



Commitment to Organization and Competency (Study on Caregivers in Daycare)

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Abstract

Daycare or Childcare is a very necessary place for women who work to provide parenting and education services to their children while they work. Caregiver Competence in providing services, parenting, is very important to learn. Based on the results of the study, the achievement of competency of an employee has a relationship with a commitment to an organization. This research aims to learn more about the commitment to the Organization with caregiver competence, especially in the competency that supports the development of early childhood. The assessments conducted in this study are quantitative by a descriptive method. This research was conducted at DayCare in Bandung. Respondents of this study supported 33 caregivers. The results of this study show that there are only three commitments for organizations that are partially related to the competency supporting child development, namely emotional problems and thinking skills, experience and biographic characteristics, and understanding and The values correspond to the category of caregivers with a fairly strong relationship category. The other two sub-variables are work motivation and organizational culture, not directly having a relationship with competency supporting child development. Furthermore, commitment to the organization, simultaneous support with competencies supporting child development belongs to the category is quite strong. This research proves how to care for early childhood must have adequate intelligence and thought with good values and adequate experience to demonstrate competence in supporting child development, in DayCare or ChildCare.

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INTRODUCTION

Phenomenon mother work when this, be an inevitability, good work a time full and half time. by bps data, have about 21.68% from amount workers women that work more from 48 hours in a week. means women work this, leave her more from 8 hours per day. From entire mother that have children age in under 2 years that are breastfeeding have about 31 per cent plunge to world work. conditions for a mother that has children age early, certainly not things that easy, so ensured have role parenting dan education children that should replace by others, for mother work, (KPPPA & BPS (2016).

Care and parenting services can be done at home using the service of hiring a babysitter, as well as getting caregiving from relatives and neighbours who can help or as an alternative, today's childcare services Through the Daycare Institute is an option taken by working mothers and young families. One of the considerations of elections, in addition to financial factors, is also about the quality of parenting and child education. Nowadays, many cases of violence to children committed by caregivers in the home are caused by a lack of supervision and knowledge and professionalism of the caregiver, (Indonesian Children Protection Commission, 2015). So further, *daycare* becomes a place to be expected to be more professional in providing education and parenting services to the child who is deposited, so that children grow and flower can correspond to the stage Development. (Howes, C., 1987).

The results showed that education and parenting by the mother and caregivers alternately would not harm a child under the age of three years, even more, likely to benefit if the care pattern was aligned, (Maxwell, L. E., 2007; Sari, 2010). Besides, according to the National Institute of Child Health and Human Development (NICHD) (Noviani, 2016). The Nurturing process by others can Increase the level of aggressiveness and disobedience of children, but the positive children in daycare tend to have language skills, the ability to recall and solve problems better, then When it is only in custody by his mother. The needs of daycare services, making the importance of the professionalism of the babysitter demonstrated through the competence of a suitable child sitter, (Falender, C. A., & Shafranske, E. P., 2007). The professionalism of caregivers such as baby sitter and caregiver daycare need to be developed and become an important concern in building a better-quality caregiver, (Howard, C. R., gladding, S. P., Kiguli, S., Andrews, J. S., &

John, C. C., 2011).

Competency standards for professionals in Indonesian should be able to follow the Indonesian National work competency Standard to maintain the quality of its workforce. One of the very important competencies owned by an early childhood nanny is the competency supporting child development competencies supporting child development, (Hasanah, 2015). Draft criteria for each competency element in the competency unit supporting child development, are as follows: (1) support the development of the child in the appropriate age group; (2) support the physical development of the child according to the appropriate age group; (3) support the social development of the child in accordance with the appropriate age group; (4) support child's emotional and psychological development at the same age; (5) supports the development of child language for the appropriate age group; (6) support the creative development of children according to the appropriate age level; (7) support spiritual and religious development in accordance with the appropriate age group. This competency becomes very important in providing parenting to early childhood (Hasanah, 2015).

Competence has the meaning, the ability of the work that is owned by each person involving knowledge, skills and attitudes of work in accordance with the stipulated standards (International Labour Organization, 2004; Homer, C. S. E., Passant, L., Kildea, S., Pincombe, J., Thorogood, C., Leap, N., & Brodie, P. M, 2007). One's competence will be influenced by various factors. Micheal Zwell sees that the competence of one is also influenced by the commitment to the organization, (Wibowo, 2007).

