

# Optimizing Employee Performance Through Breakfast Provision: A Case Study on the Impact of Breakfast Programs on Employee Motivation and Performance at the Religious High Court of North Kalimantan

**Erfi Warni<sup>1</sup>, Nurliana Nasution<sup>2\*</sup>, Jeni Wardi<sup>3</sup>**

<sup>1</sup>Magister of Management, Graduate Scholl, Lancang Kuning University, Indonesia

<sup>2</sup>Magister of Management, Graduate Scholl, Lancang Kuning University, Indonesia

<sup>3</sup>Magister of Management, Graduate Scholl, Lancang Kuning University, Indonesia

Correspondence \*:  
[nurliananst@unilak.ac.id](mailto:nurliananst@unilak.ac.id)

## Abstract

This study aims to analyze the security risks associated with WhatsApp usage by the elderly and identify mitigation strategies to address these challenges. This research employs a descriptive qualitative approach, collecting data through interviews, literature reviews, and observations of elderly users' behavior on WhatsApp. The analysis is based on seven key indicators: availability, accuracy, authenticity, confidentiality, integrity, utility, and possession. The findings reveal that older adults face significant challenges in protecting their personal data and maintaining the integrity of information due to a lack of understanding of WhatsApp security features, such as two-step verification and privacy settings. Moreover, they are frequently targeted by phishing attacks and online fraud that threaten the availability and confidentiality of their information. On the other hand, WhatsApp remains a highly beneficial tool for communication and social needs, although its utility is hindered by users' technical limitations. This study recommends enhancing digital literacy among the elderly through continuous training programs, implementing user-friendly security features, and strengthening collaboration between governments, communities, and application developers to create a safer digital ecosystem for the elderly.

**Keywords :** Breakfast, Work Motivation, Employee Performance

## I. Introduction

On December 31, 2021, the Religious High Court of North Kalimantan (PTA Kaltara) was established pursuant to Law Number 8 of 2021 and officially commenced operations on December 5, 2022. Located in Tanjung Selor, this court exercises jurisdiction over the entire Province of North Kalimantan and supervises three Religious Courts (Pengadilan Agama), namely the Religious Courts of Tanjung Selor, Tarakan, and Nunukan. The institution holds authority to adjudicate cases at the appellate level within the domain of Islamic law, encompassing matters of marriage, inheritance, waqf (endowment), zakat (almsgiving), and sharia-based economic disputes, in accordance with Law Number 7 of 1989 in conjunction with Law Number 3 of 2006. In addition, the court is entrusted with supplementary responsibilities, including determining the sighting of the crescent moon (rukyat hilal), providing legal opinions on Islamic law, and resolving jurisdictional disputes among Religious Courts. In fulfilling its mandate, PTA Kaltara delivers judicial and appellate administrative services, oversees the administration of justice within its jurisdiction, and provides legal guidance to government institutions upon request.

To perform its duties and functions effectively, the Religious High Court of North Kalimantan requires high-quality human resources. At present, PTA Kaltara employs a total of 87 personnel distributed across the High Court and the three Religious Courts under its supervision: Religious Court of Tanjung Selor, Religious Court of Tarakan, and Religious Court of Nunukan. In terms of case management, PTA Kaltara and its subordinate courts handle hundreds of cases annually. Data from 2024 indicate that the majority of cases (93%) were resolved within one to three months, while the remaining 7% required three to five months for completion. Although these figures remain consistent with the provisions stipulated in Supreme Court Circular Letter (SEMA) No. 2 of 2024, further acceleration of case resolution is necessary to enhance the quality and timeliness of public legal services. Consequently, strengthening employee quality constitutes a critical factor in expediting case resolution and enhancing the overall effectiveness of legal services within the jurisdiction of PTA North Kalimantan.

Optimal human resource management within the Religious High Court of North Kalimantan is essential to reinforcing organizational performance. According to the Resource-Based View (RBV) theory, organizational advantage depends on how effectively strategic resources—both tangible and intangible—are utilized. Wernerfelt emphasizes that organizations possessing and effectively managing strategic assets are more likely to achieve competitive superiority. Suseno and Sugiyanto (2015) argue that performance can be improved through the integration of tangible and intangible assets, while Fontana (2011) asserts that variations in organizational performance stem from differences in resources and capabilities.

