

Effective Diagonal Communication in Multiple Divisions Structure

Leandro Damian¹

Professional Practitioner¹

Correspondence Email: leandrodamian@domeindustry.com¹

Abstract

This is the basis for consumers to be able to buy products or services from the same place repeatedly and not switch to other competing companies. From the data above, it can be said that many outlets do not necessarily have high consumption value either. There are several factors that can influence consumer satisfaction, namely service quality and product quality. Service is an activity or benefit offered to consumers or service users so that it can satisfy or meet consumer needs and desires. Service quality is an effort to fulfill consumer needs and desires as well as the accuracy of delivery in keeping with consumer expectations. Service quality is an effort to fulfill consumer needs and desires as well as the accuracy of delivery in keeping with consumer expectations.

Keywords: business, competition, satisfaction.

INTRODUCTION

Services in general are intangible and cannot be fully owned by consumers. Service businesses place great importance on the human element. It is impossible to produce quality products and services without quality people and processes. Service is an activity or benefit that one person can offer to another which is essentially intangible and does not result in ownership of anything. From the data above, it can be said that many outlets do not necessarily have high consumption value either. Consumers pay in return for the convenience, service and satisfaction they receive from the service, not for ownership of the service. Service is an intangible task that satisfies the needs of consumers or business users. If not controlled, this can have a negative impact on the company, because many customers feel dissatisfied.

METHOD

During peak periods, it is possible that the services provided by producers are very minimal, for example speeding up service times in order to serve as many customers as possible. However, in the business world, it is not enough to be in this position, we have to be competitive and number one, and one way to win the competition is to improve service quality, because increasing service quality will make consumers satisfied and loyal. From the data above, it can be said that many outlets do not necessarily have high consumption value either. Services in general are intangible and cannot be fully owned by consumers. This is the basis for consumers to be able to buy products or services from the same place repeatedly and not switch to other competing companies.

RESULT AND DISCUSSION

From the above definition, it can be concluded that quality is a quality standard where each element is interconnected and can influence performance in meeting customer expectations. However, in the business world, it is not enough to be in this position, we have

to be competitive and number one, and one way to win the competition is to improve service quality, because increasing service quality will make consumers satisfied and loyal. However, in the business world, it is not enough to be in this position, we have to be competitive and number one, and one way to win the competition is to improve service quality, because increasing service quality will make consumers satisfied and loyal.

CONCLUSION

The existence of very busy peak periods is a problem in itself for service marketing. Consumers pay in return for the convenience, service and satisfaction they receive from the service, not for ownership of the service. Quality not only emphasizes aspects of the final result, namely products and services, but also concerns human quality, process quality and environmental quality. Service quality is the best matrix for evaluating consumer satisfaction in comparison between expectations and perceptions of service.

REFERENCES

- Rifai, A. I., Hadiwardoyo, S. P., Correia, A. G., Pereira, P. A., & Cortez, P. (2015). The data mining applied for the prediction of highway roughness due to overloaded trucks.
- Rifai, A. I., Hadiwardoyo, S. P., Correia, A. G., & Pereira, P. A. U. L. O. (2016). Genetic Algorithm Applied for Optimization of Pavement Maintenance under Overload Traffic: Case Study Indonesia National Highway. *Applied Mechanics and Materials*, 845, 369-378.
- Rifai, A. I., Surgiarti, Y. A., Isradi, M., & Mufhidin, A. (2021). Analysis of Road Performance and the impact of Development in Pasar Minggu, Jakarta (Case Study of Jalan Lenteng Agung-Tanjung Barat). *International Journal of Civil Engineering*, 6(1), 68-74.
- Adiputra, D. S., Rifai, A. I., & Bhakti, S. K. (2022). Design of Road Geometric with AutoCAD® 2D: A Case Wirosari-Ungaran Semarang, Indonesian. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 729-738.
- Zulfa, N., Rifai, A. I., & Taufik, M. (2022). Road geometric design used AutoCAD® Civil 3D: a case study jalan campaka-wanaraja garut, Indonesia. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 843-850.
- Sumantri, V. N., Rifai, A. I., & Ferial, F. (2022). Impact of inter-urban street lighting on users perception of road safety behavior: A Case of Jalan Majalengka-Rajagaluh. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 703-711.
- Rizqi, M., Rifai, A. I., & Bhakti, S. K. (2022). Design of Road Geometric with AutoCAD® Civil 3D: A Case Jalan Kertawangunan-Kadugede, Kuningan-Indonesia. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 879-887.
- Rizki, R., Rifai, A. I., & Djamal, E. Z. (2022). Geometric Redesign of Jalan Cisauk-Jaha, Banten with Manual Method (Sta. 0+ 000-Sta. 0+ 350). *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 859-864.
- Nurjannah, S. N., Rifai, A. I., & Akhir, A. F. (2022). Geometric Design for Relocation of National Road Sei Duri-Mempawah Section, West Kalimantan using AutoCAD® 2D. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 692-702.
- Arifin, A., & Rifai, A. I. (2022). Geometric Design of Upper Cisokan Hydroelectric Power Plant Access Road with AutoCAD® Civil 3D (STA 3+ 000-STA. 4+ 800). *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 851-858.
- Firmansyah, F., Rifai, A. I., & Taufik, M. (2022). The Performance of Roundabouts with Traffic Signals: A Case Kadipaten Intersection, Indonesia A Case Kadipaten Intersection, Indonesia. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 823-832.

- Gunawan, R. Y., Rifai, A. I., & Irianto, M. A. (2022). AutoCAD® 2D for Geometric Design of Terbanggi Besar-Pematang Panggang Highway (Sta. 28+ 650–Sta. 53+ 650). *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 757-765.
- Christine, C., Rifai, A. I., & Handayani, S. (2022). Level of service evaluation of pedestrian facility in tourism area: case study Jalan Braga, Bandung. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 748-756.
- Isradi, M., Nareswari, N. D., Rifai, A. I., & Prasetyo, J. (2021). Performance Analysis of Road Section and Unsignalized Intersections in Order to Prevent Traffic Jams on Jl H. Djole–Jl. Pasar Lama. *International Journal of Civil Engineering*, 6(1), 56-67.
- Salsabila, S., Rifai, A. I., & Taufik, M. (2022). The Geometric Design of Horizontal Curves Using The Autocad Civil 3D® Method: A Case Study of Trans Flores Roads. *Indonesian Journal of Multidisciplinary Science*, 1(1), 251-264.
- Farid, M. R., Rifai, A. I., & Taufik, M. (2022). The Alignment Horizontal Design of Alternative Road: A Case of Jalan Subang–Cikamurang, West Java. *Indonesian Journal of Multidisciplinary Science*, 1(1), 344-356.
- Ulchurriyyah, N., Rifai, A. I., & Taufik, M. (2022). The Geometric Redesign of Horizontal Curved Using AutoCAD Civil 3D®: A Case Jalan Garuda–Jalan Moh. Hatta, Tasikmalaya West Java. *Indonesian Journal of Multidisciplinary Science*, 1(1), 288-303.
- Andriyani, A., Dermawan, W. B., Isradi, M., & Rifai, A. I. (2021). Operational Performance Analysis of Rapid Transit Bus (BRT) Corridor 11 in Pulogebang Bus Station. *World Journal of Civil Engineering*, 2(2), 71-80.
- Sony, S., Rifai, A. I., & Handayani, S. (2022). The Effectiveness Analysis of Bus Rapid Transit Services (A Case Trans Semarang, Indonesia). *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 712-719.
- Isradi, M., Molina, P., Rifai, A. I., Mufhidin, A., & Prasetyo, J. (2021). Evaluasi of Performance and Services of Integrated Transportation System (Case Study: Connecting Line between MRT Dukuh Atas Station and KRL Sudiran Station). In *Proceedings of the International Conference on Industrial Engineering and Operations Management* (pp. 496-507). Proceedings of the International Conference on Industrial Engineering and Operations Management.
- Rifai, A. I., Ramadhan, A. H., Isradi, M., & Dermawan, W. B. (2021). Analysis of Pedestrian Facility Services on Shopping Mall Area in Satellite City During Pandemic COVID-19. *ADRI International Journal of Sciences, Engineering and Technology*, 6(1), 99-107.
- Nugroho, R. B., Rifai, A. I., & Akhir, A. F. (2022). The Geometric Design of Horizontal Alignment: A Case of Bojonggede-Kemang Area Route, West Java Indonesia. *Indonesian Journal of Multidisciplinary Science*, 1(1), 331-343.
- Rifai, A. I., Wibowo, T., Isradi, M., & Mufhidin, A. (2020). On-Street Parking and Its Impact on Road Performance: Case Commercial Area in Jakarta City. *World Journal of Civil Engineering*, 1(1), 10-18.
- Rifai, A. I., & Arifin, F. (2020, March). Analysis of the level of passenger satisfaction with services and transport facilities-based integration in Jakarta. In *Journal of World Conference (JWC)* (Vol. 2, No. 2, pp. 66-73).
- Pratama, A., Rifai, A. I., & Thole, J. (2022). The Analysis of Pedestrian Service in Railway Station Area: A Case Tanah Abang Station, Jakarta A Case Tanah Abang Station, Jakarta. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 794-803.
- Dewantoro, R. B., Rifai, A. I., & Akhir, A. F. (2022). The Satisfaction Analysis of Bus Double Decker Passengers: A Case Bekasi-Semarang Route. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 720-728.

