



# THE INFLUENCE OF ORGANIZATIONAL CLIMATE AND COMPENSATION ON THE WORK MOTIVATION OF DAILY JOURNALISTS AT THE ONLINE JOURNALISTS ASSOCIATION (IWO) MEDAN

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## Article Info

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## ABSTRACT

The study was to determine the effect of organizational climate and compensation on the work motivation of daily journalists at the Online Journalists Association (IWO) in Medan. This research used a quantitative method, with a population of 152 journalists and a sample of the entire population, namely 152 daily journalists at the Online Journalists Association (IWO). The researcher used a total sampling technique. The results showed a significant influence between organizational climate and work motivation, as seen from the calculated t-value of 21.242 and the t-table of 1.976. The significance value was 0.000, or less than the alpha value of 0.025. This means that the organizational climate variable significantly influences journalists' work motivation, or the first hypothesis is accepted. The significant influence of compensation on work motivation is demonstrated by the calculated t-value of 7.301 and the t-table value of 1.976. A significance level of 0.000 is lower than the alpha value of 0.025. This indicates that compensation significantly influences employee work motivation. The first hypothesis is accepted, and there is a significant positive influence between organizational climate and compensation on work motivation, as seen from the coefficient of determination ( $R^2$ ) of 0.630 with  $p = 0.000 < 0.050$ , indicating a 63.0% contribution of organizational climate and compensation to work motivation. These results are supported by the F-test, where the calculated F-value is greater than the F-table value, which is 992.749, and the F-table value is 3.06, with a significance level of  $0.000 < 0.050$ .

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## 1. INTRODUCTION

In the era of globalization, news broadcast and read daily thru television, newspapers, magazines, or smartphones is now rapidly increasing along with the development of mass media technology. Journalists are the figures behind the news that is published daily. Journalists have the responsibility to cover every event and then summarize it with their journalistic expertise until a news article is formed that can be accepted and read by the public.

According to the Republic of Indonesia Law Number 40 of 1999, on the Press, the term press means a social institution and mass communication medium that carries out journalistic activities, including searching, obtaining, possessing, storing, processing, and delivering information in the form of writing, sound, images, sound

and images, as well as data and graphics or in other forms using print media, electronic media, and all available channels. The development of the press can be seen as a process from year to year with the emergence of mass media in the form of online media, and the coverage or reporting of these matters is carried out by online journalists with the assistance of professional online organizations.

The Online Journalists Association (IWO) is a press organization that oversees journalists working in online media and is not a socio-political organization, operating under principles of independence, democracy, and openness. The Online Journalists Association (IWO) was established with the fundamental goal of becoming a platform and the leading organization for journalists and online media in Indonesia to mutually achieve the welfare of journalists in Indonesia (IWO, 2025).

Many journalists are now switching to online media due to the change in how people access information. In the digital era, people prefer reading news thru the internet and social media rather than newspapers or TV. To reach a wider and faster audience, journalists are following this trend. However, offline journalists still exist for those working in print media, radio, and conventional television. Warwan also plays a role in areas that are not yet fully digital. However, it cannot be denied that their numbers continue to decline because media and readers are now shifting more toward online platforms. Many print journalists are also starting to adapt to the digital world to remain relevant. With the rapid development of mass media, there is no other reason for journalists not to work as best as they can in searching for phenomena occurring in the field, which certainly also comes from accurate sources. Journalists are also employees who have daily work motivation.

The list of online daily journalists in Medan who are members of the Online Journalists Association (IWO) includes several media outlets, namely Radarindo.co.id, Indoviral.id, Tarunaglobalnews.com, Media Purna Polri, Zona Reformasi, Srikandinews.com, Barak1news, Wartapoldasu, Botvbaten.com, Snipernews, Telusur88news.com, AcehEkspos, and Samudra News.

According to Multi and Suryalena (2014), work motivation can be seen from attendance, discipline, punctuality in completing tasks, and responsibility. Individuals with high work motivation will be responsible for their tasks and able to overcome difficulties related to their duties, whereas individuals with low work motivation are characterized by restlessness, such as job-hopping, absenteeism, tardiness, lack of discipline, and declining work performance. The importance of motivation in work is a factor that causes, channels, and supports individual behavior, so that they can work diligently and enthusiastically to achieve optimal results. The issue of enhancing work spirit with diligence and enthusiasm is something that needs to be addressed by leaders. Because of this, it is believed that with individuals who are enthusiastic, diligent, and eager in their work, it will be able to boost and add value to the success of the institution or organization in achieving its goals (Muflihini, 2024).

