

Revitalisasi Bahasa Daerah Melalui Tradisi Batuter dengan Metode Imitasi Model pada Pembelajaran Muatan Lokal: Upaya Meningkatkan Penguasaan Bahasa Ibu di Kelas V SD Negeri I Tepas

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ABSTRAK

Penelitian ini bertujuan untuk mengevaluasi penguasaan bahasa ibu siswa, khususnya bahasa daerah Sumbawa (dialek Taliwang), melalui kegiatan budaya batuter sebagai strategi revitalisasi bahasa daerah di sekolah dasar. Dalam dua siklus pembelajaran Muatan Lokal, data dikumpulkan dengan metode simak dan dianalisis menggunakan teknik imitasi model. Hasil menunjukkan peningkatan penguasaan bahasa ibu sebesar 12%, dari 69% pada siklus I menjadi 81% pada siklus II, sementara ketuntasan belajar meningkat 45%, mencapai 90% pada siklus II. Data tersebut memenuhi indikator keberhasilan sebesar 80%. Hasil penelitian menunjukkan bahwa tradisi batuter dengan metode imitasi model dapat meningkatkan penguasaan bahasa ibu siswa, khususnya bahasa Samawa. Hal ini sejalan dengan upaya revitalisasi bahasa daerah, seperti yang diadvokasi oleh Kementerian Pendidikan, Kebudayaan, Riset, dan Teknologi. Peningkatan penguasaan bahasa ibu melalui tradisi batuter diharapkan dapat memperkuat upaya pelestarian dan revitalisasi bahasa Samawa, terutama dialek Taliwang.

Kata kunci:

Gaya Kepemimpinan,
Budaya Kerja
Komitmen
Organisasional
Motivasi Kerja

Keywords:

Leadership Style, Work
Culture
Organizational
Commitment
Work Motivation

This study aims to evaluate students' mastery of the mother tongue, especially the Sumbawa regional language (Taliwang dialect), through batuter cultural activities as a strategy for revitalizing regional languages in elementary schools. In two Local Load learning cycles, data was collected using the listen method and analyzed using model imitation techniques. The results showed an increase in mother tongue mastery by 12%, from 69% in cycle I to 81% in cycle II, while learning completeness increased by 45%, reaching 90% in cycle II. The data meets the success indicator of 80%. The results showed that the batuter tradition with the imitation model method can improve students' mastery of the mother tongue, especially the Samawa language. This is in line with regional language revitalization efforts, as advocated by the Ministry of Education, Culture, Research, and Technology. Increasing mastery of the mother tongue through the batuter tradition is expected to strengthen efforts to preserve and revitalize the Samawa language, especially the Taliwang dialect.

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INTRODUCTION

The main task of the hospital is to provide the best possible treatment, care and health services to the community. Improving the quality of hospital services is inseparable from the role of all staff and elements in the hospital. One of the most important parts is nursing services, therefore every effort to improve the quality

of health services must be accompanied by improving the quality of nursing services (Hotnaria et al., 2022b). Nursing has constant contact with clients so that indeed, nurses as health professionals are very valuable and their role cannot be replaced. That nursing is often considered the heart of the hospital because it is nurses who have a lot of direct contact with clients besides doctors (Nilalowati et al., 2020).

The nursing workforce is the largest number of human resources in the hospital. The strength of such a large nursing workforce in the hospital will affect the nursing services provided by nursing staff. Nursing services are one part of the main services in the hospital and have a significant influence on the quality of hospital services (Mose, 2020). Good and professional nurse performance will improve the quality of nursing services provided by nursing personnel as a whole in the hospital. Nurses who have high work motivation will have an impact on their performance. Work culture has a strong relationship with work motivation (Hutahaen, 2020). Work motivation is a form of nurse perception that is reflected in attitudes and focused on behavior towards work. Nurse work motivation is a positive feeling about a nurse's job which is the result of an evaluation of its characteristics. Nurses' work motivation is a form of nurses' perceptions that are reflected in attitudes and focused on nurses' behavior towards their work (Ilmu et al., 2021).

Doctors in carrying out their leadership style must have managerial competence in managing resources that affect work motivation and organizational commitment of nurses in a hospital that in their role as managers, leaders must have the right strategy to empower nurses through cooperation, provide opportunities for them to improve their profession, work culture, organization and involve in various activities that support programs in the hospital (Mulyasa, 2021).

