

The Effect of Work Discipline on Employee Performance Apron Movement Control (AMC) at Uumbu Meheng Kunda Waingapu Airport, East Sumba

Wiligis Aditya Harumbaha¹ Septiyani Putri Astutik²

Air Transportation Management Study Program, Sekolah Tinggi Teknologi Kedirgantaraan Yogyakarta, Bantul Regency, Province of Daerah Istimewa Yogyakarta, Indonesia^{1,2}

Email: wiligisaditya@gmail.com¹

Abstract

Uumbu Meheng Kunda Airport is one of the Airport Service Unit (UPBU) airports located in the city of Waingapu, East Sumba district, East Nusa Tenggara Province, Indonesia. The purpose of this study is to find out whether work discipline affects the performance of Apron Movement Control (AMC) employees at Uumbu Meheng Kunda Waingapu Airport, and how much work discipline affects the performance of Apron Movement Control (AMC) employees at Uumbu Meheng Kunda Waingapu Airport, Sumba. East. This research uses quantitative methods in an effort to test the hypotheses that have been prepared. To find out the effect of work discipline on the performance of Apron Movement Control (AMC) employees at Uumbu Meheng Kunda Waingapu Airport, a questionnaire was carried out to 40 respondents consisting of officers from the Ground Handling, Customer Service, Pkp-Pk, and Atc units who coordinated with Apron Movement Control (AMC) officers who are the object of this research, then the results of the respondents' answers are convected using a Likert scale and calculated using the SPSS program. Based on the T test results of this study that there is an influence of Work Discipline on Employee Performance Apron Movement Control (AMC) at Uumbu Meheng Kunda Waingapu Airport, East Sumba. Judging from the results of the tcount calculation of 6.323 above compared to ttable which is 2.024 at a significant level of 5%, so $t_{count} > t_{table}$. Based on the results of these calculations, it was also obtained that the coefficient of determination (R²) was 0.513 that there was an effect of the Work Discipline variable on the Employee Performance variable of 51.3% and the remaining 48.7% was influenced by other factors which in this case were not examined.

Keywords: Work Discipline, Employee Performance, Apron Movement Control, Uumbu Meheng Kunda Waingapu Airport.



This work is licensed under a [Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License](https://creativecommons.org/licenses/by-nc-sa/4.0/).

INTRODUCTION

Among the available transportation systems, air transportation is a transportation system that is fast, relatively safe and prioritizes safety so that it becomes the choice of service users in business, education, tourism and other fields. Rapid advances in aviation science and technology have increased the quality of aviation services and made it possible to create diverse and sophisticated aviation equipment. The development of aviation technology has had a positive impact on the safety of domestic and foreign flights.

The role of transportation is not only to expedite the flow of goods and human mobility, transportation also helps achieve the optimal allocation of economic resources. Transportation services must be fairly evenly available and affordable by the purchasing power of the people. One of its services is the airport which is one of the supporting factors in the smoothness and growth of air transportation, this is not only seen from the smoothness but also the safety that takes precedence. According to the 2014 Regulation of the Minister of Civil Aviation, the Airport Administration Unit (UPBU) is a technical implementer within the Ministry of Transportation which is under and responsible to the Director General of Civil Aviation. The Airport Operation

Unit (UPBU) is classified into 4 namely Class I main Airport Operation Unit Office (UPBU), Class I Airport Operation Unit Office (UPBU), Class II Airport Operation Unit Office (UPBU), and Airport Operation Unit Office (UPBU). Class III Airport Operator (UPBU). Umu Mehang Kunda Airport is one of the Class II Airport Management Units. Umu Mehang Kunda Airport provides air transportation services in the form of providing facilities for taking off and landing aircraft, boarding and disembarking passengers and loading and unloading of post and cargo, equipped with facilities to ensure flight safety and transfers between modes of transportation.

Good discipline reflects the amount of responsibility one has. According to Afandi (2018), the definition of work discipline is an order or regulation made by the management of an organization, ratified by the board of commissioners or capital owners, agreed upon by the union and known by the Manpower Office so that people who are members of the organization are subject to order that exists with pleasure, so that it is created and formed through a process of a series of behaviors that show the values of obedience, obedience, order and order.