Meanwhile, another factor that influences work motivation is the organizational climate. Organizational climate is the perception of employees about all aspects of their work environment, which also influences their motivation and work behavior (Kim & Park, 2020). Organizational climate is the internal environment of the organization that affects various human resource practices and policies received and perceived by organizational members, and it influences their motivation and behavior. The climate affects every individual working within it. Thus, the climate affects every individual working within it (Sugralis, Rijal, & Mustapa, 2020).

The organizational climate at IWO Medan has a direct impact on its journalists, both professionally and psychologically. The organization's efforts to build a more directed work structure, affirm commitment to journalistic ethics, and strengthen internal coordination provide a sense of support and collective identity for the journalists. An environment that emphasizes solidarity and professionalism helps journalists feel they have a platform that can strengthen their position in the increasingly competitive and dynamic media industry. On one hand, the organization is consolidating thru the appointment of new officials and reaffirming its commitment to professionalism and journalistic ethics. This effort reflects the desire to build a solid work environment and support the role of online journalists.

However, given the current circumstances, the organizational climate in this research phenomenon is characterized by time pressure, uncertain working conditions, low wages, and job risks such as journalists being required to prepare news in a short time before it is published in the media, which causes journalists to lack sleep. This study refers to the findings of previous research conducted by Sabella (2018), which found that organizational climate significantly affects work motivation.

What influences the work motivation of journalists is compensation. According to Simamora (2004), compensation is a financial reward and tangible services as well as benefits received by workers as part of the employment relationship. Compensation includes all types of payments made by the company or organization to its employees, both directly and indirectly, in the form of money or rewards. A good compensation system is one that can ensure the satisfaction of the organization's or company's members, which in turn allows the organization or company to acquire, retain, and employ a number of high-performing employees for the common good (Kadarisman, 2012).

Basically, compensation is the contribution received by employees for the work they have done. This compensation comes in two forms: financial compensation and non-financial compensation. Both financial and non-financial compensation are very important for employees because they pertain to human needs that must be met. Overall compensation can include wages and salaries, incentives, allowances, and facilities (Handoko, 2016).

As seen in the phenomenon occurring with daily journalists, that inconsistent compensation will affect the work motivation of journalists. The compensation received by journalists is not a monthly salary like that of employees working for a company or organization; the compensation received by daily journalists is neither fixed in amount nor in the date it is received.

Compensation can increase or decrease employee work motivation, and the provision of compensation needs to receive more attention from an organization. Compensation must have a strong, correct, and fair foundation. Compensation given to employees with strength, correctness, and fairness is believed to be able to enhance employee satisfaction and performance. The amount of compensation reflects the status, recognition, and level of needs fulfillment enjoyed by the employee and their family. If the compensation received by employees increases, it means their positions are higher, their status is better, and the fulfillment of their needs is also greater. Thus, their work motivation will be high (Hasibuan, 2015).

These factors give rise to the phenomenon that organizational climate and compensation are intertwined with work motivation. A media outlet or organization must be able to provide fair compensation and create a good organizational climate to stimulate the intrinsic work motivation of journalists.

## 2. RESEARCH METHODS

This research is of a quantitative nature, where the procedure used in this study is the regression model (Neuman, 2013). The purpose of the regression in this study is to examine the influence between the independent variable (X) and the dependent variable (Y). This study uses statistical analysis assisted by the SPSS Version 23.00 for Windows program. The data analysis technique used to determine the influence of organizational climate and compensation on work motivation at the Daily in the Online Journalists Association (IWO) Medan is multiple regression analysis. The researcher uses the multiple regression analysis method because this method is considered appropriate for determining whether there is an influence of organizational climate and compensation on the work motivation of daily journalists at the Online Journalists Association (IWO) Medan. The formula for multiple regression analysis is as follows:

$$Y = a + b_1X_1 + b_2X_2$$

Explanation:

Y : Dependent variable

X (1,2) : Independent variable

a : Value of the constant

b (1,2) : Value of the regression coefficient

## 3. RESULT AND ANALYSIS

### Result

The purpose of this normality test is to prove the distribution of research data, which becomes the focus after being distributed based on the principles of the normal curve. The normality test is analyzed using the Kolmogorov-Smirnov Goodness of Fit Test. Based on this analysis, it is found that organizational climate, compensation, and work motivation follow a normal distribution according to the principles of the normal curve. As the criterion, if  $p > 0.05$ , the distribution is declared normal; conversely, if  $p < 0.05$ , the distribution is declared not normal (Sujarweni, 2014).

