Indonesian State Electricity Company Employees," *International Journal of Information and Education Technology*, vol. 12, no. 11, pp. 1126–1136, Nov. 2022, doi: 10.18178/IJIET.2022.12.11.1730.

[16] E. D. Fajrianti *et al.*, "Design and Development of Human Anatomy Learning Platform for Medical Students Based on Augmented Intelligence Technology," *International Electronics Symposium 2021: Wireless Technologies and Intelligent Systems for Better Human Lives, IES 2021 - Proceedings*, pp. 195–202, Sep. 2021, doi: 10.1109/IES53407.2021.9594053.

[17] E. D. Fajrianti *et al.*, "Application of Augmented Intelligence Technology with Human Body Tracking for Human Anatomy Education," *International Journal of Information and Education Technology*, vol. 12, no. 6, pp. 476–484, Jun. 2022, doi: 10.18178/IJIET.2022.12.6.1644.

[18] F. Tschirschwitz, C. Richerzhagen, H. J. Przybilla, and T. P. Kersten, "Duisburg 1566: Transferring a Historic 3D City Model from Google Earth into a Virtual Reality Application," *PFG - Journal of Photogrammetry, Remote Sensing and Geoinformation Science*, vol. 87, no. 1–2, pp. 47–56, Jun. 2019, doi: 10.1007/S41064-019-00065-0.

[19] C. Changhun and K. Kwanghee, "Introduction of physics simulation in augmented reality," *Proceedings - International Symposium on Ubiquitous Virtual Reality, ISUVR 2008*, pp. 37–40, 2008, doi: 10.1109/ISUVR.2008.17.

[20] H. Geng, B. Wang, D. Wang, and X. Jiang, "Simulated Training System of Ship Anchoring Operation Based on Virtual Reality Technology," *http://www.sciencepublishinggroup.com*, vol. 7, no. 1, p. 12, 2021, doi: 10.11648/J.IJTET.20210701.12.

[21] L. Nisiotis, L. Alboul, and M. Beer, "A Prototype that Fuses Virtual Reality, Robots, and Social Networks to Create a New Cyber–Physical–Social Eco-Society System for Cultural Heritage," *Sustainability 2020, Vol. 12, Page 645*, vol. 12, no. 2, p. 645, Jan. 2020, doi: 10.3390/SU12020645.

[22] A. L. Haz, Muhtadin, I. Ketut Eddy Purnama, M. H. Purnomo, and S. Sukaridhoto, "Virtual Reality Application for Co-Bot Training," *IES 2022 - 2022 International Electronics Symposium: Energy Development for Climate Change Solution and Clean Energy Transition, Proceeding*, pp. 644–650, 2022, doi: 10.1109/IES55876.2022.9888286.

[23] J. Du, Y. Shi, Z. Zou, and D. Zhao, "CoVR: Cloud-Based Multiuser Virtual Reality Headset System for Project Communication of Remote Users," *J Constr Eng Manag*, vol. 144, no. 2, Feb. 2018, doi: 10.1061/(ASCE)CO.1943-7862.0001426.

[24] S. Seong, yu-min Kim, kyu-min Choi, jun-pyo Shin, and byung-kwon Lee, "Building a multiplayer VR game server using Photon Unity Network," *Proceedings of the Korean Society of Computer Information Conference*, pp. 249–251, Jan. 2021, Accessed: Feb. 19, 2023. [Online]. Available: http://www.koreascience.or.kr/article/CFKO202121751508315.kr

[25] A. M. Gil, A. R. Costa, A. C. Cunha, T. S. Figueira, and A. A. Silva, "Video Player Architecture for Virtual Reality on Mobile Devices," *Lecture Notes in Computer Science (including subseries Lecture Notes in Artificial Intelligence and Lecture Notes in Bioinformatics)*, vol. 12428 LNCS, pp. 91–100, 2020, doi: 10.1007/978-3-030-59990-4_8.

[26] A. M. Gil and T. S. Figueira, "A Shader-Based Architecture for Virtual Reality Applications on Mobile Devices," *Lecture Notes in Computer Science (including subseries Lecture Notes in Artificial Intelligence and Lecture Notes in Bioinformatics)*, vol. 12428 LNCS, pp. 101–111, 2020, doi: 10.1007/978-3-030-59990-4_9.

[27] B. Julian, A. Triayudi, and Benrahman, "User Satisfaction Analysis for Event Management Systems Using RAD and PIECES Framework," *IOP Conf Ser Mater Sci Eng*, vol. 1088, no. 1, p. 012024, Feb. 2021, doi: 10.1088/1757-899X/1088/1/012024.

[28] M. Muslih *et al.*, "Analysis and Evaluation of ERP Information System User Satisfaction PT. Bozzetto Indonesia Using Pieces Framework," *iocscience.org*, vol. 4, no. 4, pp. 2588–2598, 2021, Accessed: Feb. 09, 2023. [Online]. Available: http://iocscience.org/ejournal/index.php/mantik/article/view/1187

[29] R. S. Kaplan and D. P. Norton, *The balanced scorecard: measures that drive performance*. 2005. Accessed: Feb. 15, 2023. [Online]. Available: https://www.academia.edu/download/54588379/Kaplan_Nortonbalanced_scorecard.pdf

[30] A. Joshi, S. Kale, S. Chandel, D. P.-B. journal of applied, and undefined 2015, "Likert scale: Explored and explained," *eclass.aspete.gr*, vol. BJAST, no. 4, p. 157, 2015, doi: 10.9734/BJAST/2015/14975.