

# Determination of Spiritual Motivation, Psychological Motivation, Physiological Motivation to Economic Growth through the Religious Performance of Civil Servants in the Regional Secretariat of Karimun Regency

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**Abstract---** *The vision of Karimun Regency is "The realization of Karimun Regency as a center of maritime-based faith and piety economic growth." This means that in economic growth through the performance of religious officials, which has the meaning of developing regions is carried out by continuing to advance efforts to build human age, especially from morality and morality which are based on spiritual, psychological and physiological values as research variables. Population in research this is the entire staff in the Karimun Regency regional secretariat, amounting to 328. For the number of samples in this study that is using the Slovin method which was obtained by 180 respondents. Data were analyzed using Structural Equation Modeling (SEM). The software used for structural analysis is the analysis of Moment Structures (AMOS) version 23 of Arbuckle, and for descriptive research using SPSS version 23. Determination of spiritual, psychological, physiological motivation on economic growth through the religious performance of Permanent employees is a significant positive, determination spiritual, psychological, physiological motivation towards economic growth through the significant religious performance of temporary employees. Significant, the determination of spiritual, psychological, physiological motivation on economic growth through the performance of civil servants is not significantly positive.*

**Keywords---** *Spiritual Motivation, Psychological Motivation, Physiological Motivation, Economic Growth, Religious Performance.*

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## I. INTRODUCTION

Karimun Regency is part of the Riau Islands Province, which borders Singapore and Malaysia, and is bordered by Batam and Bintan industrial growth centers. Karimun Regency is a regency in Riau Islands Province. The geographical location of this district is very supportive of the community's economy, where Karimun Regency is one of the areas that will be traversed by the free trade route which indirectly will open up great opportunities for the community to take the opportunities that exist. In addition to having this potential, Karimun Regency also has a variety of natural resources that will support the regional economy, including mining granite, tin sand and

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agricultural products such as rubber, plantations and marine resources such as fish ponds, most of which are also exported to Singapore and Malaysia.

Judging from its geographical location, Karimun Regency is in the path of world trade traffic, the Malacca Strait and the local trade transportation lane and is at the growth centers of Batam and Bintan. From the results of mining, plantations, fisheries and being in the path of world trade, the Karimun Regency is an area that has a huge wealth potential. This potential will not be absorbed properly if it is not supported by human resources who have the quality and enthusiasm which are often called motivation, including motivation related to spirituality (religion), psychology and physiology. This motivation is very influential and affects human resources so whether by influencing can improve the performance. Most of Karimun's residents work as civil servants. This plays an important role in increasing regional economic growth in terms of performance. One of the things that can improve performance in achieving goals is motivation. Motivation that will be investigated in improving performance is spiritual motivation which performance must be accountable to God Almighty, psychological motivation and physiological motivation, where these three motivations will affect performance which will affect economic growth.

In this study interested in examining the role of civil servants as research objects. The research site was carried out in the Karimun Regency regional secretariat which has 13 sections, arguing that the 13 sections will represent in answering the results of the research consisting of a general section, equipment section, community relations section, development administration section, section people's welfare and society, section Korpri organizations, procurement services division, border management division, general government division, legal section, economy section, protocol and household section as well as regional secretary and assistant. These 13 sections represent the object of research that will answer the issue of whether the performance of the spiritual motivation must be accountable to the Almighty God, psychological motivation and physiological motivation of civil servants have a significant influence on the economic growth of Karimun Regency or even have no influence. From the explanation above, the researcher is interested in conducting a study of the problem.

### ***Formulation of the Problem***

1. Is spiritual motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS)?
2. What is psychological motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS)?
3. Is physiological motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS)?
4. Are spiritual motivations, psychological motivations, physiological motivations together as determinants of economic growth through the religious performance of Civil Servants (PNS)?