Based on initial interviews with one of the doctors at Hermina Serpong Hospital, one of the weaknesses in increasing organizational commitment is the level of discipline of nurses who are not optimal in carrying out their assigned duties and responsibilities and the uneven distribution of work schedules. Where the level of attendance tolerance allowed by the hospital is 80%. After analyzing the attendance list, contract nurses experience the highest level of absenteeism. This can result in work inaction so that the level of organizational commitment of the nurse is reduced.

From the results of the pre-survey, information was obtained from interviews with several nurses of Hermina Serpong Hospital who were taken randomly from 7 inpatient rooms of Hermina Serpong Hospital, that nurses had low organizational commitment. when interviewed there were several nurses who had the desire or feeling to move, from interviews with several nurses at Hermina Serpong Hospital. A phenomenon that has occurred recently is the lack of awareness of hospital employees, especially nurses, to be able to carry out activities and tasks that are not formally regulated in their job descriptions. Their willingness to take over work or replace the role of coworkers who are simultaneously doing other work is also still very low. To find out whether Hermina Serpong nurses have work motivation or not, Then the researcher gave a pre-survey questionnaire to nurses. From the questionnaire distributed, the results showed that the work motivation felt by nurses at Hermina Serpong Hospital was still less than expected. A person's work motivation can influence a person's thinking about committing to their organization.

METHOD

This research will be conducted at Hermina Serpong Hospital Jl Raya Puspipitek KM 8 No 99 Serpong South Tangerang. This research is a quantitative research with survey method. The type of research is causality. Time horizon with a cross sectional approach. The population in this study were all nurses at Hermina Serpong Hospital. In this study, The sampling technique used is nonprobability sampling with the technique taken, namely saturated sampling (census). The author chose a sample using a saturated sampling technique because the population was relatively small. So that the sample used in this study amounted to 99 people. The data will be analyzed using SPSS version 19 and Structural Equation Modeling (SEM) with the AMOS program package. The technique used in this study is hypothesis testing carried out with a structural equation modeling (SEM) approach. This analysis technique is appropriate when used for the needs of analyzing relationships that describe a series of stages or processes through path analysis. This research data analysis consists of descriptive statistical analysis and inferential statistical analysis. Descriptive statistical analysis of this research uses the three box method, while inferential statistical analysis uses path analysis.

RESULTS AND DISCUSSION

Characteristics of Respondents

In this study with a total of 99 respondents, it was found that most respondents were female, namely 82 people (82.8%) and the remaining 17 people (17.2%) were male. The results of the analysis of the age of respondents in this study with a total of 99 respondents, it is known that most respondents were < 25 years old, namely 39 people (39.4%) and the fewest respondents aged > 40 years, namely 5 people (5.1%). The results of the analysis of the last education of respondents in this study were dominated by respondents with the last education diploma (D3), namely 64 people (64.6%) and the remaining 35 people (35.4%) had the last education

D4 or S1. The results of the analysis of length of work that 52 people (52.5%) have worked for 0-3 years, then as many as 17 people (17.2%) have worked for 3-6 years, as many as 21 people (21.2%) have worked for 6-10 years, and the remaining 9 people (9.1%) have worked for > 10 years. In this study, the position of respondents out of a total of 99 respondents, the most respondents were respondents who had positions as executive nurses, namely 81 people (81.8%). The results of the analysis of respondents' Department or Work Unit Respondents showed that most respondents came from the inpatient department or work unit, namely 32 people (32.3%). Then followed by respondents who came from the outpatient department, namely 17 people (17.2%).

Research Instrument Test

The validity test was conducted to determine whether the question items on the research questionnaire could represent the variables used. The question item is said to be valid if it has a calculated r value greater than the r table (0.1975). From the results of the validity test obtained, it shows that all question items on the variables of leadership style, work culture, work motivation, organizational commitment have an r value greater than r table, so it is concluded that all question items on all variables are valid. Furthermore, the reliability test is carried out to analyze the extent to which a measuring instrument is reliable in a study. Research can be considered reliable if it provides consistent results for the same measurement and vice versa. If the Cronbach's Alpha value ≥ 0.60 , the data is said to be reliable.

