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Preface

Praise the presence of Almighty God, finally the JMM17 Journal of Economics and Management was re-published with writing from the results of research that discusses Human Resource Management which has an important role in improving performance in the Company organization.

Journal Economics and Management JMM17 was published for Volume 07 Number 01 of 2020 which currently discusses the results of research in the field of human resource management with various important variables in managing human resources in the company.

This Journal currently issue for vol 07 no. 1 in the month of April 2020, article published on this volume were started by Herdian Panji Dwi Herdian which discusses motivation and spiritual intelligence on employee performance mediated by Organizational Citizenshi Behavior (OCB) at PT Barata Indonesia, this research conducted in accordance with the needs in Question whether it is necessary to Improving employee performance requires work motivation and a higher intelligence capability or not besides that, does OCB attitude also help in achieving employee capacity improvement.

The second article is written by Achmat Maskurochman who analyzed for a relationship between Transformational Leadershil and perceived organizational support for job satisfaction and performance employee in the company. This article is the result of research conducted with the aim of proving whether transformational leadership and organizational support to the employees, job satisfaction can be expected to increase employee productivity. Data analysis was performed with SEM through Amos software to prove the hypothesis that had been formulated.

The third written on this volume is Pendi Tandi Bua, who analyzed the development of the work environment and communication on the educational institutions in the region, and the relationship to the employee performance. This research was conducted to determine of the work environment, communication and leadership were also carried out to prove the hiphotesis proven by data analysis conducted through SPSS statistics.

The next article written by Candraningrat, this article discusses about the results of research on the development of entrepreneurship programs for students in Surabaya. This research is expected to help teachers/lecturers in applying their learning to form strong human resources who have an interest in entrepreneurship early so that when they graduate from their education not necessarily looking for work but able to open employment. The data analysis technique used is the SEM-PLS analysis through the Warp PLS 6.0 program. Data collection by conducting a survey through the distribution of questionnaires to respondents by means of purposive sampling of 100 students who have received entrepreneurship learning in schools.

The last article from this number was written by Purwanti discussing whether the working conditions, communication and Perceived Organizational Support on the performance of employees in the Water Supply Company (PDAM) in Surabaya City. To get the results of research in order to develop human resources in the Surabaya City Drinking Water company, the writer uses the Explanatory descriptive method which is a method that explains the causal relationship between the observed variables. This study is limited by data

collected from population samples to represent the entire population. Data were analyzed by multiple linear regression, T-test, and F test, with the SPSS program.

Lastly the publication of this number is because of hard work and attention from many parties, therefore the editor would like to thanks the partners who are willing to provide input to the editor and also review the existing writings. Also to the editorial members who also took the time to work, so that the JMM17 Journal of Economics and Management can be published properly. Hopefully the articles in this journal can be useful for readers and provide lots of input for interested parties.

Surabaya, April 2020

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The Effect of Work Motivation and Spiritual Intelligence on Employee Performance With *Organizational Citizenship Behaviour (OCB)* As Intervening Variables

Panji Dwi Herdian, Riyadi Nugroho, Sumiati

The Influence of Transformational Leadership , Organizational Support, and Job Satisfaction on Motivation and Employee Performance

Achmat Maskurochman, Mulyanto Nugroho, Slamet Riyadi

The Impact of Job Environment, Communication and Leadership on Performance of Employees in Tarakan City Education Office

Pendi Tandi Bua', Theodorus Kristianto, Achmad Daengs GS.

The Effect of Entrepreneurship Education on Interests of Entrepreneurship Through Self Awareness in Students in Surabaya

Candraningrat

The Effect of Job Condition, Interpersonal Communication, and Perceived Organizational Support on Employee Performance of PDAM Company Surabaya, Indonesia

Purwanti