Komitmen is love and loyalty, consisting of union with the purpose and values of the organization, the desire to remain in the organization and willingness to work behalf of the organization, (Mukzam, 2017). Conceptually according to Newsroom (Sopiah, 2008). Three things feature of organizational commitments, among them are there is a strong sense of trust and the acceptance of a person to the purpose and values of the organization, a person's desire to do business earnestly for the organization, a strong desire to maintain membership in an organization.

Caregivers as workers and members in an institution or organization are supposed to help achieve the objectives of the institution. In this study, early childhood caregivers working in the *daycare* institution should be able to provide professional services in providing education and parenting to children who deposited in the institu-

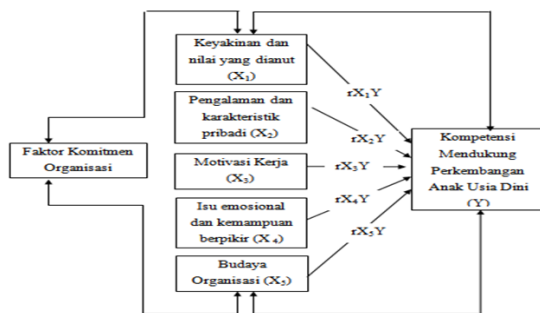
tion. It means that commitment to the Daycare institution is owned and assumed to be related to their competence.

Several elements are part of the commitment to the organization, including (1) the beliefs and the value that the nanny adopted; (2) Karakteristik and experience; (3) work cultivation; (4) ability think as well as (5) organization culture. Micheal Zwell said that individuals who are incorporated into the organization directly or indirectly influenced and influenced the circumstances of an organization, (Wibowo,2007)

This research aims to see “relationship commitment to the organization owned by the caretaker with the competence to support the development of children who do caregivers in *Daycare*”, namely by looking at the relationship between: (1) the beliefs and values adopted by caregivers and the value of the caregiver is embraced with the competence of supporting the child development; (2) pEngalaman and personal characteristics of caregivers with competence supporting child development; (3) The cultivation of caregivers with competence to support child development; (4) emotional and the ability to think caregivers with competence to support child development; (5) organization culture with competency supporting child development; (6) commitment against the organization with competence to support the development of children.

METHODS

This research uses a quantitative approach with a descriptive method. Respondents of this study were 33 caregivers, obtained through the *disproportionate and Stratified Random Sampling* technique. Sampling is obtained from the number of *daycare* population that is data in the Education office of Bandung. The market developed from the framework of the relationship between variables below:



3.1 Gambar Hubungan antara variabel

Variable Interrelationship Chart

The problem item is 58 for variable X (or-

ganizational commitment factor), which consists of 5 variables (confidence and values adopted (x1), experience and personal characteristics (x2), Work motivation (x3), emotional issues and thinking ability (x4), and organizational culture (X5). As for variable Y, the number of items is 28 items, namely for variables on competency supporting the development of early childhood. So the poll used in this research uses a *Likert scale* with 86 item questions.

The technique of data collection is done by using questionnaire collection techniques, observations, interviews and documentation studies into 33 children of caregivers, spread over 8 (eight) institutions of *Daycare* in the city of Bandung.

Institutions	Amount
Childcare A	3 Persons
Childcare B	3 Persons
Childcare C	3 Persons
Childcare D	5 people
Childcare E	4 Persons
Childcare F	8 people
Childcare G	3 Persons
childcare H	4 Persons
Amount	33 people

Characteristics of respondents, including age characteristics, level of education, participation in training, and marital status and number of children. The characteristics of the babysitter respondents, to reinforce the analysis of the data done. The following characteristics are presented data of respondents:

Characteristics of respondents by age

Age group	Frequency	Percentage
< 20 years	4	12.12%
21-30 years old	5	15.15%
31-40 years old	13	39.39%
> 40 years	11	33.33%
Amount	33	100%

Source: Data Kuisoner processed via Ms Excel Application 2007

The result of the data processing was turned out that the caretaker was mostly 31-40 years old with a frequency of 13 people and a percentage of 39.39%. The second sequence is the age range > 40 years with a percentage not far the difference is 33.33% The age range of 21-30 year

occupies the third sequence with a percentage of 15.15% and the last age range < 20 years with a percentage of 12.12%.