- Setiaputri, H. A., Isradi, M., Rifai, A. I., Mufhidin, A., & Prasetijo, J. (2021). Analysis Of Urban Road Damage With Pavement Condition Index (PCI) And Surface Distress Index (SDI) Methods. *ADRI International Journal of Sciences, Engineering and Technology*, 6(1), 10-19.
- Rifai, A. I., Rafianda, D. F., Isradi, M., & Mufhidin, A. (2021). Analysis Of Customer Satisfaction On The Application Of The Covid-19 Protocol At The Inter-City Bus Terminal. *Journal of Engineering, Science and Information Technology*, 1(1), 75-81.
- Rifai, A. I., & Aulia, E. S. (2019). Analysis of Factors Causing Traffic Accidents on Sultan Agung Street, Bekasi. *Neutron*, 18(2), 1-9.
- Purnama, E., Rifai, A. I., & Nasrun, N. (2022). Analysis of Road Performance Used Indonesian Highway Capacity Manual 1997: A Case Jalan KH Abdul Halim Majalengka-Indonesia. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 888-895.
- Andika, I., Rifai, A. I., Isradi, M., & Prasetijo, J. (2022). A Traffic Management System for Minimization of Intersection Traffic Congestion: Case Bengkong Junction, Batam. *IJEED International Journal Of Entrepreneurship And Business Development*, 5(05), 945-956.
- Rifai, A. I. (2021). Analisis Text Clustering Masyarakat Di Twitter Mengenai Omnibus Law Menggunakan Orange Data Mining. *Journal of Information Systems and Informatics*, 3(1), 1-12.
- Immanuel, Y., Rifai, A. I., & Prasetijo, J. (2022). The Road Performance Analysis of the Tuah Madani Roundabout, Batam-Indonesia. *Indonesian Journal of Multidisciplinary Science*, 1(1), 27-36.
- Rahayu, A. J., Rifai, A. I., & Akhir, A. F. (2022). The phenomena of on-street parking at Kadipaten traditional market, West Java. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 815-822.
- Salsabila, V. F., Rifai, A. I., & Isradi, M. (2022). The Geometric Design of Horizontal Curved on Jalan Drono-Nganom, Wonogiri Using Autocad® Civil 3D. *Indonesian Journal of Multidisciplinary Science*, 1(1), 304-317.
- Agniya, A. H., Rifai, A. I., & Taufik, M. (2022). The Geometric Design of New Jakarta-Cikampek Highway Access Using Autocad® Civil 3D: A Case of West Karawang Industrial Area. *Indonesian Journal of Multidisciplinary Science*, 1(1), 189-198.
- Rifai, A. I., Harefa, R. A., Isradi, M., & Mufhidin, A. (2021, September). How did the impact of the 2nd wave of COVID-19 on parking characteristics at non-referral hospitals? case study: permata cibubur hospital, Indonesia. In *Journal of World Conference (JWC)* (Vol. 3, No. 5, pp. 481-490).
- Andito, I. R., Rifai, A. I., & Akhir, A. F. (2022). The Design of Alignment Horizontal Using Indonesia Highway Design Standard: A Case of Jalan Babat-Tapen, East Java. *Indonesian Journal of Multidisciplinary Science*, 1(1), 199-210.
- Hasan, M., Rifai, A. I., & Djamal, E. Z. (2022). Phenomena of Online Transportation Mode Choice as an Alternative Public Transport in South of Jakarta. *Citizen: Jurnal Ilmiah Multidisiplin Indonesia*, 2, 776-784.
- Rifai, A. I., Putra, M. G. D., Isradi, M., Mufhidin, A., & Prasetijo, J. (2022). Evaluation of Selection of Public Transport Mode Corridor Blok M-Bundaran Hotel Indonesian in the New Normal Era with Stated Preference. *IJEED International Journal Of Entrepreneurship And Business Development eISSN 2597-4785 pISSN 2597-4750*, 5(4), 792-805.
- Rifai, A. I., Latief, Y., & Rianti, L. S. (2018). Data mining applied for earthworks optimisation of a toll road construction project. In *MATEC Web of Conferences* (Vol. 195, p. 04019). EDP Sciences.
- Sabilalo, M. A., Kalsum, U., Nur, M., & Makkulau, A. R. (2020). Pengaruh Lingkungan Kerja Dan Kemampuan Kerja Terhadap Motivasi Kerja Dan Kinerja Pegawai Biro Organisasi

- Sekretariat Daerah Provinsi Sulawesi Tenggara. *SEIKO: Journal of Management & Business*, 3(2), 151-169.
- Laliasa, G., Nur, M., & Tambunan, R. (2018). Pengaruh Gaya Kepemimpinan Demokratis, Lingkungan Kerja Dan Motivasi Kerja Terhadap Kinerja Pegawai Dinas Perkebunan Dan Hortikultura Provinsi Sulawesi Tenggara. *Sigma: Journal of Economic and Business*, 1(1), 42-52.
- Arifin, M., Ibrahim, A., & Nur, M. (2019). Integration of supply chain management and tourism: An empirical study from the hotel industry of Indonesia. *Management Science Letters*, 9(2), 261-270.
- Purwasari, D. R., Nur, M., & Maksum, R. (2023). The Strategy of Islamic Education Teachers in Instilling Student Moral Values at State Vocational High School 6 Sukoharjo. *Solo Int. Collab. Publ. Soc. Sci. Humanit*, 1(1), 13-23.
- Nuryadi, A. M., Sara, L., Rianda, L., Bafadal, A., Muthalib, A. A., Nur, M., & Rosmalah, S. (2017). Agrobusiness of seaweeds in south Konawe (Indonesia). *Aquaculture, Aquarium, Conservation & Legislation*, 10(3), 499-506.
- Jaya, S. N., Nur, M., Faslih, A., & Anshari Nur, M. (2017). Analysis of Behaviour of E-learning Users by Unified Theory of Acceptance and Use of Technology (UTAUT) Model A Case Study of Vocational Education in Halu Oleo University. *Jurnal Vokasi Indonesia*, 5(2), 5.
- Hesti, A., Dali, N., & Nur, M. (2019). Pengaruh literasi keuangan dan gaya hidup terhadap pengambilan keputusan investasi pada generasi Y (milenial) di sekolah tinggi ilmu ekonomi enam enam kendari. *Economic and Business*, 2, 19-29.
- Muthalib, A. A., Adam, P., Nur, M., Saenong, Z., Suriadi, L. O., & Baso, J. N. (2019). The effect of crude oil prices on inflation, interest rates and economic growth in Indonesia. *International Journal of Energy Economics and Policy*, 9(5), 14-19.
- Muthalib, A. A., Putera, A., Rumbia, W. A., Adam, P., Nuryadi, A. M., Wawo, A. B., & Nur, M. (2019). An empowerment model of seaweed farmers in coastal area of Southeast Sulawesi, Indonesia. *Aquaculture, Aquarium, Conservation & Legislation*, 12(6), 2252-2260.
- Nur, M., Sabilalo, M. A., Kalsum, U., & Makkulau, A. R. (2020). Pengaruh Budaya Organisasi Dan Desain Pekerjaan Terhadap Komitmen Kerja Dan Kinerja Karyawan Perum Bulog Divisi Regional Sultra. *SEIKO: Journal of Management & Business*, 3(2), 134-150.
- Arifin, A., AL, M. H., Supriaddin, N., & Nur, M. (2023). Pengaruh Keselamatan Dan Kesehatan Kerja (K3), Melalui Motivasi Kerja Terhadap Kinerja Karyawan. *Journal of Economics and Business UBS*, 12(2), 806-821.
- Nur, M., & Jumiati, J. (2022). Pengaruh Harga Paket Internet Dan Customer Experience Terhadap Keputusan Pembelian Pelanggan Kartu Perdana Internet Telkomsel (Studi pada Masyarakat Kota Sigli Kabupaten Pidie). *Jurnal Ekobismen*, 2(2), 49-64.
- Tamba, U. S., Arifin, M. T., Nur, M., Muniroh, M., & Susilaningsih, N. (2020). The role of ozonated Aloe vera oil in full-thickness skin defects: Macrophage count and epithelization length parameter. *F1000Research*, 9, 1218.
- Asmawi, M. R., Santoso, S., Nur, M., & Maesaroh, S. (2023). Exemplary Leadership in Higher Education: Study at Universitas Islam Syekh-Yusuf Tangerang. *International Journal of Social Service and Research*, 3(1), 207-218.
- Nur, M., Syamsuar, S., & Sumardi, S. (2020). Rancang Bangun Drilling Jig Sebagai Alat Bantu Mengebor Benda Silindris. *Jurnal Mesin Sains Terapan*, 4(2), 83-90.
- Sabilalo, M. A., Kalsum, U., Nur, M., & Makkulau, A. R. (2020). the Influence of the Work Environment and Work Ability on Work Motivation and Employee Performance in the Organization Bureau of the Regional Secretariat of the Southeast Sulawesi Province. *Journal of Management & Business*, 3(2), 151-169.

