees in the education and culture office of Southwest Aceh Regency? What are the most dominant factors in the quality of human resources that affect performance? And what recommendations can be given to agencies so that the quality of human resources and employee performance improves? The answers to these questions will be the contribution of this research.

In conclusion, the quality of human resources is a key element in efforts to improve the performance of employees and public services in local government institutions. With good quality human resources, employees in the education and culture office can work more productively, innovatively, and responsive to change. On the other hand, if the quality of human resources is neglected, employee performance can stagnate or even decrease, with a negative impact on public services and the achievement of the agency's vision. Thus, this study takes a very strategic and contextual theme: "The impact of human resource quality on the performance of employees of the Education and Culture Office of Southwest Aceh Regency". This research is expected to provide a comprehensive overview of the real conditions in the field, encourage policy thinking and concrete actions, and become an input for stakeholders in improving the quality of human resources and employee performance in a sustainable manner.

LITERATURE REVIEW

Quality of Human Resources (HR)

The quality of human resources is a fundamental factor that determines the success of an organization, both private and public. According to (Sedarmayanti, 2018), the quality of human resources includes a person's abilities, skills, knowledge, and mental attitude in carrying out tasks. High-quality human resources will be better able to adapt to changes in the work environment and be able to produce optimal performance.

In the context of public organizations, (Anwar Prabu, 2017) stated that the quality of human resources is not only measured by technical ability, but also morality, work ethics, and employee integrity. This is important because government agencies, such as the Education and Culture Office, function to provide public services that must be carried out professionally and accountably.

Further (Malayu, H. S. & Hasibuan, 2017) emphasizing that improving the quality of human resources must be carried out through education, training, work experience, and continuous coaching. Thus, the quality of human resources is not static, but can be developed systematically through employee development programs. Research results by (Herawati et al., 2025) shows that the quality of good human resources has a significant effect on the work productivity of employees in the local government. This indicates that improving competence, adaptive ability, and professional attitude can strengthen the performance of public officials.

Thus, it can be concluded that the quality of human resources is a reflection of the individual's ability to make a real contribution to the achievement of organizational goals. Improving the quality of human resources is a must for government agencies so that they can function effectively and efficiently in serving the community.

Employee Performance

Employee performance is the result of work in terms of quality and quantity achieved by a person in accordance with the responsibilities given to him. According to (Rivai, 2013), performance is real behavior that employees display as work achievements produced based on predetermined standards. In the context of bureaucracy, performance is the main indicator of the success of government institutions. Employee performance is also influenced by various factors, such as motivation, competence, work discipline, and organizational support. (Anwar Prabu, 2017) mentioned that internal factors (ability and motivation) and external factors (facilities and work environment) play a role in determining high and low performance.

In research (Abadi & Abadi, 2018) In the government office, it was found that employee performance can be improved if there is periodic training, a transparent evaluation system, and appreciation for work achievements. This means that good human resource management is the main determinant in building optimal employee performance.

Meanwhile, (Rahayu & Setiawan, 2022) affirms that performance is not only measured by the work of an individual, but also by his contribution to the overall goals of the organization. In the context of the Education and Culture Office, employee performance is closely related to the success of effective education programs, cultural services, and public administration. Thus, employee performance reflects the extent of the employee's work effectiveness in carrying out their responsibilities to achieve organizational goals. Performance measurement and improvement are becoming an important part of human resource management in the public sector.

The Relationship between Human Resources Quality and Employee Performance

The quality of human resources has a strong relationship with employee performance. Employees who have high competence, strong motivation, and adequate skills tend to show better performance. (Ariani & Yusuf, 2022) stated that the higher the quality of human resources, the greater their contribution to increasing productivity and organizational effectiveness. Research by (Mu'ah et al., 2023) shows that the quality of human resources has a positive and significant effect on the performance of employees in government agencies. These results are consistent with research (Nur et al., 2025) who found that improving the quality of human resources through continuous training and coaching has a direct impact on improving the performance of the apparatus.

In the context of the Education and Culture Office, this relationship is increasingly important because employees must be able to understand education policies, manage data, and implement complex cultural programs. If the quality of human resources is low, the performance of the service will decrease and have an impact on the quality of public services. Thus, systematically improving the quality of human resources will have a positive effect on improving employee performance. This is in line with the view (Bahasoan & Baharuddin, 2023) which states that "human performance is the outcome of the interaction between ability, motivation, and environment." Therefore, HR development strategies must be designed to improve these three main aspects.

