

The Influence of Family Motivation, Knowledge of Profit Sharing Ratio, and Level of Faith on Interest in Working in Islamic Financial Institutions

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ABSTRACT

Islam in Indonesia is the majority religion, where the economy is very diverse and plural. This is because Indonesia is dominated by Islamic financial institutions, all societal norms refer to Islamic values, especially the value of muamalah. The Financial Services Authority in Indonesia has provided a report on the development of Indonesian sharia finance as a form of responsibility to encourage the development of a sharia-based financial industry through the compilation of complete and detailed information about the progress of how the Islamic financial industry and the factors that can influence it every year. This study explores the impact of the influence of family motivation, knowledge, profit-sharing ratio and level of faith on career interests in Islamic institutions. The sample used is students of the faculty of economics, the type of research used is quantitative research using primary data types. The results of this study are: family motivation affects work interest, while knowledge of profit sharing ratio and level of faith does not affect student work interest. The next suggestion for researchers is to add samples and focus more on students concentrating on Islamic accounting.

Keywords: family motivation, knowledge of profit sharing ratio, level of faith, and interest in working students

INTRODUCTION

Islam in Indonesia is the majority religion, where the economy is very diverse and plural. This is because Indonesia is dominated by Islamic financial institutions, all societal norms refer to Islamic values, especially the value of muamalah.¹ From year to year the increasing number of Islamic financial institutions is increasing and there needs to be a balance of quantity and quality of resources to achieve the expected goals. However, the limited human resources that exist today

¹ Irma Irma, Taufik Pelu, dan Ahmad Syaekhu, "Peluang dan Tantangan Dakwah Halaqah Dalam Membangun Karakter Santri Pondok Pesantren," *Jurnal Keislaman* 6, no. 1 (2023): 01–19.



are still a major problem for Islamic financial institutions.² This limitation is the task of universities, especially the St. Fatimah Mamuju Institute of Health and Business, to equip graduates with skills in the field of business and able to become competent personnel in the field of Islamic finance. Improving the quality of human resources and improving performance requires adequate knowledge of accounting in Islamic concepts, as well as someone who understands religious science.³

The Financial Services Authority in Indonesia has provided a report on the development of Indonesian sharia finance as a form of responsibility to encourage the development of a sharia-based financial industry through the compilation of complete and detailed information about the progress of how the Islamic financial industry and the factors that can influence it every year. The increasing development of the industry in the sharia sector has resulted in several impacts on the absorption of labor in Islamic financial institutions.⁴ From this increase, universities must prepare students and a good education system in the field of Islamic accounting.

Human resources are considered as the main point in improving the Islamic economy, the more qualified and competent human resources are, the more they will maximize the economic performance of Islamic financial institutions.⁵ Operational processors must have good knowledge and abilities, especially in the field of Islamic economics because Islamic economics teaches the science of profit sharing ratio so that human resources employed in this institution must understand the concept of profit sharing ratio in Islamic financial institutions.⁶ This is one of the polemics that has an impact on one of the independent variables, namely students' work interest in the field of Islamic financial institutions.

To meet the job market, resources who understand the field of Islamic financial institutions are needed, so that private and public universities are given courses in Islamic economics and Islamic accounting. Academics design the curriculum according to their interests and plans so that the teaching and learning process becomes more effective because it adjusts to students' career

² Ahmad Syaekhu dkk., "Impact Of Characteristics And Knowledge Of Marginal Communities On Participation In The Use Of MKJP," *Journal of Positive School Psychology* 6, no. 10 (2022): 209–19.

³ Mirnawati Mirnawati dkk., "Buku Abstrak Seminar Nasional Sains, Teknologi, dan Sosial Humaniora Universitas Indonesia Timur 2019," dalam *Prosiding Seminar Nasional Universitas Indonesia Timur*, vol. 1, 2019, <https://jurnal.uit.ac.id/SemNas/article/view/619>.

⁴ Riska Amalia dan Nur Diana, "Determinan Minat Mahasiswa Akuntansi Untuk Berkarir Di Lembaga Keuangan Syariah," *e-Jurnal Riset Ilmiah Akuntansi* 09, no. 02 (2020): 15.

⁵ Nur Jaya Baiduri Ruslan dkk., "Pengaruh Budaya Kerja, Kompensasi Dan Etos Kerja Terhadap Kinerja Karyawan Pada PT. Telkom Mamuju," *EKOMA : Jurnal Ekonomi, Manajemen, Akuntansi* 3, no. 2 (31 Januari 2024): 1075–87, <https://doi.org/10.56799/ekoma.v3i2.2951>.