- Muthalib, A., & Nur, M. (2015). The effect of entrepreneurial motivation on business performance in the culinary industrial sector. *The International Journal Of Engineering And Science (IJES)*, 4(7), 23-30.
- Muthalib, A. A., & Nur, M. (2024). Implementasi Pengelolaan Kinerja ASN Berdasarkan Peraturan Menteri Pan & RB Nomor 6 Tahun 2022 Dalam Meningkatkan Kualitas dan Kapasitas ASN Pada Kantor Wilayah Kementerian Agama Provinsi Sulawesi Tenggara. *Arus Jurnal Sosial dan Humaniora*, 4(2), 453-469.
- Tsabita, W. O. A., Wawo, A. B., & Nur, M. (2024). Analisis peran ganda karyawan pada perusahaan daerah bank perekonomian rakyat bahteramas. *Jurnal Akutansi Manajemen Ekonomi Kewirausahaan (JAMEK)*, 4(1), 42-55.
- Aliansyah, A., Nurhayati, N., Jaya, S., Pagiling, L., Alam, W. S. N., & Nur, M. (2022). Analisis Tuning Parameter PID Menggunakan Algoritma Genetika pada Pengontrolan Kecepatan Motor DC. *Maj. Ilm. Teknol. Elektro*, 21, 287.
- Hiendrawati, H., Mas' ud, A., Kalsum, U., & Nur, M. (2024). The Effect of Inflation, Interest Rates and Exchange Rates on Company Value (Case Study on Registered Banking Institutions on the Indonesia Stock Exchange). *Syntax Idea*, 6(6), 2886-2898.
- Astriwati, A., Arifin, A., Tambunan, R., & Nur, M. (2024). Analysis of Factors that Affect the Understanding of MSME Players in Preparing Financial Reports.
- Lasao, N., Abbas, B., & Nur, M. (2024). Analisis Sistem Tata Kelola Manajemen Sumber Daya Manusia pada Rumah Sakit Umum Daerah Konawe Kepulauan. *Action Research Literate*, 8(6), 1-17.
- Abunawas, R., Nur, M., & Tambunan, R. (2023). Analisis peran DPRD dalam perencanaan dan evaluasi kinerja pembangunan daerah pada Kota Kendari. *Indo-Fintech Intellectuals: Journal of Economics and Business*, 3(2), 422-437.
- Ichsan, M. N., & Nur, M. (2018). Menelusuri Jejak Islam di Tanah Minahasa. *Tumotowa: Jurnal Ilmiah Arkeologi Dan Studi Kebudayaan*, 1(1).
- Nur, M. (2010). *Pengaruh suplementasi Fe terhadap kadar haemoglobin dan prestasi belajar anak sekolah dasar di Kecamatan Peukan Baro Kabupaten Pidie Nanggroe Aceh Darussalam* (Doctoral dissertation, Universitas Sumatera Utara).
- Purba, R. A., Simarmata, J., AUM, W., Darsin, D., Jamaludin, J., Ichwani, A., ... & Nur, M. N. & Muslihi, MT (2022). *Pengembangan Sistem Informasi: Analisis, Pemodelan, dan Perangkat Lunak. Yayasan Kita Menulis*.
- Nur, M., Hamida, L., Hamid, A., & Tinggi Ilmu Ekonomi Enam Enam Kendari, S. (2024). Pelatihan kewirausahaan berbasis produk lokal untuk dukungan desa wisata di Kabupaten Konawe Utara. *Community Development Journal: Jurnal Pengabdian Masyarakat*, 5, 2901-2907.
- Muthalib, A., Iswandi, R. M., Putera, A., Harafah, L. O. M., Aswad, N. H., Nur, M., & Koodoh, E. H. (2023). Achievement of Performance and Evaluation of Green City Development Indicators for Sustainable Cities (SDGs) in 2030. *International Journal on Advanced Science, Engineering & Information Technology*, 13(4).
- Kusuma, Y. Y., Faizah, H., Nur, M., Elmustian, E., & Hermendra, H. (2023). Penggunaan Bahan Ajar Kearifan Lokal di Sekolah Dasar. *Jurnal Basicedu*, 5(5), 3.
- Muhaling, R. A., Muthalib, A. A., & Nur, M. (2023). Analisis Pengaruh Kepemimpinan, Beban Kerja Dan Stress Kerja Terhadap Turnover intention Karyawan Pada Bank Sultra Cabang Utama Kendari. *Neraca: Jurnal Ekonomi, Manajemen dan Akuntansi*, 1(2), 408-418.
- Rahma, W., izza Hamudin, N., & Nur, M. (2022). Analisis kinerja keuangan sebelum dan sesudah pandemi Covid-19 pada perusahaan perhotelan di Bursa Efek Indonesia. *SEIKO: Journal of Management & Business*, 4(3), 75-85.

- Rezky, M. P., Samdin, S., & Nur, M. (2022). Pengaruh Gaya Kepemimpinan Kepala Sekolah dan Persepsi Sertifikasi Terhadap Kinerja Guru melalui Variabel Intervening Motivasi Berprestasi Jenjang SMP Negeri Sekabupaten Konawe Utara. *COMSERVA: Jurnal Penelitian Dan Pengabdian Masyarakat*, 1(12), 1120-1127.
- Nur, M. (2019). Analisis Kelayakan Investasi Pada Pt. Bank Mandiri (Persero) Tbk Yang Terdaftar Di Bursa Efek Indonesia (Bei). *POINT: Jurnal Ekonomi dan Manajemen*, 1(1), 1-15.
- Nur, M. (2019). Studi pengaruh cycle time terhadap kinerja lalu lintas pada simpang bersinyal jalan Abd. Daeng Sirua-Adhyaksa Baru. *Universitas Fajar. Makassar*.
- Imadudin, I., Nur, M., & Ningsih, S. (2004). Inderapura kerajaan Maritim dan kota pantai di pesisir selatan pantau barat Sumatera.
- Angriani, L., Nur, M., & Asraf, A. (2024). Pengaruh Pelatihan, Efektivitas Kepemimpinan Dan Lingkungan Kerja Terhadap Kinerja Pegawai Pada Badan Pengembangan Sumber Daya Manusia Provinsi Sulawesi Tenggara. *YUME: Journal of Management*, 7(3), 1273-1287.
- Sartika, S., Abbas, B., Supriaddin, N., Nur, M., & Tambunan, R. (2024). Analisis promosi pariwisata dan budaya masyarakat lokal dalam meningkatkan kunjungan wisatawan di Kota Baubau Provinsi Sulawesi Tenggara. *Syntax Idea*, 6(7), 3164-3180.
- Hakim, B., Nur, M., Muda, K. T., Harris, A., & Anshari, K. (2022). Strategi adaptasi teknologi artefak litik Toalean di Situs Leang Jarie dan Cappalombo 1, Sulawesi Selatan. *Berkala Arkeologi*, 42(2), 83-110.
- Rafiu, J. S., Madjid, R., Nur, M., & Tambunan, R. (2022). The effects of performance allowance and organizational support on work motivation and employee performance at industry and trade office southeast sulawesi province. *International Journal of Applied Science and Research*. <https://doi.org/10.56293/ijasr>.
- Dunda, N., Kamase, J., Asis, N., & Nur, M. (2020). Pengaruh Komitmen Organisasi Dan Locus Of Control Terhadap Kinerja Yang Dimediasi Kepuasan Karyawan Outsourcing Pada Pt. Sederhana Karya Jaya. *Jurnal Sosio Sains*, 6(1), 1-10.
- Priyanto, D., & Nur, M. (2017). Aplikasi Bantu Pembelajaran Huruf dan Angka Braille. *Jurnal Kependidikan: Jurnal Hasil Penelitian dan Kajian Kepustakaan di Bidang Pendidikan, Pengajaran dan Pembelajaran*, 3(2).
- Nur, M. (2013). *Implementasi Kebijakan Pelaksanaan dan Analisis Hasil Ujian Nasional di Kota Palu Provinsi Sulawesi Tengah* (Doctoral dissertation, Tadulako University).
- Mufassir, M., Nur, M., & Tambunan, R. (2024). The Influence of Work Commitment and Work Discipline on Employee Job Satisfaction and Performance of Bombana Regency Inspectorate Employees. *Syntax Idea*, 6(7), 3061-3070.
- Paluala, K., & Nur, M. (2024). ANALISIS PENETAPAN HARGA POKOK PENJUALAN DALAM MENINGKATKAN LABA PADA CV. SINAR ABADI KENDARI. *Dinamika: Jurnal Manajemen Sosial Ekonomi*, 4(1), 224-233.
- Suwarna, A. P., & Nur, M. (2024). Analisis kinerja keuangan pada perbankan yang terdaftar di Bursa Efek Indonesia 2020-2022. *Dinamika: Jurnal Manajemen Sosial Ekonomi*, 4(1), 211-223.
- Syamsul, S., Abbas, B., & Nur, M. (2023). Analisis Peningkatan Produktivitas Pegawai Pada Sekretariat Dewan Perwakilan Rakyat Daerah Provinsi Sulawesi Tenggara. *Poma Jurnal*, 1(1), 208-220.
- Putra, M. A. P., Razak, A., & Nur, M. (2023). Evaluasi Pembinaan SDM Polda Sultra (Studi pada Anggota Polri yang Bermasalah). *Poma Jurnal*, 1(1), 163-177.
- Imran, A., Dali, N., & Nur, M. (2023). Analisis Program Pengembangan Sumber Daya Manusia Penyuluhan Pada Dinas Tanaman Pangan Dan Peternakan Distrik Konawe Utara. *Jurnal Mirai Management*, 8(2).