The characteristics of respondents based on formal education in this study are divided into 5 categories as follows:

Formal Education	Frequency	Percentage
Primary School	2	6.06%
Junior High School	4	12.12%
Senior High School	17	51.52%
Diploma	2	6.06%
Bachelor	8	24.24%
Amount	33	100%

Source: Data Kuisoner processed via Ms Excel Application 2007

The result of the above data processing shows that the caregiver being the greatest number of respondents is in the category of Senior High School education with a frequency of 17 and a percentage of 51.52%. The category of education level S1 finished second with the frequency of 8 and percentage 24.24%, then the level of education of Junior High School with 4 frequency and percentage of 12.12%. The last level of primary and secondary school education with equal frequency and percentage of 2 persons and 6.6%, so that it can be deduced more than Half of the respondents had a highSchool Education.

The characteristics of participants in this training are simply divided into two categories that have been followed and have never participated in parenting training. Here is the kEikutser-taan training Data

Formal Education	Frequency	Percentage
Never	9	27.27%
Ever	24	72.73%
Amount	35	100%

Source: Data Kuisoner processed via Ms Excel Application 2007

Processing Data shows that more than half of the caregivers being respondents in the study have been training on parenting with a frequency of 25 people and a percentage of 72.73% while a small portion or 27.27% have never participated in the training.

The characteristics of respondents based on wedding tatus and number of children are also considered to be able to influence the competence

of a caregiver.

In general, this characteristic divides the respondents into two categories that are married and unmarried. After being divided into two categories, the category of respondents with married status is classified again based on the number of children owned.

Here are the data:

Wedding StatusN

Formal Education	Frequency	Percentage
Unmarried	7	21.21%
Married	26	78.79%
Amount	33	100%

Source: Data Kuisoner processed via Ms Excel Application 2007

Number of children

Number of children	Frequency	Percentage
1 child	6	26.09%
2 Children	10	43.48%
3 children	4	17.39%
> 3 Children	3	13.04%
Amount	23	100%

Source: Data Kuisoner processed via Ms Excel Application 2007

Data in the table above shows that most of the respondents are married. From the number of 26 respondents who were married but only 23 people with children obtained that 43.48% of respondents had children with 2 children. The number of respondents who have 1 child in the second position with a frequency of 6 people and a percentage of 26.09%. The third sequence with a percentage of 17.39% and the frequency of 4 people was occupied by respondents with children Be number 3 people. The last position is occupied by the number of respondents who have more than three children with a frequency of 3 and a percentage of 13.04%.

Furthermore, the entire data is analyzed with statistical calculations. Data analysis consists of the participants ' characteristic percentage analysis, score tendency, classical assumption test (test of normality and multi colinearity), heterokedatity analysis, double regression analysis, different test analysis, bivariate and univariate analysis.

RESULTS AND DISCUSSION

Based on the results of a questionnaire data collection conducted by researchers on 33

Children of caregivers working in Childcare in the city of Bandung, then descriptively generated the following data:

Statistik deskriptif
Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Nilai dan Keyakinan	33	28	38	32,27	2,842
Pengalaman dan karakteristik Pribadi	33	37	50	43,58	4,198
Motivasi Kerja	33	32	45	37,42	3,373
Emosional dan kemampuan berpikir	33	60	87	72,64	6,102
Budaya Organisasi	33	41	60	49,82	4,713
KOMPA	33	101	140	120,21	10,277
Valid N (listwise)	33				

Sumber: Data instrumen yang diolah melalui IBM SPSS 22

The table explained that (1) value and conviction had an average of 32.27 and standard deviation of 2.842 with a range between maximum and minimum score of 28-38; (2) experience and personal characteristics obtained an average value of 43.58 with a standard deviation of 4.198 with a range between the maximum and minimum score of 37-50; (3) Occupational cultivation *mean* 37.42 and standard deviation 3,373 with the range between the maximum and minimum score of 32-45; 4) Emotional and thinking ability has an average of 72.64 with a standard deviation of 6.102 with a range between the maximum and minimum score of 60-87; and organizational culture with *mean* 49.82 and Standard deviation of 4.713 with a range between the maximum and minimum score of 41-60.

