

SHARIA MANAGEMENT PERSPECTIVE THROUGH LEADERSHIP AND ASSET MANAGEMENT IN IMPROVING COMPANY PERFORMANCE IN KLAMBIR LIMA VILLAGE, DELI SERDANG REGENCY

Wilchan Robain¹
Hariato²

^{1,2}Universitas Pembangunan Panca Budi
(email: wilchan_robain@dosen.pancabudi.ac.id)

Abstract: The research method used in the study entitled ‘Sharia Management Perspective Through Leadership and Asset Management in Improving Company Performance at the Klambir Lima Estate, Deli Serdang Regency’ is a quantitative model using a questionnaire as a data collection tool which is distributed to company employees at the Klambir Lima Estate, Deli Serdang Regency. The data analysis in this study used path analysis assisted by SPSS version 16 for Windows. The results show that the variables of Sharia Management Perspective and Leadership simultaneously had a positive and significant effect on Asset Management in Klambir Lima Gardens, Deli Serdang Regency. Asset management partially and simultaneously has a positive and significant effect on company performance in Klambir Lima Plantation, Deli Serdang Regency.

Keywords: Sharia Management, Leadership, Asset Management, Company Performance

A. Introduction

The development of Sharia economics, sometimes also called Islamic economics, has become a trend and has received attention from all groups, both personally and in general. Individual actions in the economy, in particular, as well as actions in other fields in general, are highly dependent on an individual's mindset and worldview (Inayati and Anindya 2013). Today, the global development of the Islamic economy has become a strategic issue. According to Chapra, Sharia economics states that this Islamic economic system is the mother of Islamic economics as Divine Economics (Chapra, 2009). The reflection of the "Divine" character of Islamic economics is not on the aspects of the economic actors, because the perpetrators are definitely human beings, but on the aspects of the rules or systems that must be guided by economic actors. This is based on the belief that all economic factors, including human beings, belong to Allah, and to Him (to His rules) all matters are returned. By accessing divine rules, every human action has moral and worship values. Not every human action can be separated from value, which vertically reflects good morals and horizontally benefits humans and other creatures. The 2015 Global Islamic Finance Report set five criteria: Advocacy, Infrastructure, Human Resources, Linkages and Regulation. It is determined that there are 10 countries that are called the top 10 centres of excellence in Islamic banking and finance: Kuala Lumpur - Malaysia

1. Manama - Bahrain
2. Dubai - UAE
3. London - United Kingdom
4. Doha - Qatar

5. Kuwait - Kuwait
6. Karachi - Pakistan
7. Riyadh - Saudi Arabia
8. Jakarta – Indonesia
9. Istanbul – Turkey

Implementing Islamic management in an institution certainly requires a leader (manager) who is expected to be able to lead and bring the institution so that it can develop and progress according to the characteristics of Islamic leadership. Managerial leadership is a relationship between individuals or subordinates and superiors who influence other people so that they want to work towards achieving certain goals which are organizational goals. Islamic teachings require a manager, even if there are two members. This is as stated by the hadith of Rasulullah SAW which was narrated by Abu Daud who stated that: "if three people leave on a trip, then they should appoint one of them to be a leader (manager)", (Mangkunegara 2005).

Leadership is an organizational skill consisting of management and leadership skills. In general, it can be interpreted as the skills to manage an organisation, coupled with the ability to lead, direct, and motivate in an efficient and effective way. Individuals who concurrently serve leadership management functions in an organisation are usually the main managers or leaders of the company. Leadership is the power to influence someone to do something. For this reason, leadership requires the active use of abilities to influence other parties and realise organizational goals that have been set. (Nurhayati 2012).

Assets are the value of something owned by a company or agency, where goods or objects have an exchange value. Assets can be interpreted as either capital or wealth. The general definition of assets according to Siregar (2004) is goods (thing) or something (anything) that has economic value (economic value), commercial value (commercial value), or exchange value (exchange value) owned by business entities, agencies, or individuals (individuals). It is further formulated that assets *Thing which belong to company or person, and which has a value.*

1. *Anything having commercial or exchange value that is owned by business, institution, or individual. (Dictionary of finance and investment term, by John Downes and Jordan Elliot Goodman).*
2. *Something of value (Dictionary of Real Estate Terms).* (Ambarita et al. 2016)

Company performance is a view of the overall condition of the company over a certain period of time, which is the result or achievement influenced by the company's operational activities in utilising its resources. Performance is a general term used for some or all of the actions or activities of an organisation in a period with reference to standard amounts, such as past or projected costs, based on efficiency, accountability, or management accountability. (Andriani 2014).