- Alamsyah, S., & Nur, M. (2023). Efektivitas Transmisi Kebijakan Moneter Melalui Saluran Kredit Terhadap Pertumbuhan Kredit Perbankan dan Pertumbuhan Ekonomi di Sulawesi Tenggara. *IJMA (Indonesian Journal of Management and Accounting)*, 4(2), 306-312.
- Ijong, I., Hajar, I., Nur, M., & Kalsum, U. (2023). Analisis Efektivitas dan Efisiensi Penggunaan Anggaran Pada Pemerintah Kota Kendari. *IJMA (Indonesian Journal of Management and Accounting)*, 4(2), 208-220.
- Abbas, B., Razak, A., Sabilalo, M. A., Supriaddin, N., Nur, M., Asraf, A., ... & Yuana, I. (2023). UPAYA PENINGKATAN SDM DAN DAYA SAING IKM MELALUI PELATIHAN MANAJEMEN MUTU DAN PENGELOLAAN SENTRA IKM: Efforts To Improve Human Resources And Competitiveness Of Small And Medium Enterprise Through Quality Management Training And Management Of SME Centers. *Mestaka: Jurnal Pengabdian Kepada Masyarakat*, 2(4), 205-210.
- Irmawati, I., Muthalib, A. A., Nur, M., & Arifin, A. (2023). Analisis Efektivitas Program Nusantara Sehat Pada Puskesmas Tetewatu. *Journal of Economics and Business UBS*, 12(3).
- Kumalasari, E. A., Muthalib, A. A., & Nur, M. (2023). Pengaruh Kepemimpinan Etis dan Keterampilan Komunikasi Terhadap Kinerja Pegawai dengan Motivasi Sebagai Variabel Mediasi pada Inspektorat Daerah Provinsi Sulawesi Tenggara. *Journal of Economics and Business*, 3(2), 171-182.
- Kalsum, U., Nur, M., Tambunan, R., Hamida, L. O., & Rahmatia, R. (2022). Determinants of Earnings Management in Food and Beverage Sector Companies in Indonesian. *Atestasi: Jurnal Ilmiah Akuntansi*, 5(1), 197-211.
- Titu, M. A., Darsana, I. M., Rahmadona, L., Triyono, A., Sinaga, H. R., Sastradinata, B. L. N., & Hartono, M. (2023). *Pengantar ilmu ekonomi*. CV. Intelektual Manifes Media.
- Yunanto, M. K. (2024). Application of Simple Additive Weighting Method To Design an Employee Performance Assessment System in a National Logistics Company.
- Karyono, K., Herty, R. S., Nico, P. M., Idam, W., I Putu, D. A. S. P., Nur, A., ... & Kundori, K. (2023). Manajemen sumber daya manusia. *Buku Ajar*.
- Sinaga, H. (2018). Pengaruh pelatihan dan pendidikan terhadap kinerja penyuluh pertanian pada BKP5K Kabupaten Bogor. *Jurnal E-Bis (Ekonomi-Bisnis)*.
- Karyono, K., Herty, R. S., Nico, P. M., & Idam, W. I Putu, DASP, Nur, A.,... & Kundori, K.(2023). Manajemen sumber daya manusia. *Buku Ajar*.
- Sinaga, H. R., Khuan, H., Supardi, S., & Irdhayanti, E. (2024). Organizational Support and Career Development on Organizational Commitment: A Study in the Financial Services Industry in Indonesia. *International Journal of Business, Law, and Education*, 5(1), 728-736.
- Sinaga, H. R. (2024). Exploring the Role of Digital Transformation in Enhancing the Competitiveness of Micro, Small, and Medium Enterprises (MSMEs). *Power System Technology*, 48(1), 2239-2253.
- Sinaga, H. R. (2024). Marketing Mix Implementation Strategy in Improving Teacher Performance: A Study at State Senior High Schools In Bandung City. *JISAE: Journal of Indonesian Student Assessment and Evaluation*, 10(2), 101-109.
- Rahayu, T., Sunarmi, S., Akmal, S., Sinaga, H., Kusuma, N., & Anam, C. & Elianarni, D.(2024). Dasar-Dasar Kewirausahaan. *Penerbit Mifandi Mandiri Digital*, 1(01).
- Amir, A. S., Sinaga, H. R., Atrianingsih, A., Dutta, S., Anurogo, D., Sulistiani, I., & Wagay, J. A. (2025). Visualization and Bibliometric Analysis of Research Evolution on Metaverse. *Journal of Scholarly Publishing*, (aop), e20240032.
- Tihneke, D. (2018). Fungsi Keluarga Dalam Membentuk Kecerdasan Emosional Pada Anak. *PANCAWAHANA: Jurnal Studi Islam*, 13(2), 80-92.

- Tihnike, D. (2023). School Refusal Behavior from The Perspective of The Early School Age Limits. *Educationist: Journal of Educational and Cultural Studies*, 1(3), 337-346.
- Mukhlason, M., Tihnike, D., & Khilmah, S. M. (2024). Pengembangan E-modul Interaktif Berbasis Tutorial Matakuliah Media Pembelajaran Anak Usia Dini. *Ideguru: Jurnal Karya Ilmiah Guru*, 9(2), 636-644.
- Tihnike, D., & Safitri, E. (2020). IMPLEMENTASI PERMAINAN TRADISIONAL ULAR TANGGA UNTUK MENINGKATKAN KEMAMPUAN MATEMATIKA AWAL PADA ANAK USIA DINI. *Pancawahana: Jurnal Studi Islam*, 15(2), 54-64.
- Bagea, I., Saud, J., Tihnike, D., Tjahyadi, I., & Irsyadi, A. N. (2023). Lexical Enrichment Through Cartoon: A Psycholinguistic Study on English Vocabulary Development. *RETORIKA: Jurnal Ilmu Bahasa*, 9(2), 254-264.
- Tihnike, D. (2025). Tinjauan Filasafat Psikologi: Pendekatan Kritis Habermas Dalam Perkembangan Psikologi Pendidikan. *Sultan Idris Journal of Psychology and Education*, 4(2), 109-120.
- Tihnike, D., & Farida, H. (2023). Mengembangkan Kemampuan Emosional Anak Melalui Kegiatan Pembiasaan Sabar Menunggu Giliran. *AT-THUFULY: Jurnal Pendidikan Islam Anak Usia Dini*, 4(1), 39-44.
- Tihnike, D., Makhzuniyah, M., & Rahmawati, I. (2025, November). Integrasi Nilai Islam dan Kearifan Lokal dalam Membentuk Sikap Inklusif Guru Roudlatul Atfal. In *Proceedings of Annual Conference for Muslim Scholars* (Vol. 9, No. 1, pp. 493-506).
- Makhzuniyah, M., Yusuf, A., Farida, K., & Tihnike, D. (2024). DECOMPOSITION OF ISLAMIC RELIGIOUS EDUCATION TEACHER LEARNING STRATEGIES IN BUILDING STUDENTS'LEARNING POTENTIAL. *Qiro'ah: Jurnal Pendidikan Agama Islam*, 14(2), 206-214.
- Najoan, H. K., & Liow, F. E. R. (2023). It Value Analysis: The Case Study Of PT. Bank Tabungan Negara, Tbk. *International Journal Of Economic Literature*, 1(2), 208-217.
- Najoan, H. K., & Mawuntu, D. J. (2023). Establish and Implement PAM and PRM ISO 20000-1: 2011. *Brilliance: Research of Artificial Intelligence*, 3(2), 359-368.
- Mawuntu, D. J., Makasarat, O., Koraag, R. A., Poli, A. E., & Najoan, H. K. (2024). Analisa Daya Mampu Pasokan Listrik Di Pulau Marampit Kabupaten Kepulauan Talaud. *RIGGS: Journal of Artificial Intelligence and Digital Business*, 3(2), 1-5.
- Mandagi, C. M., Lepar, M. J., Timpal, T., Rompas, V. O., Talimpong, A., Gumolili, Y., & Mait, N. H. (2024). The role of diversity structure, dominance, and diameter of mangrove trees and mitigation of coastal abrasion at Darunu Village. *Jurnal Ilmiah Platax*, 12(2), 261-272.
- Timpal, W. G., Masengi, E. E., Kandou, S. R., & Timpal, T. (2022). Policy of Local Head of Post Election (Study at The Office of Cooperatives and SMEs Regional Tomohon). *Journal of Social Science (2720-9938)*, 3(2).
- Timpal, T., Warouw, J., Redsway, T. D., Salaki, C. L., & Smits, W. (2014). The Exploration of Bacillus thuringiensis Berliner and Bacillus cereus Frank at Mount Masarang Forest. *International Refereed Journal of Engineering and Science*, 3(9), 01-10.
- Lepar, M. J. W., Mandagi, C. M., Timpal, T. T., Rompas, V. O., Mait, N. H., Talimpong, A. T., ... & Gumolili, Y. J. (2025). The importance of density and abundance in the community structure of mangrove ecosystems in the framework of mangrove conservation at Darunu Village. *Jurnal Ilmiah PLATAX*, 13(2), 350-360.
- Timpal, T., Lepar, M. J., & Mandagi, C. M. (2025). Identification of Parasitoid Insects in the Coastal Area of Temboan Village in the Biological Control of the Coconut Pest Beetle Plesispa reichei Chapuis. *Jurnal Ilmiah Sains*, 70-81.

