

REFERENCES

- Absar, M. M., Nimalathasan, B., & Jilani, M. M. (n.d.). *Impact of HR Practices on Organizational Performance in Bangladesh*. IJBIT, 3(2).
- Aditama, P. B., & Widowati, N. (2017). *Analisis Kinerja organisasi Pada Kantor Kecamatan Blora*. Fakultas Ilmu Sosial dan Ilmu Politik, Universitas Diponegoro.
- Armstrong, M. (2006). *Handbook of Human Resource Management Practice*. London: Kogan Page.
- Baffoe, R. S. (2016). *Employee Recruitent and Selection Practices By Small and Medium Sized Enterprises Within The Madina Metropolis in The La Nkwatun/Madina Municipality of The Greater Accra Region of Ghana*. International of Economics, Business and Finance, 4(3), 1-21.
- Bernardin, H., & Russel, J. (2003). *Human Resource Management (An Experimental Approach Intenational Edition)*. Singapore: Mc. Graw-Hill Inc.
- Cardon, M. S., & Stevens, C. E. (2004). *Managing Human Resource in Small Organization: What Do We Know?*. Human Resource Management Review, 14, 295-323.
- Chandrakumara, P. K. (2013). In *Human resources management practices in small and medium enterprises*. Small Enterprise Association of Australia and New.
- De Kok, J., & Uhlaner, L. (2001). *Organization Context and Human Resource Management in The Small Firm*. Timbergen Institute Descussion Paper.
- Fauni, A. M., Rustardi, & Wahyudin, A. (2017). *Factors Influencing The Business Performance of SMEs Convections in Kudus*. Journal of Economic Education, 6(2), 124-133.
- Gintama, I. C., & Suana, I. (2014). *Pengaruh Pelatihan Kerja dan Kompensasi Terhadap Kepuasan Kerja Serta Dampaknya Terhadap Prestasi Kerja Karyawan Koperasi Serba Usaha Kuta Mimba Di Kuta-Badung*. E- Journal Management, 3(4).
- Hasibuan, M. S. (2007). *Manajemen Sumber Daya Manusia Perusahaan*. Bandung: PT. Bumi Aksa.

- Hassan, S. (2016). *Impact of HRM Practices on Employee's Performance*. International Journal of Academic Research in Accounting, Finance, and Management Series, 6(1), 15-22.
- Hermanto, B., & Suryanto. (2017). *Entrepreneurship Ecosystem Policy in Indonesia*. Mediterranean Journal of Social Science.
- Hewiit, A. (2009). *Managing Performance with Incentive Pay*. Journal of Personnel Management, 7(1), 20-31.
- Kauanui, S. K., Ngoc, S. D., & Ashley-Cotleur, C. (2006). *Impact of Human Resource Management: SME Performance in Vietnam*, 11(1), 79-95.
- Khulma, F. F. (2018). "Pengaruh Modal Kerja dan Kepemilikan Manajerial Terhadap Kinerja Perusahaan". S1 Thesis, Fakultas Ekonomi. Universitas Sultan Agung, Semarang.
- Krisetya, E. (2013). *Rekrutmen, Seleksi, dan Retensi Sumber Daya Manusia Pada Usaha Kecil Menengah (Studi Kasus Pada Wafi Jati Jepara)*. S1 Thesis, Fakultas Ekonomika dan Bisnis.
- Mangkunegara, A. P. (2006). *Perencanaan dan Pengembangan Manajemen Sumber Daya Manusia*. PT Refika Aditama.
- Masram, & Mu'ah. (2015). *Manajemen Sumber Daya Manusia*. Sidoarjo: Zifatama Publisher.
- Mathis, R. L., & Jackson, J. H. (2008). *Human Resource Management* (12th ed.). United States of America: Thomson.
- Mehmood, M., Awais, M., Afzal, M. M., Shahzadi, I., & Khalid, U. (2017). *The Impact of Human Resource Management Practices on Organizational Performance*. International Journal of Engineering and Important System (IJEAIS), 1(9), 165-178.
- Montan, H., & Charnou, B. (2002). *Human Resource Practices and Firm Performance Of Multinational Corporations: Influences of Country of Origin*. Journal of International Human Resource Management.
- Mulolli, Enis & Islami, Xhavit & Skenderi, Nagip. (2015). *Human Resource Management Practices and SMEs Performance: Study Based In Kosovo*. International Review of Management and Business Research, 4(4), 1171-1179.