Tabel 1. Hasil Uji Reliabilitas

Variabel	Cronbach's Alpha	Keterangan
Gaya kepemimpinan	0,877	Reliabel
Budaya kerja	0,879	Reliabel
Komitmen organisasional	0,905	Reliabel
Motivasi Kerja	0,903	Reliabel

The results of the analysis above show that the leadership style variable obtained a Cronbach's alpha value of 0.877, which means that the leadership style variable is reliable. In the work culture variable, a value of 0.879 is obtained, which means that the work culture variable is reliable. In the organizational commitment variable, the Cronbach's alpha value is 0.905, which indicates that the organizational commitment variable is valid. Meanwhile, the work motivation variable obtained a Cronbach's alpha value of 0.903, which means that the work motivation variable is valid.

Descriptive Analysis

Tabel 2. Uji Deskriptif Seluruh Variabel

	N	Minimum	Maximum	Mean	Std. Deviation
Gaya kepemimpinan	99	3.56	5.00	4.3792	0.43430
Budaya kerja	99	3.50	5.00	4.3202	0.42843
Komitmen organisasional	99	3.08	5.00	4.1428	0.45288
Motivasi Kerja	99	3.61	5.00	4.3231	0.40691
Valid N (listwise)	99				

The table above shows that the leadership style variable obtained a minimum value of 3.56 and a maximum of 5. In addition, the average value of 4.3792 shows that the average respondent strongly agrees with the leadership style indicators possessed by nurses at Hermina Serpong Hospital. In the work culture variable, the minimum value is 3.5 and the maximum value is 5. The average value obtained is 4.3202, which means that the average respondent strongly agrees with the statements related to the work culture owned by the nurses at Hermina Serpong Hospital. The results of the analysis on the organizational commitment variable show a minimum value of 3.08 and a maximum value of 5. The average value obtained is 4.1428, which means that the average respondent agrees with the statement regarding the competence possessed by the nurses at Hermina Serpong Hospital. Furthermore, the examiner experience variable shows an average value of 4.3231, which means that the average respondent strongly agrees with statements related to work motivation possessed by nurses at Hermina Serpong Hospital.

Normality Test

Revitalisasi Bahasa Daerah Melalui Tradisi Batuter dengan Metode Imitasi Model pada Pembelajaran Muatan Lokal: Upaya Meningkatkan Penguasaan Bahasa Ibu di Kelas V SD Negeri I Tepas

The data normality test aims to determine whether the data is normally distributed or not. The data is said to be normally distributed if the critical ratio (cr) value at the the overall variable (multivariate) is smaller than ± 2.58 . The results obtained in the analysis of normality assumptions in this research are as follows.

Tabel 3. Uji Normalitas

Variable	min	max	skew	c.r.	kurtosis	c.r.
Y.3	3	5	-0,095	-0,386	-0,265	-0,539
Y.2	3	5	-0,09	-0,366	-0,647	-1,313
Y.1	3	5	-0,125	-0,509	0,722	1,466
M.1	3,5	5	0,382	1,55	-1,012	-2,055
M.2	3	5	-0,184	-0,746	-0,6	-1,219
M.3	3,5	5	0,257	1,046	-1,342	-2,725
X2.1	3,5	5	0,363	1,475	-1,183	-2,404
X2.2	3	5	0,064	0,261	-0,825	-1,676
X1.1	3,5	5	-0,15	-0,609	-1,431	-2,907
X1.2	3,5	5	0,214	0,87	-1,108	-2,25
X1.3	3,333	5	0,071	0,287	-0,993	-2,016
Multivariate					8,246	2,426

The analysis results in the table above show that the multivariate ccritical ratio value is 2.426, which means it is smaller than 2.58, so it is concluded that the research data is normally distributed, so it can be continued to the next analysis.

Multicollinearity Test

The multicollinearity test has the aim of seeing whether there is a correlation between the independent variables. The multicollinearity test is determined by the resulting covariance matrix value, if the value is 0, it is concluded that there is no multicollinearity in the data.

Tabel 4. Uji Multikolinearitas

Condition number = 102,651
Eigenvalues
1,611 ,217 ,175 ,113 ,086 ,066 ,052 ,040 ,032 ,020 ,016
Determinant of sample covariance matrix = ,000

Based on the multicollinearity test results above, the covariance matrix value is obtained value of 0.000 which means that there is no correlation between the independent variables / independent variables, so it can be seen that there is no multicollinearity in the data.

Hypothesis Test

In this study, hypothesis testing was carried out using Structural Equation Modeling (SEM) analysis to determine the effect of independent variables on intervening variables and dependent variables. The analysis model used is as follows.

