

YAYASAN AKRAB PEKANBARU

JURNALAKRAB JUARA

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Mauli Siagian (*This Study aims to Determine Empirically the Effect of Labor Discipline, Competence, and Communication to Employee Performance With Work Motivation as an Intervening Variable in the Office of the Port of Batam*)

AKRAB JUARA Volume 2 Nomor 3 Edisi Juni 2017 pp. 1-16

This study aims to determine empirically the effect of labor discipline, competence, and communication to employee performance with work motivation as an intervening variable in the Office of the Port of Batam. This study uses 117 respondents as samples. Data were analyzed by using path analysis with the help of statistical software SPSS 21. The results of this study are: the discipline of work has a significant direct effect on work motivation at the Port Office Batam Riau Islands Province, competencies have a significant direct effect on work motivation in the Office port Batam Riau Islands province, communication has a direct impact significantly on work motivation at the port Office Batam Riau Islands Province, the discipline of work has a direct impact significantly on the performance of employees in the Office of the port of Batam Riau Islands Province, competency has a direct impact significantly on employee performance the Port Office Batam Riau Islands Province, communications have a significant direct effect on the performance of employees in the Office of the Port of Batam Riau Islands province, motivation has a significant direct effect on the performance of employees in the Office of Pel Abuhan Batam Riau Islands province, work discipline not significant effect on the performance of employees through employee motivation, competence not significant effect on the performance of employees through employee motivation, communication significant effect on the performance of employees through work motivation.

Keywords: work discipline, competence, communication, motivation, employee performances

Puspita Rama Nopiana dan Fanny Br Pinen (*Analysis of liquidity and profitability as a tool to measure financial performance at pt post Indonesia (Persero)*)

AKRAB JUARA Volume 2 Nomor 3 Edisi Juni 2017 pp.17-35

The purpose of this study were 1) the financial performance of PT Pos Indonesia (Persero) using liquidity analysis, 2) the financial performance of PT Pos Indonesia (Persero) using profitability analysis, 3) efforts to improve financial performance by PT Pos Indonesia (Persero). Results of the study 1) financial performance measured using liquidity analysis to: a) Current ratio has a percentage of 107.80%, this result is not good or illiquid, b) Cash ratio has a percentage of 85.97%, this result is good or illiquid c) Quick ratio percentage of 107.76% was also said to be good. 2) financial performance measured using profitability analysis results: a) Return On

Assets (ROA) have a percentage of 3.80%, providing information that its financial performance does not efisien. b) Return On Equity (ROE) has a percentage of 20, 90%, explained in terms of financial performance ROE efficient. 3) efforts to improve the financial performance of the company in the form of: a) the increase in revenues from the fields of business, b) the achievement of the performance improvement company in a sustainable manner, c) maintain good corporate governance (GCG) according to standard best practice are guided by principles base, d) shaping the performance of cooperation, in which the Commissioner ensure thorough supervision over all activities of the company, helped by the role of the Audit Committee and Business Risk Management oversight Committee and Investment. e) Monitoring is always done the Board in monitoring the company's activities primarily on corporate social responsibility (CSR).

Keywords: *Liquidity, Profitability, Financial Performance*

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Yuhelmi (*study aims to reveal "How Promotion has been done UPT Library staff University of Lancang Kuning Pekanbaru in increasing the number of visitors)*
AKRAB JUARA Volume 2 Nomor 2 Edisi Juni 2017 pp. 36-45

This study aims to reveal "How Promotion has been done UPT Library staff University of Lancang Kuning Pekanbaru in increasing the number of visitors. This is done to see how the promotion is implemented, what promotion has or has not done by the library in increasing the number of visitors. In addition, as the end result, this research also aims to find out what promotion should be improved and maintained for future development to increase the number of visitors in the library. The method used is qualitative method. Respondents in this research are both permanent and honorary library staff who have been involved in library promotion activities. To support the result of research, the researcher interviewed the Head of Library. The final goal of this research is to reveal what promotion has been done and what the promotion can be applied in an effort to increase the number of visitors.

Keywords: *Promotion, UPT of Lancang Kuning University Library.*

Dian Efriyenty dan Viola Syukrina E Janrosl (*Study Aims To Determine The Effect Of Interest Rate, Collateral, Nominal Credit And Banking Services To Decision-Making Credit By Small Businesses On The Debtor Bpr Medium In Batam*)

AKRAB JUARA Volume 2 Nomor 3 Edisi Juni 2017 pp. 46-54

This study aims to determine the effect of interest rate, collateral, nominal credit and banking services to decision-making credit by small businesses on the debtor BPR medium in Batam from year 2012 to 2016. The sampling method used this research is non probability sampling with purposive sampling. The sample in this study is small and medium enterprises BPR borrowers in Batam which totaled 86. The results of the test F interest rates, guarantees, loans and bank services nominal influence on decision-making loans. The results of the t test and the nominal interest rate loans significantly influence the decision-making loans. While guarantees and bank services does not affect the decision-making due credit loan capital known to the public with no hard collateral requirements. So also in terms of service, communication and administration at BPR lack of providing information to the debtor UKM quick and responsive in addressing complaints of UKM.

Keywords: *Interest; Security; Loan Amount; Bank Services and decision-making credit*

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Wasiman (*This study aims to determine the influence of organizational commitment, discipline and motivation on employee performance at the Hotel in Bogor*).

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This study aims to determine the influence of organizational commitment, discipline and motivation on employee performance at the Hotel in Bogor. This study uses questionnaires data distributed to four-star hotel employees in the city of Bogor by distributing questionnaires 250 respondents with levels of respondents ranging from managers to supervisors. This study uses the level of individual analysis. The object of research is four-star hotel employees in Bogor City. This research uses multiple sterile linear regression test which includes validity, reliability, normality, and r square test. The result showed that the coefficient of determination (R²) has a value of 0.734 which means that the variable of employee performance variable can be explained by organizational commitment variable, discipline and motivation, that is 73, 4.0%, while the rest is 26, 6% are influenced by factors not present in this study.

