

The Influence Training Based on Technology *E-learning* to Competence Employee in Moderation Gender on PT. Siix Ems Indonesia

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Abstract

The development of sophisticated digital technology in Indonesia has had a major impact on human life, one of which is in the electronics industry sector, human resource management (HR) is included in the aspects of life affected by this development. In this context, training plays a role in ensuring that the workforce is able to adapt to current changes. So that good and relevant competencies can be possessed by every employee to face challenges in the current digital era. The purpose of this study was to determine and evaluate the variables of E-Learning technology-based training on employee competencies at PT. Siix Ems Indonesia which is moderated by gender. The approach used in this study is quantitative descriptive. PT. Siix Ems Indonesia is the population in the current study involving 150 employees and the sample used is 100 respondents. Data obtained by distributing questionnaires were then analyzed using the PLS-SEM method using Smart PLS 4.0 software. The findings of the study showed a positive and significant influence of E-Learning-based training on employee competencies and gender did not moderate the variables of E-Learning-based training on employee competencies.

1. Introduction

Technological development in Indonesia is currently occurring so rapidly that it has brought significant improvements to human life. In this digital age, almost every aspect of human life is connected to technology. ife are connected with technology. (Andi & Rizki, 2023).

This technological development brings changes in the electronics industry in Indonesia, Badan Pusat Statistik (BPS) said that growth industry electronics namely there was an increase in each quadrant in 2022-2023. The following under this chart about development industry electronic in Indonesia (Alfariyani Aulia Cindy, 2024).

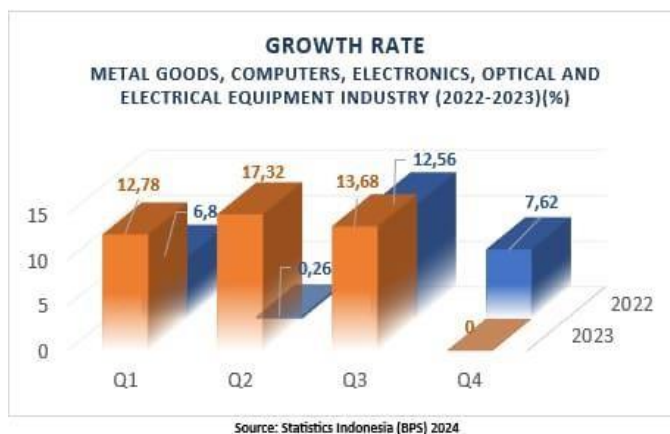


Figure 1 Growth industry electronic in Indonesia (Source : Statistics Indonesia, 2024)

With this development bring about rapid changes in management source Power human (HR). In this context, training play role to ensure power Work own competence and adapt with change moment this (Mohammad et al. 2024).

Employee competence in this case is one of the mandatory factors that every employee must have because along with the development of technology, the need for new skills continues to increase, with that employees are required to have relevant competence to face challenges in the workplace current era (Mohammad et al. 2024).

To have competence good and relevant the need for training for employees in the company, because training is an effort to add new insights to the organization (Andi & Rizki, 2023). Therefore, it is important for companies to adopt training model innovative and flexible, so that they are able to provide the skills needed to face the challenges of the digital era (Mohammad et al. 2024).

PT. Siix Ems Indonesia is engaged in the electronics sector which utilizes technological advances namely adopting innovative training models and flexible, with the holding of *E-Learning* based job training employees can gain knowledge new. In the digital era that continues to develop and advance the use of *E-learning* as an employee learning method company become the more important For to obtain knowledge, technical skills so as to shape the character and *attitude* of employees (Salwa & Hikmawan, 2023).

Gender is one of the factors that influences employee competence, where on average male employees tend to care less about the tasks they are doing and choose to avoid them and return when the situation is calmer, while female employees are more focused on completing tasks, so with existence condition like That employee man and woman have not quite enough different responsibilities in completing tasks or work carried out (Winjuliantika, 2024).

The problem at PT. Siix Ems Indonesia is that at the end of the training session a quiz was held. based on *E-Learning*, the results show that many male employees get unsatisfactory results, in contrast to female employees who on average get satisfactory scores. The following is a graph of the results of the 2024 new employee training quiz scores.