⁶ Trisnawaty Trisnawaty dkk., "Pengaruh Profitabilitas Dan Likuiditas Terhadap Nilai Perusahaan Pada Perusahaan Manufaktur Yang Terdaftar Di Bursa Efek Indonesia (BEI)," *Jurnal Review Pendidikan Dan Pengajaran (JRPP)* 7, no. 1 (30 Januari 2024): 1603–13, <https://doi.org/10.31004/jrpp.v7i1.25373>.

choices.⁷ Therefore, it must be seen from the rapid development of business based on Islamic law, sharia accounting is considered important for economic students as a provision in the world of work.

To form reliable students in the academic field, faith factors are considered to play an important role in shaping interest in working in Islamic financial institutions.⁸ As a consideration, students still maintain their faith and can do work in finance. If someone wants to choose a career in Islamic financial institutions, they should apply religious knowledge in every action to increase interest in a career in Islamic financial institutions.⁹ There are several researchers who have written about the level of faith, some of which explain that religion affects career interest in Islamic financial institutions, which illustrates that the level of faith of students can strengthen interest in working in Islamic financial institutions.¹⁰ Meanwhile, there are also those who argue that religion does not have a significant effect on students' career interest in Islamic financial institutions.¹¹

Human development is influenced by the family environment which can be observed directly and indirectly within the family environment.^{12,13} The important role of the family environment is in the form of motivation for a linear career and providing a student career support system. This is needed by students because it is considered a strong encouragement from the family environment. From some of the opinions above, the problem can be drawn that how is the influence between family motivation, profit-sharing knowledge and the level of faith in students working in Islamic financial institutions.

RESEARCH METHOD

In observing how the impact is given between variables, researchers use a type of causative research. The aim is to see the influence of family motivation, knowledge, profit sharing ratio and

7 Dian Ariska, "Pengaruh Religiusitas Dan Pengetahuan Akuntansi Syari'Ah Terhadap Minat Mahasiswa Akuntansi Berkarir Di Lembaga Keuangan Syari'Ah: Studi Pada Mahasiswa Akuntansi Konsentrasi Syari'Ah," *Jurnal Akuntansi STIE Muhammadiyah Palopo* 5, no. 2 (2020): 15–28, <https://doi.org/10.35906/ja001.v5i2.534>.

8 Irma, Pelu, dan Syaekhu, "Peluang dan Tantangan Dakwah Halaqah Dalam Membangun Karakter Santri Pondok Pesantren"; Ahmad Syaekhu dkk., "The Relationship of Increasing Food Production to Social Welfare and Health," *Jurnal Penelitian Pendidikan IPA* 9, no. 2 (2023): 634–38.

9 Pengaruh Persepsi dan Pengetahuan Akuntansi Syariah, "Pengaruh Persepsi, Pengetahuan Akuntansi Syariah, dan Religiusitas terhadap Minat Mahasiswa Akuntansi Berkarir di Lembaga Keuangan Syariah" 5, no. 1 (2023): 71–82.

10 Ika Insiatul Ifitah dkk., "Pengaruh Religiusitas, Pengetahuan Akuntansi Syariah dan Pertimbangan Pasar Kerja Terhadap Minat Mahasiswa Akuntansi Berkarir di Lembaga Keuangan Syariah (Studi Kasus Mahasiswa Akuntansi Universitas Islam Malang dan Universitas Muhammadiyah Malang)," *e_Jurnal Ilmiah Riset Akuntansi* 12, no. 02 (2023): 902–11.

11 Ariska, "Pengaruh Religiusitas Dan Pengetahuan Akuntansi Syari'Ah Terhadap Minat Mahasiswa Akuntansi Berkarir Di Lembaga Keuangan Syari'Ah: Studi Pada Mahasiswa Akuntansi Konsentrasi Syari'Ah."

12 Irma Mardiyani, Aprilia Bintari, dan Luqman Hakim, "Pengaruh Lingkungan Keluarga, Religiusitas, Pengetahuan Perbankan Syariah Terhadap Minat Karir Keuangan Syariah," *Jurnal Riset Akuntansi dan Keuangan* 10, no. 1 (2022): 139–50, <https://doi.org/10.17509/jrak.v10i1.35731>.

13 Nurlina Subair dkk., "Livelihood strategies for widows and divorcees of coastal fishers in Indonesia," *ETNOSIA: Jurnal Etnografi Indonesia* 8, no. 1 (2023): 12–23.

level of faith on students' work interest in Islamic financial institutions. The location of the research was carried out within the Faculty of Economics, St. Fatimah Mamuju Institute of Health and Business, West Sulawesi.

The population in this study is Management and Accounting students at the Faculty of Economics, St. Fatimah Mamuju Institute of Health and Business. The sample of this study is students who are still actively studying and understand the law of profit sharing ratio in Islamic accounting courses.

