



The Influence of Education and Training and Compensation on Teacher Performance Mediated by Loyalty

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Abstract: Education is carried out with the aim that the potential of students can develop, students become people who believe and are devoted to God Almighty, have noble morals, are in good health, have knowledge, are capable, have creativity, can be independent, and can become good citizens, responsible and democratic. Teachers who are passionate about teaching can easily improve their performance at work, providing compensation to teachers can also improve teacher welfare and have an impact on teacher performance. This research aims to determine the influence of education training and compensation on teacher performance mediated by loyalty. This research used a quantitative method with a population and sample of 170 teachers in the MTS Tambun Selatan sub-district. The research results show that education and training do not significantly affect teacher loyalty in MTS in Tambun Selatan District. Then compensation has a positive and significant effect on teacher loyalty in MTS throughout Tambun Selatan District. Education and training positively and significantly affect teacher performance in MTS throughout Tambun Selatan District. Compensation has a positive and significant effect on teacher performance in MTS throughout Tambun Selatan District. Teacher performance has a positive and significant effect on teacher loyalty in MTS throughout Tambun Selatan District.

Keywords: Compensation; Education; Loyalty; Teacher Performance; Training

Introduction

Education is an instrument for an informed and prosperous society. One of the duties of the state is to make the nation's life more intelligent (Haleem et al., 2022). Quality education is the hope of all society. So quality education must be for all levels (Karatsiori, 2023). Good quality education must be felt by various elements in this country. So it is important to make the educational process have a purpose that is beneficial to the general public. So it is the state's responsibility to provide quality education services to its people. One instrument that plays an important role in the educational process is the teacher. Teachers are one of the instruments that determine whether the educational

process runs well and has quality. Teachers are professional education personnel who have the main task of educating, teaching, guiding, directing, training, assessing, and evaluating students in early childhood education through formal primary education and secondary education.

Advances in science and technology (IPTEK) cannot be separated from changes in education because education is one way to improve human resources. For this reason, the government always tries to improve the quality and quantity of education. To achieve success in the world of education, integration between teachers and student activities is very necessary. Teachers are expected to be able to organize, direct, and create an atmosphere that can motivate students to learn. Because

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teachers are the key to improving the quality of education (Falcon et al., 2023). A teacher's performance can be reflected well if the results of the teacher's performance can be well appreciated (Heng & Chu, 2023; Toropova et al., 2021). One thing that can improve teacher performance is providing compensation or service rewards, whether in the form of money, allowances, or other facilities by existing policies. Providing this compensation is one way to foster enthusiasm for work. Teachers who have a passion for teaching can easily improve their performance at work. It is appropriate for an institution, in this case an educational institution, to provide remuneration in the form of compensation to teachers. Teachers are also supposed to provide the best performance capabilities to the school.

The compensation given must be comparable to what is given to teachers because schools must be able to be fair to all teachers. so that teachers can provide good performance for the school. To improve teacher performance both in terms of competence and skills in the learning process, schools need to pay attention to factors that can improve teacher performance in developing all their potential. Teacher performance can be influenced by many factors. Factors that influence teacher performance include: mental attitude (work motivation, work discipline, work ethics, education, skills, leadership management, income level salary and health, social security, work climate, infrastructure, technology, and opportunities for achievement. Teacher competence is one of the factors that influence the achievement of learning and education goals in schools by factors of educational background, teaching experience, and length of time teaching. They will add that teacher competency is considered important as a selection tool in teacher recruitment and as a guide for coaching and developing teachers.

Apart from that, it is also important concerning teaching and learning activities and student learning outcomes (Metekohy et al., 2022). The teacher carries out the principles of professionalism in carrying out his duties and functions which will produce good performance. The teacher's success in the learning process is largely determined by the teacher's performance as an educator. Teacher performance is a teacher's ability to carry out learning tasks at school and be responsible for the students under his guidance by improving achievement. So, the indicator of teacher performance is the opinion of (Cowan et al., 2022), with research indicators: ability to prepare learning plans, ability to carry out learning, ability to make interpersonal relationships, ability to carry out assessments learning outcomes, ability to carry out enrichment, and ability to carry out remediation. With

the training that teachers take part in, it is hoped that teachers will understand their performance better, develop their competencies and personalities, and develop their careers as more competent teachers.