B. Literature Review

Performance is the best example of a type of control, and this performance is referred to as "result control" because it involves reward and punishment, both with individuals and groups. Rewards in the form of monetary compensation, job security, promotion, autonomy, and recognition are given to those who can produce good results for the company.

Conversely, punishment is provided to those who produce poor results for a company. Thus it can be seen that there is a relationship or relationship that influences each other between control and performance. (Andriani 2014).

Control is the process of directing a set of variables, including people, things, situations, and organisations, to achieve predetermined goals or objectives. While performance is a view of the overall condition of a company over a certain period of time, it is the result or achievement that is influenced by the company's operational activities in utilising its resources. The interaction between organizational characteristics and human behaviour influences the design and use of control systems. (Andriani 2014).

Conceptually, performance can be viewed from two perspectives: organizational performance and individual performance. Organizational performance is the total work results achieved by the organisation, while individual performance is the result of the work of company employees or individual members of the organisation. Individual and organizational performance are closely related. (Adiputra and Mandala 2017).

1. Perspektif Manajemen Syariah

There are four pillars of business management ethics from an Islamic perspective, as exemplified by Prophet Muhammad SAW: monotheism, fairness, free will, and responsibility. These four pillars form the concept of fair management ethics when entering into work contracts with other companies or between leaders and subordinates. (S. Hope 2017). "Indeed, Allah loves His servants who work. Whoever works hard to earn a lawful living for his family is the same as a mujahid in the way of Allah." (as Reported by Ahmad et al.). (I. Harahap and Nasution, n.d. 2017)

The concept of internal management must create a leader who can work hard and correctly in carrying out economic activities. Methodology of Conventional Economics The process of secularisation of science that excludes religion, God, values, and norms from science has been carried out since the 16th century AD when there was a scientific revolution in Western Europe. Scientific methodology is built on the foundation of secular concepts. All standards of right and wrong are completely determined by humans. In the area of economics, according to the history of conventional economic thought, Adam Smith is considered the first founder of the concept of conventional economics, namely after Adam Smith published his book entitled *An Enquiry into the Wealth of Nations* in 1776. Twenty when economics began to stand independently. In subsequent developments, two streams have emerged: normative economics and positive economics. Normative economics places more emphasis on the question "what should" or "what is best" which talks about what should be and what is best. Meanwhile, positive economics only tries to answer the question "what is", which only explains or describes the facts that exist in the empirical world. Positive economics only reaches the question "how to explain", which explains the relationship between variables, and "to predict", which predicts future events based on existing theory. In its journey, the concept of positive economic thinking eventually dominates life. Muqorobin Masyhudi, "Methodology of Economics: A Comparative Study Between Islam and Conventional Perspective and Mohammad Anas Zarqa", in Ausaf.

2. Leadership

Leadership is basically a person's attitude toward overcoming every problem in his/her subordinates in the organisation. Leadership must have high attention, both on the completion of tasks and on human relations, to lead more effectively, especially if he acts as a person who can help his subordinates when they are in trouble. Wise, loving, and sincere

leaders can create more open, two-way communication that will result in better mutual understanding. Organizational leaders strongly influence organizational behaviour.

According to (Fahmi and Djalil n.d.), " leadership comprehensively examines how to direct, influence, and supervise other people to carry out tasks according to planned orders". Meanwhile, according to Terry in (Fahmi and Djalil n.d.) "Leadership is the activity of influencing people to strive willingly for mutual objectives". (Leadership is the activity of influencing people to willingly strive for a common goal.)

According to (Fadude, Fikri, Tawas, and Poluan 2019) in the Journal of Business Administration, "A leader is someone who has the ability to influence people's behaviour of other people or groups within a company which is a synergy in order to achieve its goals".

According to Kartono (n.d.), leadership is the activity of influencing people so that they want to work together to achieve desired goals.