Work discipline is an attitude of willingness and willingness of a person to obey and obey the norms and regulations that can be set by the organization and have been reviewed by both the trade union and the labor service or other authorized institution and can be used as a tool to communicate and provide positive reinforcement if adhered to and negative reinforcement if violated by employees so that they are willing to change behavior for a common goal. AMC employees on duty in the field are often negligent in carrying out their duties, namely they are often late in filling out the Logbook and Rapel as well as the Apron Movement Control form. These incidents occur continuously which results in a lack of discipline among AMC employees at Umu Mehang Kunda Waingapu Airport.

In improving flight safety, AMC employees are also required to have high performance in carrying out their duties and responsibilities efficiently and effectively in order to create overall company productivity, so that the company can survive in global competition. Employee success can be measured by performing aircraft servicing in a timely manner, reducing the number of service delays, and achieving maximum targets. The performance of AMC employees can also be measured by the efficient and effective performance of their duties as well as the performance of their roles and functions. However, staff working in the Apron area sometimes make mistakes, namely a lack of coordination with officers in the field, which can result in poor performance of Apron Movement Control (AMC) officers at Umu Mehang Kunda Waingapu Airport.

The author previously carried out On the Job Training at the Apron Movement Control (AMC) unit where the author found problems with lack of coordination and communication in the field which very often occur in the Apron Movement Control (AMC) unit at Umu Mehang Kunda Airport, therefore the author is looking for know how the performance of AMC officers is in accordance with this research, namely "The Influence of Work Discipline on the Performance of Apron Movement Control (AMC) Employees at Umu Mehang Kunda Waingapu Airport, East Sumba".

Problem Formulation: Is there an influence of employee discipline on the performance of AMC officers at Umu Mehang Kunda Waingapu Airport, East Sumba? How big is the influence of work discipline on the performance of AMC officers at Umu Mehang Kunda Waingapu Airport, East Sumba. **Research Objectives:** To determine the effect of employee work discipline on the performance of Apron Movement Control officers at Umu Mehang Kunda Waingapu Airport, East Sumba. Knowing how much influence work discipline has on performance affecting Apron Movement Control officers at Umu Mehang Kunda Waingapu Airport, East Sumba.

Theoretical Basis

Airport

According to Law Number 1 of 2009 concerning Aviation, an airport is an area on land and or waters with certain boundaries that is used as a place for aircraft to land and take off, board passengers, load and unload goods, and place for intra and intermodal transportation. equipped with aviation safety and security facilities, as well as basic facilities and other supporting facilities. According to the Government Regulation of the Republic of Indonesia Number 40 of 2012 concerning Development and environmental preservation of airports, airports are everything related to the operation of airports and other activities in carrying out the functions of safety, security, smoothness, and orderly flow of aircraft traffic, passengers, cargo and/or postal, intra and/or intermodal movement places as well as increasing national and regional economic growth. According to the Government Regulation of the Republic of Indonesia Number 70 of 2001 concerning airports Article 1, an airport is an airport used for landing and taking off aircraft, and boarding and disembarking passengers or unloading cargo or postal cargo, which is equipped with flight safety facilities and as a place movement between modes of transport.

Umbu Mehang Kunda Airport

Physical development by the Indonesian government itself began in the 1970s where the development program was carried out in stages according to the needs of air transportation to/from Waingapu. In 2002 to 2005 Mau Hau Airport will be taken over by the Regional Government, so that the Air Transportation Development Program from the Central Government is not available. This is what makes the development of the airport experiencing obstacles. Therefore, starting in 2006 the management of air transportation development was handed back to the Directorate General of Civil Aviation, so that little by little the development and rehabilitation of air transportation at airports can be carried out until now. Besides that, to commemorate the services of one of the East Sumba Regents who died during his term of office, namely Ir. Umbu Mehang Kunda, the Regional Government of East Sumba Regency proposed changing the name of the airport from "Mau Hau" to "Umbu Mehang Kunda Airport". The inauguration of this name change by the Governor of East Nusa Tenggara on May 28, 2009.

Work Discipline

Work discipline is the awareness and willingness of employees to obey all organizational/company regulations and applicable social norms. Thus, work discipline is a tool used by leaders to communicate with employees so that they are willing to change their behavior following the established rules of the game. Discipline must be upheld in an organization. That is, without the support of good employee work discipline, it is difficult for the organization to realize its goals. So, discipline is the key to the success of an organization in achieving its goals, (Sinambela, 2018).