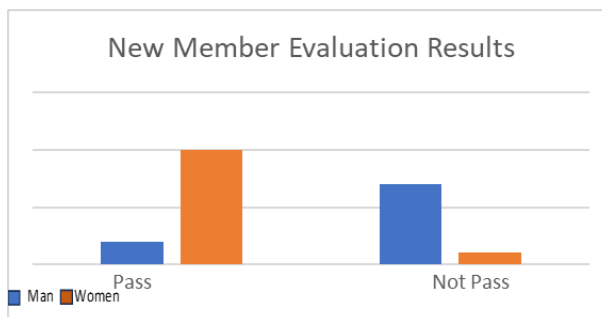


Figure 2 Results evaluation training new members (Source: PT. Siix Ems Indonesia, 2024)

The results of the study conducted by Ferameta. (2021) E-learning as a training medium has an effect on human resource competency, that the implementation of training with E-Learning media has been carried out well. Furthermore, research conducted by Ni Nyoman (2024) explains that the implementation of training

and development with the E-Learning method has not gone well. with it is shown results interview state that employee senior feel It is difficult to follow this program and feel less motivated. Furthermore, research conducted by Nomenrita & Tiarpuspa (2020) stated that training has a positive effect on teacher performance and gender moderates the relationship between motivation and teacher performance.

Study previously has show existence difference, There is which say that E-Learning based training has a positive influence and is running well and there are some indications that implementation training based on E Learning not yet walk with well. In addition, there has been no direct research that gender as a moderation of E-Learning technology-based training on employee competence. Then from the data processing side, there is still little research conducted using smartPLS4.0.

This research has several novelties that distinguish it from previous research. previous namely research This will introduce *gender* as moderating variables that have not been the focus of previous research.

Therefore, the author is interested in conducting research with the title "The Influence of Training Based on Technology *E-Learning* To Competence Employee In Moderation Gender At PT. Siix Ems Indonesia.

Study This aiming For know And analyze variable training based on E-Learning technology towards employee competency at PT. Siix Ems Indonesia which is moderated by gender.

2. Literature Review

2.1 Human Resource Management

Human resource management is the process of resolving various employee-related issues to support HR management in achieving organizational goals (Amelia, 2022). Meanwhile, according to Rubi (2024), human resource management is the management of employees as workers who contribute to the interests of the organization. According to Tiara et al. (2024), human resource management is employee involvement in employee tasks to achieve company goals. Based on the above definition, it can be synthesized that human resource management is the process of managing employees in an organization to achieve company goals, this includes recruitment, development, salary management, career, competency, and conflict.

2.2 Training Based on technologi E-Learning

Training is a way to develop new knowledge and attitudes that align with company needs (Ferameta, 2021). Meanwhile, according to Kiki & Ahmad (2020), training motivates individuals to work diligently and effectively in their assigned tasks. It is also crucial for building positive attitudes and improving employee performance. According to Rahmi et al. (2021), training is the process of providing assistance by professionals to improve employee skills and competencies, supporting effectiveness, productivity, and personal development within the company.

According to Pollard & Hillage (2021), e-learning is the presentation and management of learning opportunities and support through computers, using web-based technology to enhance performance. Sufpuwiningsih (2021) defines e-learning as the use of computer technology coupled with digital learning models to enable employees to acquire new knowledge. Andi & Rizki (2023) defines e-learning as a training technique that utilizes technology as a form of instruction. Based on the definitions from the experts above, it can be concluded that e-learning-based training is employee training that utilizes technological advances, specifically using e-learning technology, so that employees can adapt to advances in the digital era and improve performance and productivity.

According to Dinar (2021), the dimensions and indicators of training are: (1) Instructors with indicators: (a) Education; (b) Mastery of the material; (2) Participants: with indicators: (a) Enthusiasm for participating in the training; (b) Selection; (3) Material with indicators: (a) In accordance with objectives; (b) In accordance with components; (c) Target setting; (4) Methods with indicators: (a) Socialization of objectives; (b) Clear targets; (5) Objectives with indicators: (a) Skills improvement. Meanwhile, according to Badawi & Mulyana (2019), training uses several dimensions and indicators, namely: (1) Training materials with indicators: (a) Material that discusses the topic being discussed; (b) Structured training materials; (2) Training methods with indicators: (a) The selected method has been adapted to the type of training to be implemented; (b) The training method can be easily understood by participants; (c) The trainer is experienced in his field; (d) The trainer can increase the attention of the participants; (3) training facilities with indicators: (a) The training place is organized; (b) Training facilities and equipment have been provided completely; (4) Training participants with indicators: (a) Training participants focus on the problem; (b) Training participants pay attention to the things that are their duties

