

Synergy of Green Work Environment and Self-Efficacy in Answering the Business Transformation of the Medical Device Industry

Alif Maulana¹, Vera Firdaus², Nindia Wahyu Puspita³, Rizka Wahyu Aprilia⁴
^{1,2,3,4}Muhammadiyah University of Sidoarjo, Indonesia



DOI : <https://doi.org/10.51699/ijecep.v2i1.55>



Sections Info

Article history:

Submitted: January 30, 2025
Final Revised: February 20, 2025
Accepted: March 15, 2025
Published: March 31, 2025

Keywords:

Self-efficacy
Green work environment
Work discipline
Job satisfaction

ABSTRACT

Objective: This study aims to find out whether the synergy of green work environment and self-efficacy can answer the business transformation in the medical device industry at PT. Sinaraya Nugraha Ahmadaris Medika. **Method:** The design of this study is quantitative with a descriptive approach. This study has a population of 166 employees and the sampling technique used is proportional random sampling so that 117 respondents who are employees of PT. Sinaraya Nugraha Ahmadaris Medika. The analysis technique used in this study is multiple linear regression analysis using SPSS version 22 for Windows. **Results:** The results of this study show that the variables of self-efficacy, green work environment, and work discipline have a positive effect on job satisfaction at PT. Sinaraya Nugraha Ahmadaris Medika. **Novelty:** This study uniquely integrates the Green Work Environment and Self-Efficacy as key factors influencing Job Satisfaction in the medical device industry. Unlike previous studies, this research utilizes observation, interviews, and questionnaires to provide a comprehensive analysis. Additionally, it highlights the role of work discipline as a moderating factor, offering a new perspective on how environmental sustainability and employee confidence drive business transformation and innovation

INTRODUCTION

Changes in habits in human activities as a result of the emergence of development Technology that changes perceptions and insights in daily activities [1]. This can also affect changes in all forms of business activities, such as the type of business, supply chain, and human resources in the company [2] The increasingly competitive competition of companies requires quality resources to be able to support the company's performance and be able to follow the dynamics of change [3]. In this case, human resources in a company determine the success of a company in achieving its goals and face future business transformations and challenges. Therefore, human resources are an important asset in a company. However, companies in achieving their goals need competent and high-quality human resources. To support the success of a company, companies must first pay attention to the job satisfaction of their employees [4].

Job satisfaction is also influenced by a green work environment that supports the performance of an employee [5]. In a company, a conducive green work environment allows employees to complete their work well. A green work environment is a vehicle in the company, both physical, social, and virtual environments. In a green work environment, there are two types of environments, namely a physical green work environment that is visible to the naked eye, and also a social environment whose form can be in the form of a relationship between employees and communication [6]. Employee satisfaction describes an attitude and feeling of an employee whether they feel

happy, comfortable, or vice versa [7]. An uncondusive green work environment causes employees to behave negatively such as weakened morale, and decreased discipline. Good discipline describes employees' sense of responsibility for the tasks given by the company, and can generate work morale and motivation for employees to complete these tasks for the realization of the company's goals [8].

Companies engaged in the medical device industry in Pasuruan Regency show observation results that employee job satisfaction is relatively low. This is based on the observation that there are some employees who are not confident in their abilities and lack confidence in their abilities. This can be caused by the lack of a leader's role in appreciating an employee's work results. This company has also not implemented a comfortable green work environment. Based on the observation results, it shows that the needs of employees are still incomplete, so that the work of employees is hampered, and causes employee indiscipline in carrying out work. In this company, there are often violations of discipline, namely employee delays.

In this study, the development of previous research gaps was carried out using a green work environment as an independent variable. The difference that is also a gap in this development is that in the study [9] there is a shortcoming that it is not explained what method is used in data collection for analysis testing. Meanwhile, this study uses observation, interview, and questionnaire data collection methods. The study [4] showed that the self-efficacy variable had a significant influence on employee job satisfaction. Meanwhile, in the research [28] showed that self-efficacy had a positive but not significant effect on job satisfaction.