Employee Performance

Performance is an important aspect in achieving goals. Maximum goal achievement is the fruit of good team or individual performance. And vice versa, failure to achieve the goals that have been formulated is also the result of individual or team performance that is not optimal. Performance or achievement means something that is achieved or work performance shown and the ability to work using equipment or not, while according to Ilyas defining performance is the appearance of the work of personnel both in quantity and quality in an organization.

Apron Movement Control Unit

Based on RI Law no. 1 of 2009 concerning aviation, an apron is an area or place at an airport that can be used for placing aircraft, lowering and boarding passengers, cargo, postal, refueling, parking and aircraft maintenance. Meanwhile, a unit at the airport that is responsible for all traffic movements in the apron area which includes aircraft parking placement services, vehicle and person movement control in the airside area, ground handling agent arrangements, aviobridge operations and flight administration in the airside area is called an apron. Movement Control (AMC).

Relevant Research

Table 1. Relevant Research

No.	Name	Year	Title	Research Result
1.	Syifa Nor Fauzia	2021	The Influence of Competence And Discipline Level On Employee Performance Pt. Gapura Angkasa (Joumpa) at I Gusti Ngurah Rai Airport, Denpasar	The results showed that there was no positive and significant effect partially between competence and employee performance at PT. Gapura Angkasa (JOUNMPA) at Ngurah Rai Airport Denpasar (sign value 0.507 > 0.05 and t count value 0.715 < t table 2.571). There is no positive and significant effect partially between the level of discipline on the performance of employees of PT. Gapura Angkasa (JOUNMPA) at I Gusti Ngurah Rai Airport Denpasar (sig. value 0.457 > 0.05 and t count value 0.805 < t table 2.571). There is a positive and significant effect of competence and level of discipline simultaneously on the performance of employees of PT. Gapura Angkasa (JOUNMPA) at I gusti ngurah rai airport Denpasar (sig. value 0.001 < 0.05 and calculated F value 36.589 > Ftable 4.737) and the effect of competence and level of discipline on the performance of employees of PT. gapura Angkasa (JOUNMPA) at Airport I Gusti Ngurah Rai Denpasar contributed 91%.
2.	Reza Tawakal	2021		Based on the regression test conducted, the regression coefficient of Work Discipline Variable is 0.669. The regression coefficient is positive, it is concluded that the effect of work discipline on employee performance is positive. Based on the results of the T test carried out in determining the hypothesis, the probability results were obtained (significant 0.000 < 0.05 and the results of t count > t table were 11.714 > 1.680 so that Ho was rejected and Ha was accepted. So it can be concluded that there is a significant effect of work discipline on performance Employees at Ranai Natuna Airport Based on the results of the Determination coefficient, it can be concluded that the influence of Work Discipline on Employee Performance at Ranai Natuna Airport is 75.7%.
3.	Dinul Akbar	2021	The Effect of Work Discipline on Employee Performance at the Operational Unit of Ranai Natuna Airport	The results showed that the results of the T test of 0.020 < 0.05 meant that there was a significant influence between work discipline and employee performance. Therefore, H0 was rejected and Ha was accepted. It was also known that the influence was 17.7%.

Hypothesis

According to Sugiyono (2019) the hypothesis is a temporary answer to the research formulation, where the research problem formulation has been stated in the form of a question sentence.

Ho: there is no effect of work discipline on the performance of AMC employees at Umbu Mehang Kunda Waingapu Airport, East Sumba.

Ha: there is an influence of work discipline on the performance of AMC employees at Umbu Mehang Kunda Waingapu Airport, East Sumba.

RESEARCH METHODS

Research Design

The research method is needed in a scientific research, because the method is a way to achieve the goal. The method basically means the method used to achieve the goal. Therefore, the general purpose of research is to uncover problems, so the steps to be taken must be relevant to the problems that have been formulated. In this study using quantitative research, quantitative research is defined as a research method based on the philosophy of positivism, used to examine certain populations or samples, data collection using research instruments, data analysis is quantitative/statistical, with the aim of testing the hypotheses that have been set (Sugiyono, 2019). The type of research conducted is survey research where survey research is research conducted by using a questionnaire (questionnaire) as a research tool carried out on large and small populations, but the data studied is data from samples taken from these populations, so that relative events are found, distribution and relationship between variables, sociological and psychological. In survey research, the research focus is very important to limit the problems to be studied so that they do not expand even though they are still temporary and are still developing during the research.

