






“Effect of job insecurity on the relationship between locus of control and supervisor performance”

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EFFECT OF JOB INSECURITY ON THE RELATIONSHIP BETWEEN LOCUS OF CONTROL AND SUPERVISOR PERFORMANCE

Abstract

Supervisor performance is a highly interesting topic to study and research in state-owned enterprises, considering its critical role in improving the performance of state-owned companies in Indonesia. However, supervisor performance is hindered by job insecurity, which they experience as long as they do not have job assurance from the company. Therefore, this study aims to investigate the relationship between locus of control and supervisor performance while also examining the moderating role of job insecurity in this relationship within the national electricity company. This study uses an explanatory method with a quantitative approach. The purposive sampling technique was applied to survey 137 respondents, all of whom are supervisors with at least one year of experience in planning, operations, and electrical evaluation at the State Electricity Company in West Java, Indonesia. The data analysis technique is moderated regression analysis, assisted by SPSS version 27 software. The results show that locus of control has a positive and significant effect on supervisor performance (Coef = 0.529, $p < 0.05$), and job insecurity weakens the relationship between locus of control and supervisor performance (Coef = -0.108 , $p < 0.05$). This study emphasizes the importance of organizations providing job security to supervisors to enhance the performance of state-owned enterprises. Jobs that the organization does not guarantee can reduce the sensitivity of supervisors in developing the organization.

Keywords

locus of control, job insecurity, performance, supervisor, attribution theory, moderating effect, state-owned enterprises

JEL Classification

M54, M12, O15, J24

INTRODUCTION

In this era of globalization, filled with uncertainty, organizations and companies face increasingly complex challenges, including in employment (Bahrami et al., 2022). Human resources (HR) play a key role in planning, organizing, directing, and controlling within an organization. As the main asset of an organization, people hold strategic value that significantly influences the achievement of the company's goals (Ardana et al., 2014). Therefore, optimal organizational performance is necessary to achieve the established objectives, and individual performance, including that of supervisors, contributes significantly to this achievement. Each employee is expected to continuously improve the quality of their work and maximize their potential to contribute the best for the company (Mullins, 2013). This includes the organization needing to develop a locus of control and ensure job security for employees to maximize their potential. Companies must develop systems that can strengthen the locus of control in every employee, especially supervisors who are responsible for managing teams and creating a safe and supportive work environment. Companies that prioritize job security can enhance employee trust and satisfaction, which in turn impacts the long-term stability and competitiveness of the organization.

However, in the case of State Electricity Company (Perusahaan Listrik Negara – PLN), one of the state-owned companies that plays an important role in providing electricity in Indonesia, one observed declining financial revenue from 2018 to 2022. PLN's financial performance affects not only the company's operations but also the national economy as a whole. An analysis of PLN's revenue during this period shows significant fluctuations, influenced by various external factors such as the business sector, households, industries, and other aspects. These revenue fluctuations influence PLN's financial stability, which is reflected in the company's financial ratios. The cash ratio is an important indicator in assessing PLN's financial performance, reflecting the company's liquidity in meeting short-term obligations. Based on available data, PLN's cash ratio from 2018 to 2022 shows figures that fall far below industry standards, which should ideally be at 50% (Kasmir, 2016). The highest cash ratio was recorded in 2020 at 36.82%, while the lowest was 21% in 2018. This finding indicates that PLN has not fully optimized its liquidity management, which may affect its ability to efficiently meet short-term obligations.

In addition, the return on equity (ROE) recorded in 2022 at 1.45%, far below the industry standard of 40% (Kasmir, 2016), indicates that PLN's financial performance has not achieved the expected results. This condition requires serious attention as it reflects challenges in financial management and operational strategy. Therefore, organizations need to evaluate whether existing evaluation practices can encourage the development of locus of control and how these practices can be optimized to improve supervisor performance, especially in the state electricity company.

1. LITERATURE REVIEW AND HYPOTHESES

This study applied the attribution theory Weiner (1972) developed, which explains a person's behavior. The attribution theory focuses on how a person interprets the causes of certain outcomes or events. This idea is related to how a person explains the causes of other people's behavior or oneself, which can be seen from either internal or external factors that certainly impact individual behavior. There are two main concepts in this theory. Dispositional attribution refers to something within a person, namely, locus of control. Situational attribution refers to the impact of the work environment that influences the supervisor's performance.

