Police Leadership in Operational Function (Case Study at the Bogor Police)

Silfia Sukma Rosa[1], Chairul Muriman Setyabudi[2], Sutrisno[3]
[1,2,3] School of Strategic and Global Sutdies, Universitas Indonesia

Abstract

The female police profession is a job that is carried out as a main activity to produce performance and which relies on a skill. Meanwhile, professionalism is a female police officer's commitment to her profession, as well as a 'spirit' or spirit, perspective, method, and/or practice those traces and describes a series of characteristics of the profession concerned. This commitment is shown by his pride as a professional, continuous efforts to develop professional abilities. There are many opinions about the elements that can be considered as part of the characteristics that build the professionalism of a profession. One opinion states that a profession is characterized by, among other things, certain specifications relating to: education and training, intellectual or theoretical expertise/competence as well as technical, organizational, discipline and code of ethics, as well as commitment to altruistic services (public services). This study has the intent and purpose to analyze how the policewomen who serve in the Bogor Police as leaders in the operational field and to improve the professionalism and leadership of the Police for the advancement of the Police. The method that the author uses in reviewing and discussing research problems is the descriptive analysis method. The results of the study revealed that the views of members of the function unit towards female police officers who served in the operational function of the female police leadership at the Bogor Police were based on the readiness of female police officers who had high productivity and performance, namely those who had a desire to provide excellent service to the community. In order to carry out their duties and functions, the Women's Police is a service provider to the public. In the current era of globalization, it is deemed necessary to properly place female police officers. This is very important to do so that the provision of excellent service to the community can be realized. This excellent service is intended so that time, energy, and budget are not wasted because of the services of female police officers.

I. Introduction

Organization as a social unit of a group of people, who interact with each other according to a certain pattern so that each member of the organization has its own functions and duties, has certain goals and has clear boundaries so that it can be clearly separated from its environment. An organization can run effectively if the management functions such as planning, organizing and motivation in it function properly, and the supporting elements are available and meet the requirements. One of the most important elements that can support the running of the organization is human resources. Human resources have an important role in determining the success of the organization. Organization must have a goal to be achieved by the organizational members (Niati et al.,

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2021). The success of leadership is partly determined by the ability of leaders to develop their organizational culture. (Arif, 2019).

In the organization, people are one of the most important elements. Without the role of humans, even though the various needed factors are available, the organization will not run because humans are the movers and determinants of the running of an organization. Therefore, the organization should provide positive direction for the achievement of organizational goals. The role of the leader is very important to be able to influence the behavior of his subordinates in carrying out organizational activities, Siagian (2012: 62) suggests that leadership is a person's ability to influence others in such a way that other people want to do the leader's will, even though personally it may not be liked by him.

Most people still tend to say that effective leaders have certain traits or characteristics that are very important, for example: charisma, foresight, persuasion, and intensity. When thinking about heroic leaders such as Napoleon, Washington, Lincoln, Churchill, Soekarno, General Sudirman, and so on, it must be acknowledged that these qualities are inherent in them and they have used to achieve their desired goals.

This pessimistic view of leadership skills has led to the emergence of several literatures discussing leadership. There is advice on who to emulate, what to achieve, what to learn, what to strive for, personal qualities of leadership, how to gain credibility, and how to be a successful leader. There are many books whose titles contain the word leader and how to be an effective leader. The foundation of effective leadership is to think about the organization's mission, define it and enforce it, clearly and clearly. In response to the demands of this Reformation, the President and the DPR issued a law to separate these two institutions, namely Law Number 2 of 2002 concerning the Indonesian National Police. Officially, the state regulates the main powers and duties of the National Police in accordance with Article 13 of Law Number 2 of 2002 concerning the Indonesian National Police that "Maintain security and public order, enforce the law, provide protection, shelter and public service".

