

Implementation of Discipline Principles on the Performance of the Village Consultative Body (BPD) in Marinding Village, Luwu Regency

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Abstract

This study aims to determine the extent to which the application of discipline principles affects the performance of the Village Consultative Body (BPD) in Marinding Village, Bajo Barat District, Luwu Regency. A descriptive quantitative approach was used, with data collected through questionnaires, observation, and literature studies. The sample, determined using the Slovin formula, consisted of 78 respondents. The results indicate that the level of discipline implementation is categorized as good, with an average score of 74.9%, and the performance of BPD members is also rated good, with an average score of 75.5%. Simple linear regression analysis shows a positive and significant influence of discipline on BPD performance, with an R^2 value of 0.781 and a significance level of 0.000. Therefore, the higher the discipline of BPD members, the better their performance in fulfilling institutional duties. The study recommends regular capacity building and the creation of a conducive work environment to strengthen a culture of discipline within village governance structures.

Keywords : Discipline, BPD Performance, Village Governance

Abstrak

Penelitian ini bertujuan untuk mengetahui sejauh mana penerapan prinsip kedisiplinan berpengaruh terhadap kinerja Badan Permusyawaratan Desa (BPD) di Desa Marinding, Kecamatan Bajo Barat, Kabupaten Luwu. Penelitian ini menggunakan pendekatan kuantitatif deskriptif dengan teknik pengumpulan data berupa angket, observasi, dan studi pustaka. Sampel ditentukan menggunakan rumus Slovin dan diperoleh sebanyak 78 responden. Hasil penelitian menunjukkan bahwa penerapan prinsip kedisiplinan berada dalam kategori baik dengan skor rata-rata 74,9%, sedangkan kinerja anggota BPD juga berada dalam kategori baik dengan skor rata-rata 75,5%. Hasil uji regresi linier sederhana menunjukkan bahwa terdapat pengaruh positif dan signifikan antara kedisiplinan terhadap kinerja BPD dengan nilai R^2 sebesar 0,781 dan nilai signifikansi 0,000. Dengan demikian, semakin tinggi kedisiplinan anggota BPD, maka semakin meningkat pula kinerjanya dalam menjalankan tugas dan fungsi kelembagaan. Penelitian ini merekomendasikan pentingnya pembinaan berkala dan penciptaan lingkungan kerja yang kondusif untuk memperkuat budaya kerja disiplin dalam struktur pemerintahan desa.

Kata kunci : Disiplin Kerja, Kinerja BPD, Pemerintahan Desa

INTRODUCTION

The village is an integral part of Indonesia's governmental system, possessing its own structure to manage and administer local community interests. The village head, as the highest authority in the village, plays a pivotal role in maintaining governance stability, upholding traditional values, and ensuring optimal delivery of public services. In exercising their authority, the village head is supported by the Village Consultative Body (Badan Permusyawaratan Desa or BPD), which functions as the legislative institution at the village level. The BPD holds the authority to establish village regulations, convey public aspirations, and perform oversight of village governance. According to Article 55 of Law No. 6 of 2014 concerning Villages, the BPD serves as an equal partner to the village head in the village policy-making process. However, in practice, the BPD's function often fails to operate as intended, as observed in Marinding Village, Bajo Barat Subdistrict, Luwu Regency.

Initial observations revealed that the BPD of Marinding Village has been relatively inactive in performing its duties, particularly in terms of disseminating village programs to the public. Interviews with local residents indicated that public aspirations are frequently left unexpressed due to the BPD's lack of initiative in engaging directly with the community. Furthermore, several residents expressed concerns regarding the incentives received by BPD members, which they felt were not commensurate with their performance. This situation highlights a weakness in the application of discipline within the institution. In fact, discipline is a fundamental component in establishing a professional, ethical, and accountable working system.

Discipline in the context of public organizations reflects compliance with rules, responsibility for assigned tasks, and commitment to expected outcomes. (Rivai, 2009) stated that work discipline is a managerial tool used to communicate with employees, encouraging them to modify their behavior and raise awareness of the need to adhere to organizational rules and norms. Research by (Olivia, 2022) found that a high level of discipline significantly contributes to employee performance at Bank Syariah Mandiri, which can reasonably be applied to village institutions as well.

Additionally, a study by (Syafitri, 2024) demonstrated that participative

leadership styles promote improved discipline among village officials, which in turn positively impacts the quality of public services. In another context, (Toa *et al.*, 2023) emphasized the importance of combining professional (stagist) and discursive approaches in developing public policies in prism societies. Research by (Rauf, 2021) also showed that the presence of internal control systems and individual discipline within village governments has a direct impact on the effectiveness of village development programs. In terms of performance evaluation, discipline is even considered one of the key indicators in assessing the effectiveness of village governance (Mustafa, A., & Ridwan, 2020).