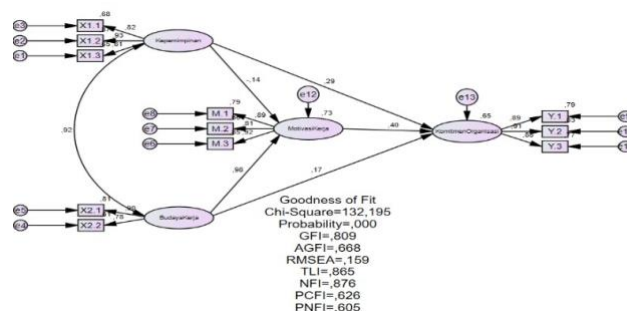


Figure 1. Structural Equation Model (SEM)

Test the suitability of the model using the chi-square value to determine whether the variables of leadership style, work culture, and work motivation have a significant effect on organizational commitment.

Tabel 5. Uji Kesesuaian Model

Minimum was achieved Chi-square = 132,195 Degrees of freedom = 38 Probability level = ,000

The results of the analysis in the table above show the calculated chi square value of 0.000 which means it is smaller than the chi square table value. So the H0 decision is rejected and the conclusion is that leadership style and work culture have an influence on the organizational commitment of nurses at Hermina Serpong Hospital with work motivation as an intervening variable. Determinant coefficient analysis to determine the influence of independent and intervening variables on the dependent variable. The greater the coefficient of determination, the greater the influence given to the dependent variable.

Tabel 6. Koefisien Determinan

Variabel	Estimate
Motivasi Kerja	0,726
Komitmen organisasional	0,650

The table above shows that the coefficient of determination on the work motivation variable is 0.726, it can be seen that the leadership style and work culture variables provide an influence of 72.6% on work motivation. Meanwhile, the organizational commitment variable obtained a value of 0.650, which means that the leadership style and work culture variables provide an influence of 65% on the organizational commitment variable with work motivation variables as intervening variables.

Partial t test analysis to determine the effect of each independent variable on the dependent variable. If the p-value is less than 0.05, the H0 decision will be rejected and the conclusion that the independent variable has a significant effect on the dependent variable.

Tabel 7. Uji Regression Weights

			Estimate	S.E.	C.R.	P	Label
MotivasiKerja	<--	Gaya kepemimpinan	-0,151	0,421	-0,359	0,720	par_10
MotivasiKerja	<--	Budaya kerja	0,967	0,398	2,427	0,015	par_11
KomitmenOrganisasi	<---	Gaya kepemimpinan	0,300	0,333	0,900	0,368	par_8
KomitmenOrganisasi	<---	Budaya kerja	0,163	0,409	0,399	0,690	par_9
KomitmenOrganisasi	<---	MotivasiKerja	0,385	0,191	2,019	0,043	par_12

H1 : There is an influence of leadership style on nurses' work motivation at Hermina Serpong Hospital.

Based on the results of the partial test analysis above, it is known that the leadership style variable on work motivation has a significance value of 0.720, which means greater than 0.05, so the decision H1 is rejected. So it is concluded that leadership style does not have a significant effect on the work motivation of nurses at Hermina Serpong Hospital.

H2 : There is an influence of work culture on the work motivation of nurses at Hermina Serpong Hospital.

The table above also shows that the work culture variable on work motivation has a significance value of 0.015, which means less than 0.05. So that the H2 decision is accepted and the conclusion is that work culture has a significant effect on nurse work motivation at Hermina Serpong Hospital. Based on the estimate coefficient which is 0.967, it shows that the influence given is a positive influence, so the better the work culture, the higher the work motivation of nurses at Hermina Serpong Hospital.

H3 : There is an influence of leadership style on the organizational commitment of nurses at Hermina Serpong Hospital.

The results of the partial T test analysis show that the leadership style variable on organizational commitment has a significance value of 0.368 which means greater than 0.05, so the decision H3 is rejected. So it is concluded that leadership style does not have a significant effect on the organizational commitment of nurses at Hermina Serpong Hospital.

H4 : There is an influence of work culture on the organizational commitment of nurses at Hermina Serpong Hospital.

The table above also shows that the work culture variable on organizational commitment has a significance value of 0.690, which means more than 0.05, so the decision H4 is rejected. So it is concluded that work culture has no significant effect on the organizational commitment of nurses at Hermina Serpong Hospital.

H5 : There is an effect of work motivation on the organizational commitment of nurses at Hermina Serpong Hospital ".