- Musniati, N. (2018). *Pengaruh Praktek Manajemen Sumber Daya Manusia Terhadap Kinerja Organisasi*. Retrieved November 20, 2017, from Academia.edu: <https://www.academia.edu/34145496/pengaruh-praktek-menejemen-sumber-daya-manusia-terhadap-kinerja-organisasi?auto=download>
- Mustikawati, F., & Kurniawan, I. (2014). *Pengaruh Job Description Terhadap Kinerja Karyawan DepartmentSecurity di PT. Wilmar Nabati Indonesia - Gresik*. Gema Ekonomi, Jurnal Fakultas Ekonomi, 3(2), 154-180.
- Nakhata. (2008). *Developing Effective Job Description For SMEs*. E-Paper:July-December 2008 Edition. Thailand: Bangkok University.
- Noe, R. A. (2010). *Employee Training and Development* (5th ed.). New York: Mc. Graw-Hill Inc.
- Peraturan Pemerintah RI No. 31 Tahun 2006 Tentang Sistem Pelatihan Kerja Nasional*. (2006). Retrieved 08 22, 2019, from kemenperin.go.id: https://www.kemenperin.go.id/kompetensi/pp_31_2006.pdf
- Price, A. (2011). *Human Resource Management*. United Kingdom: Cengage Learning EMEA.
- Questibrilis, B. (2019). *Pentingnya Job Description dalam Sebuah Perusahaan*. Retrieved December 9, 2019, from Jojonomic: <https://www.jojonomic.com/blog/job-description/>
- Rabie, C., Cant, M., & Wiid, J. (2016). *Training and Development in SMEs: South Africa's Key to Survival and Success?*. The Journal of Applied Business Research, 32(4).
- Rivai, V. (2004). *Manajemen SUMBER Daya Manusia untuk Perusahaan*. Jakarta: PT. Raja Grafindo Persada.
- Robbins, S. P., & Timothy, J. A. (2008). *Perilaku Organisasi*. Jakarta: Salemba Empat.
- Samwel, J. O. (2018). *Impact of Employee TRaining on Organizational Performance - Case Study of Drilling Companies in Geita, Shinyanga and Mara regions in Tanzania*. International Journal of Managerial Studies and Research.
- Sekaran, U. (2003). *Research Method for Business: A Skill Building Approach*. New York - USA: John Wiley and Sons, Inc.

- Simamora, H. (2004). *Meejemen Sumber Daya Manusia* (3rd ed.). Yogyakarta: Sekolah Tinggi Ilmu Ekonomi YKPN.
- Singh, L. B. (2018). *Human Resource Practices in SMEs: A Case Study of Faridabad India*.
- Singh, N. R., & Kassa, B. (2016). *The Impact of Human Resource Management Practices on Organizational Performance - A Study on Debre Brehan University*. International Journal of Recent Advances in Organizational Behaviour and Decision Sciences (IJRAOB).
- Singh, R., Rigsby, J., & Ramgulam, N. (2018). *Formal Human Resource Management (HRM) Practices and The Performance of Small & Medium - Sized Enterprises (SMEs): A Study of SMEs in The Caribbean Nation of Trinidad*. Journal of Eastern Caribbean Studies, 4(2).
- Siregar, S. (2011). *Statistik Deskriptif Untuk Penelitian*. Jakarta: Raja Grafindo Persada.
- Steward, G. L., & Brown, K. G. (2011). *Human Resource Management: Linking Strategy to Practice* (2nd ed.). United States: John Wiley & Sons. Inc.
- Sugiyono. (2012). *Metode Penelitian Bisnis*. Bandung: Alfabeta, CV.
- Sulistyo. (2010). *Pengembangan Usaha Kecil dan Menengah dengan Basis Ekonomi Kerakyatan Di Kabupaten Malang*. Jurnal Ekonomi Modernisasi, 6(1).
- Suliyanto. (2006). *Metode Riset Bisnis*. Yogyakarta: Andi.
- Sunday, A. O., Olaniyi, B. E., & Mary, F. D. (2015). *The Influence of Recruitment and Selection on Organizational Performance*. International Journal of Advanced Academic Research.
- Sutanto, E., & Kurnawan, M. (2016). *The Impact of Recruitment, Employee Retention and Labor Relations to Employee Performance in Batik Industry in Solo City, Indonesia*. International Journal of Business and Society, 17(2).
- Suthar, B. K., Chakravarthi, T. L., & Pradhan, S. (2014). *Impact of Job Analysis on Organizational Performance: An Inquiry on Indian Public Sector Enterprises*. Procedia Economic and Finance, 116-181.

- Suyono, E. (2018). *Pentingnya Sistem Pengendalian Manajemen dalam Pengelolaan Usaha Kecil dan Menengah di Kabupaten Banyumas, Jawa Tengah*, 16(1), 64-83.
- Suyono, E., Farooque, O. A., & Riswan, R. (2016). *Toward a Model of Traditional Retailers and Sellers Empowerment in Improving Competitiveness Against Modern Markets in Banyumas Region, Indonesia*. DLSU Business and Economic Review, 25(2), 147-165.
- Sylviani, M. (2017). *Pengaruh Deskripsi Pekerjaan Terhadap Kinerja Pegawai Negeri Sipil Pa Kantor Camat Tembilahan*. Journal of Economy, Business and Accounting.
- Vlachos, I. (2008). *The effect of Human Resource Practices on Organizational Performance: Evidence from Greece*. The International Journal of Human Resource Management.
- Wahyudiati, D. (2018). *Pengaruh Aspek Keuangan dan Kompetensi Sumber Daya Manusia (SDM) Terhadap Kinerja Usaha Mikro Kecil dan Menengah (UMKM) Di Desa Kasongan*. S1 Thesis, Fakultas Ekonomi.
- Weerakkody, W., & Ediriweera, A. (2010). *Impact of Training and Development on Business Performance: With Reference to SMEs in Gampaha District*. International Conference of Business Management.