In this study, researchers used a type of quantitative data, where respondents answered survey questions with numbers or scores. The source of the data is primary data collected from the results of questionnaires distributed to students. This study used a measurement scale, the Likert scale, where respondents were asked to fill out a questionnaire that showed how strongly they agreed with a question. The survey includes five levels of preference for strongly disagree, disagree, disagree, disagree, and strongly agree answers.

Research variables, family motivation is a form of support and attention given by the family. The family is considered as the first madrasah that must instill life values, the role of the family is very important in the growth of a child. One of the factors that influence children's behavior is the way they are raised by their parents (Slameto, 2010). In terms of drive and motivation, the family environment fosters interest in career choices.

Profit Sharing Ratio knowledge is part of the science of Islamic accounting, which is the study of accounting processes based on sharia principles both in the accounting cycle and recording. In the process of humans who produce an understanding and can complete that understanding and then it is said to be knowledge. It can be said that if a person has a high level of knowledge then he can produce good results. profit sharing ratio learn how the distribution of profits obtained by saahib al-maal and mudarib sedai with his agreement.¹⁴

The level of faith is a complex attitude that represents the level of knowledge, behavior and religious tradition, as well as the level of belief in religion. Usually someone who has a high level of faith will deepen religion and beliefs that are expressed by doing daily worship, praying, and reading holy books, so religiosity here is meant by the religious observance that someone has.

Interest is a feeling of liking or being more attached to a thing or activity. Interest is static, where the longer the time period, the greater the change in people's interests.

RESULT AND DISCUSSION

14 Ainul Hikmah dan Nahariah Nahariah, "Analisis Nisbah Bagi Hasil Pembiayaan Mudharabah pada Bank Syariah Mandiri KCP Sengkang," *Jurnal Ilmiah Al-Tsarwah* 2, no. 2 (2019): 140–54, <https://doi.org/10.30863/al-tsarwah.v2i2.294>.

Questionnaires were distributed to students of the Accounting Study Program, Faculty of Economics, St. Fatimah Mamuju Institute of Health and Business through Google Form A total of 46 questionnaires, questionnaires that cannot be processed are as many as 11 questionnaires, and the number of questionnaires that can be processed is 35 questionnaires.

From the results of the validity test is a test carried out to see whether or not the questionnaire used is valid. The results of the validity test on the question items proposed that the variables of family motivation, knowledge of profit sharing ratio, level of faith, and student work interest in sharia financial institutions have a significance value of < 0.05 , namely it can be concluded that all question items in the questionnaire are declared valid.

A reliability test is a test conducted to test the consistency of answers from questionnaires. Reliability tests in this study showed that the variables Family Motivation, Knowledge Profit Sharing Ratio, Level of Faith and Student Work Interest in Islamic financial institutions had a Cronbach's alpha value of > 0.6 . In this study shows that the question items in the study are reliable.

Table 1. Regression Equation Model

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	39.058	6.426		6.078	.000
	Family Motivation	.734	.184	.474	3.987	.000
	Profit Sharing Ratio	-.631	.189	-.402	-3.342	.000
	Knowledge Level of Faith	-.423	.120	-.423	-3.514	.001

Variabel Dependen: Minat Bekerja Mahasiswa di Lembaga Keuangan Syariah

Sumber : Data yang diolah, 2024

The regression equation formed from the table above is:

$$Y = 39,058 + 0,734X_1 - 0,631 X_2 - 0,423 X_3$$

According to the regression model, 39.058 is the constant value. When this indicates that the value of the independent variable is zero (0), then the value of the dependent variable (occupational participation) is 39.058. The regression coefficient (b1) of family motivation was 0.734 and showed a positive sign. This means that when the value of the variable X1 increases and other independent variables are fixed, the value of the dependent variable increases by 0.734. The coefficient with a

positive sign describes the one-way relationship between the variables. The knowledge regression coefficient for the profit-sharing ratio (b2) is -0.631. This means that when the value of the variable X2 increases and other independent variables are fixed, the dependent variable decreases by 0.631. The coefficient marked negativ illustrates that there is an inversely proportional relationship. The regression coefficient of faith level (b3) is -0.423 negative sign. This means that when the value of the variable X3 increases and the other independent variable is fixed, the value of the dependent variable will decrease by 0.423. The coefficient marked negative describes the inversely proportional relationship between X3 and the dependent variable.

The t-test is a test performed to see the effect of each independent variable on the dependent variable. The average t-test is a family motivation variable with a significance of $0.000 < 0.05$. The value of $t + 3.987$ shows a positive influence on the dependent variable. The second t-test showed that the knowledge variable of the profit sharing ratio was significant $0.002 < 0.05$. With a t value of -3.342, this value shows a negative influence on the dependent variable. The third t test is the level of faith variable where the level of significance of $0.001 < 0.05$ with a t value of -3.514 shows a negative influence on the dependent variable.