A green work environment that supports environmental sustainability, such as the use of renewable energy, efficient waste management, and the creation of environmentally friendly workspaces, so as to improve employee comfort and well-being [10]. This has a direct impact on increasing self-efficacy, which is an individual's confidence in their ability to face changes and challenges, and is more motivated to innovate and contribute to business transformation [11]. The synergy between Green Work Environment and Self-efficacy helps accelerate business transformation in the medical device industry, so that employees feel more empowered to contribute to product innovations that are more environmentally friendly and in line with market trends [12]. With this combination, it can create a productive and adaptive culture, which is very important in accelerating the progress of the medical device industry towards a more sustainable and efficient era.

Self-efficacy is defined as a person's confidence to measure the extent of his ability to perform the actions necessary to meet all demands. These beliefs will change depending on the situation faced and affect the performance of employees [13]. There are 4 processes that can affect self-efficacy, namely, the process of cognitive, motivational process, affective process, and selection process [18].

A green work environment is everything that is around employees, which can affect employees in carrying out their assigned tasks. The company must be able to prepare

facilities that can be adequate to support the work, and the working relationship between employees must be good so that it does not interfere with the work process [14]. According to [6], there are 3 types of green work environments, namely, physical environment, social/non-physical environment, visual environment.

Work discipline is a communication tool used by leaders to employees to be willing to obey company rules and applicable social norms. There are two types of work discipline according to [15], namely preventive discipline and corrective discipline. The measurement of work discipline according to [14] is, obedience to time rules, obedience to company rules, and obedience to rules of conduct in the Company.

Job satisfaction according to [14] is a very complex emotional reaction. Emotional reactions can come from an employee's encouragement, desires, demands and expectations for work that are connected to the reality that the employee feels. If an employee feels happy with what he is doing, then it can be said that the employee is satisfied with his work. Job satisfaction measurement according to [3] i.e., challenging work, supportive working conditions, salary, personality suitability to the job, and supportive colleagues.

The relationship between self-efficacy and job satisfaction, in [4] states that an individual who experiences pleasure in work, then they will do other work outside of their obligations. According to [5], if the higher the self-efficacy, the greater the potential for satisfaction that an employee will have. And the more confident a person is in what they are doing, the greater the effort made by the employees will also be greater and affect the results of the work done.

The relationship between a green work environment and job satisfaction according to [14], a green work environment in an organization aims to maintain good comfort at work in an effort to be able to increase employee job satisfaction. Because a good green work environment can be created from adequate facilities and harmonious working relationships. [4] stated that a green work environment partially has a significant effect on employee job satisfaction. Based on research [16], a comfortable and safe green work environment will make employees feel comfortable working, so that the work done by employees produces good results and affects employee job satisfaction.

The relationship between work discipline and job satisfaction according to [4], good discipline reflects the magnitude of a person's sense of responsibility for the work given to him. This encourages employee morale and provides satisfaction to employees. So, the company's goals can be achieved immediately with discipline in employees. According to [17] in his research, work discipline has a positive influence on the bound variable on employee job satisfaction.

Based on theoretical and empirical studies on the relationship between self-efficacy, green work environment, work discipline and job satisfaction, four hypotheses and conceptual frameworks underlying this research can be proposed, including:

1. H1 : Self-Efficacy has a positive effect on job satisfaction.
2. H2 : Green Work Environment has a positive effect on job satisfaction.

3. H3 : Work discipline has a positive effect on job satisfaction.
4. H4 : Self-efficacy, green work environment, work discipline have a silmudtan effect on job satisfaction.

