



THE IMPACT OF AUTHENTIC LEADERSHIP AND WORK STRESS ON EMPLOYEE PERFORMANCE: MEDIATING ROLE OF PSYCHOLOGICAL CAPITAL

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Abstrak

Kinerja karyawan merupakan hasil pencapaian kerja yang ditetapkan organisasi, beberapa literatur dalam meningkatkan kinerja masih memiliki inkonsistensi seperti kepemimpinan autentik pada beberapa artikel terbukti memiliki pengaruh positif namun penelitian lainnya tidak terbukti berpengaruh terhadap kinerja karyawan. Penelitian ini dibutuhkan untuk eksploratif lebih lanjut antecendent apa yang memiliki pengaruh terhadap peningkatan kinerja karyawan dan menambahkan psychological capital sebagai pemediasi. Tujuan penelitian ini adalah untuk menganalisis kepemimpinan autentik dan stress kerja terhadap kinerja karyawan dimediasi Psychological Capital. Metodologi penelitian melibatkan 124 responden perusahaan IT dengan teknik pengambilan sampel menggunakan accidental sampling, sedangkan olah data menggunakan SmartPLS. Hasil penelitian menunjukkan bahwa kepemimpinan autentik dan stress kerja tidak berpengaruh terhadap kinerja karyawan, namun kepemimpinan autentik dan kinerja karyawan berpengaruh positif signifikan terhadap psychological capital dan stress kerja tidak berpengaruh terhadap psychological capital. Analisis pemediasi menunjukkan bahwa psychological capital mampu memediasi pengaruh kepemimpinan autentik, namun tidak mampu memediasi stress kerja terhadap kinerja karyawan.

Kata Kunci : *Kepemimpinan Autentik, Stress Kerja, Psychological Capital, Kinerja Karyawan*

Abstract

Employee performance is the result of work performance set by the organization, some literature in improving performance there are still inconsistencies such as authentic leadership in some articles proven to have a positive influence but in other studies it is not proven to have an influence on employee performance. This research is needed to further explore what antecedents have an influence in improving employee performance and adding psychological capital as a mediator. The purpose of this study is to analyze authentic leadership and work stress on employee performance mediated by Psychological Capital. The research methodology involved 124 IT company respondents with sampling techniques using accidental sampling, while data processing used SmartPLS. The results showed that authentic leadership and work stress had no effect on employee performance, but authentic leadership

and employee performance had a significant positive effect on psychological capital and work stress had no effect on psychological capital. Mediation analysis shows that psychological capital is able to mediate the effect of authentic leadership, but is unable to mediate work stress on employee performance.

Keywords : *Authentic Leadership, Work Stress, Psychological Capital, Employee Performance*

A. INTRODUCTION

Human resources are an important role in all companies, because in essence human resources are employed as thinkers, planners and drivers to achieve organizational goals. The rapid development of the technological revolution and industrial transformation makes the role of human resources require to keep up with these developments, especially in IT companies. The times have changed, as in research conducted by (Cai et al., 2020) every changing era always has major consequences, but this can be overcome as long as it has quality human resources.

Employee performance plays an important role in the IT industry, service quality is an important indicator. Performance according to (Nugroho, 2019) is basically a function of knowledge, skills, abilities and motivation. Meanwhile, employee performance according to (Nurhayati & Atmaja, 2021) refers to the achievement of performance results that can be measured based on company criteria. Setrojoyo et al. (2023) defines employee performance as the result of a process that refers to and is measured within a certain period of time based on predetermined conditions or agreements. Employee performance is a central issue according to (Wahyunata, 2021), because whether or not the company is able to achieve its goals depends on how well the performance shown by employees.