The discussion also contains sub-chapters as research results

1. The influence of family motivation on interest in working in Islamic financial institutions

The results of the hypothesis test show that family motivation variables have a positive and significant influence on students' work interest in Islamic financial institutions. It is considered that what encourages students in a career in financial institutions is motivation in the family. The results of other studies that are in line with this study are those that state the family environment affects students' work interests.^{15,16}

Fritz Heider in his theory presented by Ikhsan, et.al. , (2005) states that a person's behavior is determined by a combination of two forces: internal and external forces. Factors that come from within a person such as ability and effort are called internal forces, and external forces are factors that come from outside such as difficulty of work or luck. From this theory, it can be stated that family motivation is considered an internal factor that affects students' interest in working.

2. The influence of knowledge ratio for hasi on students' work interest in Islamic financial institutions

The results of the hypothesis test of the knowledge variable of profit sharing ratio have no effect and are significant on students' interest in working in Islamic financial institutions. Someone

15 Hikmah Suryani, "Faktor-faktor yang Mempengaruhi Minat Mahasiswa Fakultas Ekonomi di Kota Medan Bekerja di Bank Syariah" (Universitas Sumatera Utara, 2015).

16 Mardiyani, Bintari, dan Hakim, "Pengaruh Lingkungan Keluarga, Religiusitas, Pengetahuan Perbankan Syariah Terhadap Minat Karir Keuangan Syariah."

who understands profit-sharing ratios may not necessarily have an interest in working in the same field because some people want to do new things to explore other types of accounting science. Previous researchers stated that knowledge in Islamic accounting did not affect students' work interests.¹⁷ Other research suggests that not everyone who has accounting knowledge is interested in continuing their careers in sharia financial institutions, because these students may have an interest in other accounting sciences.^{18,19}

3. The influence of faith level on students' work interest in Islamic financial institutions.

The results of the variable hypothesis test The level of faith has no effect and is significant on students' work interest in Islamic financial institutions. The results of other studies show that the level of faith or religiosity does not have a significant effect on the interest in continuing in Islamic banking.²⁰ From the data obtained by the author and previous researchers, it can be concluded that the level of faith of students cannot be ascertained that students will continue to work in Islamic financial institutions, all decisions return to the reasons for each individual in making their choices. The behavioral paradigm, as described in James S. Coleman's theory of rational choice, is the only theory that can integrate different paradigms of sociology.

CONCLUSION

Based on the results of the research that has been described, which aims to find empirical evidence challenging the influence of family motivation, knowledge of profit sharing ratio and level of faith on students' work interest in Islamic financial institutions. There are also results from this study that:

1. Family motivation has a positive influence to build students' interest in working in Islamic financial institutions.
2. Knowledge of profit sharing ratio does not have a significant effect on students' work interest in Islamic financial institutions.
3. The level of faith does not have a significant effect on students' interest in working in Islamic financial institutions.

17 Meilina Budiarsih dan Sri Dwi Estiningrum, "Pengaruh Pengetahuan, Pelatihan, Pertimbangan Terhadap Minat Mahasiswa Akuntansi Syariah Berkarir di Lembaga Keuangan Syariah," *Jurnal Riset Akuntansi dan Keuangan* 10, no. 3 (2022): 519–28, <https://doi.org/10.17509/jrak.v10i3.43170>.

18 Risma Haris dkk., "Digitalpreneur Berwawasan Lingkungan" (Get Press Indonesia, 2023), https://www.researchgate.net/profile/Herawati-Syamsul/publication/377223347_DIGITALPRENEUR_BERWAWASAN_LINGKUNGAN/links/659bad9e2468df72d301fb32/DIGITALPRENEUR-BERWAWASAN-LINGKUNGAN.pdf; Syaekhu dkk., "The Relationship of Increasing Food Production to Social Welfare and Health."

19 Syaekhu dkk., "The Relationship of Increasing Food Production to Social Welfare and Health."

20 Ariska, "Pengaruh Religiusitas Dan Pengetahuan Akuntansi Syari'Ah Terhadap Minat Mahasiswa Akuntansi Berkarir Di Lembaga keuangan Syari'Ah: Studi Pada Mahasiswa Akuntansi Konsentrasi Syari'Ah."

From these findings, the author hopes that there are several suggestions in future research including:

1. For future research, expand the sample and focus more on students who have a concentration in Islamic accounting.
2. We recommend that in providing teaching, lecturers are expected to provide career motivations to students, so that students are able to determine their future career directions and goals.
3. With this research, it can be a consideration to take a better strategy in building and increasing student interest in working in Islamic financial institutions.

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