Employee performance is the foundation for an organization's sustainability and growth (Smith, 2007). With productive and high-quality employees, the organization can achieve financial stability, expand its business, and develop its capabilities for future growth (Mullins, 2013). Performance is the attitude or behavioral pattern of an individual that is relevant to organizational goals (Koopmans et al., 2014a, 2014b). Performance is crucial for an organization because it is directly related to the effectiveness, productivity, and long-term success of the organization (Bass & Riggio, 2005). Good performance makes

achieving the organization's vision and mission easier and can enhance the company's competitiveness (Handoko, 2014). Meanwhile, supervisor performance is the supervisor's behavior pattern in achieving organizational goals through the abilities they possess. In addition, supervisors have the opportunity to make plans to achieve the organization's goals (Marta et al., 2024). Supervisor performance dimensions include task and contextual performance (Koopmans et al., 2014a, 2014b). Task performance is an individual's ability to carry out technical tasks considered important for their work, including planning and organizing, which are results-oriented, based on priority scale and efficiency. Regarding contextual performance, individuals are expected to be able to adjust or adapt to changes in the new environment, technology, and procedures so as to solve problems creatively (Koopmans et al., 2014a, 2014b). Supervisor performance is undoubtedly influenced by the supervisor's own locus of control (Rahmawati et al., 2023; Sirén et al., 2018).

Locus of control is a psychological concept that describes the extent to which a person feels they have control or influence over the events that occur in their life (Rotter, 1966). Locus of control is often associated with self-esteem, job satisfaction (Abdel Hadi et al., 2023), and performance (Sirén et al., 2018). An individual's ability to understand events determines how well the locus of control can be con-

trolled (Setyawati et al., 2024). Locus of control is divided into two types: internal and external. Internal locus of control refers to how good a person anticipates and believes that the outcomes of their actions are determined by their own actions or personal characteristics. External locus of control refers to someone who believes that the consequences of their actions are determined by factors outside themselves (Rotter, 1990). Locus of control can influence how a person responds to failure or success (Oguntuase & Sun, 2022). In difficult situations, people with an internal locus of control tend to look for ways to improve themselves, while those with an external locus of control may be more likely to give up or blame external factors. Locus of control is important in organizations because it affects how employees interact with tasks, colleagues, and challenges faced in the work environment (Tseng et al., 2022).

Locus of control provides significant benefits for both individuals and organizations. For individuals, having an internal locus of control can enhance motivation, as they believe that their efforts and actions directly impact the outcomes they achieve (Li et al., 2015). This also helps them develop resilience, overcome failures with a positive attitude, and seek self-improvement. Additionally, individuals who feel they have control over their lives tend to be more satisfied and happy, as well as more confident in their decision-making (Gupta et al., 2018). On the other hand, for organizations, employees with an internal locus of control often perform better and contribute to achieving organizational goals. They also create a positive work culture where collaboration and innovation can thrive (Callea et al., 2016). With empowered employees, organizations can respond to challenges and market changes more effectively, as well as improve employee satisfaction and retention, which are critical for business stability and sustainability. Overall, locus of control plays a vital role in creating a productive and successful environment for both individuals and organizations (Padmanabhan, 2021).

A person's perception of an event that occurs in their life is determined by the locus of control (Chen & Silverthorne, 2008). If an individual or a person has a good locus of control, his or her performance can also increase (Padmanabhan, 2021; Tseng et al., 2022). Triki et al. (2012) found that employees with a locus of control tended to be better able to adapt to the conditions and environment in their workplace, leading

to better performance. Individuals with a good locus of control are able to control themselves and have high confidence in their abilities (Oguntuase & Sun, 2022). Thus, it can improve a person's performance. Istiono (2020) revealed a positive and significant effect of locus of control on performance. Widya et al. (2023) also revealed a similar finding: locus of control had a significant effect on supervisor performance.

Another factor that can influence supervisor performance is job insecurity created by the organization (Rusyandi, 2016). Job insecurity refers to job uncertainty in the organization or company where the employee works. Job insecurity can also be expressed as a threat of loss of resources experienced by employees (Chong et al., 2024). Job insecurity was found to have a negative impact on individual and organizational outcomes (Tomas et al., 2019). Companies must pay attention to job insecurity that can affect supervisors' performance. Job insecurity can have a significant negative psychological impact on employees. When someone feels insecure in their job, they are likely to experience increased stress, anxiety, and dissatisfaction. Various studies revealed that job insecurity could affect employees' mental health, psychological well-being, and job satisfaction (Reinhardt & Wahba, 1975). Furthermore, job uncertainty has the potential to disrupt individual performance in carrying out their work duties.