Another thing that affects employee performance is the leadership style by a leader. Leadership style is the most important thing in management aspects, especially in relation to employee performance (Hadian Nasab & Afshari, 2019). The openness and balance of information conveyed by the leader can affect employee trust and integrity. This characteristic is found in leadership with an authentic leadership style, authentic is one of the most effective leadership styles in influencing employee performance. Walumbwa et al.(2008) define authentic leadership as a pattern of behavior that refers to positive environmental and psychological conditions to encourage self-awareness of internalized moral perspectives, balanced information management and relational transparency. Leaders with authentic styles are able to recognize themselves including their strengths and weaknesses, leaders tend to motivate employees to improve their

performance by creating a positive work environment. This is evidenced by research conducted by (Daraba dkk., 2021) with the results of authentic leadership having a positive effect on employee performance. Authentic leadership has an effect on employee performance is also supported by research from (Hadian Nasab & Afshari, 2019) which shows the results that authentic leadership has a significant positive effect on employee performance.

Not only leaders who influence the organization and employee performance, work stress is one of the things that affects. Work stress according to (Sunariyanto, 2014) is a condition of tension that creates a physical and psychological imbalance that affects the emotions, thought processes and conditions of an employee. Prolonged work stress can be detrimental to employees and organizations, but if work stress is low it will have a positive effect and as a driver for good employee performance. employees who experience work stress will have their life cycle disrupted and have no passion for life. According to (Ratri & Wahjudono, 2021) the balance between work and life is needed, because these two things are interrelated. Job stress is a phenomenon that exists in a fast-moving organizational environment and must be overcome so as not to affect the performance produced by employees (Haque dkk., 2020). Job stress can affect employee performance as evidenced by the results of research conducted by (Rahmah & Wardiani, 2021) that job stress affects employee performance. However, there is a research gap conducted by (Ferils, 2022) which found that work stress has no effect on employee performance. For this reason, further research is needed to determine the relationship between work stress and employee performance.

Companies must be able to manage the performance of their employees and pay serious attention to the behavior, attitudes and psychological state of employees. A positive psychological state in employees is the main capital in performance, according to (Sarwar dkk., 2023). Psychological capital is a positive state within a person in taking action, optimism, seriousness in trying, being able to survive and move forward (Luthans et al., 2007) Psychological capital is a form of approach from the company's positive behavior to develop and manage human resources in the workplace to improve employee performance. Understanding employee psychological capital will help companies determine the strategies needed to improve employee performance, because psychological capital is a factor that can affect employee performance. This is evidenced in the results of research conducted by (Putri & Kistyanto, 2019) which shows the results that psychological capital has a significant positive effect on employee performance. Supported by other research with the results Psychological capital affects

employee performance is also supported by research conducted by (Hadi & Rahman, 2018). However, other studies show other results, such as those conducted by (Ikhtiangung & Pratiwi, 2015) by showing the results that psychological capital has no effect on employee performance.

The phenomenon that occurs today, especially in the scope of IT companies, is a decrease in employee performance due to employees doing work that is not their jobdesk. This can be seen from the results of employee performance which decreases when there is an event at the IT company. With employees who work not in accordance with their jobdesk, it can cause the quality and quantity of performance produced to be not maximized or employee performance continues to decline. There are research gaps and differences in the subject and object of research, so further research needs to be done.

The success of the company can be measured by the resulting employee performance. Therefore, in the process of implementing performance improvement, a positive psychological condition is enlightened which starts through the quality of the leader. Employees who have recognized the characteristics of their leaders such as having the nature of what they are or their true nature and have an honest relationship with their employees, value input and have good ethics. This can provide positive Psychological capital for employees, so as to improve employee performance. Employees must also be able to manage the stress they experience so that the resulting performance does not decrease, despite the demands and workload given by superiors.

B. RESEARCH METHODS

This quantitative research method involves 124 employees in IT sector companies with accidental sampling techniques. Sugiyono (2018) defines accidental sampling as a sampling technique based on chance, namely anyone who by chance or incidentally meets with researchers who are deemed suitable as a data source. Determination of the number of samples using the Slovin formula to determine the minimum number of samples required. Data was distributed directly to IT company employee respondents with questionnaires. The distribution of respondents includes all departments of an IT company, the sampling time period from October to November 2023. The data analysis used is quantitative to test the hypothesis that has been set, a data analysis tool that uses software SmartPLS version 4.