Keywords: *Organizational Commitment, Discipline Work, Motivation and Performance.*

Rio Rahmat Yusran dan Dian Lestari Siregar (*City of Batam and Tanjung Pinang is one of the few districts / Municipalities in Riau Islands Province that Have Population Growth Rates and Rapid Economic Growth*)

AKRAB JUARA Volume 2 Nomor 3 Edisi Juni 2017 pp. 73-84

The city of Batam and Tanjung Pinang is one of the few districts / municipalities in Riau Islands Province that have population growth rates and rapid economic growth. The data used in this research is secondary data. The population of this study is the population of Riau Islands and the sampling technique using Purposive Sampling method. The method of analysis in this study using multiple linear regression analysis and hypothesis testing (T test, F test, and coefficient of determination). Data processing using Eviews 7 program assistance. The results showed that the Acquisition of Land and Building Rights (BPHTB) and Land Tax And Building (PBB) have a positive and significant impact on Riau Islands Regional Income (PAD) as evidenced by the result of f-statistic significance test of $0.000 < 0.05$. While partially Tax on Land and Building Acquisition (BPHTB) has a positive and significant effect on PAD with statistical significance value of $0.000 < 0.05$. Similarly, the Land and Building Tax (PBB) gives a positive and significant influence on the PAD shown by the significance of statistic t value of $0.000 < 0.05$.

Keywords: BPHTB, PBB, Local Revenue

Raja Syamsidar dan Juli Yani (*Training of Scientific Writing for Primary School Teachers 171 Kulim Tenaga Raya District*).

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Community service is done entitled "Training of Scientific Writing for Primary School Teachers 171 Kulim Tenaga Raya District". Scientific work is a scientific work formed in writing. Community devotion done to elementary school teachers because during this time they become obstacles is to make scientific work that has become the main requirement in promotion. Therefore, the teachers feel burdened with the requirements of the government because of this dedication is done so that teachers SDN 171 Kulim can do promotion and responsible in carrying out their duties as teachers, especially for elementary school teachers who are found in Kulim Kecamatan Tanayan Raya. The expected result after the dedication is done is the teachers of SDN 171 Kulim Tenaga Raya District has the ability and comprehension in writing scientific papers.

Keywords: Scientific Work, teacher, SDN 171 Kulim District Taneyan Raya
Pekanbaru City.

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Kasmanto Rinaldi (Understanding And Seeking Dynamics Of Curanmor In Polsek's District Of Pekanbaru City)

AKRAB JUARA Volume 2 Nomor 3 Edisi Juni 2017 pp. 97-111

Crime is an issue that will always be in people's lives. All efforts in the face of evil will not be able to destroy it, the crime can only be reduced and prevented, especially crime of theft of motor vehicles. Prevention of crime as a business that includes the actions that have special purposes to minimize the scope and violence of a violation either through reduction of opportunities to commit crime through the provision of business or influence to people who could potentially become offenders as well as to the general public. By using a qualitative approach in reflecting the existing phenomenological perspective, official institutions responsible for crime prevention efforts is the police. However, because of limited facilities and infrastructure owned by the police has resulted in no effectivity the task. Furthermore, the police are also not likely to reach the ideal stage of fulfillment facilities and infrastructure related to crime prevention efforts. Therefore, it is highly desirable community participation in crime prevention activities into something that is expected by the police.

Keywords: Crime, Theft motor vehicles, police, community.

Wasiah Sufi (Department of Labor Employment Pekanbaru In Preparing For Competition MEA)
AKRAB JUARA Vol 2 Nomor 3 Edisi Juni 2017 pp 112-123

Knowing the role of this research for the Department of Labor Employment Pekanbaru In Preparing For Competition MEA. Type Research Research type is descriptive qualitative research. The study was conducted at the Department of Labor Pekanbaru. The data collection is done by distributing questionnaires, interviews and documentation. Data analysis descriptive analysis of data collected after the coding is done, the next presentation and to classify them, and then the process of analysis and ends with a conclusion. The results showed that the Department of Labor's role in preparing the workforce for MEA competition is not optimal, is also in accordance with the results of questionnaires which researchers recapitulation proposed by the percentage of 63.12% of respondents disagree that Office. Labor Pekanbaru already optimal role in preparing the workforce for MEA competition.

Keywords: Role, Training, MEA.

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Juli Yani, (*Introduction to Programming Lexical Malay Riau on Urban Village Community LimbunganRumbai Coastal District of the city of Pekanbaru*).

AKRAB JUARA Vol 2 Nomor 3 Edisi Juni 2017 pp 124-131

Community service is titled Introduction to Programming Lexical Malay Riau on Urban Village Community LimbunganRumbai Coastal District of the city of Pekanbaru. The main problems faced by the partners are many variations of innovation lexical Malay Riau in Sub Limbungan District of Rumbai Coastal caused many Village communityLimbungan District of Rumbai coastal city of Pekanbaru who married someone outside the village Limbungan District of Rumbai Coastal and go out or leave. The purpose of this devotion is through training on the introduction of lexical innovation, are expected to provide knowledge and understanding of innovation lexical variation in the Riau Malay Village community LimbunganRumbai Coastal District of the city of Pekanbaru. Ibm Community activities carried out to villages in District RumbaiLimbungan and Coastal. The number of people who will participate in this training 20 people.

Keywords: *Innovation lexical, BahasaMelayu Riau, District Rumbai Coastal.*