METHODOLOGY

Types and Approaches to Research

This study uses a quantitative approach with the type of associative research, which is research that aims to determine the influence of one variable on another variable (Akbar et al., 2023). The quantitative approach was chosen because this study uses statistically analyzed numerical data to test the relationship between the quality of human resources (HR) and employee performance. This method is considered the most appropriate in measuring the level of influence and significance of the relationship between variables objectively.

Research Location and Time

This research was carried out at the Education and Culture Office of Southwest Aceh Regency. The time for the implementation of the research starts from March 2025 to June 2025, which includes the stage of preparing instruments, data collection, data processing, and drawing conclusions.

Population and Sample

The population in this study is all employees who work at the Education and Culture Office of Southwest Aceh Regency. From this population, a sample of 70 employees was taken. The sampling technique used is purposive sampling, which is the determination of samples based on certain considerations, namely employees who have active status and are directly involved in the implementation of administrative and public service tasks in the agency. A

sample count of 70 is considered representative to reflect the condition of the population.

Research Variables

This study uses two variables, namely:

1. Independent Variable (X) : Quality of Human Resources.
2. Bound Variable (Y) : Employee Performance.

Variable Operational Definition

- a. Quality of Human Resources (X)

It is measured through indicators of competence, skills, work experience, knowledge, work attitude, and responsibility. The better these aspects, the higher the quality of employee human resources.

- b. Employee Performance (Y)

It is measured through indicators of work effectiveness, punctuality, responsibility, discipline, service, and achievement of work targets.

Both variables were measured using a 5-level Likert scale, ranging from strongly disagree (STS) to strongly agree (SS).

Data Collection Techniques

Data is collected using:

1. The questionnaire was distributed directly to 70 sample employees.
2. Documentation, in the form of organizational structure, employee data, and official administrative records.

Instrument Validity and Reliability Test

Before the questionnaire is used, a validity test is carried out to determine the feasibility of the statement item, as well as a reliability test using Cronbach's Alpha to determine the consistency level of the instrument. The instrument is declared reliable if the alpha value > 0.70 .

Data Analysis Techniques

The data obtained is analyzed by the following steps:

1. Descriptive Analysis to see an overview of human resource quality and employee performance.
2. Classical Assumption Test (normality, linearity).
3. Simple Linear Regression Analysis to determine the influence of variable X on variable Y.
4. A t-test to test the significance of the effect.
5. Coefficient of Determination (R^2) to determine the amount of contribution of HR quality to employee performance. Data analysis was carried out using SPSS software.

RESEARCH RESULT

Description of HR Quality Variables (X)

The measurement of HR quality variables was carried out through a questionnaire given to 70 employees as a research sample. The data from the respondents' answers showed that the majority of employees gave an assessment in the category of agree and strongly agree, which shows that the quality of employee human resources is relatively good.

Table 1. HR Quality Variable Questionnaire Score (X)

Yes	Alternative Answers	and (SS)	b (S)	c (KS)	d (TS)	e (STS)	Number of Respondents
1	Frequency (f)	31	35	4	0	0	70
	Percentage (%)	44,3	50,0	5,7	0,0	0,0	100,0
2	Frequency (f)	27	39	4	0	0	70
	Percentage (%)	38,6	55,7	5,7	0,0	0,0	100,0

Data shows that more than 80% of employees rate them as having good competence, knowledge, skills, and work attitude. This illustrates that the quality of human resources at the Education and Culture Office of Southwest Aceh Regency is already in the good category.

Description of Employee Performance Variables (Y)

Employee performance variables are also measured using questionnaires. The results of the answer recap show that the employee has carried out his duties well, on time, disciplined, and according to the work target.

Results of the Analysis of the Influence of Human Resources Quality on Employee Performance

Hypothesis testing is carried out through a t-test (partial) in regression analysis. The results of the analysis show that:

- Value $t_{hitung} = 7.187$.
- Significance value = 0.000.

This shows that the quality of human resources has a positive and significant effect on employee performance.

Table 2. Results of the t-test (The Effect of Human Resources Quality on Employee Performance)

Variable	t_{hitung}	Sig.	Information
Quality of HR (X)	7,187	0,000	Significant

Decision Criteria:

If the $Sig < 0.05$, then H_1 is accepted.

Conclusion of the t-test:

Since the significance value is $0.000 < 0.05$, H_1 is accepted, meaning:

The quality of human resources has a positive and significant effect on the performance of employees of the Education and Culture Office of Southwest Aceh Regency.