- Girma, W. M., Fahmi, M. Z., Permadi, A., Abate, M. A., & Chang, J. Y. (2017). Synthetic strategies and biomedical applications of I-III-VI ternary quantum dots. *Journal of Materials Chemistry B*, 5(31), 6193-6216.
- Permadi, A., Fahmi, M. Z., Chen, J. K., Chang, J. Y., Cheng, C. Y., Wang, G. Q., & Ou, K. L. (2012). Preparation of poly (ethylene glycol) methacrylate coated CuInS₂/ZnS quantum dots and their use in cell staining. *Rsc Advances*, 2(14), 6018-6022.
- Ahda, M., Suhendra, & Permadi, A. (2024). Spirulina platensis microalgae as high protein-based products for diabetes treatment. *Food Reviews International*, 40(6), 1796-1804.
- Permadi, A., Setyawan, M., Ibdal, I., Rahmawati, N., & Sembiring, N. S. (2022, August). Pelatihan pembuatan lilin aromaterapi berbasis minyak jelantah di dusun sidomoyo kragilan godean sleman di yogyakarta. In *PROSIDING SEMINAR NASIONAL PENELITIAN DAN PENGABDIAN KEPADA MASYARAKAT (SNPPM) UNIVERSITAS MUHAMMADIYAH METRO* (Vol. 4, No. 1, pp. 182-189).
- Yudhana, A., Yudianto, R., Septiyani, R., Rahayu, W. M., & Permadi, A. (2023). Pemberdayaan sentra industri herbal Wahana Mandiri Indonesia (WMI) menggunakan teknologi pemantauan kubah pengering tenaga surya berbasis Internet of Things (IoT). *Jurnal Pengabdian Pada Masyarakat*, 8(3), 623-632.
- Permadi, A., Suhendra, S., Ahda, M., Padya, S. A., Bachtiar, A. R., Rahma, A. N., ... & Triwidyastuti, Y. (2022). Pemanfaatan Spirulina platensis sebagai masker gel peel-off. *J. Pendidik. Konseling*, 4, 2260-2268.
- Setyawan, M., & Permadi, A. Ibdal.(2021). Pelatihan pengolahan minyak jelantah menjadi sabun dan lilin untuk pelaku usaha restoran di Sidomoyo Godean. In *Prosiding Seminar Nasional hasil Pengabdian Kepada Masyarakat Universitas Ahmad Dahlan* (pp. 277-285).
- Firdaus, S. M., Rosyidah, M., Permadi, A., Sulistiawati, E., & Setya, B. Optimasi Proses Ekstraksi Maserasi: Analisis Terhadap Variabel yang Berpengaruh.
- Permadi, A., Suharto, T. E., Satar, I., Chasanah, A., Kurniawan, A., Arwini, A., ... & Suyitno, S. (2023). Pelatihan Pembuatan Eco Enzyme dari Sampah Kulit Buah bagi Masyarakat Desa Sorogenen II Kulon Progo. *Pelita: Jurnal Pengabdian Kepada Masyarakat*, 3(3), 63-69.
- Permadi, A., Wahyuningsih, I., Yuliani, S., Satar, I., & Wijayatri, R. (2022). Effect of gelatin as a binder on turmeric extract tablet formulation. *Jurnal Farmasi Sains Dan Praktis*, 180-187.
- Satar, I., Permadi, A., & Ahmed, W. A. (2022). Evaluating physicochemical properties of mutated jatropha curcas seed oils and their feasibility as new feedstocks for biodiesel production. *Engenharia Agrícola*, 42(spe), e20220093.
- Satar, I., Sirajuddin, M. M. I., Permadi, A., & Latifatunnajib, S. (2023). Tofu Wastewater (TWW) Treatment and Hydrogen (H₂) Production by Using A Microbial Electrolysis Cell (MEC) System. *Indonesian Journal of Environmental Management and Sustainability*, 7(1), 13-19.
- Permadi, A., Maryudi, M., Suhendra, S., Zufar, A. F., Padya, S. A., Rahmawati, N., & Sembiring, N. S. (2022). Pembuatan Minuman Herbal/Jamu Untuk Meningkatkan Imunitas Di Masa Pandemi Covid-19. *Jurnal Pengabdian Masyarakat Bumi Raflesia*, 5(2), 909-912.
- Permadi, A. (2010). Enzyme Separation and Purification using Electrofiltration x. *Enzyme Separation and Purification using Electrofiltration x*.
- Permadi, A., & Wilson, M. (2024). Exploration of Squalene from Natural Materials as its Potential in Health and Food Fields. *Indonesian Journal of Chemical Engineering*, 2(2), 79-89.
- Permadi, A., Aziz, A., Ramadani, N., & Eka, T. (2023). Evaluation and Comparison Anti-aging Facial Serum from Algae Extract. *CHEMICA: Jurnal Teknik Kimia*, 10(3), 144-150.

- Permadi, A., Yuliani, S., Wahyuningsih, I., & Satar, I. (2022). Optimization of thin layers of coated turmeric extract (*Curcuma longa* L) tablets using a dipping method. *Media Farmasi: Jurnal Ilmu Farmasi*, 19(1), 1.
- Utami, W. S., Herlambang, H., Kiswanto, K., Permadi, A., & Saud, O. R. (2025). Model Alometrik untuk menduga volume pohon berdiri *Shorea leprosula* Miq, PT Gunung Muro Wahana Jaya. *Wahana Forestra: Jurnal Kehutanan*, 20(1), 13-24.
- Permadi, A., Hidayah, N., Ramadhan, R., Alamsyah, T., Al Haq, P. A., Sapsuha, N., ... & Wibisono, I. K. (2024). Pemberdayaan Kelompok Tani Bangkit di Desa Semoyo melalui Pengembangan Budidaya Serai Wangi dan Komersialisasi Produk. *Jurnal Pengabdian Masyarakat Bangsa*, 2(8), 3334-3341.
- Rahayu, W. M., Mustaqim, L., Khairi, A. N., Permadi, A., & Hidayah, N. (2024). Characteristics of ice cream from black soybean sprout juice-red dragon fruit with yolk emulsifier. *Journal of Halal Science and Research*, 5(2), 123-133.
- Anugrah, N., Permadi, A., Rahayu, A., Maryudi, M., Suharto, T. E., & Nazzal, S. (2024). Comparative Analysis of Anti-aging Serum based SNI 16-4399-1996 using Aloe Vera, Binahong Leaves (*Anredera cordifolia*), and Mangosteen Peel (*Garcinia mangostana* L) Extracts. *CHEMICA: Jurnal Teknik Kimia*, 11(1).
- Permadi, A., Sholihah, L. M. N., Purwanti, P., Oemardy, Z. L., Khasanah, F. N., Putri, A. C., ... & Ma'arif, S. A. (2024). ELKATU: Pembuatan Pelet Ikan Bandeng Tinggi Protein Berbasis Limbah Bekatul di Desa Gadingsari. *Pelita: Jurnal Pengabdian kepada Masyarakat*, 4(2), 46-54.
- Satar, I., Syamsuddin, A., Suharto, T. E., Permadi, A., Widyaningrum, T., Khakim, M., ... & Setyanto, B. N. (2023). Penyuluhan sebagai Strategi Peningkatan Pengetahuan Masyarakat tentang Dampak Sampah Plastik dan Pengelolaannya di Desa Panjangrejo Bantul Yogyakarta. *Pelita: Jurnal Pengabdian kepada Masyarakat*, 3(3), 70-76.
- Permadi, A., & Suharto, T. E. (2023). PENGARUH PRETREATMENT BAHAN KIMA DAN BIOLOGI TERHADAP AKUMULASI VOLUME BIOGAS DARI LIMBAH MAKANAN. *Agroindustrial Technology Journal*, 7(1).
- Widyaningrum, T., Febrianti, N., Prastowo, I., Saifuddin, M. F., & Permadi, A. (2022). Exploration, screening and identification of indigenous yeast from some palm juices for bioethanol production. *Biodiversitas Journal of Biological Diversity*, 23(8).
- Widyaningrum, T., Utami, L. B., Prastowo, I., Meylani, V., & Permadi, A. (2022). Comparison of bioethanol production using *Saccharomyces cerevisiae* and *Zymomonas mobilis* in fermented jackfruit peel treated with blend crude cellulose enzymes. *Journal homepage: http://iijeta.org/journals/ijdne*, 17(4), 633-637.
- Satar, I., & Permadi, A. (2022). Treating The Tofu Wastewater (TWW) using a Green Technology of Microbial Fuel Cell (MFC) System. *Indonesian Journal of Environmental Management and Sustainability*, 6(1), 1-6.
- Satar, I., Suharto, T. E., Permadi, A., & Aisa, N. N. M. (2022). Pelatihan pengolahan zeolit alam menjadi pasir kucing di Kalurahan Hargomulyo Gunung Kidul. In *Seminar Nasional Hasil Pengabdian kepada Masyarakat; e-ISSN* (Vol. 2686, p. 2964).
- Suharto, T. E., Permadi, A., Satar, I., & Aisha, N. N. M. (2022). Sosialisasi potensi zeolit alam dan aplikasinya di Hargomulyo Gunung Kidul. In *Seminar Nasional Hasil Pengabdian kepada Masyarakat; e-ISSN* (Vol. 2686, p. 2964).
- Shitophyta, L. M., Pernadi, A., Rahmawati, N., & Sembiring, N. S. (2021). Perbandingan Pretreatment Kimia dan Biologi pada limbah makanan untuk Produksi Biogas. *ITERA*, 6(2), 297-301.
- Permadi, A., Yuliani, S., Wahyuningsih, I., & Satar, I. (2021). Formulasi Tablet Ekstrak Kunyit (*Curcuma longa* L) sebagai Kandidat Anti Demensia. *Media Farmasi*, 17(1), 70-77.