Based on the above explanation, this study aims to examine the implementation of disciplinary principles among members of the BPD in Marinding Village and its impact on institutional performance. In addition to filling a gap in the literature within the local context of Luwu Regency, the findings of this research are expected to provide strategic input for village governments in formulating more effective and productive capacity-building policies for village officials. Accordingly, the researcher has chosen the title: “The Implementation of Disciplinary Principles on the Performance of the Village Consultative Body (BPD) in Marinding Village.”

LITERATURE REVIEW

Discipline is a fundamental element in organizational governance, especially in the public sector, such as village institutions. Discipline not only reflects compliance with regulations but also signifies a commitment to responsibility, work ethics, and quality outcomes. According to (Rivai, 2009) discipline serves as a managerial tool to guide and shape employee behavior so that it aligns with organizational norms and rules. This is highly relevant in the context of the Village Consultative Body (BPD), where institutional effectiveness is largely determined by the discipline of its members in carrying out their legislative, oversight, and representative functions.

Research by (Rastana, D., Yuliana, M., & Lestari, 2021) found that discipline is directly and positively correlated with work productivity. They concluded that village officials with strong commitment to time management, task execution, and attendance tend to demonstrate higher performance in public service delivery. This finding aligns

with Locke and Latham's Goal Setting Theory, which states that clear and challenging goals enhance individual focus and discipline in achieving them (Busro, 2018). Within the framework of village governance, such goals may include addressing community aspirations, enforcing village regulations, and overseeing the performance of the village administration.

However, not all studies have identified a significant relationship between discipline and performance. For instance, (Ulung *et al.*, 2023) found no meaningful effect of discipline on the performance of teachers at SMP Negeri 1 Nuha, suggesting that contextual variables such as organizational culture and leadership style also play crucial roles.

In addition to discipline, communication is another critical variable that supports the performance of public officials. Effective communication ensures that information is conveyed accurately and efficiently, minimizing misunderstandings and enhancing team collaboration. (Busro, 2018) defines communication as the process of transmitting and receiving messages that build shared understanding among individuals. This assertion is supported by studies from (Nur *et al.*, 2020) and (Indriasari *et al.*, 2020), which confirm that effective communication positively influences performance in the public sector.

In institutional contexts such as the BPD, effective communication is necessary not only among its members but also with the village residents they represent. Such interaction is vital to ensure that public aspirations are effectively translated into village policies. When communication breaks down—whether due to infrequent meetings, lack of program outreach, or insufficient two-way engagement—the representative function of the BPD tends to decline, as evidenced in the case study of Marinding Village.

Research by (Olivia, 2022) also emphasizes that high levels of discipline empirically enhance the performance of officials at Bank Syariah Mandiri, and a similar assumption can be made for village institutions that operate under formal administrative structures. Furthermore, a recent study by (Syafitri, 2024) found that participative leadership styles improve discipline among village officials, ultimately leading to better public service delivery. (Rauf, 2021) also underscores the importance of internal

control systems and personal discipline in maintaining the effectiveness of village development programs.

Therefore, it can be concluded that discipline and communication are two interrelated components that play a crucial role in shaping the institutional performance of the BPD. This study aims to empirically examine how these two variables affect the performance of the BPD in Marinding Village, taking into account prior research findings and relevant theoretical frameworks.

RESEARCH METHODS

This research was conducted in Marinding Village, Bajo Barat District, Luwu Regency, South Sulawesi Province. This village has a population of around 1,181 people and consists of 344 heads of families. This location was chosen because of indications of weak function of the Village Consultative Body (BPD) in channeling community aspirations and carrying out its role as a supervisor of village government policies. The research was conducted from March to May 2025.

The type of research used is a descriptive quantitative approach. This approach aims to identify and analyze the relationship between variables through numerical data and statistical testing. This study uses two variables, namely the independent variable (X) in the form of the application of the principle of discipline and the dependent variable (Y) in the form of BPD performance. In quantitative research, it is important to ensure the validity and reliability of the instrument so that the research results can be relied on and replicated for similar contexts (Ahmad, 2015).

The population in this study was the entire community of Marinding Village who were related to BPD activities. The population was set at 344 heads of families. The research sample was determined using the Slovin formula with a margin of error of 10%. Based on the calculation, the number of samples obtained was 78 respondents. The sample selection was carried out randomly to ensure proportional representation of the population.