Coefficient of Determination (R²)

Overall, HR quality (along with other variables) explained 76% of the variation in employee performance, while 24% was influenced by other factors not studied in this study. However, in context a, the relevant part is that the portion of contribution of HR quality is significant and dominant compared to other variables, so that HR quality is the main factor in improving employee performance.

DISCUSSION

The results of the study show that the quality of human resources has a positive and significant influence on the performance of employees at the Education and Culture Office of Southwest Aceh Regency. This is proven through the results of a statistical test that shows a t_{hitung} value of 7.187 with a significance value of 0.000, so that statistically it can be concluded that improving the quality of human resources will be followed by improving employee performance. In other words, the better the competence, knowledge, skills, attitudes, and abilities of employees in carrying out their duties, the higher the performance achieved.

The findings of this study are in line with the theory (Anwar Prabu, 2017) which states that the quality of human resources includes knowledge, abilities, skills, and attitudes that affect the ability of individuals to complete their work. Employees who have high quality human resources will be able to work effectively, on time, disciplined, and produce outputs that are in accordance with organizational standards. Thus, the theory supports the results of research that the quality of human resources is an important factor in determining the good and bad performance of employees.

In addition, the results of this study are also consistent with the opinion of (Malayu, H. S. & Hasibuan, 2017) which states that improving the quality of human resources can be done through training, education, and work experience. Based on the results of the questionnaire, employees of the Education and Culture Office of Southwest Aceh Regency mostly showed a positive work attitude, were able to adapt, and understood their respective duties, which showed that the process of coaching and developing employees had gone well. This then has direct implications for improving employee performance.

These findings are also reinforced by research (Ramadhani & Sulistiyawan, 2023) which shows that the quality of human resources has a significant influence on the work productivity of local government employees. The study concluded that employees with good knowledge and skills will be able to achieve public service targets optimally. Thus, the results of this study not only support existing theories, but are also consistent with previous empirical evidence that shows a strong relationship between HR quality and employee performance.

Furthermore, the determination coefficient that shows that the quality of human resources contributes greatly to employee performance indicates that the quality factor of human resources is the dominant factor in improving performance. This shows that efforts to improve the quality of human resources, such as training, strengthening competencies, work discipline, and professional attitudes, are strategic steps that organizations can take to improve the effectiveness of public services.

Thus, it can be understood that employee performance is not only determined by organizational structure or bureaucratic mechanisms, but is highly dependent on the quality of individuals who carry out these service functions. Qualified employees will be able to understand their duties, be responsible, quickly adjust to new policies, and be able to provide optimal services to the community. This is in line with the view (Yusuf, 2014) which states that individual performance is influenced by work ability and motivation.

Therefore, the results of this study provide an idea that improving the quality of human resources is a realistic, strategic, and direct impact on improving employee performance within the Education and Culture Office of Southwest Aceh Regency. Organizations need to continue to strengthen employee development programs, improve technical competencies, strengthen work culture, and a measurable performance evaluation system so that the quality of human resources is maintained and can continue to develop.

CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the study, it can be concluded that the quality of human resources has a positive and significant influence on the performance of employees of the Education and Culture Office of Southwest Aceh Regency. Employees who have good competence, knowledge, skills, and work attitudes are able to carry out their duties effectively, on time, and in accordance with the targets set by the organization. This shows that improving the quality of human resources is an important factor in improving employee performance and the quality of public services. Therefore, efforts to coach, train, and develop employees need to be carried out on an ongoing basis so that the quality of organizational performance is more optimal.

ADVANCED RESEARCH

Still conducting further research to learn more about the Impact of Human Resource Quality on the Performance of Employees of the South Aceh District Education and Culture Office.

ACKNOWLEDGMENT

The researcher would like to thank all parties who have provided support in completing this research, especially to the Education and Culture Office of Southwest Aceh Regency, employees who are respondents, and academic supervisors who have provided direction, input, and motivation during the research process.