3. Asset Management

In general, asset management or asset management in both companies and countries includes the core activities of planning (planning), acquisition (acquisition), utilization (utilisation), and disposal (disposal). According to Britton, Connellan, Croft (1989) in (Wahyuni and Khoiruddin n.d.) said Asset Management is "define good asset management in terms of measuring the value of properties (assets) in monetary terms and employing the minimum amount of expenditure on its management". According to Siregar (2004), asset management has developed quite rapidly in the international world, but in Indonesia, this matter, especially in the context of local government asset management, has not been fully understood by regional managers..

Manajemen aset pemerintah daerah dapat dibagi dalam lima tahap kerja yang meliputi:

1. Inventarisasi aset,
2. Legal audit,
3. Asset Valuation,
4. Optimization of utilization and
5. Development of SIMA (Asset Management Information System).

The five stages were interconnected and integrated with one another.

C. Research Approach

Associative research was used in this study. The definition of associative, according to Sugiyono (2016), is a formulation of a research problem that asks about the relationship between two or more variables. The research approach used in this study was associative quantitative. Associative research or causal research (cause and effect) aims to determine whether a variable that acts as an independent variable affects another variable, namely, the dependent variable (Bena Br Ginting 2019). The variables involved in compiling this research are the Sharia Management Perspective Through Leadership and Asset Management in Improving Company Performance in Kebun Klambir Lima, Deli Serdang Regency.

This research was conducted to analyze and find out the Perspective of Sharia Management Through Leadership and Asset Management in Improving Company Performance in Kebun Klambir Lima, Deli Serdang Regency.

D. Variable Measurement Scale

Sugiyono (2012) suggested research using a Likert scale, "that is a scale to measure attitudes, opinions and perceptions of a person or group of people about social phenomena". The answers to each question showed a very positive to very negative gradation. At this stage,

each respondent's answer in the questionnaire is given a code as well as a score to determine the frequency of the respondent's tendency towards each question as measured by numbers.
Metode

Cronbach's alpha was used to determine the reliability of the questionnaire. The questionnaire is considered reliable if Cronbach's alpha is > 0.60 and not unreliable if it is equal to or below 0.60 . The reliability of the questionnaire questions asked by the author to the respondents in this study will be seen in the Reliability Statistics table which is presented below:

Uji Reliabilitas

No	Variabel	Cronbach's Alpha	N of Items
1	Perspektif Manajemen Syariah (X1)	0.841	6
2	Leadership (X2)	0.793	6
3	Asset Manageen (Z)	0.911	8
4	Compaby Performance(Y)	0.826	6

The multicollinearity test aims to test the regression model and find a correlation between independent variables. This test was carried out by examining the Tolerance and Variance Inflation Factor (VIF) values from the analysis results using IBM Statistics SPSS 26. If the Tolerance Value is > 0.1 or $VIF < 10$, it can be concluded that multicollinearity does not occur.

Multicollinearity Test Results X1, X2 Against Z Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Sharia Management Perspective	.686	1.458
Leadership	.686	1.458

Based on the results of the multicollinearity test for the Sharia Management Perspective (X1) and Leadership (X2) variables, for Asset Management (Z), the tolerance value is > 0.10 , and $VIF < 10$; this research is declared free from multicollinearity problems. Based on the results of the multicollinearity test for the Sharia Management Perspective (X1) and Leadership (X2) variables, for Asset Management (Z), the tolerance value is > 0.10 , and $VIF < 10$; this research is declared free from multicollinearity problems.

Coefficient of Determination X1, X2 Against Z Model Summary^b

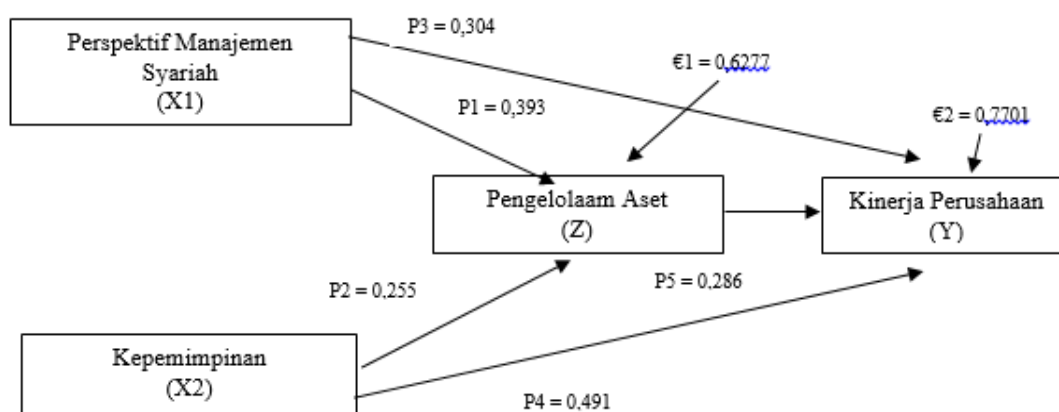
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.777 ^a	.606	.545	2.79714

a. Predictors: (Constant), Leadership, Sharia Managemen Perspective.

b. Dependent Variable: Asset Management.

