

OYSTER MUSHROOM CULTIVATION AS ISLAMIC EDUCATIONAL TOURISM OF BANJARDOWO VILLAGE SEMARANG CITY

Mochamad Ainan¹, Pranoto², Mengku Marhendi³

STIEPARI Semarang, Indonesia

Correspondence Author: pranhp@yahoo.com

Abstract: Banjardowo Tourism Village is characterized by oyster mushrooms / thematic villages which are known by the community as Banjardowo Tourism Villages which have the potential to be able to plant and manage oyster mushrooms successfully and provide education to people about how to cultivate oyster mushrooms. Research in Banjardowo Village, Genuk District, Semarang City. The data processing technique used is descriptive qualitative. The data will be presented in the form of a qualitative narrative expressed in verbal form which is processed to be clear, accurate and systematic. The method used is a survey method with a qualitative approach, Oyster mushroom production is still low because consumer demand is quite high. Community empowerment in the cultivation and processing of oyster mushroom products is very necessary considering the prospect of oyster mushroom cultivation is very promising if the quality and quantity of the product is in accordance with the requirements. Utilization of the potential for educational tourism in Banjardowo Village has been initiated by packaging the process of oyster mushroom cultivation and processing of oyster mushroom harvests while still paying attention to the cultural elements of the community based on Islamic values.

Keyword: Oyster Mushroom Cultivation; Islamic Educational Tourism; Banjardowo Village.

INTRODUCTION

Semarang is known as a humid area, especially in the coastal areas of the sea. This condition is used by the community in Banjardowo Village, Genuk District, Semarang City to develop an oyster mushroom business. Oyster mushroom cultivation utilizes the empty yard land. This activity is expected to reduce the number of unemployed and lift the people's economy.

The production of oyster mushrooms is not only used for public consumption, but also sold to add economic value to the community. Oyster mushrooms are sold in the form of raw food ingredients and in the form of various processed foods such as mushroom nuggets, mushroom chips, mushroom satay, and mushroom pudding. These processed products can be enjoyed directly on site or can be taken home as souvenirs.

Banjardowo Village besides having the potential for oyster mushroom cultivation also has a culture that is passed down from generation to generation and is still active in the form of pawiyatan. Pawiyatan is a community meeting hall to learn about Islamic values that shape culture through wayang performances and gamelan games.

The problem faced today is that the cultivation of oyster mushrooms is only carried out by the community only as mushroom production. Therefore, it needs to be developed and directed to become an Oyster Mushroom Thematic Village whose products will be developed not only as food ingredients, but the whole process of cultivation, processing of crops and community culture will be packaged as a form of educational tourism that has a religious community character. Most of the people in the Banjardowo Village area adhere to Islam so that the education developed is aimed at the application of halal values so that it will become an Islamic educational tour.

Through this research, it is expected to make Banjardowo Village a tourist destination that has competitive product advantages in the form of oyster mushrooms, improve the community's economy, open new jobs, and provide Islamic educational value to tourists who visit and increase positive literacy in tourism science.

Thematic village or tourist village is a form of integration between attractions, accommodation and supporting facilities that are presented in a structure of community life that blends with the procedures and traditions of the community. Tourism Village is a tourist destination that consists of a whole rural experience, natural attractions, traditions, unique elements that can attract tourists as a whole.

If the two notions of a tourist village are combined, then a tourist village is a combination of natural attractions, culture and creativity of the local community supported by accommodation and other facilities, which can attract tourists to visit. However, not all villages can be used as tourist villages, there are several criteria that must be met if you want to make the village a tourist village. (Atmoko, 2021) with the following criteria:

1. Has the potential for uniqueness and a distinctive tourist attraction (as a tourist attraction) in the form of physical characteristics of the rural natural environment and social culture of the community.
2. Have the support and readiness of tourism supporting facilities related to rural tourism activities.
3. Having interaction with the tourist market as reflected in tourist visits.
4. There is initiative support from the local community for the development of the village related to tourism.