**Table 1.** Summary of Normality Test Calculation Results

Variable	P	Explanation
Organizational climate	0.052	Normal
Compensation	0.050	Normal
Work motivation	0.051	Normal

Explanation:

K-S = Kolmogorov-Smirnov Coefficient

p = Significance

Based on the linearity test, it can be determined whether the independent and dependent variables can or cannot be analyzed thru regression. The analysis results show that the independent variables X1 and X2 (organizational climate and compensation) have a linear relationship with the dependent variable (work motivation). As the criterion, if  $p < 0.05$ , it is stated to have a degree of linear relationship (Riadi, 2016). The relationship can be seen in the following table:

**Table 2.** Summary of Linearity Test Calculation Results

Variable	P	Explanation
X1 - Y	0.000	Linier
X2 - Y	0.000	Linier

Explanation:

- X1 = Organizational climate.
- X2 = Compensation.
- Y = Work motivation
- F calculated = Data output value
- p = Significance.

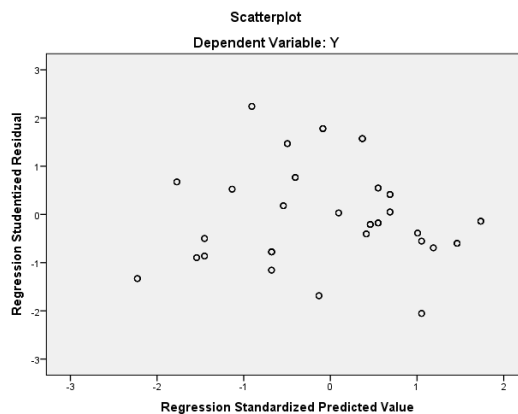
Multicollinearity testing is generally conducted by examining the Tolerance and Variance Inflation Factor (VIF) values. According to Ghozali (2018), a regression model is considered free from multicollinearity if the Tolerance value > 0.10.

**Table 3.** Results of Multicollinearity Test Calculations

Variable	Tolerance	VIF	Explanation
X1 - Y	0.106	9.396	Linier
X2 - Y	0.106	9.396	Linier

The test results show that the Organizational Climate variable (X<sub>1</sub>) has a Tolerance value of 0.106 and a VIF value of 9.396. Similarly, the Compensation variable (X<sub>2</sub>) has a Tolerance value of 0.106 and a VIF value of 9.396. The Tolerance value > 0.10, while the VIF value < 10, which means there are no signs of multicollinearity among the independent variables in the regression model used. Thus, the relationship between the independent variables can be accepted and there is an effect on the dependent variable.

Meanwhile, Ghozali (2018) explains that the heteroscedasticity test aims to examine whether there is a difference in the variance of residuals from one observation to another in the regression model.



**Figure 1.** Heteroskedasticity Test

The heteroscedasticity test is conducted using a scatterplot between the Regression Standardized Predicted Value and the Regression Studentized Residual. The testing criteria state that if the points on the scatterplot are randomly distributed, do not form a specific pattern, and are spread both above and below the zero mark on the Y-axis, then the regression model is declared to not experience heteroscedasticity.

Multiple linear regression analysis is conducted by establishing the equation  $Y = a + b_1X_1 + b_2X_2$ , with the calculated values as follows:

**Table 4.** Multiple Regression Analysis

Model		Coefficients <sup>a</sup>		t	Sig.
		Unstandardized Coefficients	Standardized Coefficients		
		B	Std. Error		
1	(Constant)	2.582	1.408	1.834	.000
	Iklim organisasi	.415	.043	1.409	.000
	Kompensasi	.257	.063	.484	.000

The result of this multiple linear regression equation:

$$Y = 2.582 + 0.415 X_1 + 0.257 X_2$$

Explanation:

Y : Dependent variable

X (1,2) : Independent variable

A : Constant value

b (1,2) : Regression coefficient value

Which means:

- The constant value  $a = 2.582$  means that if the organizational climate and compensation variables are not included in the study, the work motivation of daily journalists at the Online Journalists Association (IWO) will still increase by 2.582%.
- The coefficient value  $b_1 = 0.415$  means that if the organizational climate variable is improved by one level, the work motivation of daily journalists at the Online Journalists Association (IWO) will increase by 0.415%.
- The coefficient value  $b_2 = 0.257$  means that if the compensation variable is improved by one level, the work motivation of daily journalists at the Online Journalists Association (IWO) will increase by 0.257%.