The types of training education that these teachers take part in include Curriculum Implementation Training, Teacher Competency Improvement Training, Qualification Improvement Training, Employee Work Target Preparation Training (SKP), Teacher Working Group Development Training (KKG), Teacher Professionalism Development Training, training competency of teaching staff as well as training in preparing multimedia and IT-based teaching materials. Performance can be interpreted as work performance work implementation or work performance results (Ángeles López-Cabarcos et al., 2022). Performance in human resources is influenced by various factors. Both factors come from within and from outside. High performance in human resources is influenced by internal and external factors (Saharuddin et al., 2019). For example, an external factor that influences performance is the work environment. The work environment is something that can influence performance (Jonathan & Dewi, 2022).

A work environment that creates a feeling of comfort is certainly something that every human resource desire, comfort at work can have an impact on existing performance. Positive emotions and negative emotions in human resources are closely related to performance (Juchnowicz et al., 2024). Emotions possessed by human resources are an example of internal factors that influence performance. Likewise with teacher performance, of course, there are internal factors and external factors that will influence teacher performance. Various teacher backgrounds and circumstances give rise to different levels of performance from one to another. Meanwhile, on the one hand, society's expectations of teacher performance are very high. This is because teacher performance will influence the quality of education received by students. Parents who have children at the age where they need to get an education certainly want their children to get a quality education. So it becomes interesting to explore this problem further. Researchers are interested in knowing about teacher performance and the factors that influence teacher performance. Education and training are strictly separated.

Education is a process, technique, and method of teaching and learning to transfer knowledge from one person to another under predetermined standards. Meanwhile, training is the development of humans as individuals and encouragement to be more confident and competent in life and work (Mahomed & Rothmann, 2020). Education is more theoretical in nature, general

knowledge, social, and oriented towards individual needs (Valladares, 2021; Kromydas, 2017). Meanwhile, training is the process of developing employee skills to carry out current and future work (Ali et al., 2023). Education is a learning process to prepare someone to be able to identify jobs and increase insight and knowledge (Darling-Hammond et al., 2024). Meanwhile, training is a learning process related to current specific work, design processes, skills, and technical work to maintain and increase the effectiveness of individuals or groups in an organization (Abubakar et al., 2019). Based on these descriptions, it can be concluded that education is more general and meets a person's needs, while training is more specific and aims to develop a person's skills so that they can carry out current and future work. In education and training, there is a development process as a learning activity for a person's growth, and application of information, knowledge, and skills, and is more related to broader managerial level education, such as communication, leadership, motivation, etc.

Compensation is part of rewards, namely awards received by someone related to their performance. Reward is an exchange between awards given by the company or services and work given by employees to improve employee performance and job satisfaction and make the organization more advanced (Memon et al., 2023). Rewards are divided into two categories, namely: salary, benefits, and holidays, as well as ; promotions, bonuses, symbols (stars), and interesting assignments Providing rewards or compensation to employees: must meet the employee's needs, compared to rewards given by other companies, distributed fairly and fairly, can be given in various forms, and related to achievement (Manzoor et al., 2021). Based on the description above, compensation is a form of reward as a reward for good contributions from regular employee performance from an organization or company. Therefore, appropriate compensation is very important and is adjusted to the labor market conditions that exist in the external environment. Compensation that is not by existing conditions can cause employment problems in the future or can cause losses to the company organization.

Teacher loyalty to work is a teacher's belief regarding the work he is responsible for, which is accompanied by certain feelings, providing a basis for the teacher to respond or behave in a certain way according to his choice. Teachers' loyalty to their work influences the teacher's actions in carrying out their work activities. If a teacher has high work loyalty towards his work, then the teacher will carry out his function and position as a teaching staff and educator at school with a full sense of responsibility. Likewise, a teacher who has high loyalty to his work will only carry out his functions and position on a routine basis. For this

reason, it is very necessary to create high teacher loyalty towards work, considering that the role of teachers in the educational environment, in this case schools, is very important. Teachers are also one of the main factors driving schools, it is necessary to pay attention to the process of delivering learning in the classroom and be satisfied with the results achieved by students (Montenegro-Rueda et al., 2023). Teacher quality will be achieved if the needs expected by the teacher can be met. A very basic need for teachers is compensation, perceived compensation will determine teacher satisfaction.

