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The Role of Spiritual Motivation in Moderating the Effect of Job Placement and Job Training on Employee Performance (Study on Anchovy Export Company on Madura Island, East Java, Indonesia)

Zef Rizal, Budiyanto Budiyanto, Nur Fadjrih Asyik

Abstract

This research is based on Organizational Behavior Theory. The purpose of this study was to build an understanding of the effect of job placement on employee performance, the effect of job training on employee performance, moderation of spiritual motivation on job placement and employee performance, moderation of spiritual motivation on job training on employee performance. Type of research is Explanatory Research. Data collection using a questionnaire. The sampling technique used accidental sampling. The number of samples was 322 Employees of Anchovy Export Company on Madura Island, East Java, Indonesia, and data analysis used the SEM-PLS. The results of this study indicate that Job placement has a significant effect on employee performance, Job training has a significant effect on employee performance, Spiritual motivation moderates Job placement on employee performance, and Spiritual motivation moderates job training on employee performance.

Keywords

Job Placement; Job Training; Employee Performance; Spiritual Motivation

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Indexing & Abstracting

Google Scholar is a freely accessible web search engine that indexes the full text or metadata of scholarly literature across an array of publishing formats and disciplines. Released in beta in November 2004, the Google Scholar index includes most peer-reviewed online academic journals and books, conference papers, theses and dissertations, preprints, abstracts, technical reports, and other scholarly literature, including court opinions and patents. While Google does not publish the size of Google Scholar's database, scientometric researchers estimated it to contain roughly 389 million documents including articles, citations and patents making it the world's largest academic search engine in January 2018. Previously, the size was estimated at 160 million documents as of May 2014.

Crossref (formerly styled CrossRef) is an official digital object identifier (DOI) Registration Agency of the International DOI Foundation. It is run by the Publishers International Linking Association Inc. (PILA)and was launched in early 2000 as a cooperative effort among publishers to enable persistent cross-publisher citation linking in online academic journals.Crossref is a not-for-profit association of about 2,000 voting member publishers who represent 4,300 societies and publishers, including both commercial and not-for-profit organizations.

An International Standard Serial Number (ISSN) is an eight-digit serial number used to uniquely identify a serial publication, such as a magazine. The ISSN is especially helpful in distinguishing between serials with the same title. ISSNs is used in ordering, cataloging, interlibrary loans, and other practices in connection with serial literature.

(ISC) is a citation index established by the Ministry of Science, Research and Technology after it was approved by the Organisation of the Conference. It only indexes journals from the Islamic world. It was announced in Baku, Azerbaijan during the Fourth Conference of the Ministers of Higher Education and Scientific Research held in October 2008. In 2009, ISC partnered with Scopus that allows ISC's publications to be indexed in Scopus.

Smiley face

The PKP Index is a database of articles, books, and conference proceedings using PKP's free, open source Open Journal Systems, Open Monograph Press, and Open Conference Systems software applications. The Index covers all subject areas and includes content from publishers from around the world. The Index is no longer accepting new registrations or submissions and will be retired at the end of 2021. The PKP Index is powered by PKP's own Open Harvester Systems.

The electronic journals library is a service for the effective use of scientific full-text journals on the Internet. It offers fast, structured and standardized access to scientific full-text journals. It comprises 108,928 titles, 25,739 of which are purely online journals, on all subject areas. In addition, 136414 journals are listed by aggregators. 72,800 specialist journals are freely accessible in full text. The user libraries also offer their users access to the full texts of the e-journals they have subscribed to.

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EZB Elektronische Zeitschriftenbibliothek

The electronic journals library is a service for the effective use of scientific full-text journals on the Internet. It offers fast, structured and standardized access to scientific full-text journals. It comprises 108,928 titles, 25,739 of which are purely online journals, on all subject areas. In addition, 136414 journals are listed by aggregators. 72,800 specialist journals are freely accessible in full text. The user libraries also offer their users access to the full texts of the e-journals they have subscribed to.