Meanwhile, this t-test is conducted to individually examine the influence of independent variables ( $X_1$ ,  $X_2$ ) such as organizational climate and compensation on the work motivation of journalists. The hypothesis model in the t-test is as follows:  $H_0: \beta_i = 0$ , meaning there is no partial influence of organizational climate and compensation on employee work motivation, while  $H_a: \beta_i \neq 0$  indicates there is a partial influence of organizational climate and compensation on employee work motivation. The decision-making criteria are as follows:  $H_0$  is accepted if the calculated t-value < table t-value at  $\alpha = 5\%$ , and  $H_a$  is accepted if the calculated t-value > table t-value at  $\alpha = 5\%$ . The t-test conducted is a two-tailed test, so the table t-value used is with a significance level of 2.5% or 0.025, resulting in a table t-value of 1.976.

The regression coefficient value for the organizational climate variable (t calculated) is 21.242 with a t table value of 1.976, and the significance of the organizational climate variable on the related variable, which is the journalists' work motivation, is 0.000 or less than the alpha value of 0.025. In conclusion, the t calculated value > t table and significance  $0.000 < 0.025$  means that the organizational climate variable has a significant effect on journalists' work motivation, or the first hypothesis is accepted. Meanwhile, the regression coefficient value for the compensation variable (t calculated) is 7.301 with a t table value of 1.976, and the significance of the compensation variable on the related variable, which is the journalists' work motivation, is 0.000 or less than the alpha value of 0.025. Therefore, it can be said that the t calculated value > t table and significance  $0.000 < 0.025$  means that the compensation variable has a significant effect on employees' work motivation, or the first hypothesis is accepted.

The F-test is used to simultaneously (together) examine the influence of independent variables ( $X_1$ ,  $X_2$ ), namely organizational climate and compensation, on employee work motivation. The hypothesis model in the F test is as follows:  $H_0: \beta_1 = \beta_2 = 0$ , meaning there is no influence of organizational climate and compensation on journalists' work motivation;  $H_a: \beta_1 \neq \beta_2 \neq 0$ , meaning there is an influence of organizational climate and compensation on journalists' work motivation.

The criteria for decision-making are as follows:  $H_0$  is accepted if the calculated F value < table F value at  $\alpha = 5\%$ , and  $H_a$  is accepted if the calculated F value > table F value at  $\alpha = 5\%$ . The table F value used with a significance level of 5% is 3.06. Furthermore, based on the ANOVA table for regression, the calculated F value is 992.749 and the table F value is 3.06 with a significance of  $0.000 < 0.050$ . This indicates that the calculated F value > table F value and the significance of  $0.000 < 0.050$  mean that the organizational climate and compensation variables significantly affect the work motivation of journalists.

From the results of the determination coefficient analysis, it is known that simultaneously there is a significant positive influence between organizational climate, compensation on work motivation as seen from the determinant coefficient value ( $R^2$ ) = 0.630 with  $p = 0.000 < 0.050$ , meaning there is a positive influence of organizational climate, compensation on work motivation, the more positive the organizational climate and compensation, the higher the work motivation of journalists at the Daily in the Online Journalists Association (IWO) Medan. Below is a summary of the results of the multiple regression analysis.

**Table 5.** Summary of Determination Coefficient Calculations

Statistics	Koef. Det. ( $R^2$ )	BE%	Sig	Explanation
X1.X2 - Y	0.630	63.0 %	0.000	Sig

Explanation:

X1 = Organizational climate

X2 = Compensation

Y = Work motivation

R<sup>2</sup> = Determinant coefficient of X1, X2 on Y

BE% = Effective contribution weight of X1, X2 on Y in percent

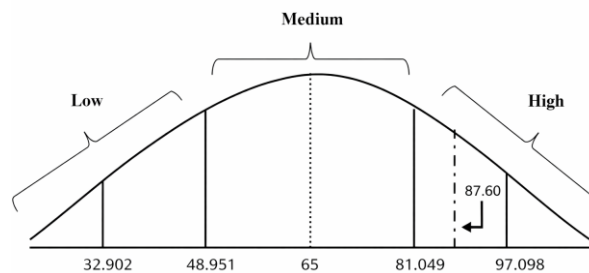
Note = Significance explanation

For the organizational climate variable, the number of valid items is 26 items formatted with a Likert scale with 4 answer choices, so the hypothetical mean is  $\{(26 \times 1) + (26 \times 4)\} : 2 = 65$ . For the compensation variable, the number of valid items is 15 items formatted with a Likert scale with 4 answer choices, so the hypothetical mean is  $\{(15 \times 1) + (15 \times 4)\} : 2 = 37.5$ . Then, for the work motivation variable, the number of valid items is 13 items formatted with a Likert scale with 4 answer choices, so the hypothetical mean is  $\{(13 \times 1) + (13 \times 4)\} : 2 = 32.5$ . Based on the data analysis, as seen from the descriptive analysis of the multiple regression test, the empirical mean of the organizational climate variable is 87.60, for the compensation variable the empirical mean is 67.30, and for the work motivation variable the empirical mean is 104.16.

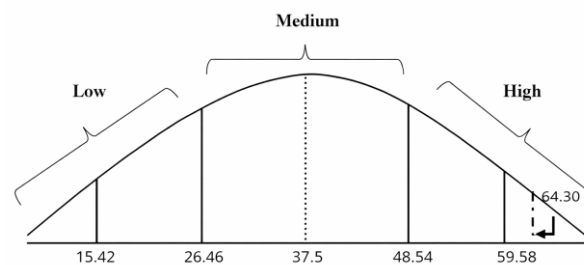
A complete overview of the comparison between the hypothetical mean/average value and the empirical mean/average value, as well as the standard deviation, can be seen in the table below.

**Table 6.** Results of the Calculation of Hypothetical Mean and Empirical Mean

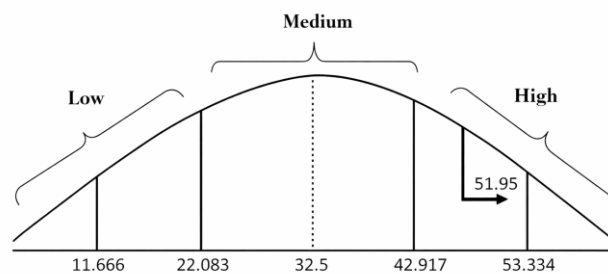
Variable	SD	Average Value		Explanation
		Hipotetik	Empirik	
Organizational climate	16.049	65	87.60	High
Compensation	11.040	37.5	67.30	High
Work motivation	10.417	32.5	51.95	High



**Figure 2.** Normal Curve of Organizational Climate Variable



**Figure 3.** Normal Curve of Compensation Variable



**Figure 3.** Normal Curve of Work Motivation Variable

### Discussion

Based on the results of the research analysis at the Online Journalists Association (IWO), it is known that there is a significant influence of organizational climate on work motivation (t count) of 21.242 with a t table of 1.976, the significance of the organizational climate variable on the related variable, namely journalists' work motivation, is 0.000 or less than the alpha value of 0.025. In conclusion, the t count value > t table and significance  $0.000 < 0.025$  means that the organizational climate variable has a significant influence on journalists' work motivation or the first hypothesis is accepted.

Based on the results of the research analysis at the Online Journalists Association (IWO), it is known that there is a significant influence of compensation on work motivation (t count) of 7.301 with a t table of 1.976, the significance of the compensation variable on the related variable, namely journalists' work motivation, is 0.000 or less than the alpha value of 0.025. Therefore, it can be said that the t count value > t table and significance  $0.000 < 0.025$  means that the compensation variable has a significant influence on employees' work motivation or the first hypothesis is accepted.

Based on the results of the research analysis at the Online Journalists Association (IWO), it is known that there is a significant influence between organizational climate and compensation on work motivation, as seen from the calculated F value of 992.749 and the table F value of 3.06 with a significance of  $0.000 < 0.050$ . Therefore, it can be said that the calculated F value > Table F and the significance of  $0.000 < 0.050$  indicate that the variables of organizational climate and compensation have a significant effect on journalists' work motivation.

### 4. CONCLUSION

Organizational climate and compensation have a significant influence on the work motivation of daily journalists at the Online Journalists Association (IWO) Medan. The results of this study indicate that a good organizational climate can enhance journalists' work motivation, as reflected by a significant t-value of 21.242 and a significance level of 0.000. Additionally, compensation also has a significant impact on work motivation, with a t-value of 7.301 and a significance level of 0.000. These two variables together contribute 63% to the work motivation of journalists. This shows that organizations that create a conducive work climate and provide adequate compensation can increase work motivation, which in turn contributes to the improved performance of journalists in those organizations.

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