In general, the obstacles that occur in the performance of teachers in MTS in South Tambun District include making Learning Implementation Plans (RPP) and then, in carrying out learning there are still teachers who do not comply with the learning plans that have been made. So the learning objectives are not achieved. Apart from that, some teachers are not relevant when assessing student learning outcomes. From the problems above, data on the performance of MTS teachers in the Tambun Selatan sub-district can be seen. This research discusses the influence of education and training as well as compensation on teacher performance through teacher loyalty. In previous research in the journal (Amin, 2023) stated that education and training did not have a significant effect on employee performance, apart from research by (Ismawati et al., 2023) the results showed that compensation had an insignificant effect on teacher performance. In this case, researchers see this phenomenon that many factors play a role in improving teacher performance, including loyalty. Thus, the element of novelty in this research is that the researcher uses teacher loyalty as an intervening variable.

Referring to relevant theoretical descriptions as well as several previous research results which show that there are differences in the direction of influence, both negative and positive, the author conducted research with the title "The Effect of Education and Training and Compensation on Teacher Performance Mediated by Loyalty in MTS in Tambun Selatan District".

Method

The use of quantitative methods in this research is the right approach to test and prove the hypotheses that have been made. Quantitative methods are based on numerical data sets that can be analyzed statistically to identify patterns, relationships, and significant differences. Data collection in research is very important to obtain accurate and accountable data. So, a proper way is needed to collect data. The data collection

technique used in this research is. Observation: In the context of research that involves direct observation of the target object, the author will make careful observations of the activities carried out by students and educators at school. This observation is a research method that collects data by observing and recording behavior, interactions, or activities that occur directly in the research environment (Sirris et al., 2022). Questionnaire Techniques Questionnaires are one of the data collection techniques commonly used in research. A questionnaire is a collection of questions or written statements given to respondents to answer.

However, the questionnaire in this study was given to students. When conducting research, researchers distributed questionnaires to students to fill out and then returned to researchers. In compiling a questionnaire with a Likert scale, the gradation of answers generally has five alternative answers. Each alternative answer on the Likert scale reflects the level of agreement or disagreement with the statement given. The following is an example of a commonly used answer on a Likert scale with five alternatives: Using a Likert scale, each positive answer instrument has a value of (SS: 5), (S: 4), (KS: 3), (TS: 2), (STS:1). Documentation Study The documentation study in this research is done by collecting administrative data, including a list of names of junior high school teachers in Tambun Selatan District

and the results of teacher supervision. The population in this research is teaching staff at MTs in South Tambun District. The total population in this study was 170 teaching staff at MTs in South Tambun District. With a sampling technique, namely NonProbability Sampling with a total sampling approach. The instrument used in the research was a questionnaire. This research will use 170 samples.

Result and Discussion

Data analysis will discuss the data that has been collected along with the test results and analysis results. The data discussed will be under the problems and model formulation that have been put forward. The data analysis techniques used in this research include descriptive statistical analysis and differential statistical analysis based on the discussion in the research methods section.

Education and Training Variables

The Education and Training variable has 5 valid question items with a rating range of 1 to 5. In this variable, statements are made to respondents with the following frequency:

Table 1. Recapitulation of Respondents' Responses to Education and Training Variables

Education and Training Indicators	Total Score Value	Average value	Variable Category
X1.1	674	4.0	Good
X1.2	632	3.7	Good
X1.3	666	3.9	Good
X1.4	625	3.7	Good
X1.5	634	3.7	Good

The table 1 shows that each variable has a Good category with an average value of 3.7, therefore the education variable is stated in the Good category.

Compensation Variables

Table 2. Recapitulation of Respondents' Responses to Compensation Variables

Compensation Indicator	Total Score Value	Average value	Variable Category
X2.1	632	3.7	Good
X2.2	650	3.8	Good
X2.3	656	3.9	Good
X2.4	650	3.8	Good

The table 2 shows that each variable has a Good category with an average value of 3.8, therefore the compensation variable is stated in the Good category.

The Compensation variable has 4 valid question items with a rating range of 1 to 5. In this variable, statements are made to respondents with the following frequency:

Loyalty Variable

The Loyalty variable has 5 valid question items with a rating range of 1 to 5. In this variable, statements are made to respondents with the following frequency:

Table 3. Recapitulation of Respondents' Responses to the Loyalty Variable

Indicators of Teacher Loyalty	Total Score Value	Average value	Variable Category
Z.1	630	3.70	Good
Z.2	632	3.70	Good
Z.3	622	3.70	Good
Z.4	606	3.60	Good
Z.5	628	3.70	Good

The table 3 shows that each variable has a Good category with an average value of 3.7, therefore the Teacher Loyalty variable is stated in the Good category.