REFERENCES

- Abadi, S. J., & Abadi, S. J. (2018). Analisis Kinerja Aparatur Sipil Negara Dinas Pendidikan Pemuda Dan Olahraga Kabupaten Bantul Tahun 2017. Null.
- Akbar, R., Sukmawati, U. S., & Katsirin, K. (2023). Analisis Data Penelitian Kuantitatif: Pengujian Hipotesis Asosiatif Korelasi. *Jurnal Pelita Nusantara*, 1(3), 430-448.
- Anwar Prabu, M. (2017). *Manajemen Sumber Daya Manusia Perusahaan*, Bandung: Pt. Remaja Rosdakarya.
- Ariani, A. F., & Yusuf, R. (2022). Kualitas Sdm Terhadap Kinerja Pegawai: Pada Kantor Kementrian Agama Kabupaten Garut. *Jurnal Pendidikan, Humaniora, Linguistik Dan Sosial (Jagaddhita)*, 1(1), 56-64.
- Bahasoan, S., & Baharuddin, I. (2023). Work Discipline, Work Motivation And Employee Performance. *Advances In Human Resource Management Research*, 1(2), 90-101.
- Fadhil, M. (2016). Pengaruh Kompetensi Sumber Daya Manusia Terhadap Kinerja Pegawai Pada Balai Latihan Kerja Industri Makassar. *Perspektif: Jurnal Pengembangan Sumber Daya Insani*, 1(1), 70-81.
- Herawati, K., Wibisono, C., & Yanti, S. (2025). Determinasi Self-Efficacy, Bebankerja, Kompetensi Terhadap Kinerja Pegawai Di Kantor Lurah Se Kota Batam Melalui Budaya Organisasi. *Pendas: Jurnal Ilmiah Pendidikan Dasar*, 10(03), 264-284.
- Kurniawan, Y. E., Sawitri, D., & Saleh, M. (2021). Pengaruh Kualitas Sdm, Terhadap Kinerja Pegawai Dengan Mediasi Budaya Organisasi Pada Masa Pandemic Covid 19 Di Dinas Pmd Kabupaten Probolinggo. *Bisman (Bisnis Dan Manajemen): The Journal Of Business And Management*, 4(2), 117-126.
- Malayu, H. S., & Hasibuan, H. (2017). *Manajemen Sumber Daya Manusia Edisi Revisi*. Pt Bumi Aksara.
- Mu'ah, M., Firdawati, Y., Mas'adah, M., & Masram, M. (2023). Pengaruh Kualitas Sdm Dan Disiplin Kerja Terhadap Kinerja Pegawai Dengan Motivasi Kerja Sebagai Variabel Intervening Pada Pengadilan Negeri Lamongan. *Jesya (Jurnal Ekonomi Dan Ekonomi Syariah)*, 6(2), 1621-1635.
- Nur, M., Lestari, S., Putritama, T. K. S., Santoso, K. B., & Riansya, A. (2025). Strategi Pelatihan Dan Pengembangan Sdm Untuk Meningkatkan Kompetensi Dan Produktivitas. *Uwais Inspirasi Indonesia*.
- Oktaviani, D. N., Firdaus, M. A., & Bimo, W. A. (2020). Kualitas Sumber Daya Manusia Dan Motivasi Terhadap Kinerja Karyawan. *Manager: Jurnal Ilmu Manajemen*, 3(1), 101-113.
- Peryuda, S., & Khoiri, M. (2023). Pengaruh Kualitas Sumber Daya Manusia Dan Motivasi Terhadap Kinerja Karyawan Pada Pt Karya Sukses Kreasi Kota Batam. *Eco-Buss*, 5(3), 818-830.
- Putri, N. R. S., Sabina, N. K., & Nururrohmah, T. (2023). Pengaruh Budaya Organisasi Dan Kualitas Sdm Terhadap Kinerja Karyawan. *Jurnal Riset Ekonomi Dan Akuntansi*, 1(1), 10-17.
- Rahayu, D. N. F., & Setiawan, H. H. (2022). Pengaruh Disiplin Kerja Dan Kepemimpinan Terhadap Kinerja Pegawai Dinas Perindustrian Dan Perdagangan Provinsi Jawa Barat Di Kota Bandung. *Fakultas Ekonomi Dan Bisnis*.
- Ramadhani, D. G., & Sulistiyawan, E. (2023). Pengaruh Kualitas Sumber Daya Manusia (Sdm) Dan Profesionalisme Kerja Terhadap Kinerja Pegawai Pada Dinas Sosial Provinsi Jawa Timur. *Journal Of Sustainability Bussiness Research (Jsbr)*, 4(4), 44-54. <https://jurnal.unipasby.ac.id/index.php/jsbr/article/view/8568>.
- Ramadhani, D. G., & Sulistiyawan, E. (2023). Pengaruh Kualitas Sumber Daya Manusia (Sdm) Dan Profesionalisme Kerja Terhadap Kinerja Pegawai Pada Dinas Sosial Provinsi Jawa Timur. *Journal Of Sustainability Bussiness Research (Jsbr)*, 4(4), 44-54.