The Indonesian National Police is one of the pillars of law enforcement in Indonesia which has an important and strategic role. This means that the National Police has a role in determining which direction the law and state security will be manifested in society, especially public order. In the Police, the law actually lives, because in the hands of the Police, the law is implemented, interpreted, turned on and even used directly as a decision maker, so it is appropriate that the main task of the Police is to protect, protect, serve as well as enforce the law. However, in reality, people often feel that the services provided by the police are not satisfactory. Thus, the Indonesian National Police is a state instrument that plays a role in maintaining public security and order, enforcing the law and providing protection, protection and services to the community in the context of maintaining domestic security (Article 5 of Law Number 2 of 2002 concerning the Indonesian National Police). General Police duties as stated in Article 13 of Law Number 2 of 2002 concerning the Indonesian National Police, states that the main tasks of the Indonesian National Police are:

1.Provide security and public order.
2. Enforce the law
3. Provide protection, protection, and service to the community

The main tasks and functions of the National Police as stated in Law Number 2 of 2002 concerning the Indonesian National Police are to achieve a professional, moral and modern police force, the Police must maintain and maintain public security and order, enforce the law, and provide protection, protection, and service to the community. The police, in carrying out their duties as law enforcers, must not only comply with the

applicable law as an external aspect, but each member of the police is also equipped with police ethics as an aspect of the police force. Sadjiono said that "police ethics are norms regarding police behavior to be used as guidelines in realizing the implementation of good duties for law enforcement, public order and public security". (Sadjiono, 2018: p.78)

Police who are unethical and have no integrity in their duties have become parasites of justice that have created the Criminal Justice System (SPP) as a circle of judicial mafia. Muladi (2015: p.24) argues that "People are reluctant to have contact with the police/police institutions because both have become machines of terror and horror". The quality of the performance of the National Police itself has various positive and negative ratings from the Indonesian people. Because good or bad the image of the Police depends on the community, whether the community is apathetic, reactive, critical or also satisfied with the performance of the police that has been carried out so far. The tarnished image of the Indonesian National Police in the community is caused by Police officers who violate the applicable regulations in Law No. 2 of 2002 concerning the Indonesian National Police.

The reality of Polri's performance requires community participation to build together a safe environment. Professional, proportional and humanist demands are a manifestation of Polri's performance in the eyes of the public. The separation between the Police and the TNI is a bright spot that militarism has been abandoned by the Police, adaptation was immediately carried out with proportional duties as law enforcement officers in the field of security, not defense. With the motto of Polri's duties, namely the Police as Protector, Protector and Community Service, can you make it happen or just become a Community Hope, Criticism is a key to success in correcting existing mistakes and Suggestions are future plans to be better than before and satisfied are plus value from the performance that has been implemented. The characteristics of public services that tend to be monopoly make the government not face the problem of market competition, causing weak management of quality public services. People often think that the bureaucratic structure in Indonesia is complicated, fat, and lengthy and results in the affairs of public service providers taking a longer time and high costs. In addition, the absence of standardization of public services that serve as guidelines for every government apparatus. Public service is an embodiment of the function of the state apparatus as a public servant in addition to their duties as state servants. One form of public service provided by the government through the police. Most people still tend to say that an effective leader has certain very important traits or characteristics, for example: charisma, foresight, persuasion, and intensity. When thinking about heroic leaders such as Napoleon, Washington, Lincoln, Churchill, Soekarno, General Sudirman, and so on, it must be acknowledged that these qualities are inherent in them and they have used to achieve their desired goals.

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Leadership is the backbone of organizational development because without good leadership it will be difficult to achieve goals. Even to adapt to changes that are happening inside and outside the organization. This is because every leader can exert influence on his subordinates. The leadership of a leader of an organization can determine the success or failure of the overall organizational goals, this is because in an effort to increase the role of employees, the implementation of leadership principles needs to be considered. A harmonious relationship between employees and leaders is something that needs to be considered if it is associated with the level of employee performance.

The female police profession is a job that is carried out as a main activity to produce performance and which relies on a skill. Meanwhile, professionalism is a female police officer's commitment to her profession, as well as a 'spirit' or spirit, perspective, method, and/or practice that pervades and is described from a series of characteristics of the profession concerned. This commitment is shown by his pride as a professional, continuous efforts to develop professional abilities. There are many opinions about the elements that can be considered as part of the characteristics that build the professionalism of a profession. One opinion states that a profession is characterized by, among other things, certain specifications relating to: education and training, intellectual or theoretical expertise/competence as well as technical, organizational, discipline and code of ethics, as well as commitment to altruistic services (public services). The field of women's work is now not limited, even the opportunity to occupy men's jobs is open. One of the male occupations that women are interested in is in the field of policing, which is known as policewoman or policewoman. In general, female police officers have the same duties and responsibilities as male police officers as stated in the Police Law no. 2 of 2002 article 13, which states that the main task of the National Police is to maintain public security and order; enforce the law; and provide protection, protection, and services to the community.