The Teacher Performance variable has 9 valid question items with a rating range of 1 to 5. In this variable, statements are made to respondents with the following frequency:

Teacher Performance Variables

Table 4. Recapitulation of Respondents' Responses to Teacher Performance Variables

Satisfaction Indicator	Total Score Value	Average value	Variable Category
Y.1	427	4.30	Very satisfied
Y.2	412	4.10	Satisfied
Y.3	437	4.40	Very satisfied
Y.4	448	4.50	Very satisfied
Y.5	448	4.50	Very satisfied
Y.6	456	4.60	Very satisfied
Y.7	448	4.50	Very satisfied
Y.8	447	4.50	Very satisfied
Y.9	437	4.40	Very satisfied

The table 4 shows that each variable has a Very Satisfied category with an average value of 4.5, therefore the Teacher Performance variable is stated in the Very Satisfied category.

Results of Analysis and Hypothesis Testing

The results of the Path Coefficient with the PLS Algorithm produce direct relationship values between variables as in the following table:

Table 5. Results of PLS Algorithm Path Coefficient Values

Relationship Between Variables	T-statistics	P value	Conclusion
Education and training with Loyalty	1.68	0.09	Not significant
Compensation with Loyalty	2.41	0.01	Significant
Education and Training with Teacher Performance	3.82	0.00	Significant
Compensation with Teacher Performance	2.22	0.02	Significant
Teacher Performance with Teacher Loyalty	4.19	0.00	Significant

Hypothesis 1 states that education and training have a significant effect on teacher loyalty in MTS in Tambun Selatan District, Rejected, with a p-value of 0.09 with a statistical t-value of 1.68 indicating there is no significant effect. The statistical t value is below the critical value of 1.65, thus Ha1 is rejected. This shows that education and training do not have a significant effect on teacher loyalty in MTS in South Tambun District. Hypothesis 2 states that compensation has a significant effect on Teacher Loyalty in MTS in Tambun Selatan District, Accepted, with a p-value of 0.01 with a statistical t-value of 2.41 indicating there is a positive and significant influence. The statistical t value is above the critical value of 1.65, thus Ha2 is accepted.

This shows that compensation has a positive and significant effect on teacher loyalty in MTS throughout Tambun Selatan District. Hypothesis 3 states that

Education and Training have a significant effect on Teacher Performance in MTS in Tambun Selatan District, Accepted, with a p-value of 0.000 with a statistical t-value of 3.82 indicating there is a positive and significant influence. The statistical t value is above the critical value of 1.65, thus Ha3 is accepted. This shows that education and training have a positive and significant effect on teacher performance in MTS throughout Tambun Selatan District. Hypothesis 4 states that compensation has a significant effect on teacher performance in MTS in Tambun Selatan District, Accepted, with a p-value of 0.02 with a statistical t-value of 2.22 indicating there is a positive and significant influence. The statistical t value is above the critical value of 1.65, thus Ha4 is accepted.

This shows that compensation has a positive and significant effect on teacher performance in MTS

throughout Tambun Selatan District. Hypothesis 5 states that Teacher Performance has a significant effect on Teacher Loyalty in MTS in Tambun Selatan District, Accepted, with a p-value of 0.00 with a statistical t-value of 4.19 indicating there is a positive and significant influence. The statistical t value is above the critical value of 1.65, thus Ha4 is accepted. This shows that teacher performance has a positive and significant effect on teacher loyalty in MTS throughout Tambun Selatan District. The results of this research will be explained and interpreted about the hypothesis or through statements regarding temporary answers that have been reviewed and made based on the research results. The discussion of the results of this research is the basis for thinking which is carried out by linking the research results and research findings with existing and related theories to see the ideas or thoughts that will emerge as well as the results of previous research used by the researcher. The results discussion section is the most important part of the research.