2.3 Employee Competence

Competence is knowledge driven by an employee's work attitude to carry out their work (Fauzi & Siregar, 2019). Meanwhile, according to Muhammad (2020), competence is expertise in completing tasks based on knowledge and work attitudes. And Bagudek (2021) argues that competence is the ability to complete tasks so that they are able to work well. From several opinions above, it can be summarized that employee competence is something that employees must have, because by having good competence they are able to complete their work well. According to Haryoto & Adi (2024), competence has several dimensions and indicators, namely: (1) Self-concept with indicators: (a) helping other employees; (b) respecting coworkers; (2) Knowledge with indicators: (a) having supporting knowledge; (b) ability to complete tasks; (3) Skills with indicators: (a) work standard expertise; (b) initiative in work

2.4 Gender

Gender is a psychological aspect that indicates that women understand the work environment better than male employees, making women more influential within the workplace (Christianto, 2021). Meanwhile, according to Nurhasanah (2023), gender can be understood as the visible differences between men and women in behavior. According to Maharany & Santika (2019), gender refers to the differences in social roles between men and women. Based on the definitions from the experts above, it can be concluded that gender is an individual's psychological characteristics that indicate differences in male and female behavior.

2.5 Framework

E-learning-based training is a form of training that uses technology to deliver training materials to employees. Employee competence is defined as an individual's ability to carry out work based on skills, knowledge, and work attitudes. Meanwhile, gender refers to psychological differences that can play an important role in how individuals respond to each training or in work tasks. The dimensions of E-Learning-based training include participants with indicators: (a) Enthusiasm for following training; (b) selection. Material with indicators: (a) In accordance with objectives; (b) Goal setting. Methods with indicators: (a) The selected method has been adjusted; (b) The training method is easy to understand. and facilities with indicators: (a) The training place is organized; (b) Facilities and equipment are available Dinar (2021) & Badawi (2019). Then the dimensions of employee competence include: Self-concept with indicators: (a) Helping other employees; Respecting coworkers. Knowledge with indicators: (a) Having knowledge; (b) Ability to complete tasks. and skills with indicators: (a) Initiative in work; (b) Standard work skills (Haryoto & Adi, 2024). The following is a figure of the framework of thought in this study.

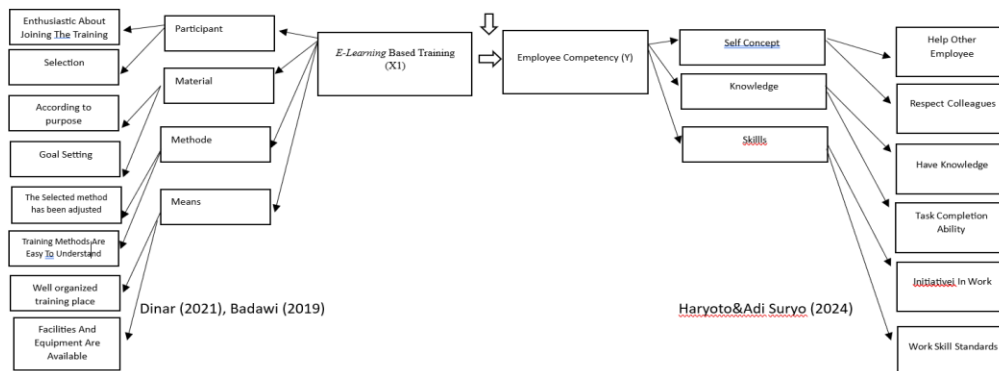


Figure 3 Framework of Thought

Hypothesis

H1 : It is suspected that *E-Learning based training* has an effect on employee competence.

H2 : It is suspected that gender moderates the relationship between *E-Learning- based training* and employee competence.