Priasukmana & Mulyadin in (Sari et al., 2021), stated the requirements for a village to become a tourist village if it met the following criteria:

- 1) Accessibility is good so that it is easy for tourists to visit by using various types of transportation.
- 2) It has interesting objects in the form of nature, cultural arts, local food legends and so on to be developed as a tourist attraction.
- 3) The community and village officials receive and provide high support for tourist villages and tourists who come to their villages.
- 4) Security in the village is guaranteed.
- 5) Adequate accommodation, telecommunications and labor are available.
- 6) The climate is cool or cold.
- 7) Connect with other tourist objects that are already known by the public

Citing the statement of Conyers et al in (Wicaksono et al., 2019) the definition of planning is a continuous process that includes decisions (policies) or choices of various alternative uses of resources to achieve certain goals in the future. One of the interesting things in creating a tourism area is based on the culture found in the area. This condition underlies the creation of tourism activities in a village because of the cultural peculiarities of the people who inhabit the area.

The potential possessed by Banjardowo is all the power, strength, ability and ability that has the possibility to be developed in order to improve the welfare of the community. Broadly speaking, this potential can be divided into two; The first is the physical potential in the form of land, water, climate, geographical environment, livestock, and human resources. The second is the non-physical potential in the form of the community with its patterns and

interactions, social institutions, educational institutions, and village social organizations, as well as village officials and civil servants.

The potential for oyster mushroom cultivation in Banjardowo is also inseparable from the understanding of the meaning in the Qur'an Surah Az Zumar verse 21 as follows::

أَلَمْ تَرَ أَنَّ اللَّهَ أَنْزَلَ مِنَ السَّمَاءِ مَاءً فَسَلَكَهُ يَنَابِيعَ فِي الْأَرْضِ ثُمَّ يُخْرِجُ بِهِ زَرْعًا
مُخْتَلِفًا أَلْوَانُهُ ثُمَّ يَهَيِّجُ فَتَرَهُ مُصْفَرًّا ثُمَّ يَجْعَلُهُ حُطَامًا إِنَّ فِي ذَلِكَ لَذِكْرًا لِأُولَى
الْأَلْبَابِ (الزمر: ٢١)

“Do not you see that Alloh sends down from the sky water and HE makes it flow (as) springs in the earth then HE produces with it crops (of) different colors then they wither and you see them turn yellow then HE makes them debris? Indeed in that surely (is) reminder for those of understanding.”

In the hadith, Rasulullah SAW stated about mushrooms in the chapter on medicine. Imam Bukhari narrated it twice (Bukhari, VII,[t.th.]:17), Imam Muslim narrated it 7 times, and many other books. Among the words of the Prophet is as follows, which means: "I heard the Messenger of Allah say: Kam'at (type of mushroom) is part of the world of mushrooms. The water is a cure for eye diseases." (Reported by Muslim from Sa'id bin Zaid).

In another hadith narrated by Jabir r.a, and the same hadith is also mentioned by Abu Naim from 'Aisha r.a and Abdullah bin Abbas. Rasulullah SAW said that mushroom (*Agaricus campesteris*), is part of manna, and manna comes from heaven, mushroom water is useful as eye medicine.

The above hadith provides an indication that there are many types of mushrooms. Certain mushrooms can be used as simplicia, some can be used as medicine for certain diseases, and some can be used as consumption materials without fear of poisoning, one example is oyster mushrooms.

Currently, tourists are starting to look for alternative tourism activities, not only as a trip, but as a tourist trip that has educational value. Some of the activities include visiting tourist destinations that offer products that can be learned, such as the process of producing a product and how to process the product. Banjardowo has good potential to be visited by tourists who have the desire to travel while learning to cultivate oyster mushrooms and processing various types of processed dishes. with oyster mushroom.