Population

Population is a generalized area which consists of: objects/subjects that have certain quantity and characteristics determined by the researcher to be studied and then conclusions drawn. This population also explains not just the number of objects/subjects studied, but includes all the characteristics/traits possessed by that subject or object, (Sugiono, 2019). The population in this study were 40 officers at Umbu Mehang Kunda Kunda Waingapu Airport, East Sumba consisting of ground handling employees, customer service employees, PKP-PK employees (Aviation Accident Aid and Fire Extinguishers), Air Traffic Controller (ATC) employees, and Apron Movement Control (AMC) employees.

Sample

Sugiyono, (2019) suggests that the sample is part of the number and characteristics possessed by a population. Sampling measurements were carried out through statistics or based on research estimates to determine the size of the sample taken in carrying out research on an object, so the sample used in this study was the entire population of 40 employees of Umbu Mehang Kunda Airport consisting of Apron Movement Control (AMC) employees, ground handling employees, customer service employees, PKP-PK (Aviation Accident and Fire Extinguisher) employees, and Air Traffic Controller (ATC) employees, were used as samples in this study because in research conducted by the author, namely the Effect of Work Discipline on Employee Performance Apron Movement Control (AMC) so that units that coordinate with AMC can assess the employee performance discipline of Apron Movement Control (AMC) itself.

Sampling Technique

In a book entitled *Social Research Methodology*, Handayani (2020) explains that the sampling technique, or commonly known as sampling, is the process of selecting a number of elements from the population under study to be sampled, and understanding the various characteristics or characteristics of the subjects sampled, which can later be generalized. of the population elements. The sampling technique used in this study is probability sampling, namely a sampling technique that provides equal opportunities for each element (member) of the population to be selected as a member of the sample with a saturated sample approach, namely all members of the population are taken as samples.

Data Collection Technique

Data collection used a questionnaire, a questionnaire survey technique using a Likert scale. Sugiyono (2019) explained that a questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to respondents to answer. Then documentation, in this study documentation contains photographs that can strengthen the results of research conducted by researchers.

1. Questionnaire. The questionnaire is a data collection technique that is carried out by providing a number of written lists of questions to the respondents to be answered based on the things that have been determined. This questionnaire is scored with a Likert scale, then the measurable variables are translated into variable indicators where these indicators are used as a starting point for compiling instrument items which can be in the form of statements or questions. Sugiyono (2018) suggests that a research instrument that uses a Likert scale can be made in the form of a checklist.
2. Literature Study
 - a. Book. Data collection comes from books in the library related to the title of this research and other references.
 - b. Internet. Data collection comes from the programs used, mailing lists and useful sites providing the necessary data and other references.
 - c. Journal. Data collection consisting of descriptions and reports regarding the data to be written by considering its accuracy and correctness.

RESEARCH RESULTS AND DISCUSSION

Interpretation of Research Results

Based on the results of the analysis described above, it was found that the variable (X) Work Discipline had a significant effect on the variable (Y) AMC Employee Performance at Umbu Mehang Kunda Waingapu Airport, East Sumba. This is shown from the results of the product moment correlation analysis of 0.716 compared to the 5% significance level r_{table} of 0.312. So r_{count} is greater than r_{table} , it can be concluded that the null hypothesis (H_0) is rejected and (H_a) is accepted. With a coefficient of determination of 51.3%, it has a positive effect, meaning that the higher the work discipline, the higher the performance of AMC employees at Umbu Mehang Kunda Waingapu Airport, East Sumba.

From the results of the t test analysis, it is known that there is a significant influence on the variable (X) work discipline and variable (Y) employee performance. This is evidenced by the results of the t-test calculation of 6.323, while the t-table is 2.024 at a significance level of 5% which means that H_a is accepted. In addition, the regression equation $Y = 14.906 + 0.676X$ is also obtained. This equation is in accordance with the simple linear regression formula, namely $Y = a + bX$, where Y is the symbol of the dependent variable, a constant, b the regression coefficient for the independent variable (X). so that it can be concluded from the results of the

t test, there is an influence between variable Y on variable X, in other words accepting H_a , namely: there is an effect of work discipline on the performance of AMC employees at Umu Mehang Kunda Waingapu Airport, East Sumba, and rejecting H_o , namely there is no effect work discipline on the performance of AMC employees at Umu Mehang Kunda Waingapu Airport, East Sumba.