Employee performance serves as a primary determinant in strengthening institutional effectiveness. Colquitt, LePine, and Wesson define performance as employee behaviors that contribute to the achievement of organizational objectives. Similarly, Gibson et al. (as cited in Wibowo, 2014) explain that performance relates to the quality, efficiency, and effectiveness of work outcomes. At PTA Kaltara, employee performance appraisal is conducted based on several indicators, including loyalty, achievement of work targets, workload management, compliance, integrity, teamwork, initiative, and leadership. Performance outcomes are categorized as follows: Excellent (91–100), Good (76–90), Fair (61–75), Moderate (51–60), and Poor ( $\leq 50$ ). Based on these indicators, the performance evaluation results provide an overview of the extent to which human resources effectively support the attainment of organizational goals.

Table 1. Employee Performance Evaluation Results at the Religious High Court of North Kalimantan

Year	Performance Rating Criteria					Total
	Excellent	Good	Fair	Moderate	Poor	
2023	10	19	33	25	10	96
2024	9	18	31	22	9	87

Source: Religious High Court of North Kalimantan (2025)

Employee performance appraisal, derived from the recapitulation of various predetermined indicators, indicates that a number of employees still receive moderate or even low performance ratings. This condition suggests the necessity of conducting research on the factors that influence employee performance. According to Anoraga (2014), several factors affect employee performance, including: (1) motivation, and (2) nutrition and health. Previous studies provide empirical support for examining these relationships. Suyatno and Pancasasti (2023) revealed that work motivation mediates the relationship between occupational health and safety and employee performance, which may serve as a relevant reference for examining the linkage between breakfast consumption and performance. Ikaningtyas and Mochammad Al Musadieq (2018) found indirect effects of safety, health, and incentives on performance mediated by work motivation, which is also relevant in the context of breakfast as a health-related factor. Furthermore, Martin et al. (2024) demonstrated that high-quality breakfast

consumption strengthens adaptive motivation, which ultimately contributes to improved achievement and individual productivity.

The first variable influencing performance is employee work motivation. Motivation represents one of the primary determinants of an employee's ability to achieve optimal performance. This is because motivation constitutes a crucial factor in determining both individual performance levels and overall organizational effectiveness. Employee work motivation can be assessed through several indicators. Sardiman (2007) identifies the following characteristics of motivated individuals: (1) diligence in completing tasks; (2) persistence in facing challenges without easily giving up; (3) interest in various problems; (4) preference for teamwork; (5) resilience in performing routine or repetitive tasks without boredom; (6) the ability to defend opinions when strongly convinced; (7) consistency in maintaining beliefs; and (8) enjoyment in seeking and solving challenges.

Work motivation is a vital component of human resource management in any organization. Motivated employees tend to demonstrate higher productivity, stronger organizational commitment, and greater efficiency in achieving institutional goals. In an increasingly competitive and dynamic environment, motivated employees play a crucial role in ensuring organizational growth and sustainability. Appropriate motivational strategies encourage employees to exert maximum effort, foster innovation, and improve performance outcomes.

Conversely, low levels of motivation may be reflected in several observable behaviors. These include: (1) frequent absenteeism or tardiness, indicating weak responsibility and low work attachment; (2) minimal initiative and creativity, where employees perform only assigned tasks without proposing new ideas or solutions; (3) lack of enthusiasm and work spirit; (4) frequent complaints regarding work, supervisors, or the work environment; (5) low engagement in organizational activities such as meetings or training; and (6) avoidance of additional responsibilities or new challenges. If left unaddressed, these conditions may negatively affect productivity and the overall organizational climate. Therefore, management must identify the causes of low motivation and implement appropriate interventions, such as recognition systems, supportive work environments, and open communication to understand employee needs.

Another variable influencing employee performance relates to nutritional intake, specifically breakfast consumption habits. Breakfast is often referred to as "the most important meal of the day" because of its significant role in supporting daily activities, including work performance. However, many employees frequently skip breakfast due to time constraints, irregular lifestyles, or limited awareness of its benefits. This phenomenon may influence workplace productivity and performance quality.