Silla et al. (2010) state that job insecurity negatively affects job satisfaction and positively affects turnover intention. Rusyandi (2016) reveals that job insecurity can moderate the relationship between work engagement and turnover intention. In other words, the relationship between work engagement and turnover intention can be weakened by job insecurity, making employees more likely to intend to leave the organization. This finding is also supported by Chong et al. (2024), who state that job insecurity can increase job burnout among hotel employees in Malaysia. This proves that job insecurity is a negative factor that can reduce performance within an organization.

Employee performance is a key factor in determining the success and productivity of an organization (Guerrero et al., 2018; Johari et al., 2019). Employees with high motivation, involvement, and self-confidence generally perform optimistically. However, in situations where job insecurity arises, employees often experience decreased mo-

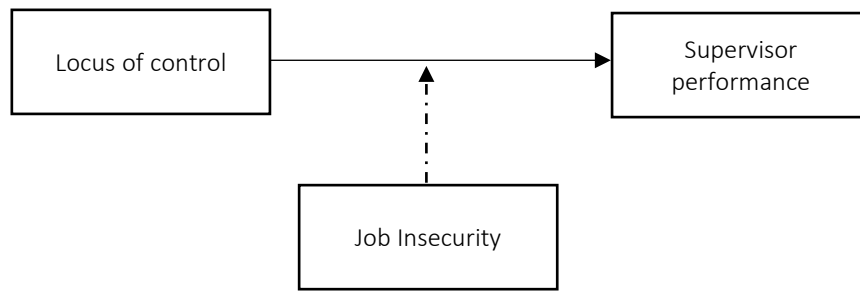


Figure 1. Conceptual model

tivation and engagement, which can ultimately have a negative impact on productivity and work effectiveness. Uncertainty about the future of work can make employees focus more on the fear of losing their jobs rather than trying to achieve the targets they have set.

Supervisor performance is crucial in organizations, particularly in state electricity companies. Based on the literature review, this study aims to examine the relationship between locus of control and supervisor performance, as well as explore the moderating role of job insecurity in this relationship. To achieve these objectives, the research hypotheses are formulated as follows:

H1: Locus of control has a positive and significant effect on supervisor performance.

H2: Job insecurity weakens the relationship between locus of control and supervisor performance.

Figure 1 presents the conceptual model of the relationship between locus of control, job insecurity, and supervisor performance.

2. METHODS

2.1. Procedures

This study uses a quantitative approach with an explanatory method. The descriptive verification method is an approach that involves analysis, collection, processing, and interpretation of data in hypothesis testing to explain the relationships between variables and reveal the truth of existing facts. The survey was conducted among 137 supervisors at the State Electricity Company in West

Java, Indonesia. The purposive sampling technique was used to select the study samples based on inclusion criteria, namely supervisors with at least one year of experience. Additionally, the selected supervisors must have team members in the work process to improve organizational performance. Supervisors were selected based on specific criteria, including their role in overseeing operations, managing teams, and making key decisions within the organization. The supervisors' tasks include planning, coordinating, and evaluating their subordinates' performance, ensuring daily operations' efficiency, and achieving organizational objectives.

Characteristic analysis included the distribution of respondents by gender, age, education, and years of service. Grouping aims to get an overview of the respondents' profiles and understand how these variables might influence the answers given. A detailed analysis of the characteristics of respondents is presented in Table 1.

Table 1. Characteristics of respondents

Characteristics		Total
Gender	Male	109
	Female	28
Age	20–29 years	25
	30–39 years	85
	40–49 years	15
	>50 years	12
Education	D1	5
	D3	29
	S1	89
	S2	12
	S3	2
Experience	1–5 years	45
	6–10 years	36
	11–15 years	42
	16–19 years	12
	>20 years	2

2.2. Measurement and data analysis

The standard for assessing the locus of control variable applied ten statement items developed by Mueller and Thomas (2001) adapted from the I-E Scale of Rotter (1990). Meanwhile, the assessment of performance variables applied 13 statement items developed by Koopmans et al. (2014a, 2014b). The assessment of the job insecurity variable applied four items developed by Tomas et al. (2019). The Likert scale was applied as a measurement scale from 1 (strongly disagree) to 5 (strongly agree).