The variable influence of Organizational commitment (X) towards Competency supports child development (Y) through double regression, resulting in the following data:

Regressi Ganda
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	39,566	19,645		2,014	,054
	Nilai dan Keyakinan	1,179	,659	,326	1,790	,085
	Pengalaman dan karakteristik Pribadi	,105	,546	,043	,192	,849
	Motivasi Kerja	-,556	,675	-,183	-,825	,417
	Emosional dan kemampuan berpikir	1,332	,435	,791	3,065	,005
	Budaya Organisasi	-,761	,502	-,349	-,1515	,141

a. Dependent Variable: KOMPA

Sumber: Data instrumen yang diolah melalui IBM SPSS 22

It shows that there is a sub variable X that has a relationship that is directly proportional to the Y variable, which is values and beliefs, experience and personal characteristics, and emotions and abilities indicated by the + sign. As for sub-variables that have negative signs (-), There is an indirect relationship, and own relationship inversely, including the motivation of work and culture of the organization.

The relationship between conviction and the

value of caregiver with Kompetensions supporting child development

Results data processing shows the relationship between variables X1 and Y as follows:

Correlations¹

		Nilai dan Keyakinan	KOMPA
Nilai dan Keyakinan	Pearson Correlation	1	,456**
	Sig. (2-tailed)		,008
	N	33	33
KOMPA	Pearson Correlation	,456**	1
	Sig. (2-tailed)	,008	
	N	33	33

** . Correlation is significant at the 0.01 level (2-tailed).

Sumber: Data instrumen yang diolah melalui IBM SPSS 22

The results of data processing indicate that the research hypothesis (HA) was received because of the significance value $0.008 < 0.05$. As for the large relationship between the X1 and Y variable of 0.456, namely the equivalent of 20.79%, who entered the category strong Enough.

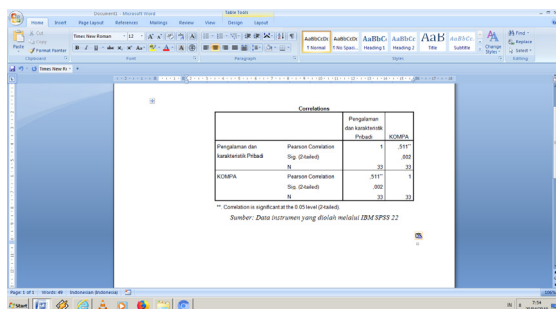
This finding is following the theory that people’s beliefs about him and others will greatly influence behaviour (Wibowo, 2007). The Poll results about self-understanding of caregivers are worth 81.21% so it can be stated that most of the caregivers already know the concept of him. From the above results should caregivers have a high belief in the success of parenting as said Noesjirwan (Helmi, 1995) that self-introduction is a necessary step to Life effectively.

The acceptance of a person to the purpose and value of the organization in this case is seen in the respondent’s reply to the statement that says “I feel that the way of nurturing I have to do with what is in the nursery”, with Percentage of 83.03%, so that it can be deduced as large as caregivers did not undergo significant changes in the parenting process when working. Caregivers also gave a response of 83.64% stating that he would strive as much as possible for the institution name.

This then makes a caregiver personally will further improve its ability to better service quality, so the name of the institution is awake.

The relationship between experience and personal characteristics of caregivers with competency supporting child development

The result of data processing shows the relationship between variable X2 and Y, as follows:



From these tables can be deduced both have a relationship because of the value of sig $0.002 < 0.05$ so that the researcher hypothesis received. As for the second correlation value of this variable is worth 0.511 with the category “strong enough” equivalent to the value of coefficient determination of 26.11%, then it can be concluded that variables X_2 and Y have a relationship of 26.11%. It is following the opinion of Ashton (in Riduwan 2012, p. 5) that psychology, specific knowledge and long experience work as an important factor to improve competence.

The biographic characteristics in this study are age, length of work, marital status, training participation as well as many children. The level of education that has the highest score trend is S1 but if it is seen from the score, it turns out that one’s education level does not ensure that he is more competent. Training participation also showed that caregivers who attended the training were more competent in line with the opinion of Irianto (Ramadhani, 2014: 3), stating that the competency value of a worker can be cultivated through education, development and training programs. The number of children turned out to have a relationship with the competence to support the development of the child, although not conducted correlation test, it is seen that sequentially more and more children owned caregivers. The higher competency score tendency supports child development owned by caregivers.