The table above also shows that the work culture variable on organizational commitment has a significance value of 0.043 which means less than 0.05, so the decision H5 is accepted. So it is concluded that work culture has a significant effect on the organizational commitment of nurses at Hermina Serpong Hospital. Based on the estimate coefficient which is 0.385, it shows that the influence given is a positive influence, so the better the work motivation, the higher the organizational commitment owned by nurses at Hermina Serpong Hospital.

Intervening Test

Intervening test with the aim of seeing the magnitude of the coefficient of direct and indirect influence, so that the weight of the influence can be known and find out whether the intervening variable can mediate the influence of the independent variable on the dependent variable. The results obtained are as follows.

Table 8. Standardized Direct Effects Test.

	Budaya kerja	Gaya kepemimpinan	Motivasi Kerja	Komitmen organisasional
Motivasi Kerja	0,979	-0,139	0,000	0,000
Komitmen organisasional	0,171	0,286	0,399	0,000

Tabel 9. Uji *Standardized Indirect Effects*

	Budaya kerja	Gaya kepemimpinan	Motivasi Kerja	Komitmen organisasional
Motivasi Kerja	0,000	0,000	0,000	0,000
Komitmen organisasional	0,390	-0,055	0,000	0,000

The results of the analysis in the two tables above show the results of data analysis of the value of direct effects and indirect effects, it can be seen that in the direct effects table, the leadership style variable on work commitment is 0.286, which means that the value is smaller than the effect of leadership style on organizational commitment through work motivation (indirect effect) which is -0.055. So it is concluded that work motivation does not play a significant role as an intervening between leadership style and organizational commitment or it can be said that leadership style does not have a significant effect on organizational commitment with work motivation as an intervening variable. In the direct effects table, the work culture variable on organizational commitment is 0.171, which means that the value is greater than the effect of work culture on organizational commitment through work motivation (indirect effect) which is 0.390. So it is concluded that work motivation plays a significant role as an intervening between work culture and organizational commitment or it can be said that work culture has a significant effect on organizational commitment with work motivation as an intervening variable.

The Effect of Leadership Style and Work Culture on Nurses' Organizational Commitment at Hermina Serpong Hospital with Work Motivation as an Intervening Variable

The results of the analysis in this study indicate that leadership style and work culture have a significant effect on nurses' organizational commitment at Hermina Serpong Hospital with work motivation as a variable. intervening. That is because in the model fit test the calculated chi- square value is smaller than the chisquare table. So that the hypothesis: Leadership style and work culture have a significant effect on organizational

commitment with work motivation as an intervening variable, accepted. The results of this study are in line with research conducted by Aldisal Aranda et al., (2021) which states that Transformational leadership style, work culture and work motivation both simultaneously and partially affect organizational commitment.

The Effect of Leadership Style on Work Motivation of Nurses at Hermina Serpong Hospital Partially

In this study, the results of the analysis showed that leadership style had no significant effect on nurses' work motivation at Hermina Serpong Hospital. This is indicated by the significance value in the partial test which shows the p-value of the leadership style variable which is greater than the probability value of 0.05. Therefore, H1: Leadership style has a significant effect on work motivation, is rejected.

The results of this study are in line with research conducted by Prasetyo et al., (2020) which states that partially the organizational commitment variable has an insignificant effect on employee work motivation. This is also supported by research conducted by Rubiharto et al., (2020) which also states that leadership style has not been able to increase organizational commitment and work motivation.

The Effect of Work Culture on Work Motivation of Nurses at Hermina Serpong Hospital Partially

In this study, the results of the analysis show that work culture has a significant effect on nurses' work motivation at Hermina Serpong Hospital. This is indicated by the p-value in the partial test which is smaller than the probability value of 0.05. Therefore, H2: Work culture has a significant effect on work motivation, is accepted. In addition, the influence exerted by work culture on work motivation is a positive influence because it has a positive coefficient, so that the more positive the work culture is, the higher the work motivation of nurses at Hermina Serpong Hospital. The results of this study are in line with research conducted by Prasetyo et al., (2020) which states that work culture variables have a significant effect on employee work motivation. This is also supported by research conducted by Hotnaria et al., (2022) which also states that work culture has a significant effect on work motivation. Work culture includes values, norms, attitudes, and behaviors that define the work environment and the way people interact in it.