Tourism Village/Thematic Village is a form of integration between attractions, accommodation and supporting facilities that are presented in a structure of community life that is integrated with applicable procedures and traditions. This can be interpreted that the Tourism Village / Thematic Village is one way to enjoy attractions, accommodation and tourism facilities in a society that still upholds existing traditions, thus, the main focus of a tourist village is the original tradition that is still united. with community life, so that the tourist village cannot be separated from tradition.

The development of tourist destinations is one way to make the environment more advanced, good, and useful for all people. states that there are several forms of tourism products that have the potential to be developed, namely cultural tourism, ecotourism, marine tourism, adventure tourism, agro tourism, rural tourism, gastronomy, and spiritual tourism. Permendagri No. 33 of 2009 concerning Guidelines for the Development of Ecotourism in

the Regions in Article 2 explains the types of ecotourism in the regions are marine ecotourism, forest ecotourism, mountain ecotourism, and/or karst ecotourism. The ecotourism actors are the government, local government, the business world and the community engaged in tourism (Permendagri No. 33 of 2009, Article 1 Paragraph 6).

The principle of developing a tourist village as one of the alternative tourism products that can provide impetus for rural development. which is sustainable and has management principles, among others:

1. Utilize local community facilities and infrastructure
2. Benefit the local community
3. Small scale to facilitate reciprocal relationships with the local community
4. Involve the local community.

Implementing the development of rural tourism products The development of tourist villages must be able to change the role of the community from objects to subjects of development and therefore must benefit/prosperize the community. The development of tourist villages must have benefits for:

1. People's Economic Empowerment
2. Socio-Cultural Empowerment
3. Empowerment of the Tourism Village Environment
4. Institutional Empowerment and Human Resources

The development of tourism potential combined with community traditions and carried out with the aim of increasing the understanding, knowledge and abilities of the community and tourists will be packaged into an educational tourism product.

METHOD

Research in Banjardowo uses qualitative research methods, namely research that uses descriptive data in the form of written and spoken words from the interviewees. The location of this research is in Banjardowo Village RT 002/003 Kec. Genuk Semarang City, Central Java. The technique of collecting data in this research is by surveying Banjardowo Village, interviewing sources and local communities and adding photo documentation of Banjardowo Village.

The data processing technique used is descriptive qualitative. The data to be presented in the form of a qualitative narrative expressed in verbal form is processed to be clear, accurate and systematic. Data analysis is an effort to achieve and systematically organize notes from interviews, observations, documentation, and others.

The method used is a survey method with a qualitative approach. The steps of data analysis used in this study are as follows:

- a. Data reduction, is a form of analysis that sharpens, classifies, directs, discards unnecessary, organizes data in such a way that final conclusions can be drawn. Data management refers to theories to get clarity on the problem, both data from the field or literature. Data is collected, selected selectively and adapted to the problems that have been formulated in the study.
- b. Data Presentation, is the presentation of data in a certain form so that the figure is seen as a whole. In presenting the data, it is done inductively, which describes each problem in the research problem by describing it in general and then explaining it specifically.

- c. Conclusion Drawing, the last step in analyzing qualitative data is drawing conclusions and verification, each initial conclusion is still a temporary conclusion that will change if new data is obtained in the next data collection. The conclusions obtained from the field are verified during the research by rethinking and reviewing the field notes so that it takes the form of affirming the conclusions.

RESULT AND DISCUSSION

Based on Regional Regulation Number 14 of 2011 concerning Spatial Planning for the City of Semarang in 2011-2031, Banjardowo Genuk Semarang Village was built by considering various planning elements as follows:

- a. Spatial Planning Purpose. Regional spatial planning aims as a means for village communities to develop and build villages/kelurahan according to conditions, potential, environmental sustainability and village sustainability to maintain local wisdom.
- b. Spatial Policy.
 - 1) Spatial planning policy in accordance with Regional Regulation Number 14 of 2011 concerning the Banjardowo Urban Village Spatial Planning (RTRW) for 2011-2031 consists of:
 - a) Development of Oyster Mushroom Cultivation Based on Local Potential With strategies including: increasing the number of kumbung mushrooms, adding mushroom baglogs,
 - b) Development of agribusiness in production sets.
 - c) Development of marketing centers for regional commodity products in urban areas and those that want to be used as tourist objects.
 - d) Development of integrated agriculture that is environmentally friendly.
 - e) Development of Banjardowo Genuk Village/Thematic Villages, Semarang.
 - 2) Development of thematic Village Banjardowo Genuk Semarang With a strategy that includes:
 - a) Improving the protection, development, and utilization of cultural heritage.
 - b) Improving security in the village of Banjardowo.
 - c) Improving the quality of tourism supporting infrastructure.
 - d) Designation of tourism areas.
- c. Data collection on the potential of tourism areas in Banjardowo Village consists of:
 - 1) Nature Tourism Area: there is no supporting Nature Tourism.
 - 2) Cultural Tourism Area: Pawiyatan and haul elders of Banjardowo.
 - 3) Religious Tourism Area: the site of the tomb of Sheikh Jumadil Kubro
 - 4) Artificial Tourism Area: Retention Pond to accommodate flooding during heavy rains which was built in 2018.
 - 5) This Tourism Designated Area is supported by tourism service businesses and the tourism industry in Semarang City.

Figure 1:
Banjardowo Village Retention Pool



d. Featured Programs.

Vision and Mission of Banjardowo Urban Village Development in 2021-2026.

- 1) Environmental Pollution and Destruction Control Program This program is directed at efforts to improve cleanliness at the monitoring point locations for healthy city assessments/Adipura, with the following activities:
 - a) Coordination of Healthy City Assessment / Adipura
 - b) Improvement of Operation and Maintenance of Waste Infrastructure and Facilities
- 2) Community Empowerment Program to Maintain Order and Security This program is directed at efforts to improve community conditions that are orderly, peaceful and comfortable, with the following activities:
 - a) Assistance in Enforcement of Regional Regulations in Sub-districts and Monitoring of Trantibum-Prone Areas
 - b) Increasing Community Protection Capacity
- e. Village Community Empowerment Improvement Program. This program is directed at increasing the empowerment of community institutions and organizations towards development activities and facilitation of poverty reduction activities:
 - a) Empowerment of Rural Community Institutions and Organizations
 - b) Facilitation of Poverty Reduction Activities
- f. Community Participation Improvement Program in Building Kelurahan This program is directed at efforts to increase community participation and participation in environmental management, both in handling physical infrastructure and non-physical activities, with activities:
- g. Village Development Community Group Development
 - b) Implementation of Village Development Deliberations
 - c) Monitoring, Evaluation and Reporting
 - d) Facilitating the Implementation of the Development of Musrenbang Results
 - e) Community Empowerment in Improving the Quality of Roads and Bridges
 - f) Community Empowerment in Improving the quality of environmental channels
 - g) Facilitation of community activities resulting from the Musrenbang
- 3) Program for Improvement and Control of General Government Administration This program is directed at developing knowledge, with the following activities:

- a) Monitoring, evaluation and reporting of sub-district governance
- b) Development of Work Culture and Spiritual Mental Development of Apparatus
- c) Implementation of Integrated District Administration Services (PATEN)
- 4) Healthy Environment Development Program. This program is directed at improving the health status of the community, with the following activities:
 - a) Facilitation of District Forum
 - b) Healthy Village.

Map of Banjardowo Village, Genuk District, Semarang.

Banjardowo is a village in the district of Genuk, Semarang City, Central Java Province. The image below is a map of the Banjardowo Genuk Village, Semarang. From the map of the administrative area, it was then developed into a map of the tourism potential of Banjardowo Village.