3 Research Methods

This study uses a quantitative descriptive research method. PT Siix Ems Indonesia is the locus in this study.

which is located at JL. Maligi VIII Lot S-4, KIIC Industrial Estate, The population used is 150 office employees. Determination of the number of samples based on Hair et al. (2014) suggests that the number of samples should be 100 or greater with sampling depending on the number of indicators multiplied by 5 to 10. The use of the Hair formula can be considered appropriate because the number of samples taken can be determined by multiplying the number of indicators. The researcher decided to use 7 with the calculation of 14 indicators multiplied by 7, namely 98 respondents, but to minimize and prevent errors, the researcher decided that the sample size used in this study was 100 respondents.

Table 1. Operational Variable Table

Variable	Dimensions	Indicator	Source
Training Based E-Learning (X1)	Participant	a. Spirit follow training b. Selection	Dinar, (2021), Badawi, (2019)
	Material	a. In accordance objective b. Determination target	
	Method	a. Method Which chosen Already in adjust b. Method training easy understood	
	Means	a. Place training organized b. Facilities And equipment Already available	
	Draft Self	a. Help other employees b. Honor colleague Work	
Employee Competence (Y)	Knowledge	a. Own knowledge which supports b. Ability settlement task	Haryoto & Adi (2024)
	Skills	a. Skill standard Work b. Initiative in Work	

Data primary by distributing questionnaires with scale Likert 1-5. Analysis with SmartPLS 4 begins with data collection and preparation, determine latent variables, indicators, and relationships between variables, then the data is analyzed using PLS SEM. PLS SEM used for test influence E-Learning based training to competence employee with gender as variable moderation.

4 Research Results And Discussion

4.1 Respondent Profile

Respondent data based on gender, age, length of work, and position

Table 2 Respondent profile

Position	Amount	Percentage (%)	Age	Amount	Percentage (%)
Assistant Leader	6	6%	18-25 Years	36	36%
Leader	30	30%	26-35 Years	26	26%
operator	54	54%	36-45 Years	20	20%
Supervisor	10	10%	46-55 Years	14	14%
			56 Years To the top	4	4%
Amount	100	100%	Amount	100	100%
Gender	Amount	Percentage (%)	Length of work	Amount	Percentage (%)
man	30	30%	< 1 Year	20	20%
Woman	70	70%	1-5 Years	42	42%
			6-10 Years	24	24%
			> 20 Years	14	14%
Amount	100	100%	Amount	100	100%

Table 2 above explains the respondent characteristics data, which shows that the respondents were predominantly female (70 employees). Based on age, 36 employees were in the 18-25 age range. Based on position, 54 employees held operator positions. And based on length of service, 42 employees were predominantly in the 1-5 years range.

4.2 Convergent Validity Test

Convergent validity reflect so far where variable which measured contribute to the construct which measured. Following This show results data outer loading with using SmartPLS4

Table 3 Test convergent validity through outer loading values

Variable	Gender	Employee Competency (Y)	E-Learning Based Training (X1)	Description
(X1.1) Enthusiasm for following training			0.783	Valid
(X1.2) Selection			0.858	Valid
(X1.3) According to objectives			0.786	Valid
(X1.4) Target setting			0.858	Valid
(X1.5) The selected method has been adjusted			0.752	Valid
(X1.6) The training method is easy to understand			0.760	Valid
(X1.7) The training place is organized			0.807	Valid
(X1.8) Facilities and other employees			0.708	Valid
(Y1.1) Help other employees		0.817		Valid
(Y1.2) Respecting coworkers		0.760		Valid
(Y1.3) Having knowledge		0.814		Valid
(Y1.4) Ability to complete tasks				Valid
(Y1.5) Initiative in work		0.785		Valid
(Y1.6) Standard work skills		0.780		Valid
(Z) Gender	1.000	0.776		Valid

Based on the outer loading data, it can be said that each indicator has a value >0.70, so the data can be considered valid. According to Hair (2010), each indicator with a value ≥ 0.7 is considered valid

4.3 Validity Test Average Variance Extracted, Cronbach's Alpha, Composite Reliability

Hair (2014) stated that an instrument is said to be reliable if the Cronbach's Alpha value is > 0.7, Composite Reliability is > 0.7, and the AVE value is said to be valid if the value is > 0.5 (Debora et al., 2024). The following are the results of the calculation of Average Variance Extracted, Cronbach's Alpha, and Composite Reliability.

