



The Influence of Work Capability and Commitment on the Performance of Tourism Aware Group Managers in Paser District with Innovative Work Behavior as an Intervention Variable

Ika Marsilia^{1*}, Meutia², Julia Safitri³

^{1,3}Universitas Terbuka

²Universitas Sultan Agung Tirtayasa

Corresponding Author: Ika Marsilia Imarsiliasetyorini@gmail.com

ARTICLE INFO

Keywords: Discipline, Incentives, Motivation, Work Stress, Leadership Style

Received : 1 November

Revised : 20 November

Accepted: 23 December

©2023 Marsilia, Meutia, Safitri: This is an open-access article distributed under the terms of the [Creative Commons Attribution 4.0 International](https://creativecommons.org/licenses/by/4.0/)



ABSTRACT

This research aims to determine the influence of work capability and commitment on the performance of tourism awareness group administrators in Paser Regency with innovative work behavior as an intervening variable. The data analysis used is path analysis and multiple regression analysis using smart PLS. The research results show that capability has no effect on performance, because the test results are based on a P value of 0.638 (>0.05) and a statistical T value of 0.471 (<1.96), work commitment has a significant effect on performance, with test results on the P value of 0.045 (< 0.05) and statistical T value of 2.008 (> 1.96), innovative work behavior has no significant effect on performance, with test results showing a P value of 0.279 (> 0.05) and a T statistical value of 1.084 (< 1.96), work commitment has a significant effect on innovative work behavior, with test results on a P value of 0.045 (< 0.05) and a statistical T value of 2.005 (> 1.96), capability does not have an effect on performance through innovative work behavior, with a P value of 0.309 (> 0.05) and a statistical T value of 1.018 (< 1.96), work commitment has no effect on performance through innovative work behavior, with a P value result of 0.426 (> 0.05) and a statistical T value of 0.796 (< 1.96)

INTRODUCTION

The development of the tourism industry can be influenced by the economic sector, this is proven by the aim of developing the tourism industry, one of which is to contribute to improving the welfare of local communities around tourism destinations. It is hoped that the interaction of these two sectors can encourage the realization of sustainable development and have an impact on improving community welfare. 2008 marked the start of a breakthrough in the tourism sector with the emergence of creativity-based industrial development. And in 2021, the use of the creative economy through the Tourism Awareness Group will continue to be encouraged. Since then, the development of alternative tourism has continued to look for forms of tourism that are distinctive, different, unique and attractive to tourists.

The issuance of Republic of Indonesia Law Number 10 of 2009 concerning Tourism is the basis in the Article for implementing tourism development in the regions through implementing tourism development plans by taking into account the diversity, uniqueness and uniqueness of culture and nature, as well as the human need for tourism.

Furthermore, Article 8 paragraph (1) explains that tourism development is carried out based on the tourism development master plan which includes the national tourism development master plan, national tourism development master plan, and provincial tourism development master plan. tourism development and district/city tourism development master plans.

The tourism awareness group has a strategy for developing tourism in tourist villages. The tourism awareness group is a driving force in the process of developing tourist villages as well as carrying out training activity programs that members of the tourism awareness group have participated in. The training they have participated in is organized by private companies, government companies, tourism agencies and universities (Putri, Tiara Nur Tsofyani, Hartuti Purnaweni, 2015).

The Triple Helix concept is an interaction between academia, industry and government, which was developed in the 1990s by Etzkowitz & Leydesdorff. The concept is often used as a normative framework that allows researchers to understand the interactions between key actors in the system innovation process. Moreover, it is a common strategy used by governments to develop innovation policies. However, in reality, in Paser Regency, the Triple Helix concept is ineffective because the collaboration of these three elements is not well established. The government, which only formed the Pokdarwis group, did not optimally provide training in terms of developing knowledge about managing tourist villages in Paser Regency.

As subjects or actors of development, Pokdarwis are important actors who must be actively involved in the tourism planning and development process, together with stakeholders having a role in related links from both the government and the private sector. In this case, the community has a role and responsibility to work together to encourage the success of tourism development in their region. So the better the performance of the Pokdarwis in an area, the better the tourism in the area will be.

Problems arise when Pokdarwis members do not know their duties. Based on the data that has been collected, most of the members of the Sukodono Pokdarwis have a low educational background so they lack the capability to act as conscious tourism drivers, in this case their capability to exploit the abilities they have tends to be lacking and becomes hampered. The capabilities possessed by a person are very important to support performance (Kapahang et al., 2014; Pentana & Ardiani, 2016; Zaenab, 2019).