Research indicates that individuals who skip breakfast tend to experience difficulty maintaining concentration and focus at work. Low blood glucose levels resulting from the absence of morning food intake reduce cognitive capacity and mental alertness (Smith, 2020). This condition may manifest in forgetfulness, slower task completion, or reduced accuracy. Employees who skip breakfast often feel weak and fatigued, particularly during critical morning hours, leading to lower productivity and longer task completion times (Hoyland et al., 2009).

In contrast, employees who regularly consume a balanced breakfast containing complex carbohydrates, protein, fiber, and healthy fats tend to demonstrate more optimal performance. They are generally more energetic, responsive, and capable of sustaining productivity throughout the day (Adolphus et al., 2013). Stable blood glucose levels resulting from nutritious breakfast consumption provide adequate energy for daily activities and enhance enthusiasm in completing tasks. Conversely, skipping breakfast may result in fatigue, irritability, and decreased focus, ultimately reducing work motivation (Hernawan, 2019).

Breakfast serves as a primary source of energy after an overnight fasting period. Sukardi and Wahyuni (2021) explain that a balanced breakfast helps stabilize blood glucose levels, which directly influence concentration and mood. Smith et al. (2020) further report that individuals who regularly consume breakfast exhibit higher levels of work motivation compared to those who skip it.

Based on the theoretical and empirical background outlined above, the research problems underlying this study are formulated as follows:

1. Does breakfast intake affect employee work motivation?
2. Does breakfast intake affect employee performance?
3. Does work motivation affect employee performance?
4. Does breakfast intake affect employee performance through the mediating role of work motivation?

## 2. Literature Review and Hypotheses Development

### 2.1 Resource-Based View and Employee Performance

The Resource-Based View (RBV) posits that organizational performance is largely determined by the effective utilization of strategic resources, both tangible and intangible. Wernerfelt (1984) emphasizes that organizations gain competitive advantage when they are able to manage valuable, rare, and inimitable resources effectively. In the context of public institutions, human resources represent one of the most critical intangible

assets. Suseno and Sugiyanto (2015) argue that organizational performance improves when tangible resources (such as facilities and systems) are integrated with intangible resources (such as motivation and competence). Employee performance is commonly defined as work behaviors that contribute to organizational goals (Colquitt, LePine, & Wesson, 2013). Performance reflects not only output quantity but also quality, efficiency, and effectiveness (Wibowo, 2017). Therefore, enhancing employee performance requires attention to both psychological factors, such as motivation, and physiological factors, such as health and nutrition.

## 2.2 Breakfast Intake and Work Motivation

Work motivation is defined as the internal and external forces that initiate, direct, and sustain work-related behavior (McClelland, 1987; Robbins & Judge, 2013). Motivated employees tend to show persistence, initiative, and strong commitment to achieving organizational objectives. Nutrition and health constitute important determinants of psychological readiness for work. Breakfast, often referred to as the most important meal of the day, plays a vital role in stabilizing blood glucose levels after overnight fasting. Stable glucose levels are directly associated with improved concentration, emotional regulation, and cognitive performance (Smith, 2020). Sukardi and Wahyuni (2021) explain that balanced breakfast consumption positively affects mood and focus, both of which are closely linked to motivational states. Empirical studies further support this relationship. Martin et al. (2024) demonstrate that consistent consumption of a high-quality breakfast strengthens adaptive motivation and achievement outcomes. Similarly, Salim, Mado, and Efendi (2024) found that breakfast quality positively correlates with motivation levels. Although many studies focus on academic contexts, the underlying physiological and psychological mechanisms are applicable to workplace settings. Based on these theoretical and empirical arguments, the following hypothesis is proposed:

H1: Breakfast intake has a positive effect on employee work motivation.