Tabel 4 Average Variance Extracted, Cronbach's Alpha, Composite Reliability

Variables	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
Employee Competency (Y)	0.914	0.916	0.930	0.625
Training Based E- Learning (X1)	0.879	0.880	0.908	0.622

Based on the results of the AVE test above, all values have met the criteria, and the Cronbach's alpha and Composite reliability values in the table above have values > 0.7, which means that the reliability test assumptions based on Cronbach's alpha and Composite reliability meet the criteria (Tyana et al., 2023).

4.4 Structural Model Test (R-Square)

According to Chin (2015) R-Square is said to be strong if it has a value > 0.67, moderate if it is more than 0.33, and weak if it is < 0.33. Below This R square test results.

Table 5 Test Model structural (R - Square)

Variables	R-square	R-square adjusted
Employee Competency (Y)	0.708	0.699

Based on the results of data processing, the R-square value in the table above can be explained that employee competency is 0.708, this shows that the independent variables simultaneously have an influence of 70.8% on employee competency and the remaining 29.2% is not explained by the variables and this research.

4.5 Effect Size (F2)

According to Ghazali (2014) that interpretation f-square value > 0.35 , can be said to have a big influence. If the f-Square has a value of 0.15, it means that it has influence medium. And if f-Square worth 0.02 have influence small (Mulyanto et al., 2023).

Table 6 Test Effect Size (f2)

Variables	Competence employee (Y)	Explanation
Gender	0.007	Weak
Training based on E- Learning	2.386	Strong
Gender x Training E -based Learning	0.029	Small

Table 7 above explains that the f^2 value = 0.007 indicates that gender has a weak effect on employee competency. This means that in this context, gender is not a factor that has a large influence in determining employee competency. And the f^2 value = 2.386 indicates that E-Learning-based training has a very large effect on employee competency, meaning that E-Learning-based training has a very large impact in improving employee competency, this influence is dominant compared to other variables. The f^2 value = 0.029 indicates a small effect of E-Learning-based training moderated by gender.

4.6 Goodness of Fit Model (Q2)

Q-Square value > 0 (zero) indicates that the model has a *predictive relevance value* (Chika et al., 2024).

Table 7 Goodness of Fit Model (Q2)

Variables	Q ² predict	Explanation
Employee Competence (Y)	0.676	Have the ability good prediction

Table 8 above explains that the Q^2 value is 0.676, this explains that the value is > 0 . So this value has a good predictive correlation

4.7 Hypothesis Testing Results

Testing hypothesis done with method SEM-PLS bootstrapping technique processed through application SmartPLS.

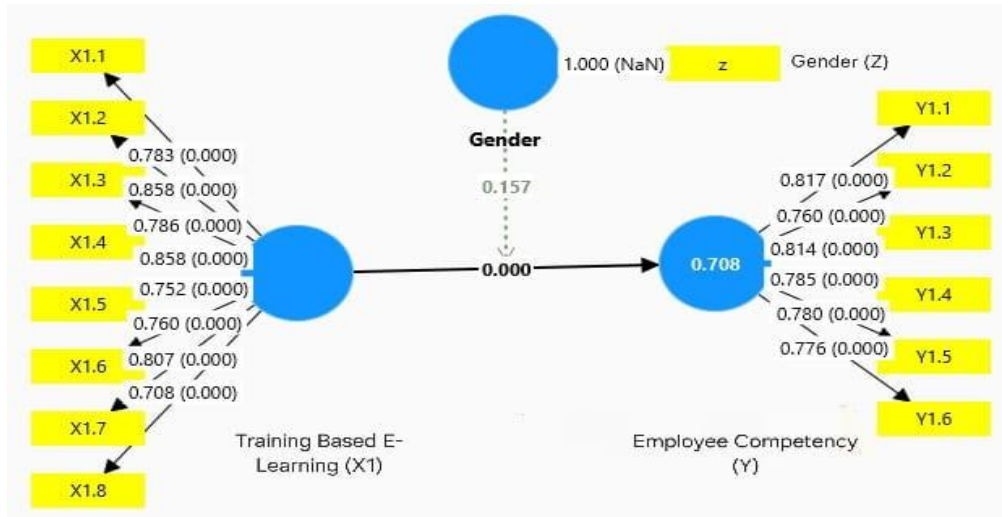


Figure 4 Results output PLS Bootstrapping

Testing hypothesis done with method *SEM-PLS bootstrapping* technique processed through application SmartPLS 4