As a result of initial observations, problem information was also raised that many members of the tourism awareness group work as farmers, traders, fishermen and entrepreneurs so that most of them are not focused on carrying out their duties as members of the Pokdarwis, of course things like this cause the performance of the members to decline. Apart from that, Pokdarwis members do not receive salaries for the results of their work, thus reducing their interest in working and preferring to do their main work to meet their daily needs. Due to economic pressures and the needs of life, Pokdarwis are forced to violate work commitments that have become their responsibility. According to Monica Damayanti 2011, work commitment has a big influence on performance. The higher the commitment, the higher the responsibility entrusted, the higher the responsibility will have an impact on the performance carried out by the employee.

Apart from the problem of capability and work commitment, Pokdarwis administrators in Paser Regency are also still less innovative in developing tourism awareness in Paser Regency, they have not maximized their ability to use their creative ideas in managing the village or tourism environment around them, this is due to a lack of adequate training. given to them so that innovative work behavior is not visible. Sri Eni (2021) States that a creative work attitude is very important in developing a company and improving performance by improving or increasing efficiency in all activities carried out. Innovative work behavior can spur performance achievement and strengthen organizational competence to achieve predetermined goals. Innovative work behavior is the result of how individuals, groups, and organizational management practices interact with each other. This is an important part of organizational behavior and occurs when people work together within an organization.

LITERATURE REVIEW

Human Resource Management

HR management is the process of managing the workforce in a company so that they can work according to their duties optimally and efficiently. Management consists of six important elements, known as the 6Ms, namely: People, Methods, Money, Materials, Machines, and Markets. Human (Men) has developed into a discipline known as human resource management.

Hasibuan (2014) states that human resource management is the science and art of managing employee relationships and work so that they are effective and efficient in helping to achieve business goals. companies, workers and society.

Tourist

The definition of tourism according to Law Number 9 of 1990 concerning tourism includes all matters related to tourism, including the use and attractiveness of tourist attractions and activities related to this sector (Directorate General of Tourism, 2009).

Tourism involves traveling activities carried out by individuals, families, or groups from their place of residence to other places with the intention of vacationing and not to work or earn money in the place visited. This visit will only be short and one day you will return to your home again. Summarizing previous works (Muljadi, 2009), applying changes to the text. There are two main factors involved, namely the travel experience itself and the time spent at the destination with various tourism activities.

Performance

Kinerja berasal dari pemahaman akan hasil kerja. Beberapa juga mengevaluasi kinerja sebagai dampak dari pekerjaan atau pencapaian kerja. Namun, kinerja sebenarnya memiliki makna yang lebih komprehensif, tidak hanya terbatas pada hasil pekerjaan, tetapi juga melibatkan bagaimana proses pekerjaan tersebut dijalankan.

Performance is that every organization, small or large, has positive or non-positive thoughts and has high goals to achieve better performance (Tampubolon, 2014).

Capability

In accordance with Indonesian Law No. 5 of 2014 regarding the State Civil Apparatus, the State Civil Apparatus, also known as ASN, refers to the occupation of government officials and employees who have contractual agreements for their work. State Civil Service Employees, hereinafter referred to as ASN Employees, are civil servants and government employees with work contracts who are appointed by public service development officials and assigned to a position in the government or assigned to a position in the government. Functions and is paid according to statutory provisions.

Apart from that, Civil Servants, hereinafter abbreviated as PNS, are Indonesian citizens who meet certain requirements and are appointed by civil service development officials as permanent ASN employees to fill government positions. Employees with a PPPK in Indonesia are citizens who meet specific criteria and are hired under a contract for a set duration to fulfill government service responsibilities. All of this is regulated in Law of the Republic of Indonesia Number 5 of 2014 concerning State Civil Apparatus, Article 1 (one).

Work Commitment

Commitment comes from Latin (*committere*, to connect, entust- the state of being obligated or emotionally impelled) which is a belief that binds (a contract) so firmly and then moves behavior towards a certain direction that is confirmed (Tasmara, 2002). Commitment in the Big Indonesian Dictionary is an agreement (attachment), to do something, and a contract (KBBI, 2006). According to Luthans (2006) Commitment is a deep dedication to staying part of the organization, a willingness to exert effort in line with the organization's wishes, unwavering faith, and embracing the organization's principles and objectives.