A constant of 14.906 means that if work discipline (X) has a value of 0, then employee performance (Y) has a negative value of 14.906. The regression coefficient of the employee performance variable is 0.716, meaning that if work discipline increases by 1, then employee performance (Y) will increase by 0.716. The coefficient is positive, meaning that there is a positive relationship between the work discipline variable (X) and the employee performance variable (Y). The higher the work discipline, the higher the employee performance. Thus it can be concluded that work discipline greatly influences employee performance where with high work discipline can improve the performance of AMC employees at Umu Mehang Kunda Waingapu Airport, East Sumba.

Answering Research Problems

After the researchers conducted the research directly by distributing the questionnaires submitted to employees at Umu Mehang Kunda Waingapu Airport, East Sumba, and filled in by units coordinating with the AMC unit, the objectives put forward in this study were to answer the following problem formulation:

1. There is a significant influence between work discipline on the performance of AMC employees at Umu Mehang Kunda Waingapu Airport, East Sumba. This is evidenced by the results of the product moment correlation analysis of 0.716 compared to the significance level r_{table} of 5% $N = 40$ of 0.312. So r_{count} is greater than r_{table} , it means that the null hypothesis (H_o) is that there is no effect of work discipline on the performance of AMC employees at Umu Mehang Kunda Waingapu Airport, East Sumba is rejected, and the alternative hypothesis (H_a) is that there is an effect of work discipline on performance AMC employees at Umu Mehang Kunda Waingapu Airport, East Sumba, were accepted. With a determinant coefficient of 51.3%, it has a positive effect, which means that the higher the work discipline, the higher the performance of AMC employees at Umu Mehang Kunda Waingapu Airport, East Sumba. While 48.7% is a factor that influences the variable Y (Employee Performance) from other factors not examined by researchers. From the results of the t test analysis it is known that there is a significant effect of the variable (X) work discipline and variable (Y) employee performance. This is evidenced by the results of the t-test calculation of 6.323, while in the t-table it is 2.024 at a significance level of 5%, which means that H_a is accepted, that is, there is an influence of work discipline on the performance of AMC employees at Umu Mehang Kunda Waingapu Airport, East Sumba. In addition, the regression equation $Y = 14.906 + 0.676X$ is also obtained.
2. It is proven that there is an influence of work discipline on the performance of AMC employees at Umu Mehang Kunda Waingapu Airport, East Sumba. So to find out how big 0.513 is then to find out how big the influence of variable X is on variable Y by using the determinant coefficient r^2 which is expressed as a percentage. From the results above, it can be concluded that there is an influence of the Work Discipline variable on the Employee Performance variable of 51.3% and the remaining 48.7% is influenced by other factors. This research is in line with research conducted by Ingrid Anindhita Kusuma Putri (2021) which shows that there is an effect of work discipline on the performance of employees of ATC Perum LPPNPI (Airnav Indonesia) Yogyakarta Branch at Yogyakarta International Airport (YIA). This study also has the results of the hypothesis H_a being accepted, based on the

calculated T value of 4,306 > T table of 2.179, which means that there is an influence of the independent variable (work discipline) on the dependent variable (performance) of ATC employees of Perum LPPNPI (AirNav Indonesia) Yogyakarta branch at Yogyakarta International Airport and the value R Square of 0.650 means that the work discipline variable affects the employee performance variables of ATC Perum LPPNPI (Airnav Indonesia) Yogyakarta branch at Yogyakarta International Airport by 65%.

CONCLUSION

Based on a simple linear regression test, for the Employee Performance variable of 14.906% it states that if AMC employees do not have good Work Discipline, Employee Performance will still experience an increase of 14.906%. In other words, if the work discipline of AMC employees at Umu Mehang Kunda Waingapu Airport, East Sumba is standard or the meaning of discipline is neither good nor bad, then AMC employee performance will still be 14.906%. Based on the t test results of this study that there is an influence of Work Discipline on AMC Employee Performance at Umu Mehang Kunda Waingapu Airport, East Sumba. Judging from the results of the tcount calculation of 6.323 above compared to ttable which is 2.024 at a significant level of 5%, so t count > t table. Based on the results of these calculations, it was also obtained that the coefficient of determination (R²) was 0.513 that there was an effect of the Work Discipline variable on the Employee Performance variable of 51.3% and the remaining 48.7% was influenced by other factors which in this case were not examined.