The following is the conceptual framework for this research:

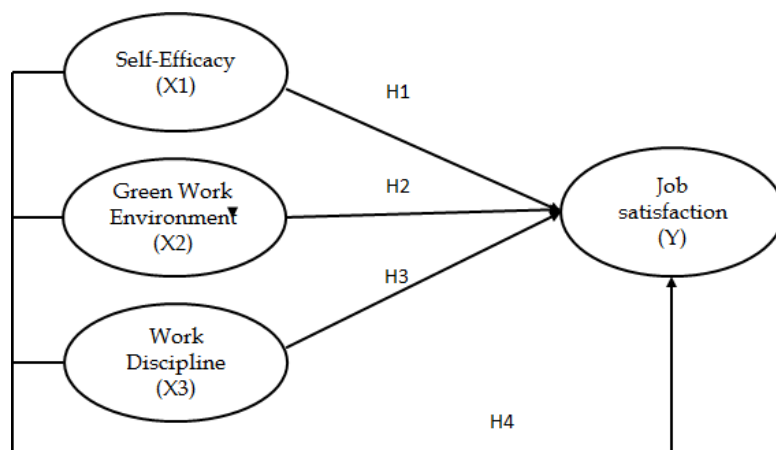


Figure 1. Conceptual framework.

RESEARCH METHOD

In this study, a quantitative approach is used with descriptive research. The following is the slovin formula to determine a sample with a 5% error rate:

$$n = \frac{N}{1+N(e)^2} \quad (1)$$

Where:

n = Sample size.

N = Population size.

e = Error tolerance limit (5% = 0.05).

Using the slovin formula, the sample size can be calculated as follows:

$$\begin{aligned}
 n &= \frac{N}{1+N(e)^2} \\
 n &= \frac{166}{1+166(0,5)^2} \\
 n &= \frac{166}{1,415} \\
 n &= 117.3
 \end{aligned}$$

Based on the results of the sample calculation using the slovin formula, the number of samples was obtained as many as 117 respondents. Sampling was carried out by proportional random sampling technique. The number of samples for each division is obtained using the following formula.

$$N = xn \frac{n}{s} \quad (2)$$

Information:

N = Number of samples per division.

n = The number of population of each division.

S = The number of population in all divisions.

The results obtained from each proportional random sampling are as follows:

Table 1. Sample data results.

Division	Population	Tasting
Staff	25	18
Surgery	99	70
Antiseptic	16	11
Polygyp and Orthopedics	14	10
Warehouse	12	8
SUM	166	117

Source: Data that has been processed

The data collection technique in this study uses observation, interviews, and questionnaires. The analysis methods used in this study are classical assumptions and multiple linear regression analysis. The hypothesis test used in this study is multiple linear regression analysis. The analysis was used to determine the influence of the independent variable (X) on the bound variable (Y), the multiple linear analysis was carried out by the determination coefficient test, the t test and the f test, the R test and the R² test. With details of statements for self-efficacy variables (X1) totaling 6 items, green work environment variables (X2) totaling 6 items, work discipline variables (X3) totaling 6 items, and job satisfaction variables (Y) totaling 6 items.

RESULTS AND DISCUSSION

Results

Before analyzing the data, the researcher first conducted a Validity Test, Reliability Test, Normality Test, Heteroscedasticity Test, Multicollinearity Test with the SPSS version 22 for Windows program.

Validity and Reliability

The questionnaire that has been filled out by the respondents will then be tested for validity and reliability. Validity tests are carried out by correlating item scores with total scores. The validity test table can be done by comparing r with r table. According to Sugiyono, if r counts positively and r calculates > r table, the statement is declared valid. The results of the validity test showed that all questionnaire statement items (24 statements) were declared valid. The Self-efficacy variable consisting of 6 statements was declared valid, the Green Work Environment variable consisting of 6 statements was also

declared valid. The Work Discipline variable with 5 statements was declared valid, as well as Job Satisfaction with 6 valid statements. Furthermore, the reliability test was carried out using the SPSS program.

Table 2. Reliability test results.