This research focuses on exploring the role of authentic leadership and job stress on employee performance mediated by psychological capital. Variable measurement indicators were developed based on the literature, but the

researcher modified each measurement item or statement to meet the respondents' conditions. All statement items were distributed to respondents using a questionnaire. The questionnaire uses a Likert scale (1 = strongly disagree, 5 = strongly agree).

The measurement of authentic leadership indicators is taken from (Walumbwa et al., 2008), namely Self-awareness, Balanced Processing, Relational Transparency and Internalized Moral Perspective. The four indicators are described in four statements. Job stress indicators are taken from (Robbins & Judge, 2017), namely physiological, psychological and behavioral. The four indicators are described in three statements. Furthermore, the measurement of psychological capital indicators is taken from (Luthans et al., 2007), namely Self Efficacy, Resiliency, Optimism and Hope. The four indicators are described in four statements. While the measurement of employee performance indicators is taken from (Robbins & Judge, 2017), namely Work Effectiveness, Work Quality, Work Quantity, Independence, Productive time and Commitment to work. The six indicators are described in six statements.

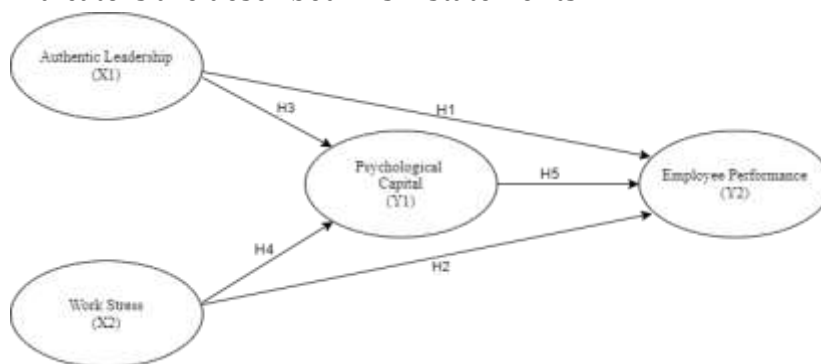


Figure 1. Research Framework

C. RESULTS AND DISCUSSION

Results

1. Descriptive Analysis

Descriptive analysis in this study obtained data on the majority of respondents were male as many as 92 respondents (74%) who were dominated by non-permanent employees as many as 83 respondents (66.9%). The age of respondents was dominated by > 30 years as many as 99 respondents (79.8%) with the majority of employees having unmarried status as many as 77 respondents (62.1%). The last education was dominated by Strata one, namely 72 respondents

(58.1%) with the most respondents working for <2 years with 58 respondents (46.8%).

2. *Validity Test*

Indicator tests or instrument quality are carried out by measuring factor loading criteria (convergent validity) and discriminant validity. In the validity test, if an invalid indicator is found, the indicator will be deleted or dropped and recalculated before further testing.

Convergent Validity

Convergent validity testing is done by looking at the outer loading value of each indicator against its latent variable. Measurements can be categorized as having convergent validity if the outer loadings factor value is > 0.7. Table 1 presents the outer loading value of each indicator.