- Satar, I., Permadi, A., & Latifatunnajib, S. (2021). Microbial Enrichment Process in the Anode of Microbial Fuel Cell System Using Tofu Wastewater (Tww) Anaerobic Sludge. *Ecotrophic*, 15(2), 204-212.
- Hakim, M. A. L., Permadi, A., Astuti, E., & Mohamed, F. (2025). Comparative Efficacy of Wet Wipe Preservatives: Antimicrobial Performance to Inhibit Microbial Growth. *Jurnal Biologi Tropis*, 25(2), 2379-2389.
- Firdaus, S., Permadi, A., & Sulistiawati, E. (2025). Comparative study of ultrasonic and maceration extraction in enhancing antioxidant and SPF properties of green coffee beans serum. *Current Research on Biosciences and Biotechnology*, 6(2), 36-43.
- Alamsyah, T., Hidayah, N., Ramadhan, R., Permadi, A., Al Haq, P. A., Sapsuha, N., ... & Wibisono, I. K. (2024). Keberlanjutan Sanggar Tani Muda Desa Semoyo: Meningkatkan kemandirian petani muda melalui pemanfaatan teknologi pertanian modern. *Jurnal Pengabdian Masyarakat Bangsa*, 2(8), 3276-3284.
- Septiyani, R., Rahayu, W. M., & Permadi, A. (2024). STABILITAS WARNA DAN PERUBAHAN pH WEDANG UWUH SIAP MINUM SELAMA PENYIMPANAN. *Jurnal Ilmiah Teknosains*, 10(1/Mei), 43-50.
- Hadi, S., Permadi, A., Syamsuddin, A., & Zufar, A. F. (2024). Analysis water content of Seawater Desalination Technology by Using Multistage Distillation. *Indonesian Journal of Chemical Engineering*, 2(1), 22-28.
- Permadi, A., Maryudi, M., Nuraisyah, F., Khakim, M., Baswara, A. R. C., Aziz, A., ... & Ramadhan, M. K. S. (2024). Sosialisasi dan Implementasi Pemanfaatan Spirulina Sebagai Bahan Kosmetik Alami dan Suplemen Kesehatan Bagi Masyarakat Kelurahan Caturharjo Pandak Bantul. *Abdimas Indonesian Journal*, 4(1), 91-98.
- Permadi, A., Shitophyta, L. M., & Satar, I. (2024). One-step phase transferring method on preparing CuInS₂/ZnS QDs dispersion via ultrasonic treatment for bioimaging. *Int J Adv Appl Sci*, 13(1), 73-83.
- Sinaga, A. M. T., Permadi, A., Sulistiawati, E., & Suharto, T. E. (2024). The Effect of Adding Bread Yeast, Tempeh Yeast, and Tape Yeast on The Process of Making VCO from Coconut. *Indonesian Journal of Chemical Engineering*, 2(1), 1-8.
- Permadi, A., & Wulandari, A. D. (2023). Potential economic feasibility of suweg flour production as a high carbohydrate food ingredient. *Journal of Halal Science and Research*, 4(2), 115-119.
- Permadi, A., Hadi, S., Sinaga, A. M., Pitoyo, J., & Chang, J. Y. (2023). Effect of pH on Swelling Ratio and Fluorescence of Quantum Dots (QDs) Hydrogel (CuInS₂/ZnS Hydrogel). *macromolecules*, 10(2), 102-111.
- Permadi, A. (2023). Innovation and Business Feasibility Analysis of Banana Flavored Spinach Chlorophyll Functional Drink "Dally". *Indonesian Journal of Chemical Engineering*, 1(1), 49-55.
- Permadi, A., Suhendra, S., Ahda, M., Zufar, A. F., Padya, S. A., Anugrah, N., ... & Suharto, T. E. (2022, October). Perbandingan Kandungan Klorofil Dan Antioksidan Spirulina Dengan Beberapa Jenis Sayuran. In *Prosiding Seminar Nasional Penelitian LPPM UMJ*.
- Permadi, A., Suhendra, S., Ahda, M., Padya, S. A., Zufar, A. F., Anugrah, N., ... & Suharto, T. E. (2022, October). Nilai Klorofil Dan Antioksidan Pada Pencampuran Spirulina Dengan Beberapa Campuran Sayuran. In *Prosiding Seminar Nasional Penelitian LPPM UMJ*.
- Maryudi, S., Permadi, A., & Kragilan, T. (2021). Penyuluhan pengolahan air bersih dengan membran reverse osmosis. In *Prosiding Seminar Nasional Hasil Pengabdian Kepada Masyarakat Universitas Ahmad Dahlan; e-ISSN (Vol. 2686, p. 2964)*.
- Permadi, A., & Wenten, I. G. (2010). Enzyme Separation and Purification Using. In *Prosiding Seminar Nasional Teknik Kimia "Kejuangan (pp. F03-10)*.

- Permadi, A., Syamsuddin, A., Widyaningrum, T., Satar, I., Suharto, T. E., & Pitoyo, J. Utilization of the heat from combustion of water for the heating process in water desalination. *Int J Adv Appl Sci ISSN*, 2252(8814), 8814.
- Permadi, A., & Putri, M. W. (2025). Pengaruh Rasio Asam Sitrat dan 4-carboxy-3-chlorobenzene boronic acid terhadap Quantum Yield dari Graphene Quantum Dots. *Journal of Industrial Process and Chemical Engineering (JOICHE)*, 4(2), 29-36.
- Permadi, A. (2025). Pemodelan Perilaku Kelarutan Molekul Air terhadap Variasi Pelarut pada Permukaan CuInS₂/ZnS Quantum Dots Menggunakan Pendekatan ab-initio berbasis Density Functional Theory. *Journal of Industrial Process and Chemical Engineering (JOICHE)*, 4(2), 12-19.
- Permadi, A., Perawironegoro, D., Afwiyah, F., Syahputri, A. A., Sugianti, A. F., & Putri, M. W. (2025). PUBLIC AWARENESS OF WASTE MANAGEMENT IN YOGYAKARTA THROUGH THE FRAMEWORK OF ISLAMIC ECOLOGICAL ETHICS. *International Journal of Multidisciplinary Reseach*, 1(5), 104-116.
- Permadi, A. (2025). EXPLORING ISLAMIC PSYCHOLOGY CONCEPTS IN ENHANCING THE LEARNING MOTIVATION OF ENTREPRENEURSHIP STUDENTS. *International Journal of Multidisciplinary Reseach*, 1(5), 117-127.
- Suharto, T. E., Permadi, A., Syamsuddin, A., Putri, M. W., Lupi, A., Saputri, R. I., & Al Pariz, A. R. (2025). PENGUATAN MANAJEMEN PRODUKSI PASIR KUCING PADA BUMDes HARGOMULYO GUNUNG KIDUL. *Jurnal Abdi Insani*, 12(11), 5988-5996.
- Permadi, A. (2025). THE ROLE OF LONG-TERM MEMORY IN QUR'AN LEARNING: COGNITIVE NEUROSCIENCE PERSPECTIVES. *As-Sulthan Journal of Education*, 2(2), 136-149.
- Hadi, M., Permadi, A., Suharto, T. E., Putri, M. W., Gulo, H. A. P., Maema, N. O., ... & Lupi, A. (2025). Phytochemical Test of Sacha Inchi Oil from Central Java. *Journal of Agri-Food Science and Technology*, 6(3), 168-177.
- Hakim, M. A. L., Permadi, A., Astuti, E., binti Yahya, A., & Mohamed, F. (2025). Optimization of Chlorphenesin Concentration and Solubilizer for Wet Wipes Through Challenge and Accelerated Stability Tests. *CHEMICA: Jurnal Teknik Kimia*, 12(2), 93-102.
- Efiana, N. A., Khotimah, R. K., Irawan, A. C., Atmaji, D. T., Muhamed, F., Zohera, F. T., ... & Wahyuningsih, I. (2025). Development of Nanostructured Lipid Carrier (NLC) as a Promising Carrier for Capsanthin. *Research Journal of Pharmacy and Technology*, 18(7), 2941-2947.
- Sofiana, N., Permadi, A., Jamilatun, S., & Mufrodi, Z. (2024). Pengaruh Berbagai Metode Ekstraksi dan Jenis Pelarutnya pada Kandungan Fitokimia dalam Minyak Jagung: Literature Review. *Muhammadiyah Journal of Nutrition and Food Science (MJNF)*, 5(2), 134-144.
- Permadi, A. (2025). Biokonjugasi AmineQDs untuk Penargetan Spesifik Sel Kanker. *Journal of Industrial Process and Chemical Engineering (JOICHE)*, 3(1), 23-29.
- Permadi, A., Aulia, V. L., Rohmah, A. A., Supriyanti, T. E., & Lupi, A. (2025). Optimizing Hospital Waste Management Systems through Statistical Approaches: Evidence from a Central Java Hospital. *Indonesian Journal of Chemical Engineering*, 3(1), 17-21.
- Permadi, A., Syamsuddin, A., Suharto, T. E., Putri, M. W., & Wulandana, R. (2025). The Effect of Distillation on Several Types of River Water On Clean Water and Drinking Water Quality Standards. *CHEMICA: Jurnal Teknik Kimia*, 12(1), 25-34.
- Permadi, A., Budiastuti, P., Setyanto, B. N., Wulandana, R., Nuraisyah, F., Novitasari, P. R., ... & Rosandy, A. R. (2025). Identification and antioxidant activity test of β -tocopherol from Dompu corn oil as anti-aging. *Int J Adv Appl Sci*, 14(1), 175-184.