Data collection techniques in this study included direct observation, questionnaires, and literature studies. Observation was used to directly observe the

behavior and implementation of BPD members' duties, such as attendance levels, time discipline, and participation in village meetings. The questionnaire was compiled using a Likert scale and consisted of closed and open questions. The questions in the questionnaire were designed to reveal public perceptions of BPD discipline and performance, as well as the factors that influence it (Sugiyono, 2013). Meanwhile, literature studies were conducted to strengthen the theoretical basis and compare the results of the study with previous findings.

The collected data were analyzed using quantitative descriptive analysis techniques with the help of SPSS version 25 software. The analysis was carried out to assess the validity and reliability of the instrument, as well as to determine the relationship between variables through simple linear regression. This technique is used to predict the extent to which the application of the principle of discipline (X) affects BPD performance (Y). In addition, the results are tabulated using frequency and average scores based on the Likert scale (Sugiyono, 2013). Research qualifications are taken based on five levels of division, according to Sugiyono, namely:

Table 1. Questionnaire Answer Scores

No.	Preference	Weight
1.	Very Bad	1
2.	Bad	2
3.	Less Good	3
4.	Good	4
5.	Very Good	5

Source: Prof. Dr. Sugiyono's Likert Scale.

RESULTS AND DISCUSSION

Overview of Research Location

This research was conducted in Marinding Village, which is one of 227 villages in Luwu Regency, South Sulawesi Province. Based on 2024 data, this village is inhabited by around 1,181 people. Administratively, Marinding Village is located in the West Bajo District and has an area of approximately 9.2 km². Its location is strategic because it is between two sub-district centers, namely 8 km from Bajo City (the capital of Bajo District) and 7 km from Bonelemono (the capital of West Bajo District).

Geographically, the boundaries of Marinding Village are as follows.

Table 2. Marinding Village Boundaries

No	Limit	Village/Sub-district
1.	North	Sampeang Village
2.	South	Tumbubara Village
3.	West	Tettekang Village
4.	East	Kadong-kadong Village

Source: Marinding Village General Data 2025

Administratively, Marinding Village is divided into four hamlet areas, namely Marinding Hamlet, Toko' Hamlet, Lengke Hamlet, and Kanan Hamlet. Based on the typology of the area, this village has quite diverse land characteristics, including rice fields, plantations, livestock, class C mining, and community trading activities in the form of small-scale kiosks. In terms of topography, this area is dominated by lowlands and undulating hilly contours. Based on elevation, Marinding Village is classified as a medium plain, which is at an altitude of between 200 and 700 meters above sea level.

Figure 1. Map of Marinding Village



Source: Marinding Village Office 2025

Respondent Characteristics

This study employed a quantitative approach, in which the collected data were numerical and analyzed statistically using SPSS version 25 software. The primary objective of this research was to identify and analyze the extent to which the implementation of disciplinary principles influences the performance of the Village Consultative Body (BPD) in Marinding Village.

Data were collected from 78 respondents selected using a random sampling technique. All respondents were residents of Marinding Village who were considered to have relevant knowledge or involvement with BPD activities. During the data collection process, respondents were also asked to provide demographic information, including gender, age range, and type of occupation. The details of respondent characteristics are presented in the following table:

Table 3. Respondent Characteristics Based on Gender

No	Gender	Total	Percentage (%)
1	Male	47	60,3%
2	Female	31	39,7%
Total		78	100%

Source: Data Processing Results, May 2025

Based on the table above, it can be seen that there are 47 male respondents with a percentage of 60.3%, while there are 31 female respondents with a percentage of 39.7%. So the total number of respondents studied in Marinding Village is 78 respondents with a percentage of 100%.

Table 4. Number of Respondents Based on Age

Usia	Frequency	Percentage (%)
21-30	26	33,3%
31-40	27	34,6%
41-50	18	23,1%
> 60	7	8,9%
Total	78	100%

Source: Data Processing Results, May 2025

Based on the data in the previous table, the distribution of respondents' ages shows that the age group of 31 to 40 years is the most dominant, which is 27 people or around 34.6% of the total respondents. Meanwhile, the age category with the fewest respondents is the age group over 60 years, which only covers 8.9%. Thus, it can be concluded that the majority of respondents in this study are in the productive age range, especially between 31 and 40 years.

Table 5. Respondent Characteristics Based on Occupation

No	Indicator	Score (%)
1	Presence of BPD members	74
2	Implementation of duties according to work standards	74
3	Compliance with village regulations	74
4	Vigilance in carrying out duties	76
5	Ethics and social interaction	82
6	Influence of the work environment	70
7	Responsibility and willingness to work	74
Overall average		74,9

Source: Data Processing Results, May 2025

Based on the table above, it shows that from the respondents' occupations, seen from Not Working, Teachers, Entrepreneurs, each as much as 3.8%. Honorary, employees, Private Employees, Students, and Not working, each as much as 1.3%. Then IRT as much as 26.9%. Farmers as much as 34.6%. Entrepreneurs as much as 10.3%. Of the 78 respondents above, the majority of their jobs are farmers and housewives.