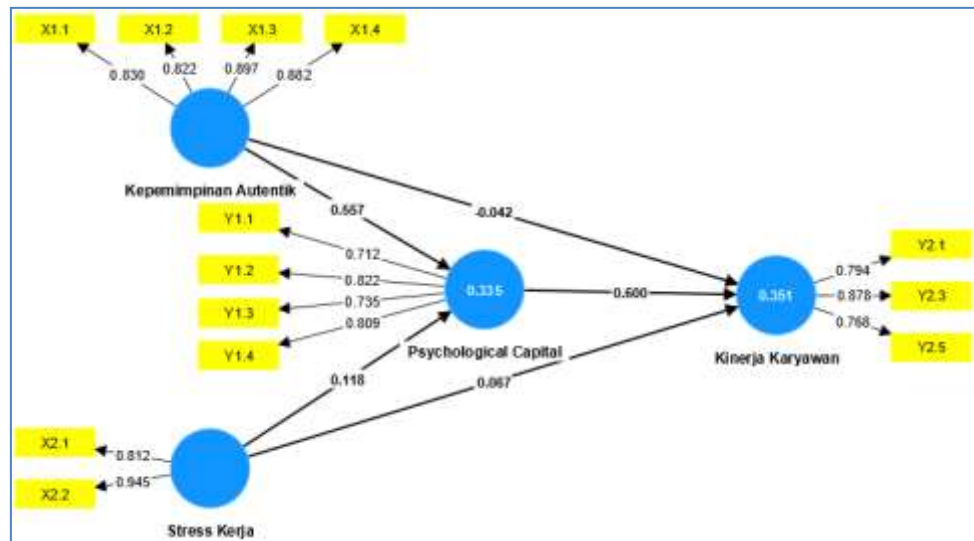
Table 1. Results of Convergent Validity

Indicator	Authentic Leadership	Work Stress	Psychological Capital	Employee Performance	Information
	(X1)	(X2)	(Y1)	(Y2)	
X1.1	0.827				Valid
X1.2	0.817				Valid
X1.3	0.901				Valid
X1.4	0.885				Valid
X2.1		0.700			Valid
X2.2		0.850			Valid
X2.3		-0.021			Invalid
Y1.1			0.726		Valid
Y1.2			0.822		Valid
Y1.3			0.734		Valid
Y1.4			0.801		Valid
Y2.1				0.729	Valid
Y2.2				0.641	Invalid
Y2.3				0.843	Valid
Y2.4				0.699	Invalid
Y2.5				0.741	Valid
Y2.6				0.662	Invalid

Table 1 shows the results of the outer loading calculation that the loading factor value has a value of > 0.7 and there are four indicators from X2.2, Y2.2, Y2.4 and Y2.6 that do not meet the standard value. So that indicators that do not meet the value are dropped or deleted, before

conducting further testing. Figure 2 shows the research model after dropping.

Figure 2. Research Model



Discriminant Validity

Discriminant validity is used to test the validity of the model developed. Discriminant validity is measured by looking at cross loadings which show that the indicator is declared valid if the indicator's relationship with its construct is higher than its relationship with other constructs. The crossloading value requirement must be greater than 0.7. Table 2 shows the results of the discriminant validity test results.

Table 2. Results of Discriminant Validity

Indicator	Authentic Leadership	Work Stress	Psychological Capital	Employee Performance	Information
	(X1)	(X2)	(Y1)	(Y2)	
X1.1	0.827	0.280	0.443	0.300	Valid
X1.2	0.817	0.051	0.400	0.167	Valid
X1.3	0.901	0.179	0.535	0.224	Valid
X1.4	0.885	0.176	0.537	0.328	Valid
X2.1	0.120	0.700	0.092	0.110	Valid
X2.2	0.057	0.850	0.185	0.158	Valid
X2.3	-0.206	-0.021	-0.117	-0.109	Invalid
Y1.1	0.289	0.202	0.726	0.461	Valid
Y1.2	0.394	0.185	0.822	0.521	Valid
Y1.3	0.390	0.114	0.734	0.309	Valid
Y1.4	0.595	0.236	0.801	0.622	Valid
Y2.1	0.456	0.203	0.553	0.729	Valid
Y2.2	0.324	0.049	0.459	0.641	Invalid

Y2.3	0.228	0.271	0.466	0.843	Valid
Y2.4	0.148	0.166	0.476	0.662	Invalid
Y2.5	0.119	0.182	0.427	0.699	Invalid
Y2.6	-0.013	0.105	0.387	0.741	Valid

Based on the results of the discriminant validity test in table 2, it shows that the cross loading value is > 0.7 and there are four indicators X2.3, Y2.2, Y2.4 and Y2.5 that have a value < 0.7 . This shows that each variable with a cross loading value of > 0.7 has a manifest variable that correctly explains the latent variable and proves that the discriminant validity of the item is valid.