To ensure the validity of research variables, a corrected item-total correlation test was performed with a minimum limit of > 0.30 as the validity test criteria (Hair et al., 2013). Meanwhile, Cronbach's Alpha was performed to ensure the level of consistency of research variables. Variables were considered to be reliable if the Cronbach's Alpha value is >0.60. To test the research hypotheses, moderated regression analysis was further performed.

According to Sharma et al. (1981), moderated regression analysis (MRA) is performed in several stages as follows:

1. Test or regress the independent variable (locus of control) and the dependent variable (performance).
2. Test or regress the independent variable (locus of control), moderating variable (job insecurity) with the dependent variable (performance).
3. Test the independent (locus of control), moderating (job insecurity), and interaction variables (locus of control x job insecurity) with the dependent variables (performance).

The stages of the MRA process are explained by the regression equation as follows:

$$Y = \beta_0 + \beta_1X + e \quad (1)$$

$$Y = \beta_0 + \beta_1X + \beta_2Z + e \quad (2)$$

$$Y = \beta_0 + \beta_1X + \beta_2Z + \beta_3(X \times Z) + e \quad (3)$$

The types of moderating variables are classified as pure moderator, quasi-moderator, homologized moderator, or predictor moderator (Hayes, 2013; Sharma et al., 1981).

3. RESULTS

Before data analysis, a common method bias test was performed to avoid bias in survey research. The results of the common method bias analysis of EFA using the Harman single test factor proved that this study avoided common method bias based on the variance value of 43.89 or less than 50%. Thus, it can be ensured that bias was not detected in this survey research (Kusnendi & Ciptagustia, 2023). Furthermore, validity and reliability tests were performed to analyze and ensure that the research instrument was valid and had consistency in assessment. Corrected item-total correlation and convergent validity were applied to test the validity of the data. Corrected item-total correlation validity was higher than 0.30, while convergent validity was higher than 0.50. Meanwhile, Cronbach's alpha was applied for the reliability test with a reliability level of higher than 0.60 (Hair et al., 2013; Hayes, 2013). Based on Table 2, all statement items regarding study variables were declared valid since the corrected item-total correlation value was >0.30. Then, the reliability test showed that all study variables were considered valid since they had a reliability value of >0.60.

Based on Table 3, model 1 revealed that locus of control (X) had a positive and significant effect on supervisor performance (Y) with a significance value of 0.000 which is lower than 0.05. Likewise, the *t*-count value of 9.869 was also higher than the *t*-table value of 1.977. The result of the coefficient of determination with adjusted *R*-squared showed a value of 0.415. It was indicated that supervisor performance was explained by variations in locus of control and job insecurity. Thus, hypothesis 1 of this study was accepted.

The model revealed that job insecurity (Z) had a positive and significant effect on supervisor performance (Y). It obtained a significance value of 0.000 (<0.05) and a *t*-count value of 10.172, which was higher than 1.977. Furthermore, the coeffi-

Table 2. Validity and reliability

Variable	Item	Loading factor	Validity	Cronbach's Alpha
Locus of control	My success depends on whether I am lucky enough to be in the right place at the right time.	0.731	0.746	0.963
	To a great extent, my life is controlled by accidental happenings.	0.822	0.891	
	When I get what I want, it is usually because I am lucky.	0.838	0.884	
	My life is determined by my own actions.	0.811	0.839	
	When I get what I want, it is usually because I worked hard for it.	0.787	0.832	
	It is not wise for me to plan too far ahead because things turn out to be a matter of bad fortune.	0.808	0.826	
	Whether or not I am successful in life depends mostly on my ability.	0.842	0.892	
	What happens in my life is mostly determined by people in powerful positions.	0.764	0.815	
Job insecurity	I feel in control of my life.	0.817	0.835	0.867
	Success in business is mostly a matter of luck.	0.699	0.771	
	Change is, I will soon lose my job.	0.77	0.914	
	I think I might lose my job in the near future.	0.749	0.942	
	I feel insecure about the future of my job.	0.771	0.923	
Supervisor performance	I am sure I can keep my job (R).	0.652	0.152	0.920
	I successfully plan my work so that it is completed on time.	0.644	0.567	
	My planning is optimal	0.704	0.746	
	I remember the results I need to achieve in my work.	0.723	0.757	
	I can separate major issues from minor ones at work.	0.780	0.301	
	I can do my job well with minimal time and effort.	0.710	0.371	
	I take on extra responsibilities.	0.687	0.736	
	I initiate new tasks on my own when my previous tasks are completed.	0.755	0.808	
	I take on challenging work tasks if available.	0.658	0.634	
	I strive to always stay up-to-date with my job knowledge.	0.745	0.803	
	I strive to always stay up-to-date with my work skills.	0.751	0.580	
Supervisor performance	I find creative solutions to new problems	0.641	0.743	0.920
	I continuously seek new challenges in my work.	0.785	0.817	
	I actively participate in work meetings.	0.793	0.677	

Note: R Reverse scored.