### ***Purpose of Research***

1. To identify and explain spiritual motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS).

2. To identify and explain psychological motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS).
3. To identify and explain physiological motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS)
4. To identify and explain spiritual motivation, psychological motivation, physiological motivation together as a determinant of economic growth through the religious performance of Civil Servants (PNS)?

## II. LITERATURE REVIEW

To further improve performance and reduce the impact arising from the materialistic and secular Indonesian corporate culture, it is necessary to conduct research by conducting in-depth studies and research on the concept of spiritual motivation to provide enthusiasm (direction) for Maslow's primary motivation and secondary needs. Spiritual motivation is directed through three Islamic variables, namely: (1) *aqidah* motivation, (2) motivation of worship, and (3) *muamallat* motivation which is expected to be used to improve religious performance. In general, this research is intended to analyze and test the influence of spiritual motivation in an Islamic perspective as measured by the dimensions of motivation *aqidah*, worship, and *muamallat*, as well as religious performance. This research variable consists of dependent variables and independent variables. The dependent variable is religious performance. Religious performance is the success of employees viewed from an Islamic perspective. Religious performance is seen from three dimensions (potential), namely: the performance of religious physiology, the performance of religious psychology, and spiritual performance. The performance of religious physiology is measured by the use of natural resources, expertise, technology, and Islamic capital. The performance of the psychology of religion is measured by the utilization of health, social relations, appreciation, and improvement in Islamic ways. Spiritual performance is measured by the level of trust, honesty in work orientation and Islamic production. The independent variable is spiritual motivation which consists of three variables, namely: *aqidah* motivation, worship motivation, and *muamallat* motivation. The variables proposed as indicators of *aqidah* are Faith in Allah, Faith in the Book and Faith in the Prophet. The motivational indicators of worship are the Prayer Level, Prayer and Fasting. Indicators of *muamallat* motivation are Employment and Production, Secondary Needs and Primary Needs. (Chablullah Wibisono, 2002).

The relationship of worker motivation models and work characteristics was proposed by Hackman and Oldham (1975, 1976, 1980). They state that 3 aspects of psychology mediate the relationship between task characteristics and internal work motivation. To facilitate the results achieved from this aspect of psychology, they advocate redesigning work to improve skills, identify tasks, choose important tasks, autonomy and feedback. All of these factors are related to increasing workers' growth and responsibilities. This model is consistent with the stewardship theory that increased work motivation will lead to higher levels of performance in line with job satisfaction. It is interesting to note from the Hackman and Oldham model (1975, 1976, 1980), which argues that growth requires the power of workers as moderators of this effective model, assuming that there are workers who assume that the stewardship model is not suitable. In a study approach to intrinsic motivation, Manz (1986, 1990) developed the theory of self-leadership. According to him, self-leadership is a perspective that influences the overall self which

brings a person to performance on naturally motivated tasks such as managing work that must be done but not naturally motivated (1990, 589). It was also stated that self-leadership includes trust in the performance of a person who incorporates a formal reward system and relates to the importance of sharing organizational views. This view is consistent with the assumptions of motivation from the stewardship theory (Eko Raharjo, 2007).

One theory of motivation that is widely used is the motivation theory based on the Individual Needs Hierarchy proposed by Maslow. Maslow et al. (1991: 167) states that the theory of needs is:

- a) Physiology needs the needs for food, water, and water.
- b) Safety and security needs: the need for security, stability and the absence from pain, treat or illness.
- c) Social needs: the need for affection, belongingness, love.
- d) Esteem needs: the need for personal feelings of achievement or self-esteem and also a need for recognition or respect from others.
- e) Self-actualization needs the need to become all one is capable of becoming, to realize one's potential, or achieve self-fulfillment.