Table 8 Path Coefficients

Variables	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (O/STDEV)	P values
Training Based E-Learning (X1) → (Y) Employee Competency	0.852	0.859	0.030	28.326	0.000
Gender x Training Based E-Learning (X1) → Employee Competency (Y)	0.195	0.188	0.135	1.445	0.157

Table above shows that H1 E-Learning-based training has an effect on employee competency with a t-statistic value of 28.326 > 1.984 with a p-value of 0.000 < 0.05, so it can be concluded that the hypothesis of the effect of E-Learning-based training on competency is positive and significant. And H2 Gender as a moderation is not able to moderate E-Learning-based training on employee competency with a t-statistic value of 1.445 < 1.984 and a p-value of 0.157 > 0.05.

5 Discussion

5.1 Influence training E-Learning based (X1) to competence employee (Y)

The results of the study indicate that E-learning-based training has an impact on employee competency. The results of this study also confirm that there is a strong and interrelated relationship between E-Learning-based training and employee competency in H1, where the higher the level of E-Learning-based training held by employees at PT. Siix Ems Indonesia, the higher the level of employee competency. These test results support the training research by Tyana et al. (2023) which states that training has a direct influence on the competency of cooperative managers and training has a significant direct influence on E-Learning. Furthermore, the results of research conducted by Ferameta (2021) state that E-learning as a training medium has an impact on human resource competency, that the implementation of training with E-Learning media in the Class IIA Tanjung Pinang correctional institution has been very good. In addition, research conducted by Ni Nyoman (2024) explains that the implementation of training and development using the E-Learning method has not been running well as shown by interview results stating that senior employees find it difficult to follow this program and feel less motivated. Furthermore, research conducted by Metriadi & Winda (2024) explains the influence of competence on employee performance and training as a moderator. They conclude that employee competence influences employee performance, while training does not moderate the effect of competence on employee performance.

Therefore, it can be concluded that the more employees participate in e-learning-based training, the greater their knowledge, which ultimately increases employee competency levels.

The indicators with the greatest influence are e-learning-based training and selection, with a score of 0.858. The selection indicator has a high score. This means that further improvement in selection methods will have a greater impact on improving training. The indicator with the highest influence on employee competency is helping other employees, with a score of 0.817, indicating that this indicator plays a significant role in employee competency.

5.2 Gender To Moderate Training Based On E-learning (X1) To Employee Competency (Y)

Results of the study show the results of the hypothesis that examines the effect of E-Learning-based training on employee competencies moderated by gender concludes that this hypothesis states that gender is not able to moderate E-learning-based training on employee competencies, so there is no gender difference in E-Learning-based training on employee competencies. employee competencies with gender as a moderating variable this indicates that gender does not play a role as a moderator that is able to strengthen between E-learning-based training on employee competencies. The results of this test are supported by Saeful (2021) there is no influence of gender on the final value of learning outcomes Furthermore, the results of this test are also in line with Meri (2022) that gender is not able to moderate the quality of audit report results.

6 Conclusion

Based on this study, it can be concluded that there is a positive influence between e-learning-based training on employee competency, and gender as a moderating variable is unable to moderate e-learning-based training with employee competency at PT. Siix Ems Indonesia. This indicates that e-learning-based training and employee competency have an important role in improving employee knowledge.

7 Implications

The company is expected to continue improving existing training without having to differentiate gender in the training implementation method, because in this study gender does not play a role in E-Learning technology-based training on employee competency moderated by gender at PT. Siix Ems Indonesia. And the company is able to pay more attention to facilities and equipment that are already fully available. And the company must further implement an attitude of mutual respect among other employees, because having an attitude of respect for colleagues is already part of having good competence. Finally, it is hoped that the company can continue to improve E-Learning-based training for employees and employee competence is not only influenced by E-Learning-based training but from other factors not examined in this study.

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Conflict of Interest.

Authors declare that there is no conflict of interests regarding the publication of the paper.

Author Contribution

The authors confirm contribution to the paper as follows: study conception and design: E.U.R.,U.M.D.F.,E.R and G.P.; data collection: E.U.R., U.M.D.F., E.R and G.P.; analysis and interpretation of results: E.U.R., U.M.D.F., E.R and G.P.; draft manuscript preparation: E.U.R., U.M.D.F., E.R and G.P. All authors reviewed the results and approved the final version of the manuscript.

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