The Effect of Education and Training on Teacher Loyalty

Hypothesis 1 states that Education and Training have a significant effect on Teacher Loyalty, Rejected, with a p-value of 0.09 with a statistical t-value of 1.68 indicating there is no significant effect. The statistical t value is below the critical value of 1.65, thus Ha1 is rejected. This shows that education and training do not have a significant effect on teacher loyalty in MTS in South Tambun District (Quraishi et al., 2024; Sanjaya et al., 2022). This is because education and training are not a factor in determining teacher loyalty. This is also an effective way to face the challenges faced in teacher performance and activity techniques. One of the development activities is teacher training as a process of teaching certain knowledge and learning, as well as staff attitudes to be more skilled and able to carry out their responsibilities well according to standards (Sudawati & Prianto, 2021). In this regard, the results of other research show that there is no direct effect of training strategies on teacher loyalty, teacher satisfaction, and performance. However, there is a relationship between training strategies and teacher loyalty as a mediator variable. This means that the training strategies offered by a company providing training services that are received by teachers are usually able to increase satisfaction, performance, and loyalty (PAAIS & PATTIRUHU, 2020).

The Effect of Compensation on Teacher Loyalty

Hypothesis 2 states that compensation has a significant effect on the job satisfaction of honorary teachers in Vocational Schools in Mataram City, Accepted, with a p-value of 0.016 with a statistical t-

value of 2.41 indicating there is a positive and significant influence. The statistical t value is above the critical value of 1.65, thus Ha2 is accepted. This shows that compensation has a positive and significant effect on teacher job satisfaction in MTS throughout Tambun Selatan District. This is because most of the respondents in the compensation variable are good. After all, most of the respondents think that the salary I receive is under the workload, I get additional rewards outside of my salary, the allowances provided are by my needs, and I am allowed to develop if I excel. Compensation in various forms, both financial and non-financial, has a positive effect on teacher loyalty.

However, compensation factors do not always have a good influence on loyalty (Dwi Febriana et al., 2024). This is because there are many loyalty factors besides compensation, including work environment, availability of resources or work facilities, leadership, and others. If the desire to resign is an indicator of teacher loyalty, then compensation has a negative and significant effect on resignation. Job satisfaction also has a significant negative effect on resignation. This means that compensation hurts teacher loyalty (Gani et al., 2022).

The Effect of Education and Training on Teacher Performance

Hypothesis 3 states that education and training have a significant effect on the performance of honorary teachers in MTS in Tambun Selatan District, Accepted, with a p-value of 0.00 with a statistical t-value of 3.82 indicating there is a positive and significant influence. The statistical t value is above the critical value of 1.654, thus Ha3 is accepted. This shows that education and training have a positive and significant effect on teacher performance in MTS throughout Tambun Selatan District. This is because the majority of respondents in the Education and Training variable are good. After all, they have seen good cooperation between friends, thus encouraging them to work hard and complete their work well. If teachers experience difficulties in carrying out their duties, they are guided by the school principal. In conclusion, in supporting the success of learning, all school officials in this school work together well, and teachers never discuss learning material with friends from other fields of study. This indicates that training is a learning tool for employees to broaden their knowledge and skills.

According to Sypniewska et al. (2023), the aim is to increase employee work productivity, because with good technical skills, human skills, and managerial skills, it is hoped that they will be able to increase conceptual abilities, quality and quantity of production, efficiency, career development, capital, and leadership, etc. Apart from that, one of the factors that influences the quality of an employee's performance, according to

Nevala et al. (2022), is workability which is the product of knowledge and skills. As for the skills and knowledge themselves, one of them can be obtained through training (Smyth et al., 2018).

The Effect of Compensation on Teacher Performance

Hypothesis 4 states that compensation has a significant effect on teacher performance in MTS in Tambun Selatan District, Accepted, with a p-value of 0.02 with a statistical t-value of 2.22 indicating there is a positive and significant influence. The statistical t value is above the critical value of 1.65, thus Ha4 is accepted. This shows that compensation has a positive and significant effect on Gru's performance in MTS in South Tambun District. This is because the majority of respondents in the Teacher Performance variable are good. After all, the majority of respondents are willing to help students with difficulties outside of class hours, provide maximum explanations when students ask for help outside of class hours, and leave the class empty for personal reasons even though the teacher is there. at school, immediately explain to students who ask for help outside class hours, and be responsible for their teaching duties.