Then based on the requirements for acceptance by the National Police to become a female police officer, a series of processes must be followed starting from selection, attending police education after at least graduating from high school, being appointed by a presidential decree or the National Police Chief to become a member of the National Police and serving actively in police assignments. The existence of a policewoman is very helpful for the police institution in handling various cases related to crimes against women, children and adolescents. Then, related to the duties and functions of a police officer, the role of female police officers now covers the fields of sergeant, intelligence, operations and crowd control, provost, water and air, and traffic in the field. Female police officers have also had ample opportunities to occupy strategic positions, such as the Sector Police Chief, the Resort Police Chief and even the Regional Police Chief. Usually female police officers are demanded to be firm and disciplined while working, sometimes without realizing it affects the attitude of female police officers when interacting with children. The attitude of female police officers who are always firm and disciplined causes protests from children because children want female police officers who are warmer and respond emotionally in some situations. On the other hand, there are female police officers who are used to being warm and responding emotionally in dealing with children at home, but when dealing with children who violate the law, female police officers are tolerant which is not necessarily needed in this situation.

II. Research Method

Method is the way taken to achieve or goal. The method that the author uses in reviewing and discussing research problems is the descriptive analysis method. The descriptive analysis research method is a research method intended to make careful measurements of certain phenomena that occur in society. The research used is qualitative and quantitative research, which is a type of research that aims to describe, describe, explain and analyze information from research problems through data collection by asking several questions according to the research problem and knowing the relationship between research variables. Data collection techniques are a way to obtain research information in the form of data in the form of photos, documents, statements, or symbols (Neuman, 2013: p.187). To obtain valid data in this study, the authors used data collection techniques from library research and field studies consisting of observation, interviews, and documentation. The data analysis technique uses the steps proposed by Sugiyono (2015: 271) which include:

1. Collecting data in the form of interviews, distributing questionnaires and studying documentation.
2. Data reduction is the process of sorting data.
3. Presentation of data, namely the presentation of research data obtained from interviews, questionnaires, and documentation in the form of words and tabulation of data.
4. Drawing Conclusions, namely concluding from the results of the interpretation of the data obtained from the research process

III. Result and Discussion

Leadership is one of the topics that will never end to be studied further, it is very interesting for all people to know, because basically humans are leaders at one time. Handoko and Tjiptono (2016: 115) argue that "leadership is one of the most widely observed topics, as well as the least understood phenomenon". This situation can occur because of the many definitions of leadership, Yulk (2015: 93) says that "the number of definitions of leadership is almost as many as the number of people who try to define it". Judging from the history of its development, it can be stated here that there are three concepts of leadership, namely: a) A concept which assumes that leadership is an ability in the form of traits that are innate in a leader; b) Leadership as a function of the group (function of the group), and c) Leadership is seen as a function of the situation (function of the situation). (Yusuf, 2013: 87) Another opinion was expressed by Anoraga (2013: 87) which states that "leadership is the art of influencing others to move their abilities, their will in an effort to achieve the leadership's goals".

According to Thoha (2013: 227) states that "leadership is the process of influencing individuals or groups to determine goals and at the same time achieve these goals". Another definition according to Anaroga (2013: 188) provides a rather complete formulation, namely leadership is "the ability to influence others regarding communication, both individually and in groups towards achieving goals". Kartono (2010: 20) gives an understanding that "a leader is a person who has special skills with or without official appointments who can influence the group he leads to carry out joint efforts towards the achievement of certain goals". Leadership: a) The position or function of a leader; b) the period during which a person occupied the position of leader: during her leadership very little was achieved; c) the ability to lead. b. (as modifier): leadership qualities, d) the leaders as a group of a party, union, etc.: the union leadership is now very

reactionary. (Miller, 2015: 214) Leadership: "The only definition of a leader is someone who has followers." To gain followers requires influence (see John Maxwell's definition below) but doesn't exclude the lack of integrity in achieving this. Indeed, it can be argued that several of the world's greatest leaders have lacked integrity and have adopted values that would not be shared by many people today. (Montana and Bruce, 2018: 102)