According to Sopiah (2008) work commitment is the desire of an organization to maintain its membership in the organization and is willing to try hard to achieve organizational goals. According to Kreitner (2010) commitment is an agreement to do something for oneself, another individual, group or organization.

Agreeing with Malayu (2003) that education is the most crucial element in human resource management, as the better the employee's education, the greater the performance they can achieve.

Innovative Work Behavior

Rapid technological developments have an impact on competition between organizations, so companies need innovations that can be developed to be able to survive in this competition. Wahono (2016) believes that innovation is a strategy that companies will carry out to achieve competitive advantage by meeting demand for products so that they can be used as a competitive advantage for the organization.

The Relationship Between Capabilities and Performance

Sugiharta (2019) asserted that work ability has a considerable impact on productivity. In addition, according to Dewi's study conducted in 2020, it was found that both the capacity and drive factors, whether occurring at the same time or to some extent, have a notable impact on the productivity of employees. Sari et al. (2021), Syamsuarni & Asdar (2021), and Sembiring et al. (2021) have also carried out comparable studies, and their findings indicate that work ability has an impact on employee performance.

The Relationship Between Work Commitment and Performance

Robbins and Judge in their book reveal that there is a strong relationship between work commitment and employee performance. Highly committed employees will have high performance and loyalty to the company. On the other hand, employees tend to have low commitment, lower performance and less loyalty to the company. This is also supported by research from Andry (2019) in the *Microskil Economic Wira Journal (JWEM)* and research by Sukmawati & Gani (2014) in the *Management and Accounting journal* that commitment has an influence on employees.

The Relationship Between Capabilities and Innovative Work Behavior

Capability or ability is positively related to innovative work behavior (Vandavasi et al., 2020). The results of this research also show that employee capability encourages employees to innovate, where team employees are encouraged to be more innovative. Specifically, employees with high levels of capability report higher levels of innovative behavior.

The Relationship Between Work Commitment and Innovative Work Behavior

The results of research conducted by Setiawan (2018) show that there is a significant positive relationship between work commitment and innovative behavior in employees, where the higher the organizational commitment, the higher the innovative behavior in employees. Likewise, the lower the organizational commitment, the lower the innovative behavior of employees.

The Relationship Between Innovativ' Wor' Behavior and Performance

In this case, innovative behavior is closely related to innovation. Innovative behavior and innovation itself are in the form of social change, the only difference is that the emphasis is on the characteristics of the change. Meanwhile, innovation emphasizes things that are seen as something new for both individuals and society. Meanwhile, innovative behavior emphasizes a creative attitude towards something that changes from something traditional to something modern. A person who has innovative behavior will be seen in his daily life attitude, will have a critical mind, will always try to make something change appear in his surrounding environment and something new will always happen from traditional to modern life, or will be seen in determining attitudes that are lagging behind. Towards a more advanced attitude and strive so that the change efforts can be useful and add value.

Ha1: It is suspected that there is a significant influence between capability on the performance of tourism awareness group administrators in Paser Regency

Ha2: It is suspected that there is a significant influence between work commitment and the performance of tourism awareness group administrators in Paser Regency

Ha3: It is suspected that there is a significant influence between innovative work behavior on the performance of tourism awareness group administrators in Paser Regency

Ha4: It is suspected that there is a significant influence between capability on the innovative work behavior of tourism awareness group administrators in Paser Regency

Ha5: It is suspected that there is a significant influence between work commitment on the innovative work behavior of tourism awareness group administrators in Paser Regency

Ha6: It is suspected that there is a significant influence between capability on the performance of tourism awareness group administrators in Paser Regency through innovative work behavior as an intervening variable

Ha7: It is suspected that there is a significant influence between work commitment on the performance of tourism awareness group administrators in Paser Regency through innovative work behavior as an intervening variable.

METHODOLOGY

The type of research used in this research is quantitative research with an associative approach that explains cause and effect relationships. The population in this study were all 150 tourism aware members of Paser Regency. The research employed purposive sampling, where the samples were selected based on specific criteria and unique characteristics. Hence, the author opted for a purposive sampling method by setting specific criteria that the research samples must fulfill. From the required inclusion and exclusion criteria, the number of members who could be sampled was 94 people. The main instrument used in this research to obtain data was a questionnaire which was prepared systematically and contained statement items. This reliable research uses one shot measurement or just one measurement as stated, namely the

measurement is only done once and then the results are compared with other questions or measure the correlation between answers to questions.