## 2.3 Breakfast Intake and Employee Performance

Employee performance is influenced by physical stamina, cognitive capacity, and emotional stability. Nutritional intake, particularly breakfast, contributes significantly to these aspects. According to Hoyland et al. (2009), skipping breakfast may reduce cognitive functioning and increase fatigue during morning working hours. Conversely, consuming balanced meals containing complex carbohydrates, protein, and fiber helps maintain energy stability and productivity (Adolphus et al., 2013). Research by Wiguna and Stefani (2023) reveals a significant relationship between breakfast habits and worker productivity. Similarly, Maedah et al. (2023) report that nutritional status and breakfast consumption are positively associated with employee productivity. The World Health Organization (2020) also notes that poor dietary patterns can negatively affect memory, concentration, and problem-solving skills. From an RBV perspective, employee health constitutes a valuable organizational resource. When employees maintain healthy nutritional habits, they are better equipped to perform tasks efficiently and effectively. Therefore, the following hypothesis is formulated:

H2: Breakfast intake has a positive effect on employee performance.

## 2.4 Work Motivation and Employee Performance

Motivation is widely recognized as a central determinant of employee performance. Herzberg's Two-Factor Theory (1968) distinguishes between intrinsic motivators (achievement, recognition, responsibility) and extrinsic motivators (salary, work conditions), both of which influence performance outcomes. Robbins and Judge (2013) argue that motivated employees demonstrate higher productivity, innovation, and goal orientation. Empirical studies reinforce this relationship. Suyatno and Pancasasti (2023) found that work motivation significantly influences employee performance. Ikaningtyas and Musadieg (2018) also report a positive and significant effect of motivation on performance. When employees are highly motivated, they are more disciplined, proactive, and resilient in handling work challenges, leading to improved organizational outcomes. Based on these theoretical foundations and empirical findings, the following hypothesis is proposed:

H3: Work motivation has a positive effect on employee performance.

## 2.5 The Mediating Role of Work Motivation

Beyond direct effects, work motivation may function as a mediating variable linking physical well-being to performance outcomes. Zhang et al. (2022) suggest that physical health conditions influence performance indirectly through psychological mechanisms such as motivation. Suyatno and Pancasasti (2023) demonstrate that motivation mediates the relationship between occupational health and employee performance. In the context of breakfast consumption, nutritional intake enhances physical energy and emotional stability, which in turn strengthen work motivation. Increased motivation subsequently drives higher performance levels. Martin et al. (2024) highlight that high-quality breakfast consumption improves adaptive motivation, which ultimately contributes to achievement and productivity. Thus, work motivation can be conceptualized as an intervening

mechanism through which breakfast intake exerts its influence on performance. Accordingly, the final hypothesis is formulated as follows:

H4: Breakfast intake has a positive indirect effect on employee performance through work motivation.

### 3. Method

This study employed a descriptive and explanatory survey method to analyze the causal relationships among variables. The descriptive approach was used to provide a systematic and factual depiction of the characteristics of the variables under investigation, while the explanatory survey approach aimed to examine the causal relationships between breakfast intake, work motivation, and employee performance. Data were collected through a closed-ended questionnaire utilizing a Likert scale to measure respondents' perceptions of the research variables. In addition, secondary data were obtained from relevant institutional records to complement the primary data. The population of the study consisted of all 87 employees at the Religious High Court of North Kalimantan. Given the relatively small population size, a census sampling technique was applied, resulting in a total sample of 87 respondents. Data analysis was conducted using both descriptive statistical analysis and Structural Equation Modeling (SEM) with the WarpPLS software. The SEM approach was employed to assess both the measurement model and the structural model. A second-order Confirmatory Factor Analysis (CFA) was applied to evaluate higher-order latent constructs within the model. Hypothesis testing was performed using the bootstrapping method, with statistical significance determined based on a p-value threshold of  $\leq 0.05$ . This analytical approach enabled the examination of both direct and indirect (mediated) effects among the research variables.

### 4. Result and Discussion

Following the evaluation of the measurement and structural models, hypothesis testing was conducted to determine the direction and strength of the relationships between the independent and dependent variables using path analysis within the SEM framework. The relationships among variables were assessed using path coefficients and a 5% significance level, indicating a 5% probability of error and 95% confidence in decision-making. The results of the path coefficient analysis demonstrate that all proposed hypotheses are statistically supported.