Leadership is a process in which leaders and followers raise each other to a higher level of morality and motivation, which is based on trust, respect, admiration, and the importance of a sense of togetherness in achieving common work goals. Gani (2018: 10) suggests: The function of leadership is to harmonize, create and empower. Leaders transform the organization by aligning human resources with other resources, creating an organizational culture that fosters the free expression of ideas and empowers people to contribute to the organization. Leaders are initiators, motivators, stimulators, dynamists, and innovators in organizations (Kartono, 2016:10). The leader is someone who because of his personal skills or without official appointments can influence the group he leads to direct joint efforts towards the achievement of certain goals (Winardi, 2012: 2). According to Yuli (2015: 166) states that "a leader with a relationship where a person (leader) influences people to want to work together to carry out interrelated tasks in order to achieve the desired goals of the organization or group". According to Davis and Newstorm (2012: 67) suggests that "the leader is a person who occupies a position of management or someone who does a job lead". According to Timpe (2010: 12) suggests that "leadership is not the same as management, leadership is a a person's ability that is higher when compared to other people who are not leaders.

The leadership set by a manager in the organization can create a harmonious integration and encourage employee enthusiasm to achieve maximum goals. According to Hasibuan (2012: 169) that: Leadership is the noun of the leader (leader). A leader is someone who uses his authority and leadership. Directing subordinates to do some work in achieving organizational goals. A leader is a leader who has leadership traits and authority (personal authority). Leadership is the way leaders influence the behavior of subordinates, so they are willing to work together and work productively to achieve organizational goals. Along with the times, scientific leadership began to develop along with the growth of scientific management which is better known as the science of leading. Leadership or leadership is an applied science from the social sciences, because its principles and formulations are expected to bring benefits to human welfare (Moeljono, 2012: 101). There are many meanings put forward by experts according to their respective points of view, these definitions show some similarities. Leadership is a relatively dominant thing in the management process, because with leadership the management process will be able to run according to existing rules and can also result in employees doing a good job. According to Kartono (2016: 43) The notion of leadership is "the activity or art of influencing others to cooperate based on that person's ability to guide others in achieving the goals desired by the group". According to (Kartono, 2016: 48) the notion of leadership is: a form of domination based on personal abilities that are able to encourage or invite others to do something based on acceptance by the group, and have special skills that are appropriate for special situations.

Moeljiono (2012: 110) views that: Leadership is actually a result of influence or one direction, because leaders may have certain qualities that distinguish themselves from their followers. Compliance induction theorists tend to view leadership as imposing or exerting indirect influence and as a means of forming groups according to the leader's wishes. Leadership according to Hemhill & Coons (2017) is "the behavior of an individual who leads the activities of a group to a shared goal (shared goal). Leadership according to

Massarik, et. al (2011) is "interpersonal influence, which is carried out in a certain situation, and is directed through the communication process, towards the achievement of one or several specific goals".

Wilson (2012: 340) provides an understanding of leadership is a process to direct and influence others to want to carry out their duties to achieve organizational goals. Iman & Siswandi (2017: 112) defines leadership as an action or effort to motivate or influence other people to want to work or act towards achieving predetermined organizational goals. Davis and Newstrom (2012: 5) provide an understanding of leadership as "a person's ability and personality in influencing and persuading other parties to take action to achieve common goals". Munandar (2012: 253) provides a definition of leadership as "a form of interaction between the leader and the people he leads to produce a certain goal". According to Kartono (2016: 10) leadership is "aspirational power, spirit power, creative moral strength, which is able to influence members to change attitudes, so that they conform to the wishes of the leader". According to Robbins (2013: 163) leadership is "the ability to influence a group towards achieving goals". Leadership is "the process of influencing in determining the organization, motivating the behavior of followers to achieve goals, influencing to improve the group and its culture". (Rivai, 2013: 2). The leadership style is divided into six (Wursanto, 2015:201), namely: (1) autocracy, (2) laisser fairer, (3) paternalistic, (4) militaristic, (5) democratic and (6) open leadership.