Maslow states that the most basic human needs are at the lowest or first level, namely physiological needs, which consist of the needs for clothing, shelter, food, health, sex, etc. (Denny Andreas, 2015). These needs include three main things, namely: clothing, food, and shelter. This level of need is a fundamental theory for someone to do something to get those needs. For example labor, the need for salary, overtime pay, housing, vehicles, etc., are basic needs, are the reason for the employee to want to work, be effective and can provide high productivity for certain organizations simple to just fulfill the required shelter (sign) elements. For example, informal sector tents on the roadside. The tent is usually simple. Its location on the edge of the road carries risks, far from being safe, such as the risk of being struck by a vehicle that inadvertently targets the informal sector tent. Likewise, slum dwellings in restricted areas for residence, such as slum shelters on the banks of the river and close to the railroad tracks. They run the risk of eviction and security. (Hariyono, P, 2014).

As indicated by Wijono (2005), monetary development is quickly a procedure of expanding per capita yield over the long haul, this comprehension stresses three things to be specific procedure, yield per capita and long haul. The way toward portraying monetary improvement after some time is increasingly unique, per capita yield relates the part of absolute yield (GDP) and parts of populace, with the goal that the long haul shows the propensity of changes in the economy in a specific period driven by interior financial procedures (self-creating). Financial development is likewise deciphered just as an expansion in complete yield (GDP) over the long haul paying little respect to whether the increment is littler or more noteworthy than the pace of populace development and whether it is trailed by monetary structure development or not. High monetary development and feasible procedures are the primary conditions for the coherence of financial advancement (Tambunan, 2001). Financial development demonstrates the degree to which monetary movement will produce extra network pay in a given period. At the end of the day, the economy is said to have encountered development if the genuine salary of the individuals in a specific year is more prominent than the genuine pay of the network in the earlier year. In a macroeconomic sense, monetary development is the expansion of Gross Domestic Product (GDP), which implies an increment in National Income/PN. As per Sukirno (2011) monetary development is the advancement of exercises in the economy which causes the products

and ventures created in the public eye to increment. Financial development is an expansion in GDP or genuine GNI. For quite a while business analysts have investigated significant components that impact monetary development. In light of monetary development winning in different nations, it very well may be reasoned that the principle factors influencing the development and improvement of a nation are the abundance of regular assets and land, the number and nature of work, accessible capital merchandise, the degree of innovation utilized and social frameworks and demeanors the general population. Several theories have been put forward that explain the relationship between factors of production with economic growth. The views of these theories are summarized as follows: i. Classical Theory: Emphasizes the importance of factors of production in raising national income and realizing growth. However, the main concern is the role of labor. According to them excessive labor will affect economic growth. ii. Schumpeter's Theory: Emphasizing the role of entrepreneurs who will make innovations and investments to realize economic growth. iii. Harrod-Domar's Theory: Realizing the role of investment as a factor that causes an increase in aggregate expenditure. This theory basically emphasizes the role of the demand side in realizing growth. iv. Neo-Classical Theory: Through empirical studies this theory shows that technological development and increased social skills are the most important factors that realize economic growth. The indicator used to measure economic growth is the level of GDP growth. There are several reasons underlying the selection of GDP growth and not other indicators (such as GNI) as growth. The reasons stated by Susanti et al (2007) are:

- a) GDP is the amount of added value generated by all production activities in the economy. This means that the increase in GDP also reflects an increase in remuneration for the factors of production used in these production activities.
- b) GDP is calculated on the basis of the concept of flow (flow concept). This means that the calculation of GDP includes only the value of the product produced in a certain period. This calculation does not include the value of products produced in the previous period. Using the concept of flow to calculate GDP, it is possible to compare the amount of output produced this year with the previous year.
- c) The boundary for calculating GDP is the country (domestic economy). This makes it possible to measure the extent to which economic policies adopted by the government are able to boost the domestic economy.