The findings reveal that breakfast intake has a strong and positive effect on work motivation ( $\beta = 0.821$ ,  $p < 0.001$ ). Since the p-value is below the 0.05 threshold and the coefficient is positive, the hypothesis is accepted. The magnitude of the coefficient (0.821) indicates a strong relationship, suggesting that an increase of one unit in breakfast intake significantly enhances employees' work motivation. This finding implies that employees who regularly consume a balanced breakfast tend to exhibit more stable energy levels, improved concentration, and greater physical endurance during working hours. From a physiological perspective, breakfast stabilizes blood glucose levels, which directly influence cognitive functioning and mood regulation. Stable glucose levels contribute to sustained focus and reduced fatigue, thereby strengthening motivational drive. This result is consistent with prior research indicating that adequate nutritional intake positively influences motivational outcomes by enhancing physical readiness and psychological well-being.

The analysis also indicates that breakfast intake has a direct and significant positive effect on employee performance ( $\beta = 0.642$ ,  $p < 0.001$ ). The coefficient value reflects a strong relationship, meaning that improved breakfast habits are associated with enhanced employee performance. Employees who consume nutritious breakfasts containing complex carbohydrates, protein, and fiber are more likely to maintain consistent energy and cognitive alertness throughout the morning. These conditions enable more efficient task completion, improved decision-making accuracy, and higher productivity levels. Conversely, skipping breakfast may result in fatigue, decreased concentration, and reduced work effectiveness. The findings align with previous studies suggesting that proper nutritional intake contributes to better productivity, cognitive performance, and overall work efficiency.

Furthermore, work motivation is found to have a positive and significant effect on employee performance ( $\beta = 0.278$ ,  $p = 0.019$ ). Although the coefficient is moderate compared to the direct effect of breakfast intake, it remains statistically significant. This result confirms that higher levels of work motivation lead to improved employee performance. Motivated employees tend to demonstrate stronger commitment, persistence in facing challenges, greater initiative, and better collaboration. Both intrinsic motivation (such as achievement and personal growth) and extrinsic motivation (such as recognition and supportive work environments) contribute to performance enhancement. These findings are consistent with motivational theories that position motivation as a key determinant of individual effectiveness and organizational success.

Importantly, the study also identifies a significant indirect effect of breakfast intake on employee performance through work motivation ( $\beta = 0.229$ ,  $p = 0.010$ ). This result indicates that work motivation partially

mediates the relationship between breakfast intake and performance. In other words, breakfast not only directly enhances performance but also indirectly improves performance by increasing employees' motivational levels. The mediation effect suggests that nutritional intake strengthens physical and psychological readiness, which in turn fosters higher motivation, ultimately leading to better performance outcomes. This finding reinforces the argument that physical well-being and psychological factors are interconnected determinants of workplace productivity.

Collectively, these results demonstrate that breakfast intake plays a dual role: it directly influences employee performance and indirectly affects performance through enhanced work motivation. The strong direct effect ( $\beta = 0.642$ ) combined with the significant indirect effect ( $\beta = 0.229$ ) highlights the strategic importance of health-related behaviors in organizational performance management.

From a managerial perspective, the findings imply that organizations should not overlook health and nutrition as part of human resource development strategies. Initiatives such as promoting awareness of healthy eating habits, providing nutritional education, or even offering workplace breakfast programs may contribute to improved motivation and performance. By fostering healthy lifestyle practices among employees, organizations can enhance productivity, reduce fatigue-related inefficiencies, and create a more positive and energetic work environment.

## 5. Conclusion

In accordance with the results of the hypothesis testing, several conclusions can be drawn in a coherent and integrated manner. First, nutritious breakfast consumption has a positive and significant effect on employees' work motivation. Employees who regularly consume a balanced breakfast tend to exhibit higher energy levels, improved concentration, and more stable moods. These physiological and psychological benefits contribute to enhanced enthusiasm and willingness to engage in work-related tasks, thereby strengthening overall work motivation. Second, breakfast intake also exerts a positive and significant direct effect on employee performance. The habit of consuming a healthy breakfast enables the body to obtain adequate energy to support cognitive functioning, focus, stamina, and work efficiency. As a result, employees are better able to complete tasks effectively and maintain productivity throughout the working day. Third, work motivation positively influences employee performance. Employees who demonstrate higher levels of motivation are generally more productive, disciplined, innovative, and resilient in facing workplace challenges. Motivation functions as a driving force that encourages employees to achieve organizational targets and sustain high performance standards. Finally, breakfast consumption influences employee performance both directly and indirectly through the mediating role of work motivation. Healthy breakfast habits enhance physical energy and psychological readiness, which in turn strengthen employees' motivation to perform. This increased motivation subsequently contributes to improved performance outcomes. Therefore, breakfast intake serves not only as a health-related behavior but also as a strategic factor in fostering motivation and enhancing overall employee performance.

