



ISSN 2632-9476  
VOLUME 6 / NUMBER 4 / 2023

# International Journal of Business, Economics & Management



Published by :  
Scientific & Literature Open Access Publishing  
London, UK

**IJBEM**

<b>EDITOR-IN-CHIEF</b>	<b>EDITORIAL ASSISTANT</b>
<p><b>Anthony Anyibuofu Kifordu (Ph.D)</b>  <i>Management, Leadership, Entrepreneurship &amp; Human Resource Management</i>  <i>Delta State University Anwai Campus Asaba, Anwai, Nigeria</i></p>	<p><b>Kevin Livingstone (Prof.)</b>  <i>London School of Economics and Political Science, London, United Kingdom</i></p>

---

**A S S O C I A T E E D I T O R S**

---

<p><b>Zephania N. Fogwe (Prof. Ph.D.)</b>  <i>The University of Bamenda, Cameroon</i></p>	<p><b>Roslan Abdul-Hakim (Prof. Ph.D.)</b>  <i>Universiti Utara Malaysia, Malaysia</i></p>	<p><b>Grether L. R. Perez (Ph.D.)</b>  <i>Universidad Técnica de Manabí, South America</i></p>
<p><b>Samwel Auya (Professor Dr.)</b>  <i>Maasai Mara University, Kenya</i></p>	<p><b>Krishantha Wisenthige (Ph.D.)</b>  <i>Wuhan University of Technology, China</i></p>	<p><b>Yatin Jog (Dr.)</b>  <i>Symbiosis International University, India</i></p>
<p><b>A. A. Kifordu (Ph.D)</b>  <i>Edo University Iyamho, Nigeria</i></p>	<p><b>Mohamed A. M. Fowsar (Ph.D.)</b>  <i>South Eastern University of Sri Lanka, Sri Lanka</i></p>	<p><b>Shazida Jan Mohd Khan's (Ph.D)</b>  <i>Universiti Utara Malaysia, Malaysia</i></p>
<p><b>Dac-Nhuong Le (Ph.D)</b>  <i>Haiphong University, Vietnam</i></p>	<p><b>Karthikeyan Chinnusamy (Ph.D.)</b>  <i>Veritas Tech &amp; International Technological University, USA</i></p>	<p><b>Hakeem Ullah (Ph.D)</b>  <i>Abdul Wali Khan University Mardan, Pakistan</i></p>

---

**C O P Y E D I T O R S**

---

<p><b>Anna Chan</b>  <i>IJBEM Copyeditor</i></p>	<p><b>Sarah Pike</b>  <i>IJBEM Copyeditor</i></p>
--	---

---

**I N T E R N A T I O N A L A D V I S O R Y B O A R D**

---

<p><b>Mohd Zuri Ghani (Professor Dr.)</b>  <i>Universiti Sains Malaysia, Malaysia</i></p>	<p><b>Samwel Auya (Professor Dr.)</b>  <i>Maasai Mara University, Kenya</i></p>	<p><b>Dhananjaya Reddy (Dr.)</b>  <i>Govt. Degree College, India</i></p>
<p><b>Jeffin Joseph (Dr.)</b>  <i>St. Berchmans College, India</i></p>	<p><b>Patricia Bachiller (Dr.)</b>  <i>University of Zaragoza, Spain</i></p>	<p><b>Sheng-Lung Peng (Ph.D.)</b>  <i>National Dong Hwa University, Taiwan</i></p>
<p><b>Emel Esen (Ph.D.)</b>  <i>Yildiz Technical University, Turkey</i></p>	<p><b>Dai Zhen (Ph.D.)</b>  <i>University of International Business and Economics, China</i></p>	<p><b>Makarand Upadhyaya (Ph.D.)</b>  <i>University of Bahrain, Bahrain</i></p>

---

**P R O D U C T I O N E D I T O R S**

---

<p><b>Ruby Sarkar</b>  <i>IJBEM Editorial Production, London, United Kingdom</i></p>	<p><b>Wang Fallon</b>  <i>IJBEM Editorial Production, London, United Kingdom</i></p>
--	--

---

## M A N A G E M E N T C O M M I T T E E

---

**Tamar Shiukashvili** (A/Prof.)  
Telavi State University,  
Georgia

**Oscar Frost** (Prof.)  
Imperial College London,  
United Kingdom

**Helen Jerry** (Prof.)  
University of London,  
United Kingdom

**Tihnov Koldoris** (Prof.)  
Queen Mary University of London,  
United Kingdom

**Liu Xiao** (Prof.)  
Brunel University London,  
United Kingdom

**Bryony Karen** (Prof.)  
University of Roehampton,  
United Kingdom

**Andrew May** (Prof.)  
Royal Veterinary College,  
United Kingdom

**Kevin Livingstone** (Prof.)  
London School of Economics and  
Political Science, United Kingdom

**Ted F.L. Jing** (A/Prof.)  
Shanghai International Studies  
University, China

**Paul Dohler** (Prof.)  
King's College London,  
United Kingdom

**Suman Rajest** (A/Prof.)  
Vels Institute of Science,  
India

---

## W E B M A S T E R

---

**Vedran Vucic**  
PKP Developer,  
Belgrade

---

## C O P Y R I G H T A N D C O P Y I N G ( I N A N Y F O R M A T )

---

Articles published in the *International Journal of Business, Economics & Management (IJBEM)* are available under *Creative Commons Attribution Non-Commercial No Derivatives Licence (CC BY-NC-ND 4.0)*. Authors retain copyright in their work and grant **IJBEM** right of first publication under CC BY-NC-ND 4.0. Users have the right to read, download, copy, distribute, print, search, or link to the full texts of articles in this journal, and to use them for any other lawful purpose. Articles published in **IJBEM** can be copied, communicated and shared in their published form for non-commercial purposes provided full attribution is given to the author and the journal. Authors are able to enter into separate, additional contractual arrangements for the non-exclusive distribution of the journal's published version of the work (*e.g., post it to an institutional repository or publish it in a book*), with an acknowledgment of its initial publication in this journal.

---

## D I S C L A I M E R

---

The Publisher and Editors cannot be held responsible for errors or any consequences arising from the use of information contained in this journal; the views and opinions expressed do not necessarily reflect those of the Publisher and Editors, neither does the publication of advertisements constitute any endorsement by the Publisher and Editors of the products advertised.

For submission instructions, subscription and all other information visit: <https://sloap.org/journal/index.php/ijbem>

---

International  
Journal of  
Business,  
Economics &  
Management

---

**Research Articles**

**Pages**

**The influence of financial compensation and job satisfaction on employee performance with work motivation as a variable intervening: Voluntary labor study in the general section of the Regional Secretariat Ogan Ilir Regency**

**276**

*Ida Rosyidah, Badia Perizade, Zunaidah*

**The influence of work motivation and leadership style on employee performance in oil and gas companies in Palembang**

**289**

*Siti Rachmi Indahsari, Zunaidah, Marlina Widiyanti, Muhammad Yusuf*

**The influence of product quality and digital marketing on the performance of SMEs: A case study of SMEs supported by the representative office of Bank Indonesia in South Sumatra Province**

**296**

*Indra Kuspriyadi, Marlina Widiyanti, Aslamia Rosa, Muchsin Saggaff Shihab*





## **Scientific & Literature Open Access Publishing**

Homepage: <https://sloap.org/journal/index.php/ijbem/>