The next indicator is the physical appearance, apparently the point about the way the caregivers look also to be considered, caregivers must always look attractive clean and tidy to get the trend of the highest score is 95.76%. Appearances have a role in supporting the quality of services such as the Undiscovered Zeithaml (Diana, 2003) The appearance of the caregivers indirectly impacts the use of the services by users Services because appearances give the first impression that parents can see.

Relationships between caregivers work motivation with competency supporting child devel-

opment

The data processing results show the relationship between X3 and Y variables, as follows:

		Motivasi Kerja	KOMPA
Motivasi Kerja	Pearson Correlation	1	,307
	Sig. (2-tailed)		,083
	N	33	33
KOMPA	Pearson Correlation	,307	1
	Sig. (2-tailed)	,083	
	N	33	33

Sumber: Data instrumen yang diolah melalui IBM SPSS 22

The results of the processing of the table indicate that the value of sig > 0.05 is 0.83 so that in this case the hypothesis of H_{0is} acceptable and H_1 is interpreted that the researcher hypothesis was rejected. The conclusion of the above explanation is the absence of a significant relationship between work motivation with competency supporting child development. Phypothesized hypothesis may occur due to fulfilment of needs, giving rise to job satisfaction. According to Robbin’s opinion (Nugroho, 2014) that the working aspect that affects job satisfaction is the fulfilment of needs. A study also shows that there is a relationship between job satisfaction and job motivation, where the motivation of work will arise in employee satisfaction so that it will eventually make the employees encouraged to be more active and better in work (Nugroho, 2014).

This indicates the presence of moderate variables between these two variables. The assumption that the parenting process can be done by anyone results in caregivers not trying to improve their abilities anymore.

The relationship between emotional and caregiver thinking skills with competency supporting child development

The result of data processing shows the relationship between the X4 and Y variables, as follows:

		Emosional dan kemampuan berpikir	KOMPA
Emosional dan kemampuan berpikir	Pearson Correlation	1	,588**
	Sig. (2-tailed)		,000
	N	33	33
KOMPA	Pearson Correlation	,588**	1
	Sig. (2-tailed)	,000	
	N	33	33

** Correlation is significant at the 0.01 level (2-tailed).

Sumber: Data instrumen yang diolah melalui IBM SPSS 22

The results of data processing indicate that the research hypothesis (H1) was received because of the significance value $0.000 < 0.05$. The cor-

relation test performed indicates a strong enough relationship with a value of 34, 57%. This is following the theory that the competency relies on cognitive thinking manifested in problem-solving (Wibowo, 2007). Emotional barriers can also restrict competency mastery (Johnson, S. R., Seidenfeld, A. M., Izard, C. E., & Kobak, R., 2013; Wibowo, 2007). The results of the poll showed no emotional issues occurring and impactful caregivers at the nursery.

Percentage answer question No. 39 on the stance of the establishment still has a percentage of 62.42, % of this is also supported by a higher percentage of subsequent statements, *I always ask the opinion of others about a matter*, with a percentage of 81.21%. Caregivers based on poll results, generally fulfilling the characteristics of a creative thinking person.

The relationship between organizational culture and competence to support child development

Data processing results show the relationship between the X5 and Y variables, as follows:

		Correlations	
		Budaya Organisasi	KOMPA
Budaya Organisasi	Pearson Correlation	1	,281
	Sig. (2-tailed)		,113
	N	33	33
KOMPA	Pearson Correlation	,281	1
	Sig. (2-tailed)	,113	
	N	33	33

Sumber: Data instrumen yang diolah melalui IBM SPSS 22

The correlation test result shows a significant value of 0.113. The figure is greater than 0.05 so that the researcher hypothesis is rejected, with the sense that there is no significant relationship between the organizational culture and the competence of supporting child development. A study stated that organizational culture does not have a significant influence on the employee's performance, i.e. research conducted by Henry Jack under the title *"The influence of organizational culture to employee performance Through job Satisfaction and employee performance"* (Taurisa and Intan, 2012) based on the results of the research conducted it turns out there is a connection variable between the work culture and Performance is work satisfaction. Previous research stated that organizational culture can improve work satisfaction that ends in performance. (Johnson, S. R., Seidenfeld, A. M., Izard, C. E., & Kobak, R., 2013).