RESULT

Value Analysis of Endogenous Variables

The R Square Test was conducted to assess the exogenous variable's significance in relation to the endogenous value. The R test analysis indicates that the variables examined in this study are anticipated to impact performance by 78%, with the remaining 22% potentially influenced by other variables, while other factors were not tested.

Path Coefficient Analysis

Analysis of path coefficient values involves showing the relationship between positive or negative variables. The path value 0 to 1 which is positive for performance is the variable ability, work engagement, and creative work behavior. This means that the higher the work ability and dedication, the higher the performance.

Significance Value Analysis

Significance testing is used to show the significance of the relationship between paths to see the strength of the relationship between variables. Therefore, to answer the hypothesis of this research is as follows:

1. Hypothesis 1, the ability variable has a significant influence on performance, with test results at a P value of 0.638 (>0.05) and a statistical T value of 0.471 (<1.96), meaning there is no influence on performance capacity. So hypothesis 1 is rejected.
2. Hypothesis 2, that work engagement has a significant influence on performance, with test results showing a P value of 0.045 (< 0.05) and a statistical T value of 2.008 (> 1.96), meaning that the effect of work engagement on performance is positive and significant so that hypothesis 2 is accepted.
3. Hypothesis 3, work innovation behavior has a significant influence on performance, with test results showing a P value of 0.279 (> 0.05) and a statistical T value of 1.084 (< 1.96), meaning that there is no influence on work innovation behavior. About performance. Therefore, hypothesis 3 is rejected.
4. Hypothesis 4, that ability has a significant effect on innovative work behavior, with test results showing a P value of 0.000 (<0.05) and T statistics of 3.901 (>1.96), meaning that there is a positive influence of capacity on innovative work behavior and meaningful, so hypothesis 4 is accepted.
5. Hypothesis 5, that work engagement has a significant effect on innovative work behavior, with test results showing a P value of 0.045 (< 0.05) and a statistical T value of 2.005 (> 1.96), namely the influence of work engagement on innovative work. This behavior is positive and significant so that hypothesis 4 is accepted.

6. Hypothesis 6 is that ability has a significant effect on performance through creative work behavior, with a P value of 0.309 (>0.05) and a statistical T value of 1.018 (<1.96), meaning that there is no influence of ability on work performance through work behavior. Innovation, so hypothesis 6 is rejected.
7. Hypothesis 7, that work engagement has a significant effect on performance through innovative work behavior, with a P value of 0.426 (>0.05) and a statistical T value of 0.796 (<1.96), meaning that there is no influence of work engagement on performance. Through creative work behavior, so hypothesis 7 is rejected.

Predictor Value Analysis

The F 2 test is conducted to determine the impact of the predictor variable on the endogenous variable. If the value is greater than 0.35, it indicates a strong influence, while an average value of 0.15 or less suggests a weaker influence. or small (0.02). Each exogenous variable shows differences in the magnitude of its influence on the endogenous variable. The variable that has the greatest influence on the ability variable is creative work behavior with a value of 0.723. while the exogenous variable that has the smallest influence on performance is innovative work behavior with a value of 0.062.

DISCUSSION

The Influence of Capability on the Performance of Tourism Awareness Group Management in Paser Regency

Organizational capability is a response or a series of components that are closely related to the organization's ability to adapt and/or adapt to changes in its environment. Therefore, the concept of organizational capacity implies flexibility and dynamism of organizational capacity. Therefore, organizational capabilities can vary between companies in different industries (Ros, 2010).

The results of Hypothesis Testing 1 are that the ability variable has no effect on performance, because the test results are based on a P value of 0.638 (>0.05) and a statistical T value of 0.471 (<1.96) which means there is no influence. Ability on performance, thereby rejecting hypothesis 1.

The Influence of Work Commitment on the Performance of Tourism Awareness Group Management in Paser Regency

Commitment can increase because individuals have an emotional connection to the organization which includes moral support and acceptance of existing values as well as a determination to serve the organization. Engaged employees will perform optimally because they want the organization they work for to be successful. They will understand its function. These employees will be involved in responsible work. However, this work is not only a burden but also an obligation to serve society. Employee engagement will not increase by itself, there is a significant relationship between engagement and performance, so that high or low Organizational Engagement will have an impact on: 1) employees; for example regarding employee performance and career development in the organization; (2) organization; Leaders with high organizational commitment will produce high organizational performance, reduced levels of absenteeism, employee loyalty, and much more.