3. Reliability Test

Testing with PLS-SEM in addition to testing the factor loading value of each construct as a validity test, the measurement model reliability test is also carried out. The reliability test is carried out to measure the construct in the accuracy, consistency and accuracy of the instrument. Measurement of construct reliability can be done in two ways, namely looking at the results of the Cronbach's alpha and composite reliability values, but the use of Cronbach's alpha will provide a lower value so it is recommended to use composite reliability. Reliability testing with the provisions of the cronbach's alpha value above 0.6 and the composite reliability value above 0.7. The reliability test results are shown in table 2 below.

Tabel 3. Results of Reliability Test

Variabel	Cronbach's Alpha	Composite Reliability	AVE	Information
Authentic Leadership(X1)	0.881	0.918	0.737	Reliabel
Work Stress (x2)	0.718	0.873	0.776	Reliabel
Psychological Capital (Y1)	0.779	0.854	0.594	Reliabel
Employee Performance (Y2)	0.814	0.855	0.664	Reliabel

Table 3 shows that the value of all variables in the reliability test using both Cronbach's Alpha and Composite reliability > 0.70 , and the validity test using Average Variance Extracted (AVE) has a value > 0.50 .

So, it can be concluded that the variables tested are valid and also reliable so that structural model testing can be continued.

4. *Goodness Of Fit*

The fit model test is carried out by looking at the SmartPLS output estimation results compared to the value criteria. The output of the Goodness Of Fit test in this study shows an SRMR value of 0.109, while the SRMR value criteria are smaller than 0.10. So it can be said that the SRMR in this study is not good or does not meet the criteria for Goodness Of Fit model. However, the NFI output value in this study is 0.673, while the NFI cut off value is close to the value of 1. If the NFI value is closer to the value of 1, the NFI is getting better, so it can be concluded that the NFI fit test results in this study are good or the model meets the Goodness Of Fit model criteria.

5. *Hypothesis Testing*

Hypothesis testing in this study was carried out with the help of SmartPLS 4, the output value can be seen from the bootstrapping results. In hypothesis testing, it will be analyzed whether there is a significant influence between the independent and dependent variables. The proposed hypothesis is accepted or rejected based on the significance value (P-Value) and the T-table value. The criteria for hypothesis testing accepted or rejected in SmartPLS are if the t statistics value > 1.96 with a significance level of P-value < 0.05 (5%) then Ha is accepted and Ho is rejected. Conversely, if the Terta t statistics value < 1.96 with a significance level of P-value > 0.05 (5%) then Ha is rejected and Ho is accepted. The results of hypothesis testing can be seen in table 4 below:

Tabel 4. Results of Hypothesis Test

	Hipotesis		Original Sampel	T Statistic	P Value	Infor
H1	Authentic Leadership→Employee Performance	(+)	-0.042	0.297	0.766	Not Proven
H2	Work Stress→Employee Performance	(+)	0.067	0.808	0.419	Not Proven
H3	Authentic Leadership→Psychological Capital	(+)	0.557	8.408	0.000	Proven
H4	Work Stress→Psychological Capital	(+)	0.118	1.293	0.196	Not Proven

H5	Psychological Capital →Employee Performance	(+)	0.600	6.546	0.000	Proven
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Analysis of The Direct Effects

Based on the results of the hypotheses testing, it can be elaborated further as follows:

The Effect of Authentic Leadership on Employee Performance

Based on the test results of the original sample value of -0.042 and the t-statistic result of $0.297 < 1.96$ with a significance level of P-Value of $0.766 > 0.05$, the results of testing hypothesis 1 are that Authentic Leadership has no effect on Employee Performance. So it can be concluded that H1 in this study is rejected.

The Effect of Job Stress on Employee Performance

Based on the test results of the original sample value of 0.067 and the t-statistic result of $0.808 < 1.96$ with a significance level of P-Value of $0.419 > 0.05$, the results of testing hypothesis 2 are work stress has no effect on employee performance. So it can be concluded that H2 in this study is rejected.

The Effect of Authentic Leadership on Psychological Capital

Based on the results of the original sample value of 0.557 and the t-statistic results of $8.408 > 1.96$ with a significance level of P-Value of $0.00 < 0.05$, the results of testing hypothesis 3 are Authentic Leadership has a positive and significant effect on Psychological Capital. So it can be concluded that H3 in this study is accepted.