- Syahputri, A. A., & Permadi, A. (2025, February). : PROSES PEMBUATAN CUKA BUAH APEL MELALUI PENDEKATAN FERMENTASI DAN EVALUASI KANDUNGAN GIZI. In *Prosiding Seminar Nasional Sains dan Teknologi" SainTek"* (Vol. 2, No. 1, pp. 35-42).
- Sofiana, N., Syamsuddin, A., Permadi, A., Jamilatun, S., Widyaningrum, T., Rahayu, W. M., ... & Sunarti, S. (2025). Potential of Ferulic Acid from Corn Oil as a Natural Whitening Agent: In Vitro Study on Tyrosinase Enzyme Inhibition. In *BIO Web of Conferences* (Vol. 190, p. 01029). EDP Sciences.
- Permadi, A., Sofiana, N., Firdaus, S. M., Putri, M. W., Nazzal, S., & Mohamed, F. (2024). Analysis of Virgin Coconut Oil and Its Potential in Food, Nutrition, and Health. *CHEMICA: Jurnal Teknik Kimia*, 11(3), 124-131.
- Firdaus, S. M., & Permadi, A. (2024). Potensi Serum Antiaging dari Berbagai Jenis Tanaman. *Journal of Pharmacopolium*, 7(2).
- Ramadhan, M. K. S., Permadi, A., & Sulistiawati, E. (2024). Qualitative and Quantitative Analysis of Lecithin Content and Bioactive Chemical Components of Corn Oil From Dompu District. *Jurnal Biologi Tropis*, 24(3), 477-487.
- Suharto, T. E., Mahdi, I., Alfiyan, R. N., Permadi, A., & Satar, I. (2024, July). Identification and Removal of Microplastics in Well Water Around the Landfill Piyungan Yogyakarta with Activated Carbon. In *International Conference on Engineering, Construction, Renewable Energy, and Advanced Materials*.
- Permadi, A., Firdaus, S. M., Suharto, T. E., Munawaroh, A. L., Dewi, K. T., Halimah, N., ... & Maryudi, M. (2024). Pelatihan Pembuatan Virgin Coconut Oil (VCO) bagi Ibu-Ibu di Dusun Gupit Karangsewu Kulon Progo. *Pelita: Jurnal Pengabdian kepada Masyarakat*, 4(1), 1-7.
- Lupi, A., Halimathusyakhdyah, H., Gulo, H. A. P., Putri, M. W., Maema, N. O., Akbar, M. A., ... & Permadi, A. (2024). Composition analysis of Indonesian sacha inchi (*Plukenetia volubilis* L.) oil and potential for food nutrition. In *BIO Web of Conferences* (Vol. 148, p. 04009). EDP Sciences.
- Permadi, A., Jayanti, T. D., Saputra, M. R., Salsabila, H., Audina, P. P., & Fitriyanto, E. (2024). Performance of reverse osmosis membrane as a bathroom wastewater filter. In *BIO Web of Conferences* (Vol. 148, p. 02007). EDP Sciences.
- Hasnaeni, H., Rosandy, A. R., Apridamayanti, P., Permadi, A., & Rumaisha, S. (2023). Determination of Rوتين Compound Content of Moringa Folium (*Moringa oleifera*) using Several Extraction Methods. *Jurnal Fitofarmaka Indonesia*, 10(3), 91-94.
- Permadi, A., Firdaus, S. M., Aziz, A., & Zufar, A. F. (2023). Shampoo With Basic Ingredients Chamomile Flower Extract (*Matricaria Chamomilla*): Formulation and Evaluation of Preparations. *Indonesian Journal of Chemical Engineering*, 1(2), 95-102.
- Firdaus, S. M., Sulistiawati, E., Hidayah, D., Hardiyasari, P. D., & Permadi, A. (2023, October). Pengaruh Suhu pada Pengeringan Biji Nangka sebagai Upaya Substitusi Terigu. In *Prosiding Seminar Nasional Penelitian LPPM UMJ* (Vol. 1, No. 1).
- Nimran, U., Al Musadieq, M., & Afrianty, T. W. (2024). Empowerment effect on competence and organizational commitments: Organizational learning culture as moderating. *Multidisciplinary Reviews*, 7(2), 2024038-2024038.
- Sanadi, P. Y. F., Fatmawada, S., & Djunaedi, D. (2024). Analisis Kualitas Pelayanan Pembayaran Pajak Kendaraan Bermotor Pada Kantor Samsat Kabupaten Biak Numfor. *Gema Kampus IISIP YAPIS Biak*, 19(1), 55-71.
- Asmarany, A. I., Hakim, A. A., Saefudin, A., & Judijanto, L. (2024). Effective Laboratory Management: Efforts to Improve Science Education Management in Islamic Boarding Schools. *Jurnal Penelitian Pendidikan IPA*, 10(8), 5673-5680.