To calculate the rate of economic growth, the GDP data used is real GDP data (at constant prices) because with the use of real GDP data, the effect of price changes on the value of GDP (at current prices) has been eliminated. (Ahmad Soleh, 2014)

Armstrong and Baron explain that performance is about what is done and how to do it. Performance is also the result of work that has a strong relationship with the company's strategic goals, customer satisfaction, and economic contribution. Then Wibowo also explained that performance is an implementation of a plan that has been prepared from external factors that are outside the authority of the organization and also internal factors that are still within the authority of the organization itself. Performance implementation is carried out by human resources who have the ability, competence, motivation, and interests. So, in the end, it will be clear whether the performance produced is following existing standards or not. If described, two factors can affect company performance, namely external factors, and internal factors. Meanwhile, as per Prawirosentono, execution is the aftereffect of work that can be accomplished by an individual or gathering of individuals in an association, as per their separate specialists and

obligations, with an end goal to accomplish the targets of the association concerned lawfully, not infringing upon the law and as per ethics and morals. In the clarification, as per Prawirosentono, another weight is identified with ethics and morals. This is the most wonder in light of the fact that there is a strict factor that is referenced in this sense. (Yoiz Shofwa, 2013). The connection between work fulfillment and execution is a powerless relationship/low and noteworthy between work fulfillment with the exhibition of an instructor (Hazriyanto, Firdiyansyah, and Ibrahim, 2019).

In view of the foundation and hypothetical premise that has been referenced are the factors of profound inspiration, mental inspiration, physiological inspiration, monetary development, and strict execution. A survey of these five factors will be more clear through an exploration structure that can be depicted as pursues:

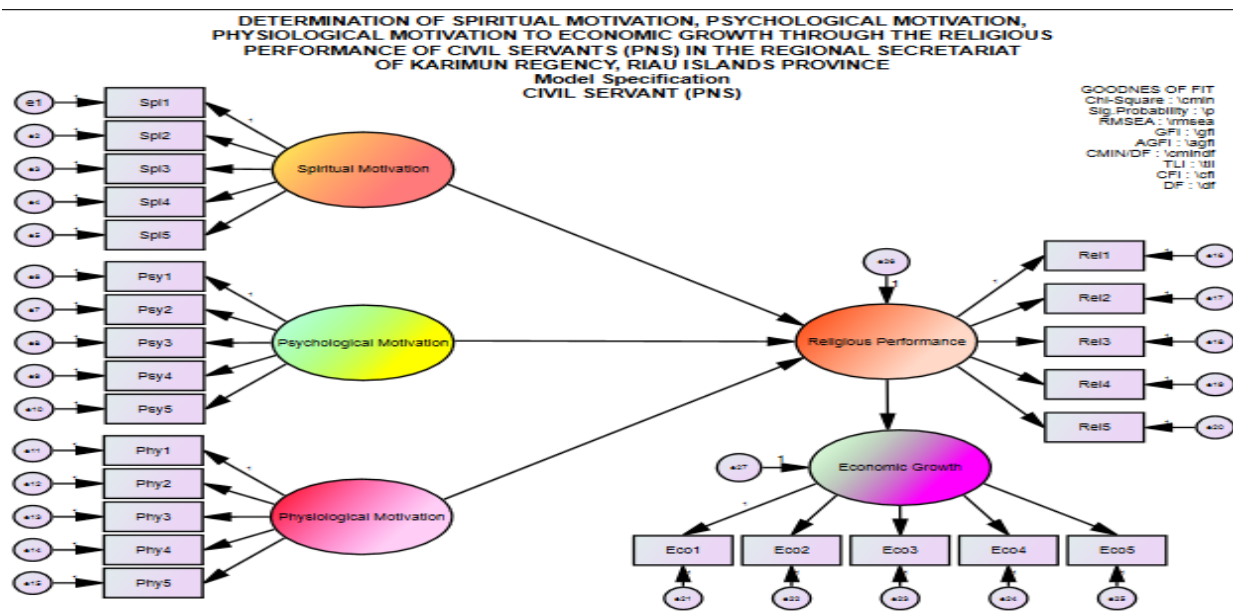


Figure 1: Research Model with variable Artifacts, Spiritual Motivation, Psychological Motivation, Physiological Motivation, Economic Growth, Religious Performance

### Hypothesis

From the theoretical foundation and framework of ideas above, the following theories can be formulated:

1. Spiritual motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS).
2. Psychological motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS).
3. Physiological motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS).
4. Spiritual motivation, psychological motivation, physiological motivation together as a determinant of economic growth through the religious performance of Civil Servants (PNS).