The results of testing Hypothesis 2 show that work engagement has a significant effect on performance, with the test results showing a P value of 0.045 (< 0.05) and a T statistic of 2.008 (> 1.96) which means that there is an influence of work influence on performance. Involvement on work performance is positive and significant, so hypothesis 2 is accepted. The work environment has a significant influence on work performance and discipline

The Influence of Innovative Work Behavior on the Performance of Tourism Awareness Group Management in Paser Regency

In order for the organization to grow and achieve better performance, it is essential to have employees who demonstrate innovative work behavior, promoting the efficiency and improvement of a wide range of activities. Innovative work behavior has the potential to drive performance and enhance organizational capabilities as individuals strive to meet established objectives. Innovative work behavior is a product of interactions among individuals and groups within organizations, as well as the management activities that are typically performed in organizational processes. This behavior is a key aspect of organizational behavior.

Based on the data processing results of Hypothesis 3, innovative work behavior has no effect on performance, with the test results showing a P value of 0.279 (> 0.05) and a statistical T statistical value of 1.084 (< 1.96), meaning that innovative work behavior does not affect performance. Therefore, hypothesis 3 is rejected.

The Influence of Capabilities on Innovative Work Behavior of Tourism Awareness Group Management in Paser Regency

Ability shows a person's potential in completing a task or job. A person's abilities are a manifestation of the knowledge and skills he has. Therefore, highly competent employees can help the organization achieve its vision and mission of progress and rapid development in facing global competition. According to Thoha (2011), competency is an element of maturity related to knowledge or skills that can be obtained through education, training and experience.

The results of the research show that Hypothesis 4, that ability has a significant effect on innovative work behavior, with test results showing a P value of 0.000 (< 0.05) and T statistics of 3.901 (> 1.96), meaning that there is an influence of ability on innovative work behavior positive and significant effect so that hypothesis 4 is accepted.

The Influence of Work Commitment on Innovative Work Behavior of Tourism Awareness Group Management in Paser Regency

Engaging in innovative behavior generates imaginative concepts within the professional setting. Based on the findings of Bani-Melhem et al. In 2020, it was stated that employees show innovation through their continuous creativity, sharing of new ideas, exploration of fresh approaches, commitment to developing novel concepts, efforts to innovate resource usage, and cultivation of creativity within their work teams. In addition, there are numerous other scholars who examine variables related to innovative behavior. For example, according to a study by Hendri (2019), the fundamental nature of behavior. Being innovative means having original and inventive ideas when completing tasks and activities.

The findings of the study show that Hypothesis 5, which pertains to work commitment, has a notable impact on innovative work behavior. The test results reveal a P value of 0.045 (< 0.05) and a statistical T value of 2.005 (> 1.96), indicating a positive and significant effect of work commitment on innovative work behavior. Therefore, we can confirm that Hypothesis 4 is supported.

The Influence of Capability on the Performance of Tourism Awareness Group Management in Paser Regency Through Innovative Work Behavior

Creative work behavior can influence performance. This behavior describes how employees generate new ideas or concepts for the company. Additionally, it involves updating product outcomes and processes with new ideas, which is an element of innovative work behavior. Every business certainly needs employees who have creative ideas to maintain smooth business operations. Employees with innovative abilities and behavior can produce or combine these creative ideas into something new and have the courage to develop these ideas within the company (Hadi.S, A.R Putra, 2020).

Hypothesis 6 ability has no effect on performance through innovative work behavior, resulting in a P value of 0.309 (> 0.05) and a statistical T value of 1.018 (< 1.96), meaning that the influence of ability on performance through innovative work behavior is not significant so hypothesis 6 is rejected.

The Influence of Work Commitment on the Performance of Tourism Awareness Group Management in Paser Regency Through Innovative Work Behavior

Steers (in Damayanti and Suhariadi, 2003) states that commitment to an organization is an event where an individual is very interested in (or is an individual's interest in) the goals, values and targets of the organization. So commitment is more than just membership, because it includes the willingness to exert a high level of effort for the benefit of the organization, in order to facilitate the achievement of goals. Welshch and La Van (in Octorita, Haryanto, and Anita 2001) stated that commitment to the company is an important behavioral dimension and can be used to assess employee attachment to the company.