Sumber: Hasil Pengelolaan IBM Statistic SPSS 26.0

Based on the Adjusted R Square number of 0.545 which can be called the coefficient of determination which in this case means that 54.5% of Job Satisfaction can be obtained and explained by the Sharia Management and Leadership Perspective, while $100\% - 54.5\% = 45.5\%$ can be explained by other factors or other variables that were not examined in this study.



Based on the standardised beta value for the Sharia management perspective of 0.304 and significant at 0.020, the Sharia management perspective significantly influences company performance as the P3 path value. The standardised beta value for leadership is 0.491 and is significant at 0.000 which means that leadership significantly affects company performance as the P4 path value. The standardised beta value for asset management is 0.286 and significant at 0.009, which means that asset management significantly affects company performance as the P5 path value.

Uji Mediasi

The following formula was used to calculate the direct effect:

1. The Effect of Sharia Management Perspective on Asset Management ($X1 \rightarrow Z = 0,393$).
2. The Influence of Leadership on Asset Management ($X2 \rightarrow Z = 0,255$).
3. The Effect of Sharia Management Perspective on Company Performance ($X1 \rightarrow Y = 0,304$).
4. The Influence of Leadership on Company Performance ($X2 \rightarrow Y = 0,491$).
5. Effect of Asset Management on Company Performance ($Z \rightarrow Y = 0,286$).

To calculate the indirect effect, the following formula is used :

1. The Effect of Sharia Management Perspective on Company Performance through Asset Management ($X1 \rightarrow Z \rightarrow Y$ ($0,393 \times 0,286$) = ($0,112398$).
2. The Influence of Leadership on Company Performance through Asset Management ($X2 \rightarrow Z \rightarrow Y$ ($0,255 \times 0,286$) = ($0,07293$)).
Menghitung pengaruh total digunakan formula sebagai berikut:
 1. The Effect of Sharia Management Perspective on Company Performance through Asset Management ($X1 \rightarrow Z \rightarrow Y$ ($0,393 + 0,112398$) = ($0,505398$).
 2. The Influence of Leadership on Company Performance through Asset Management ($X2 \rightarrow Z \rightarrow Y$ ($0,255 + 0,07293$) = ($0,32793$)).

Discussion

The Influence of Shariah Management Perspective on Asset Management

The results showed that the influence of the Sharia management perspective on asset management was $t_{count} 2.485 > t_{table} 1.681$ and a significant $0.001 < 0.05$. H_a was accepted and H_o was rejected which stated that the Sharia management perspective had a positive and significant effect on asset management. So the previous hypothesis (H_1) is accepted.

The sharia management perspective is the main aspect for the organization, because it is a supporter and driving force of Islamic moral values, gets economic compensation, has human and spiritual factors and organizational systems and structures based on planning, acquisition, utilization and elimination

The results of this study are supported by research conducted by Mubaroqah and Yusuf (2020), who found a significant influence between work motivation and job satisfaction.

The Influence of Leadership on Asset Management

Based on the results of the study it can be seen that the influence of leadership on asset management is seen that $t_{count} 3.286 > t_{table} 1.681$ and a significant $0.006 < 0.05$, then H_a is accepted and H_o is rejected which states that leadership partially has a positive and significant effect on asset management. So the previous hypothesis (H_2) is accepted.

The suitability of the individual characteristics of a leader must have the ability to influence and also have behavior and be able to synergize based on planning, acquisition, utilization and elimination

. Previous research conducted by Niam and Rahmat Syah (2016) and Herianto and Azhari (2021) showed that Organizational Culture has a positive and significant effect on job satisfaction.