Caregivers approve the need for the selecti-

on stage and placement in the recruitments, this is seen from the trend percentage score of 86.67%. Unlike the condition of the field where the absence of the placement stage and so on because of difficulties in obtaining the power of caregivers. In some TPA salary increase is done periodically (once a year) but usually caregivers do not receive bonuses regularly, whereas 85, 45% of caregivers claimed to be more excited when there is a work award. The headmaster can also be strict, always provide information that can motivate caregivers based on the results of poll processing. The statement above is according to the opinion of Bridle (Daswanti, 2012) that the leader in occupying a certain position is expected to play a role to influence, guide, evaluate his subordinates Toward achieving an organization's objectives.

The relationship between the Nanny and competency organization commitment to support child development

Hal Data processing shows the relationship between variable X and Y, as follows:

Model Summary ^a									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,694 ^a	,482	,386	8,055	,482	5,017	5	27	,002

a. Predictors: (Constant), Budaya Organisasi, Nilai dan Keyakinan, Pengalaman dan karakteristik Pribadi, Motivasi Kerja, Emosional dan kemampuan berpikir

Based on the results of data processing and hypothesized testing of sub-variables of beliefs and values (X1), experience and personal characteristics (X2), Work motivation (X3), emotional issues and thinking ability (X4) and organizational culture (X5) to Competence to support the development of children(Y) obtain a result with a value (r) of 0.694. It shows the size of the organization's commitment to the competence of the competency supporting the development of children Tour Penitipan Anak/Daycare Based on the calculation of the correlation coefficient of 0.694 ($R_{yx1x2x3x4x5} = 0.694$) with the "strong" category stimullally.

Based on the test results a double correlation significance in table 4. 37 earned the value of Sig. F Change of 0.002 about the organization's commitment to competence in supporting child development and obtaining a square of 0.482. Therefore, it can be concluded that H0 rejected and Ha accepted. This suggests that the hypothesis posed by researchers is significant, wherein commit organisation Caregivers to have a relationship to the competence of supporting the development of children of 48.2% and the remainder as much as 51.8% have a relationship by other factors that are not observed by researchers. Some

other factors are job satisfaction, quality assurance and another. These results are following the theory that states that these factors provide a relationship to competency skills, (Darkwah, E., Daniel, M., & Asumeng, M., 2016; Wibowo: 2008).

CONCLUSION

This research proves that the commitment of the organization owned by the babysitter in daycare has a relationship with the competence of caregivers. It means that it is important to build a commitment to the institution to be able to provide good service to clients or services users. Commitment to the Organization, demonstrated through the emotional condition and the ability of the caregiver's thinking, experience and personal characteristics of caregivers as well as beliefs and values embraced by caregivers, have a strong relationship with the competencies that have in particular, the competency supports the development of children as the variables studied. As for the commitment to the Organization demonstrated through the motivation of working caregivers and the culture of the Organization in the nursery, has no direct relationship with the competence to support children development. This indicates that it is not quite a high working motivation and good organizational culture, if not supported by the condition of human resources that are early childhood caregivers. Early childhood caregivers need to be seen in terms of personality characteristics, good values, education and thinking skills and have adequate experience and training to demonstrate good competence.

As the implications of this research, the professionalism of caregivers in daycare, need to get attention, namely starting from the process of recruitment, training process, and the supervision process in carrying out the function of childcare age Early in the institution. Structured and ongoing coaching and training need to be held, apart from building commitments to organizations that are more responsible for their work. Good parenting becomes a foundation in building human resources for the better. Considering the quality assurance of service in the process of parenting in the daycare is an investment in building human resources that will benefit the progress of the nation and nation. Therefore, as a recommendation from this research, it is necessary to develop the competency standards of early childhood caregivers, through The Standards Agency of Indonesian National competency through National agency certification profession need to provide support and encouragement to the Community

and association institutions to build a professional certification body in the field of early childhood caregivers, both at daycare institution and babysitter in baby Sitterto ensure the professionalism of energy caregivers Early age to build the resilience of families and nations even better.

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