The results of the research show t' at h'pothesis 7, namely Work Commitment, has no effect on performance through innovative work behavior, with a P value of 0.426 (> 0.05) and a statistical T value of 0.796 (< 1.96), meaning that there is no influence between commitment. Work on performance through innovative work behavior is positive and not significant so that Hypothesis 7 is rejected

CONCLUSION AND RECOMMENDATION

1. Capability has no effect on performance, because the test results are based on a P value of 0.638 (> 0.05) and a statistical T value of 0.471 (< 1.96) which means that there is no influence of ability on performance.
2. Work engagement has a significant effect on performance, with test results showing a P value of 0.045 (< 0.05) and a statistical T value of 2.008 (> 1.96), meaning that the effect of work engagement on performance is positive and significant.

3. Innovative work behavior has no significant effect on performance, with test results showing a P value of 0.279 (> 0.05) and a statistical T value of 1.084 (< 1.96), meaning that there is no influence of innovative work behavior on performance.
4. Capability has a significant effect on Innovative Work Behavior, with test results showing a P value of 0.000 (< 0.05) and a statistical T value of 3.901 (> 1.96), meaning that the influence of capability on innovative work behavior is positive and significant.
5. The level of dedication to work has a strong impact on creative work performance, as indicated by a statistically significant P value of 0.045 (< 0.05) and a T value of 2.005 (> 1.96). This suggests that work commitment has a positive and substantial influence on innovative work behavior.
6. Based on the statistical analysis, it was found that capability does not have a significant impact on performance through innovative work behavior. The results showed a P value of 0.309, which is greater than the threshold of 0.05, and a T value of 1.018, which is less than the critical value of 1.96. Therefore, it can be concluded that there is no effect of capability on performance through innovative work behavior, leading to the rejection of hypothesis 6.
7. Work Commitment has no effect on performance through innovative work behavior, with a P value of 0.426 (> 0.05) and a statistical T value of 0.796 (< 1.96), meaning that there is no influence of work commitment on performance through innovative work behavior.

SUGGESTION

1. It is hoped that tourism awareness group administrators will be given guidance and direction or study tours to other areas that have good tourist destinations in order to be able to improve their personal capabilities related to their work as members of the Pokdarwis.
2. It is hoped that the local government will provide motivation for administrators in the form of awards or bonuses for tourism awareness groups who successfully carry out their duties and functions well, so that other groups will have the motivation to improve their performance as members of the Pokdarwis.
3. It is hoped that the regional government will provide non-formal education and training for administrators of tourism awareness groups so that they can develop their creative ideas in carrying out their duties and functions as members of the Pokdarwis.

REFERENCES

- Amir. 2011. *Strategic Management: Concepts and Applications*. Jakarta: PT Raja Grafindo Persada.
- Armstrong, M. 2009. *Armstrong's Handbook of Performance Management. An Evidence-Based Guide to Delivering High Performance India: By Replika Press Pvt L Td.*
- Ancok. D. 2012. *Psychology of Leadership and Innovation*. Jakarta: Erlangga.
- Arifin. 2004. *Reading Stocks*. Yogyakarta, Andi.
- Cahyono, Bambang Tri. 1996. *Human Resource Management*. Jakarta: IPW Publishing Agency
- Darmawan. 2013. *Quantitative Research Methods*. Bandung: Rosdakarya Youth
- De Jong, J & Kemp, R. 2003. Determinants of co-worker's innovative behavior: An investigation into knowledge intensive services. *International Journal of Innovation Management*. Vol. 7, No. 2, p. 189-212.
- Directorate General of Tourism. 2002. *Introduction to Indonesian Tourism*. Jakarta: Department of Education and Culture
- Directorate General of Tourism Destination Development, Ministry of Culture and Tourism and WWF Indonesia. 2009. *Principles and Criteria for Community-Based Ecotourism*. Jakarta: WWF Indonesia
- Ghozali, Imam. 2011. *Application of Multivariate Analysis with the SPSS Program*. Semarang: Diponegoro University Publishing Agency.
- Hasibuan, Malay SP. 2014. *Human Resources Management, Fourteenth printing*, Jakarta: Publisher: Bumi Aksara.
- Cashmere. 2016. *Human Resource Management (Theory and Practice)*. Depok: PT Rajagrafindo Persada
- Kreitner, Kinicki. 2010. *Organizational Behavior*. New York: McGraw-Hill
- Lubis, Z. 2021. *Applied Statistics for the Social and Economic Sciences*. Yogyakarta: ANDI.
- Luthans. 2006. *Organizational Behavior. Tenth Edition*. Yogyakarta: PT. Andy
- Mangkunegara. 2010. *Corporate Human Resources Management*. Bandung: PT Teen Rosdakarya
- Moenir, H. AS. 2008. *Public Service Management in Indonesia*. Jakarta: Bumi Literacy
- Monaco, F. J. 1991. *Weed Science. Principles and Practice (3rd ed.)*. John Willery and Sons, New York: Inc. New York