## References

- Anoraga, Panji. 2014. *Psikologi Kerja*. Jakarta: Erlangga.
- Ansory, H. Al Fadjar, and Meithiana Indrasari. 2018. *Manajemen Sumber Daya Manusia*. Sidoarjo: Indomedia Pustaka.
- Ardana, I. Komang, Ni Wayan Mujiati, and I. Wayan Mudiarta Utama. 2012. *Manajemen Sumber Daya Manusia*. Yogyakarta: Graha Ilmu.
- Armstrong, Michael. 2014. *Handbook of Human Resource Management*. London: Sage Publications.
- Armstrong, Michael, and Stephen Taylor. 2017. *Armstrong's Handbook of Human Resource Management Practice*. London: Kogan Page.
- Bara, Ingrid Mentari Batu, and Salianto Nofi Susanti. 2024. Indonesian Journal of Global Health Research. *Indonesian Journal of Global Health Research* 6(3):1823–32. doi: 10.37287/ijghr.v2i4.250.
- Chatab, Nevizond. 2007. *Profil Budaya Organisasi: Mendiagnosis Budaya Dan Merangsang Perubahannya*. Bandung: Alfabeta.

- Colquitt, Jason A., Jeffery A. LePine, and Michael J. Wesson. 2013. *Organizational Behavior : Improving Performance and Commitment in the Workplace*. New York: McGraw-Hill.
- Destiani, Imelda. 2024. The Effect of Health and Work Safety on Work Motivation and Its Impact on Employee Performance Pengaruh Kesehatan Dan Keselamatan Kerja (K3) Terhadap Motivasi Kerja Dan Dampaknya Terhadap Kinerja Karyawan. *Academia.Edu2* 1(2).
- Djarmiko, and Riswan Dwi. 2016. *Keselamatan Dan Kesehatan Kerja*. Yogyakarta: Deepublish.
- Edy, Sutrisno. 2015. *Manajemen Sumber Daya Manusia*. Jakarta: Kencana Prenada Media Group.
- Enny, Mahmudah. 2019. *Manajemen Sumber Daya Manusia*. Surabaya: Ubhara Press.
- Fontana, Avanti. 2011. *Innovate We Can: Manajemen Inovasi Dan Penciptaan Nilai Individu, Organisasi, Masyarakat*. Jakarta: Cipta Inovasi Sejahtera.
- Ghozali, Imam. 2018b. *Structural Equation Modeling. Metode Alternatif Dengan Partial Least Square.PLS*. Semarang: BPFE Universitas Diponegoro.
- Handoko, T. Hani. 2017. *Manajemen Sumber Daya Manusia*. Jakarta: Bumi aksara.
- Hikmah, Nurul Erren, Mury Kuswari, and Didit Damayanti. 2018. Hubungan Kebiasaan Sarapan, Status Gizi, Usia Dan Tingkat Kebugaran Dengan Produktivitas Kerja Karyawan Astra World Juanda Jakarta Pusat. *The Indonesian Journal of Public Health* 1(4):3.
- Ikaningtyas, Maharani, and Arik Prasetya , Mochammad Al Musadieg. 2018. Effect of Occupational Safety and Health and Incentives on Work Motivation and Employee Performance. *Jurnal Terapan Manajemen Dan Bisnis* 4(2):133–39.
- Maedah, Alda Luna, Laras Sitoayu, Vitira Melani, Rachmanida Nuzrina, and Mury Kuswari. 2023. Status Gizi, Kebiasaan Sarapan Dengan Produktivitas Kerja Karyawan Startup Jakarta. *Jurnal Gizi Kerja Dan Produktivitas* 4(2):206–15. doi: 10.52742/jgkp.v4i2.239.
- Martin, Andrew J., Keiko C. P. Bostwick, Emma C. Burns, Vera Munro-Smith, Tony George, Roger Kennett, and Joel Pearson. 2024. A Healthy Breakfast Each and Every Day Is Important for Students' Motivation and Achievement. *Journal of School Psychology* 104(July 2023):101298. doi: 10.1016/j.jsp.2024.101298.
- Mathis, Robert L., and John H. Jackson. 2012. *Human Resource Management : Manajemen Sumber Daya Manusia*. Jakarta: Bumi aksara.
- McClelland, D. C. 1987. *Human Motivation*. New York: Cambridge University Press.
- Notoatmodjo. 2010. *Ilmu Kesehatan Masyarakat*. Jakarta: Rineka Cipta.
- Ramadhani, Pradini Syarifah. 2021. Pentingnya Sarapan Pagi Dalam Menunjang Konsentrasi Belajar Siswa Di Sekolah. *Jurnal Tata Kelola Pendidikan* 2(2):139–42. doi: 10.17509/jtkp.v2i2.37507.
- Rivai, Veithzal, and Ella Jauvani Sagala. 2019. *Manajemen Sumber Daya Manusia Untuk Perusahaan*. Jakarta: Raja Grafindo Persada.
- Robbins, Stephen P dan Judge, Timothy A. 2013. *Organizational Behavior*,. 16th ed. Jakarta: Salemba Empat.
- Sardiman, AM. 2007. *Interaksi & Motivasi Belajar-Mengajar*. Jakarta: Rajagrafindo Persada.
- Sugiyono. 2017. *Metode Riset Pendidikan Pendekatan Kuantitatif. Kualitatif. Dan R&D*. Bandung: Alfabeta.