### **III. METHODOLOGY/MATERIALS**

The method used in the research include population and sample, sampling techniques, techniques of data collection and the data analysis techniques. Population in research this is the entire staff in the Karimun Regency regional secretariat, amounting to 328. For the number of samples in this study that is using the Slovin method which was obtained by 180 respondents. This research is using primary data, namely using the questionnaire method, through questionnaires. The distribution of this questionnaire was conducted to all employees both Civil Servants (PNS) who are in the Regional Secretariat of Karimun Regency, Riau Islands Province, totaling 180 employees or respondents. Documentation, which is a record of important and useful things in the preparation of this research. Literature Research, namely conducting studies/investigations through literature or using literature relating to the problem of this research.

The information examination method in this investigation is to utilize the Structural Equation Model (SEM) which is helped by the AMOS 23.0 program. The guideline of this investigation is a coordinated way to deal with factor examination, channel investigation and auxiliary models (Arief, 2003: 1). Research on the factors of Spiritual Motivation, Psychological Motivation, Physiological Motivation of Economic Growth through Religious Performance was led and proposed to affirm the speculation through exact information models. The speculative model is appeared in the structure. In the meantime, the watched information were gotten by 150 examples of respondents. Every respondent was approached to answer the survey through the inquiries displayed. In the wake of gathering the information through a poll, the survey will at that point be tried through legitimacy and unwavering quality. Information from the poll were then handled by the Amos program for Windows adaptation 23.0 through SEM testing. SEM examination is gone before by an assessment of information ordinariness and CFA.

Investigation of typicality information to decide if the information conveyance is typical for every pointer, while corroborative factor examination (CFA) is utilized to test unidimensional measurements that portray inert factors in the model. In light of the examination of information typicality in light of the fact that there are no pointers that have a cr for a slant above  $\pm 3:00$ . This implies the circulation of information for all signs is the slant standard. In light of kurtosis, there are no markers that have values above  $cr > 3:00$ . This implies the perspective on kurtosis can be said that the spread of information for all pointers is standard (not sharp) spread. In view of the consequences of corroborative factor investigation for pointers all things considered, regardless of whether in chart structure or unthinkable, it is realized that the Standard Regression Weight. All markers are higher than 0:50 and CR coefficients are more noteworthy than 2:00 and pointers are likelihood esteems under 0:05 (\*\*\*) . Tus can be said about CFA, that every solid pointer for dormant factors are characterized. In this manner, all markers can be remembered for SEM investigation.

### **IV. RESULTS AND FINDINGS**

Information score of respondents' responses to any additionally prepared with measurable markers Full Model Structural Equation Modeling (SEM) utilizing AMOS programming for windows variant 23.0 was Obtained show like the picture handling results Structural Equation Modeling (SEM) following:

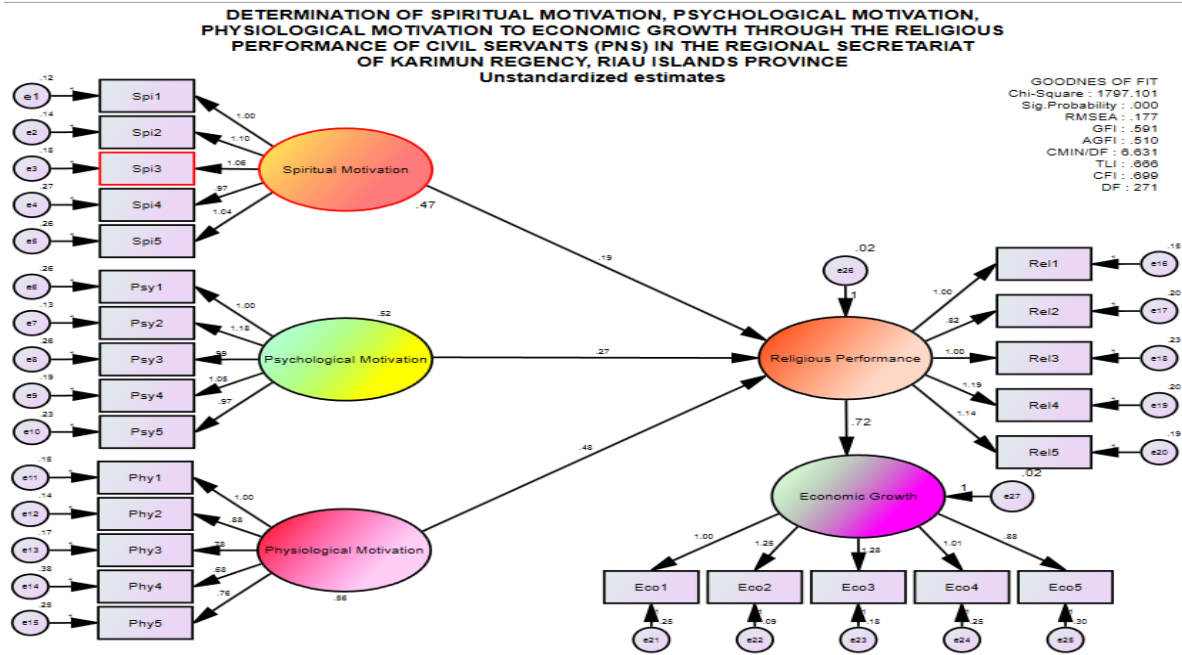


Figure 2: Full Model Artifacts, Spiritual Motivation, Psychological Motivation, Physiological Motivation, Economic Growth, Religious Performance

Goodness-of-fit Test Results - Model Testing utilizing the SEM model is done in stages. On the off chance that the correct model isn't yet acquired, at that point the model proposed initially should be updated. The requirement for update of the SEM model emerges from the issues that emerge from the investigation. The issue that may emerge is the issue of the failure of the model created to deliver one of a kind appraisals. On the off chance that these issues emerge in SEM examination, it shows that the exploration doesn't bolster the auxiliary model that is shaped. Along these lines the model should be reconsidered by creating existing speculations to shape new models. Integrity-of-fit criteria have been clarified on page 42 recently expressed by Haryono et al (2012). The investigation of the consequences of information handling at the full SEM model stage is completed by directing a reasonableness test and a measurable test. Integrity-of-fit model test outcomes are clarified in the accompanying table:

Table 1: Goodness-of-fit Model Test Results

No.	Index	Value	Evaluation	Model Results
1	Chi-Square	Approaching Zero	0,000	Good
2	CMIN/DF	< 2,00	6,631	Good
3	RMSEA	≤ 0,08	0,177	Poor
4	GFI	≥ 0,90	0,591	Poor
5	AGFI	≥ 0,90	0,510	Poor

Source: Data Processed From 2019 Research Results

These outcomes show that the model utilized is satisfactory. The CMIN/DF estimation of 6.631 speaks to a decent basic condition model. The RSMEA estimation file is in the scope of expected estimations of  $\leq 0.08$  which is 0.177. Chi-square is near zero, which is 0,000, so the examination model is great, in spite of the fact that the GFI and AGFI consequences of the assessment model are bad. From a few model possibility tests, the model is said to be practical if at any rate one of the model's plausibility test techniques is met (Hair et al, 1998 in Haryono et al, 2012).



In an observational examination, a specialist isn't required to meet every one of the criteria of integrity of fit, yet relies upon the judgment of every analyst.