The Effect of Sharia Management Perspective on Company Performance

Based on the results of the study it can be seen that the influence of the sharia management perspective on company performance is seen that $t_{count} 2.448 > t_{table} 1.681$ and significant $0.019 < 0.05$, then H_a is accepted and H_o is rejected which states that the sharia management perspective partially has a positive and significant effect on company performance. Therefore, hypothesis (H_3) is accepted.

The Sharia management perspective is the main aspect of the organisation because it is a supporter and driver of Islamic moral values, receives economic compensation, has human and spiritual factors, and an organizational system and structure in which every worker will receive rewards and punishments in every job done

Previous research conducted by Jauharun Niam and Tantri Yanuar Rahmat Syah (2016), (Suhendi Herianto & Azhari, 2021), and Suhendi Herianto and Azhari (2021) show that motivation has a positive and significant effect on employee performance.

The Influence of Leadership on Company Performance

Based on the results of the study it can be seen that the influence of leadership on company performance is seen that $t_{count} 3.517 > t_{table} 1.681$ and a significant $0.001 < 0.05$, then H_a is accepted and H_o is rejected which states that leadership partially has a positive and significant effect on company performance. Therefore, Hypothesis (H4) is accepted.

The success of an organisation in achieving its goals must be in accordance with the individual characteristics of a leader who must have the ability to influence and also have behaviour and be able to synergise based on which each worker will receive rewards and punishments in every job done.

According to (Jauharun Niam & Tantri Yanuar Rahmat Syah, 2016), (Suhendi Herianto & Azhari, 2021) and (Suhendi Herianto & Azhari, 2021) in their research concluded that organizational culture influences employee performance. This means that the better the organizational culture, the better is the employee performance. The culture of an organisation as a whole is associated with the values, norms, attitudes, and work ethics that are shared by every element of the organisation. These factors become the basis for monitoring employee behaviour and how employees think, cooperate, and interact with the environment.

Effect of Asset Management on Company Performance

The results showed that the effect of asset management on company performance was seen that $t_{count} 2.758 > t_{table} 1.681$ and a significant $0.009 < 0.05$, then H_a is accepted and H_o is rejected which states that asset management partially has a positive and significant effect on company performance. Therefore, Hypothesis (H5) is accepted.

Performance is work that can be seen in terms of quality and quantity when carrying out tasks assigned to an employee achieving the vision, mission, and goals of an organisation or company. It can be based on which each worker will receive rewards and punishments in every work done while having behaviour and can synergise based on planning, acquisition, utilisation, and elimination.

Previous research conducted by (Jauharun Niam & Tantri Yanuar Rahmat Syah, 2016) and (Suhendi Herianto & Azhari, 2021) had results between job satisfaction on employee performance, namely positive and significant

The Effect of Sharia Management Perspective on Company Performance through Asset Management

The results show that motivation has a direct effect on company performance and can also have an indirect effect, namely from the influence of the Sharia management perspective through asset management (as an intervening variable) and company performance. The magnitude of the direct effect was 0.304. Meanwhile, the magnitude of the indirect effect must be calculated by multiplying the indirect coefficient, namely, $0.393 \times 0.286 = 0.112398$. The results of the path analysis show that the direct effect of the Sharia management perspective on company performance is greater than the indirect effect of leadership on company performance through asset management. Based on these results, it can be concluded that asset management is not a mediating variable between Sharia management perspectives and company performance. Thus, asset management does not function as an intervention variable.

The results of this study are not in accordance with the research conducted by Annisa Nuraini (2021) and Muhammad Nafi'Atqiya (2017), who stated that motivation has a positive and significant indirect effect on employee performance through job satisfaction as an intervening variable.

The Influence of Leadership on Company Performance through Asset Management

The results show that leadership has a direct effect on company performance and can also have an indirect effect, namely from the influence of leadership through asset management (as an intervening variable) and company performance. The magnitude of the direct effect was 0.491, whereas the magnitude of the indirect effect was calculated by multiplying the indirect coefficient, namely $0.255 \times 0.286 = 0.07293$. The results of the path analysis show that the direct effect of leadership on company performance is greater than the indirect effect of leadership on company performance through asset management. From these results, we can conclude that job satisfaction is not a mediating variable between leadership and company performance. Therefore, asset management does not function as an intervention variable.

The results of this study are not in line with Syauta et al. (2012), who found that job satisfaction can mediate the relationship between organizational culture and employee performance. Sangadji's research findings (201) also support these results by showing that organizational culture has a significant positive effect on lecturer performance through job satisfaction.

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