- Djunaedi, H. (2024). AI as employee performance evaluation: An innovative approach in human resource development. *Power System Technology*, 48(1), 2008-2021.
- Djunaedi, H., SE, M., Sos, M. S., Rahmawati, M. P. A., Suryadi, I. G. I., & Pahmi, S. P. (2024). Metode Penelitian Administrasi. *YPAD Penerbit*.
- Djunaedi, D. (2024). Uncovering the Dynamics: Exploring How Organizational Culture and Diversity Shape Organizational Effectiveness. *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam*, 9(2), 313-324.
- Djunaedi, D., Hanasi, R. A., Susilawati, S., Fikri, M., Simatupang, S., Fauzan, F., & Syahrul, M. (2024). Application of artificial intelligence in learning and teaching activities in the village. *Journal Of Human And Education (JAHE)*, 4(4), 401-407.
- Mulyadi, M., Sudianto, S., Amang, A., Dewi, S., & Djunaedi, D. (2024). THE EFFECT OF GREEN HUMAN CAPITAL ON EMPLOYEE PERFORMANCE WITH GREEN STRUCTURAL AS A MODERATING VARIABLE. *JURNAL ILMIAH EDUNOMIKA*, 8(2).
- Djunaedi, D. (2016). Peran Ganda Perempuan dalam Keharmonisan Rumah Tangga. *Jurnal Ad'ministrare: Jurnal Pemikiran Ilmiah Dan Pendidikan Administrasi Perkantoran*, 5(1), 20-21.
- Rijal, R., Hasim, D., Irwan, I., Djunaedi, D., & Jusman, J. (2023). Pengembangan SOP Pelayanan Administrasi Pemerintahan Kampung Berbasis Teknologi Informasi di Kampung Inofi. *Jurnal Abdimas Bina Bangsa*, 4(2), 1410-1417.
- Djunaedi, D., Susianto, T. E., Nurdiani, T. W., Sari, T. N., & Winarno, B. (2024). Analysis of The Relationship Between Managerial Aspects, Administrative Qualities, Financial Capital and Performance of National Sports Institutions. *Innovative: Journal Of Social Science Research*, 4(3), 3202-3210.
- Pettalongi, S. S., Widodo, J., Djunaedi, D., Lestari, N., & Anisa, N. (2025). DIGITALISASI DAN TRANSFORMASI SUMBER DAYA MANUSIA.
- David Darwin, S. S., Cahyono, D., Tohir, A., Djunaedi, H., SE, M., Wulandari, O., ... & Mambu, J. Y. (2025). *Transformasi Pembelajaran Berbasis Teknologi: Memadukan Pembelajaran Tradisional Dan Digital*. PT. Nawala Gama Education.
- Djunaedi, D., Effendi, D. E., Arianto, S., & Iriawan, H. (2023). Effectiveness of Lecturer Development Programs in the Context of Higher Education Management. *al-fikrah: Jurnal Manajemen Pendidikan*, 11(2), 310-322.
- Lubis, F. M., Ramli, A., Jayanto, I., Djunaedi, D., & Ibrahim, M. M. (2025). Analysis of the Influence of Facilities and Infrastructure, Adoption of IT and Principal Leadership on Teacher Performance. *Edu Cendikia: Jurnal Ilmiah Kependidikan*, 5(01), 229-236.
- Djunaedi, D. (2025). Digital Transformation and the Strategic Role of Human Resources in Improving Organizational Performance. *MSJ: Majority Science Journal*, 3(1), 123-134.
- Daud, A., Djunaedi, L. M., Kurniawanto, H., & Fatmasari, C. P. (2025). Analysis of Factors That Impact Self Efficacy in Terms of Locus Control Learning Orientation and Work Environment Characteristics. *Journal of Ecohumanism*, 4(1), 1380-1393.
- Eprianto, I., Mulyanto, T., & Sumarno, S. (2025). Digital Transformation in Human Resource Management: Challenges and Opportunities for Modern Organizations. *Maneggio*, 2(1), 11-24.
- Nasruddin, S. P., Miftachurohmah, N., Kom, S., Mabruri, M. S., Astuti, P., Lahagu, S. E., ... & SE, M. (2025). *Strategi Kepemimpinan Pendidikan di Era 4.0: Membangun Sekolah Masa Depan*. PT. Nawala Gama Education.
- Djunaedi, D., Mustafa, F., Kholil, M., Kristanti, D., Wisnu, B., & Arifin, A. (2025). ANALISIS PENGARUH SISTEM PENILAIAN KINERJA SECARA DIGITAL, PELATIHAN

- DIGITAL DAN EVALUASI KINERJA TERHADAP PERFORMA KARYAWAN PADA INDUSTRI MANUFAKTUR. *JURNAL LENTERA BISNIS*, 14(2), 1437-1445.
- Hamungkasi, I. G., Amiruddin, A., Utami, A. K., & Djunaedi, D. (2025). Analysis of Public Service Quality at the Department of Industry and Trade of Biak Numfor Regency. *Journal of Social Science and Business Studies*, 3(3), 571-578.
- Chin, J., Herlina, S. T., SE, S. T. W., Djunaedi, H., SE, M., & Sumarno, S. T. (2025). *Manajemen Kreatif: Seni Memimpin Di Era Perubahan*. PT. Nawala Gama Education.
- Djunaedi, D., Bilgies, A. F., Nurdiani, T. W., Darwis, D., Pahlawansah, H., & Violin, V. (2025). EKSPLOKASI PERAN ORGANIZATIONAL SUPPORT DAN PROACTIVE COPING TERHADAP KINERJA KARYAWAN GENERASI Z. *JURNAL LENTERA BISNIS*, 14(1), 781-787.
- Djunaedi, D., Nurmansyah, T., Kafiar, M. H. P., Ronsumbre, B. A., Ruslan, R., Alkatiri, F., ... & Awak, P. Y. (2026). Implementasi Kebijakan dan Pelaksanaan Program Keluarga Harapan (PKH) Di Kelurahan Fandoi Distrik Biak Kota Kabupaten Biak Numfor. *RIGGS: Journal of Artificial Intelligence and Digital Business*, 4(4), 5096-5102.
- Djunaedi, D., Hendratni, T. W., Ahmad, A., Haribowo, R., Sidjabat, S., & Apramilda, R. (2025). The Influence of Knowledge Sharing, Organizational Agility, and IT Governance on the Digital Innovation Capability of E-Commerce Companies. *Journal of Information System, Technology and Engineering*, 3(4), 553-558.
- Soebahar, H. E. (2003). *Menguak Fakta Keabsahan Al-Sunnah*. Prenada Media.
- Muhajarah, K., & Soebahar, M. E. (2024). Fiqh of tolerance and religious moderation: a study towards Indonesia, Malaysia, and Thailand. *Cogent Arts & Humanities*, 11(1), 2303817.
- Soebahar, E., Daenuri, E., & Firmansyah, A. (2015). Mengungkap rahasia buah kurma dan zaitun dari petunjuk hadis dan penjelasan sains. *Ulul Albab: Jurnal Studi Islam*, 16(2), 191-214.
- Soebahar, E., Ghoni, A., & Muhajarah, K. (2021). Effect of halal management system certified awareness on consumer purchase intention. *Uncertain Supply Chain Management*, 9(2), 317-328.
- Soebahar, E. (2010). Aktualisasi Hadis Nabi di Era Teknologi Informasi.
- Soebahar, M. E., Ghoni, A., & Muhajarah, K. (2020, October). Living Hadith: The Congregational Prayers at the Great Mosque of Central Java (MAJT), Indonesia. In *ICON-ISHIC 2020: Proceedings of the First International Conference on Islamic History and Civilization, ICON-ISHIC 2020, 14 October, Semarang, Indonesia* (p. 337). European Alliance for Innovation.
- Muhajarah, K., & Soebahar, M. E. (2024). *Fiqh of tolerance and religious moderation: A study towards Indonesia, Malaysia, and Thailand*. *Cogent Arts & Humanities*, 11 (1), 2303817.
- Soebahar, M. E., & Ghoni, A. (2019). Reformulasi Metode Dakwah bi al-Lu'bah sebagai Trauma Healing pada Anak Korban Bencana Alam. *Jurnal Ilmu Dakwah*, 39(2), 126-146.
- Baharuddin, M. A., Soebahar, M. E., & Mujibatun, S. (2020). Validity of Pre-Islamic Arabic Literature as a Source of Authentication of Hadis. *Jurnal Studi Ilmu-ilmu Al-Qur'an dan Hadis*, 21(2), 449-468.
- Ghoni, A., Soebahar, M. E., & Muhajarah, K. (2021). Protection Model Concerning Children Dealing with The Law in Central Java.
- Muhajarah, K., & Soebahar, M. E. (2024). *Fiqh of tolerance and religious moderation: a study towards Indonesia, Malaysia, and Thailand*. *Cogent Arts and Humanities*, 11 (1), 3.
- Soebahar, M., Muhajarah, K., Salahudin Suyurno, S., Embong, R. B., & Panaemalae, A. (2023). Islamic devotion in Indonesia, Malaysia, and Thailand as a deterrent against religious extremism. *HTS Theological Studies*, 79(1), 1-6.

- Ghoni, A., Soebahar, M. E., & Muhajarah, K. (2021). Protection Model Concerning Children Dealing with The Law in Central Java, Indonesia.
- Mas'ud, A., & Soebahar, M. E. Muhtarom, dan Abdul Mukti. *Dinamika Pesantren dan Madrasah*.
- Muhajarah, K., Soebahar, M. E., Noh, N. S. C., Muhtarom, A., & Fabriar, S. R. (2022). Religious Commodification through Hadis of Siwak and its Halal Branding: Unity of Sciences Perspective. *Hikmatuna: Journal for Integrative Islamic Studies*, 8(2), 157-170.
- Bisri, K., Soebahar, M. E., & Ulama'i, A. H. A. A. (2021). Unsur Lokal Nusantara dalam Syarah Hadis: Studi Kitab Tarjamah Bulughul Maram Karya Ahmad Hassan. *Mutawatir: Jurnal Keilmuan Tafsir Hadith*, 11(2), 253-282.
- Soebahar, M. E. (2012). Periwatan dan Penulisan Hadis Nabi telaah Pemikiran Tokoh-tokoh Hadis Mengenai Periwatan dan Penulisan Hadis-Hadis Nabi SAW. *Fakultas Tarbiyah IAIN Walisongo, Semarang*.
- Masruri, U. N., Soebahar, M. E., Mufid, A., & Sya'roni, M. (2025). Analysis of the Credibility of the Abbasid Caliphs as Rāwī Hadith: The Relationship between Power and Knowledge in the Perspective of Naqd al-Hadith. *AL QUDS: Jurnal Studi Alquran dan Hadis*, 9(2), 475-484.
- Su'aidi, H., Kharisman, L., & Lathif, M. (2022). The Practical Method of Understanding Hadith Based on Ali Mustafa Yaqub. *Religia*, 25(1), 113-134.