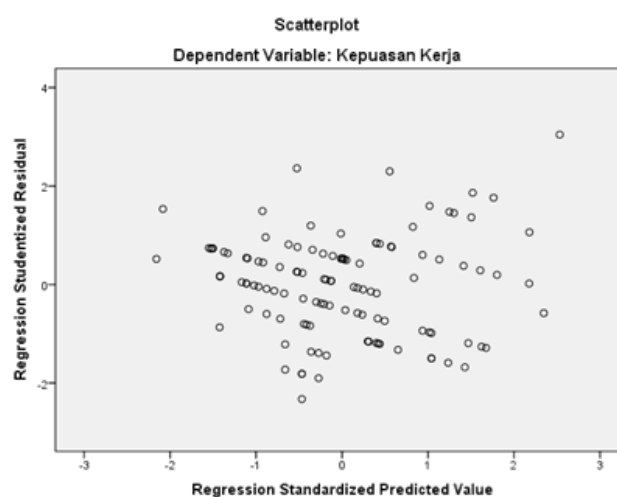
Variable	Alfa Cronbach	Critical Value	Result
<i>Self-efficacy</i>	0.676 years	0.5	Reliable
Green Work Environment	0.680	0.5	Reliable
Work Discipline	0.816	0.5	Reliable
Job Satisfaction	0.620	0.5	Reliable

Source: SPSS 22 Output

Based on the results in Table 2, it shows that the variables Cronbach's Alpha (X1) $0.676 > 0.5$, the variables (X2) $0.680 > 0.5$, the variables (X3) $0.816 > 0.5$, and the variables (Y) $0.620 > 0.5$. Thus, it can be said that each variable in this study is declared reliable.

Classical Assumption Test

In this classical assumption test, there is a multicollinearity test, an autocorrelation test and a heteroscedasticity test. The heteroscedasticity test was carried out to determine whether there was a residual variance inequality between one observation and another. If the residual variance of one observation with another observation has a fixed value, it can be called Homoskedastiness and if the residual variance of one observation and another observation is different, it is called Heteroscedasticity [8].



Source: SPSS 22 Output

Figure 2. Heteroscedasticity test.

Based on the heteroscedasticity test, the residual points are random and evenly distributed on the graph/ do not form a specific pattern, so the model can be used.

The multicollinearity test aims to test whether there is a relationship between independent variables in the regression model. Good regression does not occur correlation between independent variables.

Table 3. Multicollinearity test results.

	Model	Collinearity Statistics	
		Tolerance	BRIGHT
1	(Constant)		
	<i>Self-efficacy</i>	.973	1028
	Green Work environment	.748	1,338
	Work Discipline	.744	1,344

Source: SPSS 22 Output

Based on the multicollinearity test, the tolerance value > 0.01 or equal to the VIF value < 10 , so there is no multicollinearity in this model.

Hypothesis Testing

To find out whether self-efficacy, green work environment, and work discipline simultaneously affect employee job satisfaction, a statistical test was carried out f. The results of the statistical test f can be seen in the following Table 4.

Table 4. Test results f.

	Model	Collinearity Statistics	
		Tolerance	BRIGHT
1	(Constant)		
	<i>Self-efficacy</i>	.973	1028
	Green Work environment	.748	1,338
	Work Discipline	.744	1,344

Source: SPSS 22 Output

From the results of the simultaneous test in Table 4, the f-count value is obtained at 8,210 while the f-table is at the significance level of 5% and df is $k = 3$ and $df_2 = nk - 1$ ($117 - 3 - 1 = 113$) so that the f-table value of 2.68 is obtained and in the table above shows a sig value of 0.000 which means the $sig < 0.05$, then from the results it can be stated that H_0 is rejected and H_a is accepted.

Discussion

In this study, the variables Self efficacy (X1), Green Work Environment (X2), and Work Discipline (X3) were used to determine the effect on Employee Job Satisfaction (Y) at PT Sinaraya Nugraha Ahmadaris Medika.

a. H1: Self-Efficacy Affects Job Satisfaction

Based on the results of analysis and various tests, in this study the results were obtained that the self-efficacy variable had a positive and significant effect on employee job satisfaction. Empirical results show that there is an influence of self-efficacy on job satisfaction. This is in line with research [19] The results of his research show that self-efficacy has a positive effect on job satisfaction. This is also in line with research [20] which shows that self-efficacy has a significant effect on job satisfaction.