Sumartik. 2018. *Buku Ajar Perilaku Organisasi*. Sidoarjo: Umsida Press.

Supriadi, Adih, Ani Kusumaningsih, Kohar, Andri Priadi, Andi Yusniar Mendo, Lisda L. Asi, Robiyati Podungge, Afriyana Amelia Nuryadin, Agus Hakri Bokingo, and Fiesty Utami. 2022. *Manajemen Sumber Daya Manusia*. Sukoharjo: Tahta Media Group All.

Suseno, Miftahun Ni'mah, and Sugiyanto. 2015. Pengaruh Dukungan Sosial Dan Kepemimpinan Transformasional Terhadap Komitmen Organisasi Dengan Mediator Motivasi Kerja. *Jurnal Psikologi* 37(1):94–109. doi: 10.22146/jpsi.7695.

Suwignyo, Suwignyo, and Ayusma Saputri. 2018. Hubungan Gizi Kerja, Teknologi Yang Digunakan Dan Motivasi Kerja Dengan Produktivitas Kerja Pemanen Kelapa Sawit Pt. Sinergi Agro Industri Kecamatan Sandaran Kabupaten Kutai Timur. *KESMAS UWIGAMA: Jurnal Kesehatan Masyarakat* 4(1):9–18. doi: 10.24903/kujkm.v4i1.296.

Suyatno, and Ranthi Pancasasti. 2023. The Influence of Occupational Safety and Health on Employee Performance Which Is Mediated by Employee Work Motivation at PT PIP. *Journal of Business and Behavioural Entrepreneurship* 7(2):74–84.

Wibowo. 2017. *Manajemen Kinerja*. 5th ed. Depok: Rajagrafindo Persada.

Widyaningrum, Mahmudah Enny, and Endang Siswati. 2017. *Manajemen Sumber Daya Manusia*. Surabaya: Ubhara Press.

Wiguna, Akhsan Fikri, and Megah Stefani. 2023. The Relationship between Nutritional Status, Breakfast Habits, and Sleep Duration on Workers' Productivity at PT. Sejahtera Buana Trada Sunter. *Amerta Nutrition* 7(2SP):205–12. doi: 10.20473/amnt.v7i2SP.2023.205-212.

Yulisna, Sinukaban, Veronica, and Asmar Yulastri. 2023. Influence of Nutrition and Helath on Performance. *Jurnal Gizi Kesehatan* 15(2):179–89.