The geographical condition of Banjardowo Village is with an area of ± 324.16 ha and the boundaries of the area are:

- West side: Genuksari Village
- North : Ex Trimulyo
- East side: Karangroto Village
- South side: Sembungharjo Village

Figure 2:
Kelurahan Banjardowo Maps



Master Plan for Tourism Development in Banjardowo Village

a. Oyster mushroom

Oyster mushroom is a food mushroom from the Basidiomycota group and belongs to the Homobasidiomycetes class with the general characteristics of a white to cream fruit body and a semicircular hood similar to an oyster shell with a slightly concave center.

Oyster mushrooms can grow and develop in media made of sawdust packed in plastic bags called baglogs. The growth of oyster mushrooms is strongly influenced by

environmental factors, such as temperature, humidity, light, air and water circulation. And the condition of the indoor temperature of the fungus needs to be considered, the temperature is too high and the humidity is too low will cause the primordial (future fungus) to dry and die.

Oyster mushrooms require oxygen in sufficient quantities for growth. Lack of oxygen will interfere with the growth of the fruit body, while excess oxygen will cause the mushroom fruiting body to wilt quickly. The temperature required for oyster mushrooms for the formation of mycelium is 22-28°C with a humidity of 60-80%. The fruiting body formation phase requires a temperature of 16-22°C and a humidity of 80-90% with sufficient oxygen levels and about 10% sunlight.

In principle, fungal growth does not require high light intensity because light is a driving force for primordial fungal growth and fruit development only. The water content of the media is set to 50-65%, the less water content causes the absorption of food by the fungus to be less than optimal, so the fungus becomes thin and even dies. For the life and development of fungi requires a source of nutrition or food in the form of elements such as nitrogen, phosphorus, sulfur, potassium, carbon, and several other elements. Media nutrition plays a very important role in the oyster mushroom cultivation process. The raw materials used as media can be in the form of logs, a mixture of sawdust and straw and even reeds.

b. Oyster Mushroom Cultivation.

Oyster mushroom cultivation begins with establishing a kumbung, which is a place to store oyster mushroom growing media called baglog. Kumbung serves as a baglog protector from rain and sunlight. Kumbung can be built with bamboo walls and roof tiles because the price is relatively cheap and generally, mushroom cultivation has two types of kumbung, namely kumbung for incubation and kumbung for production.

Kumbung or mushroom house is a place to take care of baglog and grow mushrooms. Kumbung is usually a building or room filled with shelves to put baglogs. This room must have the ability to maintain temperature and humidity. Kumbung are usually made of bamboo or wood. The walls of the kumbung can be made of boards, while the roof can be made of tile.

Figure 3:

Oyster Mushroom Cultivation Program Gets Assistance from BUMN



Baglog is an oyster mushroom growing medium, where this media is made from sawdust that can be mixed with various materials such as wheat, straw, rice grain or coffee grounds. Baglogs are arranged in shelves in the kumbung. In incubation kumbung, baglog is incubated for 3 to 6 weeks until fungal mycelium grows all over the baglog surface. Baglogs whose mycelium growth has been evenly distributed are transferred to production kumbung, which will then be harvested after 15 days of being moved and one baglog can be harvested 4-5 times and then baglog changes are carried out.

Oyster mushroom cultivation in Banjardowo Genuk Village, Semarang, currently only has two places that maximize mushroom cultivation, namely at Mr. Sani's house and Mr. Kusmindar's located in RW 03 and RW 06. And the place for mushroom management is at Mr. Haris' place in RW 01, mushrooms This oyster has been managed by Pak Haris since 2020, it's been almost 1 year, the management is managed to become meatballs and chicken noodles.

Figure 4:
Examples of Oyster Mushroom Processed Food Forms



Oyster mushroom is one of the commodities that are in demand by the public to meet the needs of alternative food. This can be seen from the demand that continues to increase every year. The demand for oyster mushrooms which is quite high is still not fulfilled, many are still imported from outside the region. Based on this, it is necessary to cultivate oyster mushrooms. Oyster mushroom production is still low because consumer demand is quite high. Community empowerment in the cultivation and processing of oyster mushroom products is very necessary considering the prospect of oyster mushroom cultivation is very promising if the quality and quantity of the product is in accordance with the requirements. Oyster mushroom business does not cause damage to the environment and can reduce waste.