Table 3. Moderated regression analysis

Variables	Model 1			Model 2			Model 3		
	Coef	T	Sig.	Coef	t	Sig.	Coef	t	Sig.
Constant	2.371	7.361	.000	1.901	5.434	.000	-.276	-.282	.779
Locus of control (X)	.529	9.869	.000	.530	10.172	.000	.894	5.531	.000
Job insecurity (Z)				.136	2.997	.003	.778	2.840	.005
Interaction							-.108	-2.376	.019
Adjusted R-squared	.415			.447			.466		

cient of determination value of 0.447 indicated that supervisor performance was explained by variations in locus of control and job insecurity. Model 3 further showed the interaction of locus of control and job insecurity with a significance value of 0.019 < 0.05 and a *t*-count value of -2.376, higher than a *t*-table of 1.977. Thus, job insecurity was able to moderate the effect of locus of control on supervisor performance. Job insecurity weakened the relationship between locus of control and supervisor performance. Therefore, hypothesis 2 was accepted.

Based on the results of the moderated regression analysis test, there are three regression equations as follows:

$$Y = 2.371 + 0.529X + e. \quad (4)$$

$$Y = 1.901 + 0.530X + 0.136Z + e. \quad (5)$$

$$Y = -0.276 + 0.894X + 0.778 - 0.108 + e. \quad (6)$$

Based on the equations above, it can be concluded that job insecurity (Z) was a quasi moderator,

which meant that this variable could act as a moderator variable, a predictor variable, or an independent variable since β_2 in equation 5 ($\beta_0 \neq 2$) and β_3 in equation 6 had a significant value ($\beta_3 \neq 0$) (Sharma et al., 1981).

4. DISCUSSION

The findings revealed a positive and significant relationship between locus of control and supervisor performance. An increase in locus of control resulted in increased supervisor performance. In light of attribution theory, Heider (1958) discovered that individual behavior is explained through internal and external factors. Internal attribution includes a person's perception of the work they are involved in. In this case, locus of control acts as an internal factor that can influence supervisor performance. Supervisors who had a locus of control were more likely to have good performance since they had control over performance results and were more responsible for what happened in the team. They were also better able to adapt, learn from failure, and build success through their efforts. According to Rotter (1996), locus of control is a person's perspective on an event regarding his ability to control the events. Individuals with a good locus of control were found to be able to control themselves and believed in their abilities, external forces, and destiny, which originated from themselves (Li et al., 2015). Therefore, such individuals were able to control work results, and in the end, they were more actively involved in work so that performance might increase (D. Tran & H. Tran, 2024).

Supervisors at an electricity company in West Java had a good level of performance, so they could improve their organizational performance. This was triggered by the locus of control possessed by supervisors so that it could form their awareness to improve organizational performance at the company. The better the locus of control, the better the supervisor's performance. Therefore, leaders must pay attention to the locus of control that supervisors have in order to protect the organization from low performance. This finding aligns with Widya et al. (2023), who revealed that locus of control had a positive and significant effect on supervisor performance. Accordingly, locus of control

was a driving force that came from within supervisors so that supervisors could maximize their potential. The study finding is further confirmed by Istiono (2020), who concluded that there was a positive and significant relationship between locus of control and supervisor performance.

Based on the study finding in model 3, the effect of locus of control on supervisor performance was weakened by job insecurity, meaning that this study supported hypothesis 3. Therefore, the work environment moderated the effect of locus of control on supervisor performance. The effect of job insecurity was to weaken the relationship between locus of control and supervisor performance.

Supervisors with an outstanding locus of control usually have higher motivation to improve their performance because they believe that their work achievements are a direct result of their efforts and abilities (Chen & Silverthorne, 2008; Triki et al., 2012). They tend to be more proactive and motivated to solve problems and take responsibility for their tasks (Callaghan & Papageorgiou, 2015). Conversely, supervisors with a poor locus of control tend to be less proactive because they feel that their work achievements are more influenced by external factors that they cannot control.