b. H2: Green Work Environment Affects Job Satisfaction

Based on the results of analysis and various tests, in this study the results were obtained that the green work environment variable has a positive and significant effect on employee job satisfaction. Empirical results show that there is an environmental influence work green to job satisfaction. If the green work environment is getting better, it will increase the value of employee job satisfaction. The conditions in the green work environment in question are not only physical comfort that can be enjoyed directly, but also a non-physical environment that can be felt by all employees. This is in line with research conducted by [21] With the results of the green work environment research affecting job satisfaction. This is also in line with research [22] It shows that the green work environment has a significant effect on job satisfaction partially.

c. H3: Work Discipline Affects Job Satisfaction

Based on the results of analysis and various tests, in this study the results were obtained that the work discipline variable had a positive and significant effect on employee job satisfaction. Empirical results show that there is an influence of work discipline on Satisfaction work. This is in line with research [23] With the results of the study, there was a positive and significant influence between the variables of work discipline and job satisfaction. This is also in line with research [24] which shows that work discipline has a positive and significant effect on job satisfaction. With a high level of discipline, the achievement of the company's goals will be achieved immediately. Various rules/norms set by a company have a very important role in creating discipline so that employees can comply with and implement these regulations.

d. H4: Self-Efficacy, Green Work Environment, and Work Discipline Have a Simultaneous Effect on Job Satisfaction

Based on the results of data analysis and various tests, in this study, the results of the variables of self-efficacy, green work environment, and work discipline together have a positive and significant effect on employee job satisfaction. These significant values show that increasing self-efficacy, a green work environment, and work discipline have an effect on employee job satisfaction in the company. This is shown in the research [25] which proves that self-efficacy has a positive effect on job satisfaction. This is in accordance with research [26] which explains that a green work environment has a positive effect on employee job satisfaction. And research [27] which proves that work discipline has a positive and significant effect on job satisfaction. By increasing self-efficacy, a green work environment, and work discipline can provide job satisfaction for employees. Thus, the performance of these employees can be optimized, innovate, and encourage business transformation in the medical device industry.

CONCLUSION

Fundamental Finding : Based on the results of hypothesis testing, it is proven that self-efficacy has a positive effect on job satisfaction at PT. Sinaraya Nugraha Ahmadaris

Medika. Because the higher the level of self-efficacy of an employee, the higher the satisfaction of an employee. Based on the results of hypothesis testing, it is proven that the green work environment has a positive effect on job satisfaction at PT. Sinaraya Nugraha Ahmadaris Medika. The better the conditions of the green work environment provided, the higher the job satisfaction value of an employee. Based on the results of hypothesis testing, it is proven that work discipline has a positive effect on job satisfaction at PT. Sinaraya Nugraha Ahmadaris Medika. Because good work discipline will reflect responsibility for the tasks and responsibilities given, which will be able to encourage passion at work, enthusiasm in work which will ultimately cause a sense of satisfaction in an employee. **Implication :** The synergy between green work environment and self-efficacy has a very important role in supporting business transformation in the medical device industry at PT. Sinaraya Nugraha Ahmadaris. Self-efficacy that provides more confidence, a green work environment that provides a sense of comfort, and work discipline that also creates a comfortable and harmonious company environment can increase employee welfare, creativity, and productivity in making maximum contributions to the company. From these three combinations, it not only increases job satisfaction and improves employee performance, but can also strengthen the company's competitiveness in the medical device industry which continues to grow by encouraging innovation, sustainability, and adaptation to business transformation. **Limitation :** Based on the description of the research results and discussions, the following conclusions can be drawn: the scope of this study is limited to PT. Sinaraya Nugraha Ahmadaris Medika, which may not reflect conditions in other companies or industries. The findings are also centered on self-efficacy, green work environment, and work discipline without exploring other potential factors that could influence job satisfaction. **Future Research :** Thus, by implementing synergy between green work environment and self-efficiency, it can accelerate the business transformation process and strengthen its position in the medical device industry in an increasingly competitive market. Future research could explore the applicability of this synergy model in other sectors or regions, or examine additional variables that might influence job satisfaction and business transformation outcomes.