In this picture, there is a Kumbung mushroom located in RW 3 which is managed by Mr. Sani, who is one of the people who take an active role in planning the village/village of the Thematic Mushroom Oyster. Pak Sani's business goal is to educate people about oyster mushrooms, and to help the local community's economy. In addition, there is a place for oyster mushroom management in RW 1 which is owned by Pak Haris. Processing of

harvested oyster mushrooms into mushroom chicken noodles and mushroom meatballs. Meanwhile, Mr. Kusmindar from RW 6 processed the harvested oyster mushrooms into mushroom chips, mushroom nuggets and mushroom pudding.

In the Banjardowo Village area, there are accommodations and supporting facilities such as bathrooms, prayer rooms, food stalls, health centers, markets, pharmacies, and cultural pawiyatan places that can support the realization of the Tourism Village/Thematic Village.

Everything that has the potential to be developed to support tourism or thematic villages, the potential possessed by the village of Banjardowo Genuk Semarang is Rosella, tea syrup, shredded catfish and oyster mushrooms, the Banjardowo village also has a supportive culture of pawiyatan to be used as entertainment for visitors those who want to come to increase their knowledge about the process of growing mushrooms to managing oyster mushrooms are packaged as educational tours that can be marketed to school students, college students, and the general public who are interested in knowing the process of oyster mushroom cultivation.

Further planning from the Banjardowo Village Head is to soon build a mushroom kumbung / mushroom house with a location behind the Banjardowo Village office. This is intended to increase the number of kumbung mushrooms and increase the production capacity of oyster mushrooms which will eventually open up new jobs for the people of Banjardowo Village.

From the field survey on the results of oyster mushroom cultivation, it can be seen that the income of the respondents is that most of the harvests are at the highest monthly income level of around Rp. 1,440,000 with a yield of 90 kg, and the lowest harvest income is Rp. 800,000 with a yield of 50 kg. kg. And harvest income in 2021-2022 reaches Rp. 14,304,000. High and low yields depend on the weather, namely high rainfall, harvest income increases and low rainfall, harvest income decreases.

CONCLUSION

Tourism is a form of integration between attractions, accommodation and supporting facilities that are presented in a structure of community life that is integrated with applicable procedures and traditions, this has begun to be mapped and pioneered as a potential for the Oyster Mushroom Thematic Village. Utilization of the potential for educational tourism in Banjardowo Village has been initiated by packaging the process of oyster mushroom cultivation and processing of oyster mushroom harvests while still paying attention to the cultural elements of the community based on Islamic values. Islamic educational tour packages have started to be promoted, but still do not bring maximum results due to the limited production level of oyster mushrooms and the limited tourism facilities in Banjardowo Village. For this reason, synergy between various parties is needed to increase capacity and quality as an educational tour package.