Effect of leadership style on organizational commitment of nurses at Hermina Serpong Hospital partially

In this study, the results of the analysis showed that leadership style had no significant effect on the organizational commitment of nurses at Hermina Serpong Hospital. This is indicated by the significance value in the partial test which shows the p-value of the leadership style variable which is greater than the probability value of 0.05. Therefore, H3: leadership style has a significant effect on organizational commitment, is rejected. Leadership styles that do not affect organizational commitment can be caused by several factors such as the lack of communicating vision and goals, so that nurses do not feel external factors, namely from their superiors to form organizational commitment in Hermina Serpong Hospital. In addition, it can also be caused by nurses who build commitment based on their own internal factors, such as the motivation to want to improve the quality of the hospital where they work.

The Effect of Work Culture on Organizational Commitment of Nurses at Hermina Serpong Hospital Partially

In this study, the results of the analysis show that work culture has no significant effect on the organizational commitment of nurses at Hermina Sepong Hospital. This is indicated by the p-value in the partial test which is greater than the probability value of 0.05. Therefore, H4: Work culture has a significant effect on organizational commitment, is rejected. Work culture encompasses the values, norms, attitudes, and behaviors that define the work environment and the way people interact within it. If the organization's work culture is not aligned with nurses' individual values, then organizational commitment may be affected. If nurses feel that the values emphasized by the work culture do not match their own values, they may feel detached or less committed to the organization. So that organizational commitment can also be formed by other factors such as internal factors that are not influenced by work culture.

The Effect of Work Motivation on Organizational Commitment of Nurses at Hermina Serpong Hospital Partially

In this study, the results of the analysis show that work motivation has a significant effect on the organizational commitment of nurses at Hermina Serpong Hospital. This is indicated by the p-value in the partial test which is smaller than the probability value of 0.05. Therefore, H5: Work Motivation has a significant effect on organizational commitment, is accepted. In addition, the influence exerted by work motivation on organizational commitment is a positive influence because it has a positive coefficient, so that the higher the value of work motivation possessed by a nurse, the higher the organizational commitment of nurses at Hermina Serpong Hospital. The results of this study are in line with research conducted by Tewal et al., (2019) which

states that work motivation variables have a significant effect on organizational commitment. This is also supported by research conducted by Aldisal Aranda et al., (2021) which also states that Transformational leadership style, work culture and work motivation both simultaneously and partially affect organizational commitment.

The Effect of Leadership Style on Organizational Commitment with Work Motivation as an Intervening Variable at Hermina Serpong Hospital

In this study, it is known that work motivation does not have an influence in moderating the effect of leadership style variables on organizational commitment variables, this is because the standardized direct effect value of leadership style variables on organizational commitment is greater than the standardized indirect effect value or the influence through work motivation. This shows that work motivation still cannot change the organizational commitment variable. the influence of leadership style on nurses' organizational commitment at Hermina Serpong Hospital

The Effect of Work Culture on Organizational Commitment with Work Motivation as an Intervening Variable at Hermina Serpong Hospital

The results showed that work motivation provides an influence in moderating the effect of work culture variables on organizational commitment variables, this is because the standardized direct effect value of work culture variables on organizational commitment is smaller than the standardized indirect effect value or the influence through work motivation. A positive and supportive work culture can influence nurses' work motivation. A work culture that promotes collaboration, recognition, participation, and career development can generate intrinsic and extrinsic motivation in nurses. This can encourage nurses to be more engaged, high performing, and feel connected to organizational values.

CONCLUSION

Based on the research results above, it can be summarized that the findings in this study are only organizational commitment created by Hermina Serpong and organizational commitment that affects leadership style, work culture, and motivation. However, the leadership style and work culture towards organizational commitment and work motivation of nurses at Hermina Serpong Hospital created by the company all affect organizational commitment both individually and simultaneously without being mediated by work motivation. For variables that most affect organizational commitment is work motivation. Leadership style and work culture together have a significant effect on organizational commitment with work motivation as an intervening variable. Leadership style partially has no significant effect on nurses' work motivation at Hermina Serpong Hospital. Work culture partially has a significant effect on nurses' work motivation at Hermina Serpong Hospital. The influence given is a positive influence, so that the better the work culture felt by nurses, the higher the work motivation of nurses at Hermina Serpong Hospital. Leadership style partially has no significant effect on nurses' organizational commitment at Hermina Serpong Hospital. Work culture partially has no significant effect on nurses' organizational commitment at Hermina Serpong Hospital. Work motivation partially has a significant effect on nurses' organizational commitment at Hermina Serpong Hospital. The influence given is a positive influence, so that the higher the work motivation of the nurses, the higher the organizational commitment of the nurses at Hermina Serpong Hospital.

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