- Mowday, R. T., Porter, L. W., & Steers, R. M. 2009. *Employee-Organization Linkages*. Texas: South-Western Cengage Learning
- Muljadi. 2009. *Tourism and Travel*. Jakarta: Raja Grafindo Persada.
- Newstrom, John W. 2011. *Organizational Behavior, Human Behavior at Work*. McGraw-Hill Companies, New York.
- Notoatmodjo, Soekidjo. 2015. *Human Resources Development*. Jakarta: Rineka Cipta.
- Nyoman Nugraha Ardana, Son. 2020. *The Effect of Good Corporate Governance on Profitability. (Study of Manufacturing Companies on the Indonesian Stock Exchange)*. Jakarta: Salemba Medika
- Nurdin. 2020. *Interpersonal Communication Theory with Examples of Practical Phenomena First Edition*. Jakarta: Kencana.
- Nursalam. 2015. *Nursing Management. Applications in Professional Nursing Practice*. Jakarta: Salemba Medika.
- Nursalam. 2017. *Nursing Science Research Methodology (4th ed)*. Jakarta: Salemba Medika.
- Pendit, Nyoman S. 2003. *Tourism Science An Initial Introduction*. Jakarta: Pradnya Paramita
- Rahim, F. 2012. *Guidebook for Tourism Awareness Groups*. Jakarta: Director General of Tourism Destination Development, Ministry of Tourism and Creative Economy.
- Rivai and Ella Sagala. 2013. *Human Resource Management for Companies*. Jakarta: Rajawali Press
- Robbins and Timothy A. Judge. 2008. *Organizational Behavior 12th Edition Book 1*. Translation: Diana Angelica, Ria Cahyani and Abdul Rosyid. Jakarta: Salemba Empat.
- Sopiah. 2008. *Organizational Behavior*. Yogyakarta: Andi Offset.
- Sugiyono. 2017. *Quantitative, Qualitative and R&D Research Methods*. Bandung: Alfabeta
- Sutrisno Edy. 2016. *Human Resources Management*. Jakarta: Kencana Prenada Media Group
- Suyadi Prawirosentono. 2008. *Human Resource Management Employee Performance Policy*. Yogyakarta: BPFE
- Tasmara, Toto. 2002. *Cultivating an Islamic Work Ethic*. Jakarta: Gema Insani Press.

- Tampubolon, M Saur. 2014. Classroom Action Research as Educator and Scientific Professional Development. Jakarta: Erlangga
- Thoah, Miftah. 2011. Indonesian bureaucracy and politics. Raja Grafindo: Jakarta
- Wahono Widodo, et al. 2016. Natural Science Teacher's Book for Class VII Middle School/MTs. Jakarta: Research and Development Ministry of Education and Culture.
- Hero. 2013. Leadership: Theory, Psychology, Organizational Behavior, Applications and Research. Jakarta: PT. Raja Grafindo Persada.
- Yoeti, Oka. 1996. Introduction to Tourism Science Revised Edition. Bandung: Angkasa Publishers
- Asyari, M., T. (2018). The relationship between organizational climate and innovative behavior in marketing employees at Indobismar Surabaya. Thesis. Faculty of Psychology and Health, Sunan Ampel State Islamic University, Surabaya
- Baker, William E & Sinkula, James M. 2005. "Market Orientation and the New Product Paradox". Journal of Product Innovation Management. USA. Vol.3, No.2.
- Berliana, M., Siregar, N., & Gustian, H. D. 2018. The Model of Job Satisfaction and Employee Performance. International Review of Management and Marketing. IJM. Vol.1, No.1.
- De Jong, J., & Den Hartog, D. 2010. Measuring innovative work behavior. Creative and Innovation Management. Vol. 19 No.3.
- Etikariena, A., & Muluk, H. 2014. Correlation Between Organizational Memory and Innovative Work Behavior. Makara Hubs.
- Etzkowitz, Henry, Andrew Webster, Christiane Gebhardt, and Branca Regina Cantisano Terra. 2019. "The future of the university and the university of the future: Evolution of Ivory Tower to Entrepreneurial Paradigm." Research policy 29. Vol 3, No. 2.
- Fitriza, R., & Ending. 2020. The Relationship between Psychological Capital and Innovative Work Behavior in the Creative Industry (Study of XYZ Company Employees. Journal of Psychogenesis. Vol 2. No.3.
- Evita, R., Sirtha, I. N., & Sunarta, I. N. 2012. "The Impact of Development of Tourist Accommodation Facilities on Sustainable Tourism in Bali. Tourism Scientific Journal. Vol 4. No 5.
- Hadi. 2020. Overcoming Anxiety of Losing Job Due to COVID-19. Business and Management Scientific Journal. Vol. 1, No. 7.