From the results of the discussion and conclusions above in this study, the author gives advice to employees on duty at Umu Mehang Kunda Waingapu Airport, East Sumba, to improve work discipline, so that employee performance also runs smoothly, so that the security and safety of passengers is maintained.

BIBLIOGRAPHY

- Afandi, Pandi. 2018 *Manajemen Sumber Daya Manusia Teori, Konsep dan Indikator*. Pekanbaru: Zanafa
- Akbar, Dinul (2021) *Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Wings Air Di Bandar Udara Sultan Muhammad Kaharuddin Sumbawa Besar*. Skripsi Thesis, Sttkd Sekolah Tinggi Teknologi Kedirgantaraan.
- Anindhita Kusuma Putri, Inggrid (2021) *Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Atc Perum Lppnpi (Airnav Indonesia) Cabang Yogyakarta Di Yogyakarta International Airport (Yia)*. Skripsi Thesis, Sekolah Tinggi Teknologi Kedirgantaraan Yogyakarta.
- Anwar Prabu Mangkunegara, 2013, *Manajemen Sumber Daya Manusia Perusahaan*, Remaja Rosdakarya, Bandung.
- Binus University. 2015. *Sign Wilcoxon Test*.
- Dewantari, A. dan D. M. Hasan. 2016. *Analisis Kinerja Petugas Pelaksana Pada Dinas Operasi Apron (Amc) Di Lombok International Airport*. *Jurnal Manajemen Dirgantara* Vol.9 Desember
- Handayani, Ririn. 2020. *Metodologi Penelitian Sosial*. Yogyakarta: Trussmedia Grafika.
- Imam, Ghozali. 2018. *Aplikasi Analisis Multivariate dengan Program SPSS*. Semarang: Badan Penerbit Universitas Diponegoro
- Indahingwati, A. dan E. N. Nugroho. 2020. *Manajemen Sumber Daya Manusia*. Scopindo Media Pustaka. Surabaya.
- Kantor Unit Penyelenggara Bandar Udara Kelas II Umu Mehang Kunda, 2020 . *Laporan Tahunan 2020*. Waingapu

- Mangkunegara, A.A. Prabu. (2017). Manajemen sumber daya manusia perusahaan. Bandung: PT. Remaja Rosdakarya.
- Nor Fauzia, Syifa (2021) Pengaruh Kompetensi Dan Tingkat Disiplin Terhadap Kinerja Karyawan Pt. Garuda Angkasa (Joumpa) Di Bandar Udara I Gusti Ngurah Rai Denpasar. Skripsi Thesis, Sttkd Sekolah Tinggi Teknologi Kedirgantaraan Yogyakarta.
- Pakpahan, dkk (2022) Metodologi Penelitian Ilmiah. Yayasan Kita Menulis
- Peraturan Menteri Perhubungan Udata Tahun 2014 Unit Penyelenggara Bandar Udara (UPBU)
- Peraturan Pemerintah Republik Indonesia No. 70 Tahun 2001 Tentang Kebandarudaraan
- Peraturan Pemerintah Republik Indonesia Nomor 40 Tahun 2012 Tentang Pembangunan dan pelestarian lingkungan hidup bandar udara,
- Robbins SP, at al. 2005. Perilaku Organisasi. Jakarta: Salemba Empat.
- Sinambela Lijan Poltak. 2018. Manajemen Sumber Daya Manusia. Jakarta: Bumi Aksara.
- Sugiyono. 2019. Metode Penelitian Kuantitatif Kualitatif dan R & B. Editor Dr. Ir. Sutopo. S.Pd, MT. Penerbit Alfabeta. Bandung
- Tawakal, Reza (2021) Pengaruh Disiplin Kerja Terhadap Kinerja Karyawan Di Unit Penyelenggara Bandar Udara Ranai Natuna. Skripsi Thesis, Sekolah Tinggi Teknologi Kedirgantaraan Yogyakarta.
- Undang-Undang RI No. 1 Tahun 2009 Tentang Penerbangan
- Wijaya, Iwan K. 2018. Pengaruh Kepuasan Kerja terhadap Kinerja Karyawan CV Bukit Sanomas. Jurnal AGORA, 6(2). Fakultas Ekonomi. Universitas Kristen Petra. Surabaya. Jawa Timur.