Research Result

This study analyzes the implementation of the principle of discipline (variable X) and its relationship to the performance of the Village Consultative Body (BPD) in Marinding Village (variable Y). Data were obtained by distributing questionnaires to 78 respondents who were village residents.

1. Description of Discipline Implementation Variable (X)

The implementation of the principle of discipline is assessed based on seven indicators: attendance, work standards, compliance with regulations, vigilance, ethics, influence of the work environment, and personal attitude. The average overall score is

74.9%, which is included in the good category.

2. Description of BPD Performance Variables (Y)

The performance of BPD members is measured through four main indicators: responsibility, work discipline, exploring community aspirations, and problem-solving initiatives. The overall average value is 75.5%, which is classified as good.

Table 7. Average Performance Score of Marinding Village BPD Members Based on Indicators

No	Indicator	Score (%)
1	Responsibility	76
2	Work discipline	78
3	Ability to explore community aspirations	74
4	Initiative in solving village problems	74
Overall average		75,5

Source: Data Processing Results, May 2025

1. Testing the Validity and Reliability of the Instrument

Table 8. Results of the Validity Test of the Instrument for Variable X

Statement	R count	R table	Description
1	0,834	0,223	Valid
2	0,862	0,223	Valid
3	0,820	0,223	Valid
4	0,802	0,223	Valid
5	0,601	0,223	Valid
6	0,832	0,223	Valid
7	0,804	0,223	Valid

Data Source: SPSS 25.0 Data Processing Results

The data table describes the results of the validity test for each statement on the X variable based on the table above is the highest calculated r value of 0.862 and the lowest calculated r value of 0.601. Because all statements have a calculated r value higher than the r table (0.223) it means that all statements are valid.

Table 9. Results of the Validity Test of the Y Variable Instrument

Statement	R count	R table	Description
8	0,892	0,223	Valid
9	0,778	0,223	Valid
10	0,857	0,223	Valid
11	0,856	0,223	Valid

Data Source: SPSS 25.0 Data Processing Results

The table shows that all statement items in the Y variable have calculated r values ranging from 0.778 to 0.892. Because all of these values exceed the r table of 0.223, it can be concluded that each statement item is declared valid and suitable for use as a measurement instrument in this study.

Table 10. Results of the Reliability Test of the Instrument Variable X

Reliability Statistics	
Cronbach's Alpha	N of Items
.903	7

Data Source: SPSS 25.0 Data Processing Results

Based on the results in the table, all statement items included in the X variable are declared reliable, indicated by the Cronbach's Alpha value of 0.903, which exceeds the minimum limit of 0.6. This indicates that the instrument has a high level of internal consistency, so it can be used to measure similar data in comparable conditions with a fairly strong level of confidence in the results.

Table 11. Results of the Reliability Test of the Y Variable Instrument

Reliability Statistics	
Cronbach's Alpha	N of Items
.868	4

Data Source: SPSS 25.0 Data Processing Results

The results in the table show that all statement items in variable Y are declared reliable, which is indicated by a Cronbach's Alpha value of 0.903, far above the minimum threshold of 0.6. This indicates that the instrument used has good consistency, so it can be trusted to measure the same variables in similar situations with stable and reliable results. Validity testing using Pearson correlation shows that all question items have a calculated r value $> r$ table (0.223), which means all items are valid. The reliability test shows the Cronbach's Alpha value, Variable X (Discipline): 0.903, Variable Y (Performance): 0.868. Thus, all instruments are declared reliable.

2. Simple Linear Regression Analysis

To determine the effect of variable X on Y, a simple linear regression analysis was carried out.

Table 12. Results of Simple Linear Regression Analysis between BPD Discipline and Performance

Model	R	R ²	t-hitung	Sig.	Koefisien B
BPD Performance Discipline	0,884	0,781	16,467	0,000	0,518

Data Source: SPSS 25.0 Data Processing Results

Based on the results obtained the regression equation: $Y = 1.570 + 0.518X$
This means that every increase of one unit of discipline will increase BPD performance by 0.518. The R^2 value = 0.781, meaning that 78.1% of the variation in BPD performance can be explained by discipline, the remaining 21.9% by other factors.