Companies must think about the compensation that will be given to their employees as a form of remuneration for the work and dedication that employees have done for the company. The amount and amount of compensation received by employees can bind employees so that employees do not move to other companies (Tavares, 2020). Then the company should not only look at employee status in providing compensation but can also look at it based on the employee's skills or achievements, so contract employees can also get large compensation based on their achievements which helps the company achieve its goals, because this method helps employees who are less productive to be more productive at work.

After all, the company in providing incentives does not only look at employee status but also the achievements of employees who can increase work productivity, work motivation, and employee loyalty, so that all employees are motivated to become more productive and high-achieving employees to get compensation. which is big because, in theory, it says that an employee will be motivated to exert his efforts even better if the employee feels confident that his efforts will result in a good performance appraisal. A good assessment will be realized by awards from the company such as giving bonuses, increasing salaries or promotions, and increasing positions and awards that can satisfy employees and make employees feel proud to be able to help the company achieve its goals (Yang et al., 2022; Yuan et al., 2022).

The Influence of Teacher Performance on Teacher Loyalty

Hypothesis 5 states that Teacher Performance has a significant effect on Teacher Loyalty in MTS in Tambun Selatan District, Accepted, with a p-value of 0.000 with a statistical t-value of 4.19 indicating there is a positive and significant influence. The statistical t value is above the critical value of 1.65, thus Ha4 is accepted. This shows that teacher performance has a significant effect on teacher loyalty in MTS throughout Tambun Selatan District. This is because the majority of respondents in the job satisfaction variable are good. After all, the majority of respondents think that the principal provides support in working, the principal provides high work motivation to teachers, teacher colleagues have responsibility for completing work, and co-workers the teacher help me in doing the work. Dam has had many successes in working as a teacher. The realization of employee loyalty is not formed in a short time but through the work process, length of work as well as the results of job satisfaction and the employees themselves who are dedicated to the company where they work optimally. The form of employee loyalty can be seen from the work ethic displayed by employees, their caring attitude and good discipline, and taking the initiative to do so, so that employees will have a sense of responsibility for their performance so that employees will be loyal to the company.

Usniarti & Nuvriasari (2024), revealed that employee loyalty is influenced by employee satisfaction. This theory suggests that employee satisfaction has a positive effect on employee loyalty. When an employee's needs have been met by the company where he works, he will feel satisfied at work, this satisfaction will directly foster a sense of employee loyalty to the company. Employees who have a sense of satisfaction with their work and what they get in the company tend to be loyal to the company where they work (Kundi et al., 2021). The research results of Norawati & Syafarisna (2023), state that compensation has a direct positive effect on teacher loyalty. The research was conducted by (Hadj, 2024) with results showing that there is a relationship between compensation and teacher loyalty. Then (A & Thamrin Abdullah, 2017) emphasized that there is a relationship between compensation and teacher loyalty.

Conclusion

Based on the results of the analysis and results, it can be concluded that education and training do not have a significant effect on teacher loyalty in MTS throughout Tambun Selatan District. This is because education and training are not one of the factors in determining teacher loyalty, so compensation has a

positive and significant effect on teacher loyalty in MTS throughout Tambun Selatan District. This is because most of the respondents in the compensation variable are good. Education and training have a positive and significant effect on teacher performance in MTS throughout Tambun Selatan District. This is because most of the respondents in the Education and Training variable are good. If teachers have difficulty in carrying out their duties, they are guided by the principal. In supporting the success of learning, all school officials in this school have good cooperation, and teachers never discuss learning materials with friends from other fields of study, then compensation has a positive and significant effect on teacher performance in MTS throughout Tambun Selatan District. Teacher performance has a positive and significant effect on teacher loyalty in MTS throughout Tambun Selatan District. This is because the majority of respondents in the Teacher Loyalty variable are good. After all respondents assume that the principal provides support in working, the principal provides high work motivation to teachers, teacher co-workers have responsibility in completing work, teacher co-workers help me in doing work. And get a lot of success in carrying out duties as a teacher.

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Author Contributions

Conceptualization, G. S.; methodology, T. R.; Validation, B. S.; formal analysis, G. S.; investigation, B. S.; resources, G. S.; data curation, T. R.; writing—original draft preparation, B. S.; writing—review and editing, G. S.; visualization, T. R. All authors have read and agreed to the published version of the manuscript.

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Conflicts of Interest

The authors declare no conflict of interest.

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