The Effect of Job Stress on Psychological Capital

Based on the results of the original sample value of 0.118 and the t-statistic result of $1.293 < 1.96$ with a significance level of P-Value of $0.196 > 0.05$, the result of testing hypothesis 4 is that work stress has no

effect on Psychological Capital. So it can be concluded that H4 in this study is rejected.

The Effect of Psychological Capital on Employee Performance

Based on the results of the original sample value of 0.600 and the t-statistic results of $6.546 > 1.96$ with a significance level of P-Value of $0.000 < 0.05$, the results of testing hypothesis 5 are Psychological Capital has a positive and significant effect on Employee Performance. So it can be concluded that H5 in this study is accepted.

Analysis Of The Indirect Effect

Indirect analysis between authentic leadership variables and job stress on employee performance mediated by psychological capital is shown in table 5 below:

Table 5. Test Results for the Effect of Mediating Variables

Influence Relationship	Original Sample	T Statistics	P Values	Information
Authentic Leadership -> Psychological Capital -> Employee Performance	0.334	4.701	0.000	Mediating
Work Stress -> Psychological Capital -> Employee Performance	0.071	1.268	0.205	Not Mediating

Table 5 shows that the original sample that tests the effect of authentic leadership on employee performance mediated by employee performance shows a value of 0.334 and a t-statistic value of $4.701 > 1.96$, with a p-value of $0.000 < 0.05$. Thus, it can be concluded that there is a positive and significant influence between authentic leadership on employee performance mediated by psychological capital or authentic

leadership indirectly affects employee performance through psychological capital.

While the original sample coefficient that examines the effect of job stress on employee performance mediated by psychological capital shows a value of 0.071 and a t-statistic value of $1.268 < 1.96$, with a p-value of $0.205 > 0.05$. Thus it can be concluded that there is no significant relationship between work stress and employee performance mediated by psychological capital or work stress indirectly work stress does not affect employee performance through psychological capital.

Discussion

The Effect of Authentic Leadership on Employee Performance

Based on the results of the hypothesis test analysis conducted using SmartPLS, it shows that Authentic Leadership has no effect on Employee Performance. Evidenced by the original sample value of -0.042 and the T-statistic result of $0.297 < 1.96$ with a significance level of P-Value $0.766 < 0.05$. This value shows that the hypothesis is rejected, so it can be concluded that increasing authentic leadership directly has no impact on employee performance levels. In theory, authentic leadership style has a positive effect on employee performance, but in this study authentic leadership has no effect on employee performance. Employee performance levels can be influenced by salary, health, work environment and work infrastructure. The results of this study are in line with the results of research conducted by (Turnip & Desiana, 2023) that authentic leadership has no significant effect on employee performance. However, this research contradicts the results of research from (Hadian Nasab & Afshari, 2019) which shows that authentic leadership has a significant positive effect on employee performance.

The Effect of Job Stress on Employee Performance

Based on the results of the hypothesis test analysis conducted using SmartPLS, it shows that the work stress variable has no effect on the employee performance variable. This is evidenced by the original sample value of 0.067 and the t-statistic result of $0.808 < 1.96$ with a P-Value significance level of $0.419 > 0.05$. This value shows that the hypothesis is rejected, so it can be concluded that an increase in job stress does not directly affect the level of

employee performance. This means that in an unfavorable physical or psychological condition does not affect the level of employee performance produced. The results of this study are in line with research conducted by (Sunariyanto, 2014) which shows that work stress has no effect on employee performance. However, this research contradicts the results of research (Rahmah & Wardiani, 2021) which shows the results that work stress has a significant effect on employee performance.

The Effect of Authentic Leadership on Psychological Capital

Based on the results of the hypothesis test analysis conducted using SmartPLS, it shows that the authentic leadership variable has a significant positive effect on psychological capital. This is evidenced by the original sample value of 0.557 and the t-statistic result of $8.408 > 1.96$ with a P-Value significance level of $0.00 < 0.05$. This value shows that the hypothesis is accepted, so it can be concluded that an increase in authentic leadership style has a direct effect on employee psychological capital. Authentic leadership style has good morals and ethics and being open will create a transparent working relationship, this affects the positive state in the individual. This means that employees have a high perception of the authentic leadership style that exists in the company, this has a direct effect on employee psychological capital which also increases. The results of this study are in line with research conducted by (Amunkete & Rothmann, 2015) which shows the results that authentic leadership has a significant positive effect on psychological capital.