REFERENCES

- Anoranga, P. (1992). *Psikologi Kerja* (pertama). Rineka Cipta.
- Apriani, D. dkk. (2012). Pengaruh Kemampuan Intelektual (IQ) dan Motivasi Belajar terhadap Hasil Belajar Siswa pada Mata Pelajaran Akuntansi pada SMA LABSCHOOL Rawamangun. *Jurnal Pendidikan Ekonomi Dan Bisnis*, Vol. 1(No.1).
- As'ad, M. (2004). *Seri Ilmu Sumber Daya Manusia Psikologi Industri* (4 (ed.)). Liberty.
- Djuraidi, A., & Laily, N. (2020). Pengaruh Kepemimpinan Transformasional Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Intervening. *Jurnal Riset Ekonomi Dan Bisnis*, 13(1), 1. <https://doi.org/10.26623/jreb.v13i1.2182>
- Eka, I. P., & Darmaja, Y. (2015). Terhadap Kinerja Karyawan Di Perusahaan Daerah Tingkat I Bali Sub Unit Sangiang Tahun 2013. *Pengaruh Kepemimpinan Dan Kepuasan Kerja Terhadap Kinerja Karyawan Di Perusahaan Daerah Tingkat I Bali Sub Unit Sangiang Tahun 2013*, 5(1), 1–11.
- Ghozali, I. (2001). *Aplikasi Analisis Multivariate Dengan Program SPSS*. Semarang. Badan Penerbit Universitas Diponegoro.
- Gomes, F. C. (2003). *Manajemen Sumber Daya Manusia*. Andi Offset.
- HAMDI MEGADINANTA, D. (2017). Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variable Intervening Pada Pt. Garudafood Putra Putri Jaya Department Hcs (Human Capital and Service). *Jurnal Ilmu Manajemen (JIM)*, 5(3).
- Handoko, T. H. (2001). *Manajemen Personalia dan Sumber Daya Manusia* (Kedua). BPFE.
- Hasibuan, SP, M. (2007). *Manajemen Sumber Daya Manusia* (Edisi Revi). Bumi Aksara.
- Kerlinger, F. N. (1986). *Multiple Regression in Behavioral research*. Holt, Rinehart and Winstons.
- Lusri, L., & Siagian, H. (2017). Pengaruh Motivasi Kerja Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Sebagai Variabel Mediasi Pada Karyawan Pt . Borwita Citra Prima Surabaya. *Agora*, 5(1), 2–8.
- Mangkunegara, A. A. A. P. (2005). *Evaluasi Kinerja SDM*. Rafika Aditama.
- McKenna, Nich Beech, E. (2000). *Manajemen Sumber Daya Manusia*. Andi Offset.
- Mintzberg, H. (1989). *Mintzberg on Management: Inside Our Strange World of Organizations*,. The Free Press,.
- Morrison, K. (1997). How Franchise Job Satisfaction and Personality Affect Performance, Organizational Commitment, Franchisor Relations, and Intention to Remain. *Journal of Small Business Management*, Vol.35.(No.3).
- Mukhadis, A. (2013). Sosok Manusia Indonesia Unggul Dan Berkarakter Dalam Bidang Teknologi Sebagai Tuntutan Hidup Di Era Globalisasi. *Jurnal Pendidikan Karakter*, 2, 123499. <https://doi.org/10.21831/jpk.v2i2.1434>
- Pambudi, didit setyo, Mukzam, D., & Nurtjahjono, gunawan eko. (2016). Pengaruh Gaya Kepemimpinan Transformasional Terhadap Kinerja Karyawan Melalui Kepuasan Kerja Karyawan Sebagai Variabel Mediasi. *Journal Bisnis Administration*, 39(1), 164–171.
- Riduwan ; Kuncoro Engkos, A. (2007). *Cara Menggunakan dan Memaknai Analisis Jalur (Path Analysis)*. (Cetakan Pe). Alfabeta.
- Robbins, S. P. (2002). *Essentials of Organizational Behaviour* (Edisi Keli). Penerbit Erlangga,.

- Sholihatin, E. (2012). Jejaring Pemerintahan di Indonesia : Kekuatan dan Kelemahan. *Jejaring Administrasi Publik*, 1(1), 29–35.
- Siagian, Sondang, P. (2002). *Manajemen Sumber Daya Manusia*. Bumi Aksara.
- Sugiono. (2008). *Metode Penelitian Bisnis* (Cetakan ke). CV. Alfabeta.
- Supriyadi, A., & Yulianto, C. (2021). Penerapan Kinerja Karyawan BBPI Saat Pandemi Covid-19. *Jurnal Riset Manajemen Dan Bisnis Dewantara (JMD)*, 4(1), 12–24.
- Wexley, Kenneth N, dan G. A. Y. (1992). *Organizational Behaviour and Personnel Psychology*. Rineka Cipta.