Mega (2016: 68) states that the police are: "...to enforce state regulations, maintain security and order and protect the lives and property of the population, the government establishes an agency and its employees who are specifically charged with this work. This body is called the police." Meanwhile, according to Mega (2016: 73) states that the police have functions that include tasks that can be categorized into two groups, namely preventive (prevention) and repressive (actions after a crime has occurred). This second task can be said to be a task in a narrow sense because it is law enforcement for the community or means taking action against every violation of the law. Policewomen (polwan) are women who are elected and have graduated from police education, appointed by a Presidential Decree or the National Police Chief to become members of the National Police and serve actively in police assignments (Mega, 2016: 83). Policewomen are women who work as civil servants and are members of the Indonesian National Police (Mega, 2016: 91). Female police officers have the same duties and responsibilities as male police officers. Law Number 2 of 2002 concerning the State Police of the Republic of Indonesia Article 13.

Rahmat (2011: 1) explains that perception is the experience of objects, events or relationships obtained by inferring information and interpreting messages. Meanwhile, Walgito (2017: 69) explains that perception is a sensing process, namely the process of receiving a stimulus by the individual through the senses. It can be said that this sensing process continues so that it becomes perception. Perception arises because of the sensing process, through sight, hearing, smell, and taste, all of which are liaisons between the individual and external stimuli. The stimulus is then organized and interpreted so that the individual realizes and understands what is being sensed, then perception occurs.

Perception is generally defined as an opinion that a person draws on an object or experience. Meanwhile, according to Dadi (2012: 209) states that perception is the process of observing a person on everything in his environment by using his senses so that he is aware of everything that is in his environment. Meanwhile, Thoha (2012: 139) says that perception is a cognitive process that is experienced by everyone in understanding their environment as well as through sight. Thus perception is broader and more complex than sensing, the perception process includes the interaction of selection activities and

conveying interpretation. Artkinson (2016: 29) explains that perception is a process in which individuals organize and interpret stimulus patterns into their environment. This opinion is in line with Dauldofff (2011: 58) who concludes that perception is the process of monitoring and combining our sensory data to be developed in such a way that we are aware of our surroundings, including being aware of ourselves.

The description above reveals that perception can be done by developing sensory data obtained before making observations so that individuals become aware of, understand and have awareness of everything in their environment that is the object of the observation.

Atkinson (2017: 21) explains that perception is a process by which individuals can recognize objective objects and facts by using the senses. This shows that the ability of human perception or observation is not only limited to stimuli from the outside, but also recognizes the stimuli of pain, hunger, and thirst as objective facts from within humans that are not visible but can be felt. Mulyana (2011: 74) suggests that perception can also be defined as an internal process that allows us to select, organize and interpret stimuli from our environment, and these processes influence our behavior. So from the perception that is formed, a person will perform an action or behave on the basis of the perception that was previously owned. Meanwhile, Robbins (2013: 117) explains that perception is determined by their needs. Unmet needs stimulate individuals and can exert a strong influence on their perceptions

IV. Conclusion

Policewomen's leadership in operational functions according to the views of members of their function units towards Policewomen who serve in the operational functions of Women Police Leaders at the Bogor Police is based on the readiness of Women Police who have high productivity and performance, namely those who have a desire to provide excellent service to the community. In order to carry out their duties and functions, the Women's Police is a service provider to the public. In the current era of globalization, it is deemed necessary to properly place female police officers. This is very important to do so that the provision of excellent service to the community can be realized. This excellent service is intended so that time, energy, and budget are not wasted because of the services of female police officers. The factor that causes the views of members of the operational function unit to the leadership of Polwan at the Bogor Police is to provide a sense of security for all members which is expected to increase loyalty so that work productivity and performance will increase. Improving female police leadership at the Bogor Police is done by implementing a development program that is more focused on the general long-term needs of the organization. The results are indirect and can only be measured in the long term. Training is directed at improving current job performance while development is to develop skills for future work. In the member development stage, there are two important aspects of activities that cannot be separated from each other, namely training activities and human resource development activities themselves. These two activities are intended to develop the competencies possessed by members so that they can be used effectively. From the results of this study, the novelty of this research is that of the many studies that have been found, namely those that raise gender in the Police Institution, this research only looks at the function unit side.

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