Job insecurity can weaken the relationship between locus of control, especially internal locus of control, and supervisor performance because supervisors with a good locus of control usually feel that they have control over the results of their work. However, when they have job insecurity, the feeling that their efforts may not have a positive impact on the stability of their job or career can reduce motivation (Chong et al., 2024). They may start to think that even if they work hard, external circumstances such as layoffs can still occur, making their hard efforts feel in vain. Besides that, job insecurity often causes anxiety and stress, which can interfere with supervisors' focus and concentration. As a result, supervisors may be less effective in carrying out their responsibilities. In the condition of job insecurity, the relationship between locus of control and supervisor performance becomes weaker because job uncertainty creates a situation where supervisors, despite having a strong locus of control, feel that their efforts will not change the external situation, which threatens their jobs. As a result, their motiva-

tion, focus, and performance tend to decrease, and it may reduce the effectiveness of locus of control on performance.

This current study certainly has limitations, so further research regarding the locus of control is needed. The first limitation is the survey approach, which only focused on 137 supervisors in Java, Indonesia. The survey approach has many biases, which has given rise to many criticisms. Therefore, it is necessary to apply the experimental method. The experimental method is intended to ensure that the research analysis results are free of biases, as generally found in the survey method. The second limitation is the use of only one moderating variable, namely job insecurity, where other

variables can also have a moderating effect on the relationship between locus of control and supervisor performance, such as years of service, family support, work and life balance, workplace diversity, and job characteristics (Nurjaman et al., 2019). The third limitation is the recommendation to apply mediation analysis in controlling supervisor performance. There are many mediating variables to be observed on the relationship between locus of control and supervisor performance such as organizational commitment (Langevin & Mendoza, 2014; Olson et al., 2014), innovative behavior (Rahmah et al., 2020), proactive behavior (Bateman & Crant, 1993; Ejaz et al., 2017), creative behavior (Rasyid & Marta, 2020) as well as organizational citizenship behavior (Callea et al., 2016).

CONCLUSION

This study aimed to examine the relationship between locus of control and supervisor performance and the moderating role of job insecurity in this relationship. The findings demonstrated that locus of control has a positive and significant effect on supervisor performance. Specifically, supervisors with a stronger locus of control are better able to manage themselves and have greater confidence in their abilities, leading to higher levels of engagement and improved performance. Additionally, the study revealed that job insecurity weakens the relationship between locus of control and supervisor performance. In environments with high job insecurity, such as in the State Electricity Company, this moderating effect is more pronounced, reducing the positive impact of locus of control on performance. Moreover, job insecurity was identified as a quasi-moderator, indicating that it not only influences the strength of the relationship but also acts as a predictor of supervisor performance. In summary, organizations should focus on fostering a strong locus of control among supervisors and work toward reducing job insecurity to maximize performance outcomes.

Based on the study findings, the company may give appreciation to supervisors for their role or contribution to developing the organization. Supervisors have different locus of control beliefs regarding the determining factors for their success, such as hard work and self-confidence, depending on the environment outside themselves, namely luck factors. Therefore, companies must pay attention to supervisors' achievements and ensure they understand that the organization optimally appreciates the efforts they make. Moreover, the company can provide training, development, and motivation to encourage involvement in decision-making, thereby increasing supervisors' self-confidence and optimism as well as increasing abilities and skills.

Furthermore, the company must maintain job security so that supervisors can maintain and improve their performance. It can be performed by evaluating work performance fairly using a transparent system. Besides, companies must upgrade digital devices that can support work. With improved devices, the completion of tasks carried out by supervisors can be more efficient and may further trigger an increase in supervisor performance. Another implication can be made regarding designing supervisor duties, wherein clear responsibilities and opportunities to make decisions will be more suitable for individuals with an internal locus of control. They will feel more satisfied and motivated when they control their work environment. In addition, job enrichment can also allow supervisors to learn new skills, participate in strategic planning, and have space for innovation to improve their overall performance. This is more effective, especially for those with an internal locus of control.

AUTHOR CONTRIBUTIONS

Conceptualization: Muhammad Zaky.
 Formal analysis: M. Sandi Marta.
 Funding acquisition: Muhammad Zaky.
 Investigation: M. Sandi Marta.
 Methodology: Muhammad Zaky.
 Project administration: M. Sandi Marta.
 Resources: Muhammad Zaky, M. Sandi Marta.
 Software: Muhammad Zaky.
 Supervision: Muhammad Zaky, M. Sandi Marta.
 Writing – original draft: Muhammad Zaky.
 Writing – review & editing: M. Sandi Marta.

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