The Effect of Job Stress on Psychological Capital

Based on the results of the hypothesis test analysis conducted using SmartPLS, it shows that the work stress variable has a significant positive effect on psychological capital. This is evidenced by the original sample value of 0.118 and the t-statistic result of $1.293 < 1.96$ with a P-Value significance level of $0.196 > 0.05$. This value shows that the hypothesis is rejected, so it can be concluded that the increase in work stress experienced by employees does not directly affect the condition of employees' psychological capital. So in this study, work stress which can be caused by work problems does not have an influence on the positive psychological condition of employees. The results of this study are in line with research conducted (Xie et al., 2021) which shows the results that job stress has no significant effect on psychological capital. However, this study contradicts the results of research conducted by (Sagala,

2022) by showing the results that job stress has a significant effect on psychological capital.

The Effect of Psychological Capital on Employee Performance

Based on the results of the hypothesis test analysis conducted using SmartPLS, it shows that the Psychological Capital variable has a significant positive effect on employee performance. This is evidenced by the original sample value of 0.600 and the t-statistic result of $6.546 > 1.96$ with a significance level of P-Value of $0.000 < 0.05$. This value shows that the hypothesis is accepted, so it can be concluded that employees who have a positive psychological state have a direct effect on improving employee performance. Positive psychological capital is characterized by increased employee confidence in setting work targets and employee resilience in overcoming work difficulties, this is an influential factor in improving employee performance. The results of this study are in line with research conducted by (Putri & Kistyanto, 2019) which shows the results that psychological capital has a significant positive effect on employee performance. However, this study contradicts the results of research conducted by (Ikhtiangung & Pratiwi, 2015) by showing the results that psychological capital has no effect on employee performance.

The Effect of Authentic Leadership on Employee Performance Mediated by Psychological Capital

The results showed that the original sample that tested the effect of authentic leadership on employee performance mediated by employee performance showed a value of 0.334 and a t-statistic value of $4.701 > 1.96$, with a p-value of $0.000 < 0.05$. Thus, it can be concluded that there is a positive and significant influence between authentic leadership on employee performance mediated by psychological capital or authentic leadership indirectly affects employee performance through psychological capital. This research is in line with the results of research conducted by (Daraba et al., 2021) which shows the results of psychological capital successfully mediating the effect of authentic leadership on employee performance.

The Effect of Job Stress on Employee Performance Mediated by Psychological Capital

The results of research on the original sample coefficient that examines the effect of work stress on employee performance mediated by psychological

capital show a value of 0.071 and a t-statistic value of $1.268 < 1.96$, with a p-value of $0.205 > 0.05$. Thus it can be concluded that there is no significant relationship between work stress and employee performance mediated by psychological capital or work stress indirectly does not affect employee performance through psychological capital. These results are supported by research conducted by (Meiliana, 2020) which shows the results of a significant negative relationship between psychological capital and work stress on employee performance.

D. CONCLUSIONS

This study makes several important contributions in examining the influence of authentic leadership and work stress on employee performance mediated by psychological capital. This study is to answer the phenomenon of decreased employee performance by adding the influence of authentic leadership variables and stress and the mediating effect of psychological capital. Research shows that authentic leadership and work stress have no effect on employee performance, but authentic leadership has a significant positive effect on psychological capital and work stress has no effect on psychological capital. Mediation analysis shows that psychological capital is able to mediate the effect of authentic leadership on employee performance, but psychological capital is not able to mediate the relationship between work stress and employee performance.

Implications for companies need to maintain or improve employee performance, in terms of quality and quantity. Employees who have a positive psychological state are able to support performance and are able to minimize work stress.

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CATATAN

TIDAK SESUAI TEMPLAT