- Hadi,S, A.R Putra, & R.M. (2020). The Influence of Innovative Behavior and Work Engagement on Employee Performance. *Baruna Horizon*, 3(1), 186–197.
- Herlani, 2011. "The Influence of Employee Work Ability and Welfare Benefits on Employee Work Performance at the Implementing Agency for Agriculture, Fisheries and Forestry Extension, Musi Banyuasin Regency." Department of Management, Rahmaniya Sekayu College of Economics. Thesis.
- Husain. 2015. Business and management research using partial least squares (PLS) with smart PLS 3.0, Teaching module for the management department, Faculty of Economics and Business, Brawijaya University. Thesis.
- Janssen, O. 2000. "Job Demands, Perceptions of Effort–Reward Fairness and Innovative Work Behavior". *Journal of Occupational and Organizational Psychology*. Vol. 73, No. 4.
- Kim, M. S., & Koo, D. W. (2017). Linking LMX, Engagement, Innovative Behavior, And Job Performance in Hotel Employees. *International Journal of Contemporary Hospitality Management*.
- Kleysen, R. F., & Street, C. T. 2001. Toward a multi-dimensional measure of individual innovative behavior. *Journal of Intellectual Capital*. Vol 1, No. 1.
- Messman, G., & Mulder, R. H. 2012. Development of a measurement instrument for innovative work behavior as a dynamic and context bound construct. *Human Resource Development International*.
- Mulder, M. 2011. Competence development - some background thoughts. *The Journal of Agricultural Education and Extension*. Vol. 7, no. 4.
- Nurmayasari, Dhea. 2018. Strategy of the Tourism Awareness Group (Pokdarwis) in Tourism Development in Canggu Village, Badas District, Kediri Regency. Surabaya State University Thesis
- Pratiwi, N. 2015. The Influence of Demographic Factors on Investment Types and Investor Behavior in the Surabaya Capital Market. *Journal of Management Science and Research*. Vol 4. No 7.
- Sitio, V.S. 2021. The Influence of Organizational Commitment and Organizational Culture on Employee Performance with Organizational Behavior as an Intervening Variable at PT. EMERIO Indonesia. *M-Progress Scientific Journal*. Vol. 11. Issues. 1. Pages. 22-37.
- Shunlong, X., & Weiming, Z. (2012). The Relationships between Transformational Leadership, LMX, and Employee Innovative Behavior. *Journal of Applied Business and Economics*, 13(5).

- Sugiharta, B. J. 2019. The Influence of Work Ability and Work Motivation on the Performance of Oriflame Members in Bali in 2017. *Journal of Economic Education Undiksha*. Vol 4, No. 3
- Susanto. 2020. The Influence of Work Ability, Work Motivation and Work Spirit on PD Employee Performance. BPR Bank Pemasang. Thesis. Tegal. Faculty of Economics and Islamic Business, Pancasakti University, Tegal.
- Vermeulen, P. (2004), Managing product innovation in financial services firms. *European Management Journal*. 22(1), 43-50
- Wardani, Aprina. (2017). The Influence of Work Ability and Work Morale on Employee Performance Through Job Satisfaction as an Intervening Variable (Case Study of Bank Syariah Mandiri Kedal Branch Office). Thesis. Salatiga: Faculty of Islamic Economics and Business IAIN Salatiga.
- Windiarsih, E. 2019. "The Influence of Social Performance and Environmental Performance on the Financial Performance of PT. Indonesia Power". *TEACH*. Volume 2, No. 2.