REFERENCES

- [1] Majah, M. I., Oktafiani, E., & Imtinan, M. T. *The Urgency of Digital-Based Information Services in the Covid-19 Pandemic: A Systematic Literature Review Introduction Cultural changes in human life after the arrival of the technological era that enters human activities change all human perspectives when As it is today, we urgently need digital technology that is covid-19.5*(1), 54–69, 2022.
- [2] Polytechnic, J., & Riau, C. *The Effect of Digitalization on Management Accounting*. 15(1), 381–390, 2022.
- [3] Kartika, Jeffrey, Kevin Cahyadi, and Deborah Widjaja. Nd "The Effect of Self-Efficacy on Job Satisfaction and Employee Performance at Maxone Dharmahusada Hotel Surabaya." Publication. Petra. Air conditioning. Identifier, 2018.

- [4] Ansori, Achmad Rosidi. "The Effect of Work Environment and Work Stress on Job Satisfaction of Employees of the Meritjan Kediri Sugar Factory." 2(1): 246–57, 2020.
- [5] Busro, Muhammad. Human Resource Management Theory. Edition I. edited by B. Muhammad. Jakarta: Prenadamedia Group, 2018.
- [6] Efli Azhar, Muhammad, Deissya Utami Nurdin, and Yudi Siswandi. "The Effect of Work Discipline and Compensation on Employee Job Satisfaction." *Journal of Humanities* 4, 2020.
- [7] Firdaus, Vera. Performance of Permanent Employees and Contract Employees in the Furniture Industry. *Journal of Business, Management and Banking*, 2021.
- [8] Ghozali. Application of Multivariate Analysis with IBM SPSS Program 25. Edition 9. Semarang: UNDIP, 2018.
- [9] Busro, Muhammad. Human Resource Management. Edition I. Jakarta : Expert, 2017.
- [10] Setyati, R., & Utari, W. *Pengaruh Leader Member Exchange Terhadaporganizational Citizenship Behavior Dengan Employee Engagement Sebagai Variabel Intervening*, ISSN 2716-2753 (media online), 4(2), 121–134, 2023. <http://jamas.triatmamulya.ac.id/>.
- [11] Prayuda, R. Z. Pengaruh Green Human Resource Management, Quality of Work Life , Job Satisfaction terhadap Organizational Citizenship Behavior. *International Journal of Social, Policy and Law*, 4(5), 11–16, 2023. <https://www.ijospl.org/index.php/ijospl/article/view/158>
- [12] Pradana, D. S., & M.M., D. W. M. *The Effect of Green Ability and Green Training on Employee Performance Mediated by Green Motivation at DPUPR Ngawi*. 66 2022. <http://eprints.ums.ac.id/101112/>
- [13] Ayub, Ayub, Jannati Tangngisalu, and Elyas Albar. "The Influence of the Work Environment on Employee Satisfaction through Communication Mediation at the Makassar City Transportation Office." *Merchant* 9(2):86, 2020 doi: 10.24114/niaga.v9i2.19033.
- [14] Irma, Ade, and Muhammad Yusuf. "The Effect of Work Environment on Employee Job Satisfaction." *Journal of Business Management and Start-Ups* 12(2):253–58, 2020.
- [15] Jayusman, Hendra, Arifin, and Edi Hermanto. "The Effect of Self Efficacy on Employee Job Satisfaction Cv. Berlian Tirta Abadi Pangkalan Bun." *Magenta* 7(2):61–68, 2019.
- [16] Mariyanti, E., and HR Saputri. "The Effect of Work Environment on Job Satisfaction of Sharia Hotel Employees in Padang City." *Journal of Economics and Business Dharma ...* 21(2):133–42, 2019.
- [17] Yuliantini, Tine, and Reza Santoso. "The Influence of Work Environment, Work Motivation, and Work Discipline on Employee Job Satisfaction at PT Travelmart Central Jakarta." *Oikonomia Journal of Management* 16(1):1-13, 2020.
- [18] Gerbino, M. Self-efficacy. *The Wiley Encyclopedia of Personality and Individual Differences*, 1994, 387–391, 2020. <https://doi.org/10.1002/9781118970843.ch243>
- [19] L. N. Cornelisz, L. O. Dotulong, and G. M. Sendow, "The Influence of Organizational Culture, Self Efficiency, and Working Conditions on Job Satisfaction at Sutan Raja Hotel Manado," *J. EMBA*, vol. 12, no. 3, pp. 326–334, 2024.
- [20] R. Tanjung, O. Arifudin, Y. Sofyan, and Hendar, "The Effect of Self-Assessment and Self-Efficacy on Job Satisfaction and Its Implications on Teacher Performance," *J. Ilm. Management, Ekon. and Accountant.*, vol. 4, no. 1, pp. 380–391, 2020.
- [21] R. A. Nugroho, D. Subiyanto, and N. T. Kusuma, "The Influence of Servant Leadership, Work Motivation, and Work Environment on Job Satisfaction in Employees of the