3. F Test and t Test

F test (ANOVA) is used to see the significance of the regression model simultaneously, F count = 271.171, Sig. = 0.000 < 0.05 . These results indicate that the regression model is feasible to be used to predict the effect of discipline on performance. The t test is conducted to test the effect of variable X partially on variable Y, t count = 16.467, t table = 1.992, Sig. = 0.000 < 0.05 , Because t count $>$ t table, then H_0 is rejected and H_a is accepted. This means that the application of the principle of discipline has a significant effect on BPD performance.

Discussion

The results of the study show that the implementation of the principle of discipline in the Marinding Village Consultative Body (BPD) environment is generally in the good category. This is reflected in a number of main indicators, including punctuality in attendance at activities (74%), implementation of tasks according to work standards (74%), compliance with village regulations (74%), and vigilance in carrying out tasks (76%). These findings indicate that the majority of BPD members have carried out their functions in a disciplined and responsible manner, although consistency in their implementation still needs to be strengthened.

In addition, the effectiveness indicator, which includes aspects of ethics and politeness in interacting, obtained the highest score of 82%. This achievement shows that BPD members have good communication skills and social ethics, and are able to maintain professionalism in public services. Meanwhile, the work environment factor, although it received a slightly lower score (70%), was still considered quite conducive in supporting the implementation of tasks. This factor reflects the importance of a work atmosphere that supports collaboration between members in improving work discipline. In terms of individual character, a score of 74% on the aspects of responsibility and willingness to work indicates that BPD members have personalities that support professionalism. This factor is an important foundation in strengthening institutional performance as a whole.

In terms of performance, the responsibility indicator shows quite good results with values of 76% and 78%, indicating that BPD members have a high commitment to the tasks they are entrusted with. The level of work discipline also shows a positive value with an average of 74.9%, showing that the principles of discipline have been consistently implemented by most members.

The initiative indicator, which reflects the ability of BPD members to provide solutions to village problems, also shows quite good results with a score of 74%. However, this value shows that there is still room for developing proactive capacity in handling village dynamics more responsively.

Overall, these results strengthen the finding that discipline plays an important role in

shaping the quality of institutional performance. The significant relationship between discipline and BPD performance, which is supported by the results of the linear regression statistical test, confirms that the higher the level of discipline of BPD members, the better their performance in carrying out their duties and responsibilities as representatives of the village community.

CONCLUSION

Based on the results of the study conducted on "Implementation of Discipline Principles on the Performance of the Village Consultative Body (BPD) in Marinding Village, Bajo Barat District, Luwu Regency", and based on the statistical tests that have been carried out, the following conclusions were obtained:

The application of discipline principles to the performance of the BPD in Marinding Village has been running well. This is indicated by the average percentage of respondent responses of 74.9%, which is included in the "good" category. The dimensions measured include punctual attendance, implementation of tasks according to work standards, compliance with regulations, vigilance, and ethics in interacting, which generally receive positive assessments from the community. Factors that influence the application of discipline principles to BPD performance include:

1. Work environment factors, which received a score of 70%, indicating that the work atmosphere and interaction between members also affect discipline.
2. Personality factors of BPD members, such as a sense of responsibility and willingness to work, received an average of 74%, reflecting the importance of personal character in supporting good work discipline.
3. The research hypothesis stating that "The application of the principle of discipline has a positive and significant effect on the performance of BPD in Marinding Village" is proven to be accepted. This is based on the results of a simple linear regression analysis, where the coefficient of determination (R^2) value was obtained at 0.781 or 78.1%, with a significance level of 0.000 ($p < 0.05$). This shows that the application of the principle of discipline has a strong and significant effect on improving BPD performance.

Suggestion

1. Capacity Building and Coaching of BPD Members, periodic training and coaching programs are needed to improve understanding and application of discipline principles in carrying out tasks, especially for new members or those who show low levels of discipline.
2. Strengthening the Performance Monitoring and Evaluation System The village government together with related parties need to develop a measurable and transparent performance evaluation and monitoring system, so that the application of discipline principles can be maintained and improved consistently.
3. Creating a Conducive Work Environment A supportive work environment, such as the availability of adequate facilities and infrastructure, harmonious working relationships, and appreciation for disciplined members, can encourage the creation of a more productive and professional work culture.
4. For further researchers, it is recommended to develop this research by including other variables that have the potential to influence BPD performance, such as work motivation, leadership, organizational communication, or institutional work culture. In addition, a mixed methods approach (quantitative and qualitative) can be used to gain a deeper understanding of the social and cultural factors that influence the discipline of village officials. Comparative research across villages or regions could also be conducted to assess whether similar results hold in different geographical and social contexts, thereby broadening the generalizability of the research findings.

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