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Sherpa Romeo is an online resource that aggregates and presents publisher and journal open access policies from around the world. Every registered publisher or journal held in Romeo is carefully reviewed and analysed by our specialist team who provide summaries of self-archiving permissions and conditions of rights given to authors on a journal-by-journal basis where possible. The policy information provided through this service primarily aims to serve the academic research community. Since the service launched over 15 years ago, publisher policies and the open access sector have changed a lot. Open access policy can be complex and varies according to geographical location, the institution, and the various routes to open access — all of which affects how and where you can publish your research.

RICeST is a TWAS-affiliated information center that was established in 1991 in Shiraz, south of Iran, after an agreement made between the World Academy of Sciences (TWAS) and Iran's Ministry of Science, Research and Technology aiming at facilitating Iran and regional countries' scientific achievements through supporting educational, research and technical aspects of information management activities. Through RICeST, researchers, faculty members, students, etc. can access scientific information in different fields.

ADVANCED SCIENCE INDEX

ADVANCED SCIENCES INDEX Indexes journals. It is aiming at rapid evaluation and indexing of all local and international journals. ADVANCED SCIENCES INDEX provides following services with Frequency of 12-Indexing round per year: Journal panel for journals to monitor and control quality of their journals.

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Citefactor is a service that provides access to quality controlled Open Access Journals. The Directory indexing of journal aims to be comprehensive and cover all open access scientific and scholarly journals that use an appropriate quality control system, and it will not be limited to particular languages or subject areas. The aim of the Directory is to increase the visibility and ease of use of open access scientific and scholarly journals thereby promoting their increased usage and impact.

Academic Resource Index ResearchBib

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Cosmos Foundation was founded by renowned scientists. A group of 100 scientist from various countries in different disciplines are started Cosmos (2010) with specific objective of providing quality information to the researcher. We offer academic database services to researchers. We provide impact factor and index of academic journals, books. We maintain academic database services to researchers, journal editors and publishers. Cosmos provides a detailed report of individual journals for further improvement of respective journal overall look up and technical aspect for better Impact Factor.

EuroPub

EuroPub is a comprehensive, multipurpose database covering scholarly literature, with indexed records from active, authoritative journals, and indexes articles from journals all over the world. The result is an exhaustive database that assists research in every field. Easy access to a vast database in one place, reduces searching and data reviewing time considerably and helps authors in preparing new articles to a great extent. EuroPub aims at increasing the visibility of open access scholarly journals, thereby promoting their increased usage and impact.

Scientific Journal Impact Factor — TOGETHER WE REACH THE GOAL

SJIFactor.com is an international, recognized platform for promoting scientific achievements, as well as supporting publishers and scientific communities interested in state-of-the art research activities in innovation and applied science areas. SJIF Publishers Panel is a full list of journals from database of SJIFactor.com. It contains currently over 22000 journals from all over the world. This section allows you to place information about the journal, editors, and publisher, etc.

OCLC WorldCat

WorldCat is a union catalog that itemizes the collections of 15,637 libraries in 107 countries that participate in the OCLC global cooperative. It is operated by OCLC, Inc. The subscribing member libraries collectively maintain WorldCat's database, the world's largest bibliographic database. The database includes other information sources in addition to member library collections. OCLC makes WorldCat itself available free to libraries, but the catalog is the foundation for other subscription OCLC services (such as resource sharing and collection management).

The name Scilit uses components of the words "scientific" and "literature". This database of scholarly works is developed and maintained by the open-access publisher MDPI. prehensive, free database for scientists using a new method to collate data and indexing scientific material. Our crawlers extract the latest data from CrossRef

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Scilit

The name Scilit uses components of the words "scientific" and "literature". This database of scholarly works is developed and maintained by the open-access publisher MDPI. Scilit is a comprehensive, free database for scientists using a new method to collate data and indexing scientific material. Our crawlers extract the latest data from CrossRef and PubMed on a daily basis. This means that newly published articles are added to Scilit.