Table 2: Squared Multiple Correlations

<i>Variable</i>	<i>Estimate</i>
Rel	.889
Eco	.861

Squared Multiple Correlations test results show that the Spi, Psy, and Phy variables have a significant positive effect on Rail. Squared Multiple Correlations value of 0.889 or equivalent to 88.9% influence of the variables Spi, Psy, and Phy on Rail. While the effect of the Rel variable on Eco with Squared Multiple Correlations of 0.861 shows a significant positive effect. This means that Rail Variables have an effect on Eco by 0.861 or equivalent to 86.1%.

Table 3: Regression Weights

	<i>Variable</i>		<i>Estimate</i>	<i>S.E.</i>	<i>C.R.</i>	<i>P</i>	<i>Label</i>
Rel	<---	Spi	.186	.057	3.267	.001	Significant
Rel	<---	Psy	.274	.069	3.979	***	Significant
Rel	<---	Phy	.478	.071	6.749	***	Significant
Eco	<---	Rel	.717	.069	10.430	***	Significant

Table 4: Standardized Regression Weights

	<i>Variable</i>		<i>Estimate</i>
Rel	<---	Spi	.281
Rel	<---	Psy	.435
Rel	<---	Phy	.788
Eco	<---	Rel	.928

The Standardized Regression Weights table above shows that Spi affects Rails of 0.281, Psy of Rails of 0.435, Phy of Rails of 0.788, and Rails of Eco of 0.928. This means that the overall variable has a positive and significant effect.

Table 5: Standardized Total Effects

<i>Variable</i>	<i>Phy</i>	<i>Psy</i>	<i>Spi</i>	<i>Rel</i>	<i>Eco</i>
Rel	.788	.435	.281	.000	.000
Eco	.731	.403	.260	.928	.000

Standardized Total Effects test results show that the value of Standardized Total Effects Phy to Rail is 0.788, Phy to Eco is 0.731, Psy to Rail is 0.435, Psy to Eco is 0.403, Spi to Rail is 0.281, Spi to Eco is 0.260, and Rail to Eco is Eco amounted to 0.928.

Table 6: Standardized Direct Effects

<i>Variable</i>	<i>Phy</i>	<i>Psy</i>	<i>Spi</i>	<i>Rel</i>	<i>Eco</i>
Rel	.788	.435	.281	.000	.000
Eco	.000	.000	.000	.928	.000

Standardized Direct Effects test results show Phy to Rail at 0.788, Psy to Rail at 0.435, Spi to Rail at 0.281, and Rail to Eco at 0.928.

Table 7: Standardized Indirect Effects

<i>Variable</i>	<i>Phy</i>	<i>Psy</i>	<i>Spi</i>	<i>Rel</i>	<i>Eco</i>
Rel	.000	.000	.000	.000	.000
Eco	.731	.403	.260	.000	.000

Standardized Indirect Effects test results show that the indirect effect of Phy to Eco is 0.731, Psy to Eco is 0.403, and Spi to Eco is 0.260.

## V. CONCLUSION

- a. The Standardized Regression Weights table below shows that Spiritual motivation affects religious performance by 0.281, psychological motivation for religious performance by 0.435, physiological motivation for religious performance by 0.788, and religious performance for economic growth by 0.928. This means that the overall variable has a positive and significant effect.

Standardized Regression Weights: (Group Number 2 - Default Model)

<i>Variable</i>			<i>Estimate</i>
Rel	<---	Spi	.281
Rel	<---	Psy	.435
Rel	<---	Phy	.788
Eco	<---	Rel	.928

- b. From the variables displayed in this study, there are 5 research variables including Spiritual motivation, psychological motivation, physiological motivation, economic growth, religious performance. And as an intervening variable is religious performance, which there is this research obtained results to answer the hypothesis are as follows:
- 1) Spiritual motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS) significantly influences.
  - 2) Psychological motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS) significantly influence.
  - 3) Physiological motivation as a determinant of economic growth through the religious performance of Civil Servants (PNS) significantly influences.
  - 4) Spiritual motivation, psychological motivation, physiological motivation together as a determinant of economic growth through the religious performance of Civil Servants (PNS) significantly influence.

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