- Secretariat of the DIY DPRD," *Ecobisma (Jurnal Ekon. Business and Management)*, vol. 11, no. 1, pp. 23–34, 2024, doi: 10.36987/ecobi.v11i1.5313.
- [22] U. P. Lestari, E. A. Sinambela, R. Mardikaningsih, and D. Darmawan, "The Effect of Self-Efficacy and Work Environment on Employee Job Satisfaction," *J. Ekon. Economist. Sharia*, vol. 3, no. 2, pp. 529–536, 2020.
- [23] S. F. P. Arifin and B. S. Luturlean, "The Effect of Work Discipline and Work Motivation on Job Satisfaction of PT. Silva Andia Utama," *J. Econ. Business Account.*, vol. 7, no. 3, pp. 4792–4803, 2024, doi: 10.31539/costing.v7i3.9370.
- [24] S. Rahayu and D. Dahlia, "The Influence of Work Discipline, Work Motivation and Organizational Commitment on Job Satisfaction and Employee Performance," *Jesya*, vol. 6, no. 1, pp. 370–386, 2023, doi: 10.36778/jesya.v6i1.925.
- [25] Septian Putra Setiawan, Rusman Frendika, and Indra Fajar Alamsyah, "The Effect of Self-Efficacy and Work Motivation on Job Satisfaction at the Bandung City Manpower Office," *J. Ris. Management. and Business*, pp. 19–24, 2023, doi: 10.29313/jrmb.v3i1.2028.
- [26] E. Rulianti and G. Nurpibadi, "The Effect of Work Motivation, Work Environment, and Career Development on Employee Job Satisfaction," *Jesya*, vol. 6, no. 1, pp. 849–858, 2023, doi: 10.36778/jesya.v6i1.1011.
- [27] D. Syafulloh, S. Widagdo, and S. Amin, "The Effect Of Work Environment, Compensation, Work Discipline, Workload, And Work-Life Balance On Employee Job Satisfaction At Mega Finance Jember Branch," *J. Manaj. Business and Entrepreneurship*, vol. 2, no. 5, pp. 14–23, 2021.
- [28] J. Beno, A. . Silen, and M. Yanti, "The Effect Of Job Characteristics And Self-Efficacy On Job Attachment And Its Implications On Job Satisfaction," *Braz Dent J.*, vol. 33, no. 1, pp. 1–12, 2022.

Alif Maulana

Muhammadiyah University of Sidoarjo, Indonesia

Email: alifmr660@gmail.com

***Vera Firdaus (Corresponding Author)**

Muhammadiyah University of Sidoarjo, Indonesia

Email: verafirdaus@umsida.ac.id

Nindia Wahyu Puspita

Muhammadiyah University of Sidoarjo, Indonesia

Email: nindiawahyuu29@gmail.com

Rizka Wahyu Aprilia

Muhammadiyah University of Sidoarjo, Indonesia

Email: rizkawahyu0243@gmail.com