Semantic Scholar is an artificial-intelligence backed search engine for academic publications developed at the Allen Institute for AI and publicly released in November 2015. It uses advances in natural language processing to provide summaries for scholarly papers. The Semantic Scholar team is actively researching the use of artificial-intelligence, machine learning, Human-Computer interaction, and information retrieval. Semantic Scholar is and always will be open and free for all to use. In addition to the search and discovery tools available at semanticscholar.org, we provide the Semantic Scholar API and Open Research Corpus as free services to the research community.

SIS

Scientific Indexing Services (SIS) was founded by renowned scientists. A group of 70 scientists from various countries in different disciplines are started SIS with specific objective of providing quality information to the researcher. SIS offering academic database services to researcher. It's mainly: citation indexing, analysis, and maintains citation databases covering thousands of academic journals, books, proceedings and any approved documents SIS maintains academic database services to researchers, journal editors and publishers. SIS focuses on: citation indexing, citation analysis, and maintains citation databases covering thousands of academic journals

J-Gate

J-Gate is an electronic gateway to global e-journal literature. Launched in 2001 by Informatics India Limited, J-Gate provides seamless access to millions of journal articles available online offered by 12,983 Publishers. It presently has a massive database of journal literature, indexed from 60,178 e-journals with links to full text at publisher sites. J-Gate also plans to support online subscriptions to journals,archiving and other related services. It gives two types of quality measure for each title; those are H-index and SJR (SCImago Journal Rank).it is presented as a website under subscription-based access to a large database of scientific research. It is developed and launched in 2001 by Informatics India Ltd.

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Microsoft Academic is a free public web search engine for academic publications and literature, developed by Microsoft Research. It profiles authors, organizations, keywords, and journals. The search engine currently indexes over 260 million publications, 88 million of which are journal articles. Microsoft Academic understands the meaning of words, it doesn't just match keywords to content. For example, when you type "Microsoft," it knows you mean the institution, and shows you publications authored by researchers affiliated with Microsoft.

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InfoBase Index is a comprehensive, multipurpose database covering scholarly literature from all over the world. It is run by 'Akshantala Education and Charitable Trust' a non profit organisation. InfoBase Index holds indexed records from active, authoritative journals. With InfoBase's broad-ranging, authoritative coverage, you can be confident that you are not missing any critical information. InfoBase Index indexes articles from all over the world, with the database growing every day. The result is an exhaustive database that assists research in every field. Most of the journal titles are peer-reviewed, with new journal titles being added to the collection regularly.

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Regardless of the field of knowledge, the scientific publication is the product of the publishing house. In general, the publication aims either to cover an editorial gap or to become a market leader, ie to attract a large number of specialists who agree to publish regularly on its pages. From this point of view, a publication is the visible part of a local, national or international knowledge network

SAIF Scholars Impact

Scholar Article Journal Index provides various online journal, peer-reviewed journal, scientific journal, literary journal, research and scholarly journal listing and indexing service to the online and academic publishers for their journal ranking, impact, higher acceptability, and excellence worldwide. It is a kind of digital network with online journals that introduce different national and international journals towards article authors, academics and publishers by increasing the internet coverage and web presence of open access journals for easier access.

BASE is one of the world's most voluminous search engines especially for academic web resources. BASE provides more than 240 million documents from more than 8,000 content providers. You can access the full texts of about 60% of the indexed documents for free (Open Access). BASE is operated by Bielefeld University Library. We are indexing the metadata of all kinds of academically relevant resources – journals, institutional repositories, digital collections etc. – which provide an OAI interface and use OAI-PMH for providing their contents. The index is continuously enhanced by integrating further sources/content providers (Become a content provider). We are working on several new features like a claiming service for authors within the ORCID DE project.

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The Global Impact Factor ® (GIF) provides a quantitative and qualitative tool for ranking, evaluating and categorizing the journals for academic evaluation and excellence. This factor is used for evaluating the prestige of journals. The evaluation is carried out by considering the factors like peer review originality, scientific quality, technical editing quality, editorial quality and regularity. We perform the in-depth analysis method. The acceptance and rejection rates of journals can be a determining factor. Low acceptance rate, high rejection rate journals are considered the best and most prestigious journals as the acceptance criteria is of high quality standard. Many journals and societies have web pages that give publication data and style requirements and often include acceptance/rejection rates.

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