

Employee Performance and the Impact of Workplace Facilities and Discipline

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ARTICLE INFO



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Keywords:
Work Facilities; Work Discipline;
Employee Performance;

DOI:
<https://doi.org/10.33096/jmb.v10i2.616>

ABSTRACT

The objective of this study was threefold: (i) to examine the impact of work facilities on employee performance at the Human Resources Development Agency of West Sulawesi Province, (ii) to investigate the influence of work discipline on employee performance at the same agency, and (iii) to explore the combined effect of work facilities and work discipline on employee performance at the Human Resources Development Agency of West Sulawesi Province. This study employs quantitative methodologies by gathering data through the administration of questionnaires. The present study was conducted in the Human Resources Development Agency of West Sulawesi Province, encompassing a total population of 43 personnel. The sample for this research was determined using the saturation sampling technique. The data obtained from the questionnaire were subjected to analysis using the SPSS software programme. The findings of the research indicate that there is a noteworthy and favourable impact of work facilities on the performance of employees. This finding demonstrates that the presence of favourable and satisfactory work conditions has a positive impact on employee performance. The adherence to work discipline is found to have a notable and favourable impact on the overall performance of employees. This finding indicates a positive correlation between an employee's work discipline and their performance.

ABSTRAK

Tujuan penelitian ini ada tiga yaitu: (i) untuk menguji pengaruh fasilitas kerja terhadap kinerja pegawai pada Badan Pengembangan Sumber Daya Manusia Provinsi Sulawesi Barat, (ii) untuk mengetahui pengaruh disiplin kerja terhadap kinerja pegawai pada instansi yang sama, dan (iii) untuk mengetahui pengaruh gabungan fasilitas kerja dan disiplin kerja terhadap kinerja pegawai pada Badan Pengembangan Sumber Daya Manusia Provinsi Sulawesi Barat. Penelitian ini menggunakan metodologi kuantitatif dengan pengumpulan data melalui pemberian kuesioner. Penelitian ini dilakukan di Badan Pengembangan Sumber Daya Manusia Provinsi Sulawesi Barat dengan jumlah populasi sebanyak 43 personel. Sampel penelitian ini ditentukan dengan menggunakan teknik sampling jenuh. Data yang diperoleh dari kuesioner dianalisis dengan menggunakan program perangkat lunak SPSS. Temuan penelitian menunjukkan bahwa terdapat pengaruh yang patut diperhatikan dan menguntungkan dari fasilitas kerja terhadap kinerja karyawan. Temuan ini menunjukkan bahwa adanya kondisi kerja yang menyenangkan dan memuaskan mempunyai dampak positif terhadap kinerja karyawan. Ketaatan terhadap disiplin kerja terbukti mempunyai dampak penting dan menguntungkan terhadap kinerja karyawan secara keseluruhan. Temuan ini menunjukkan adanya korelasi positif antara disiplin kerja pegawai dengan kinerjanya.



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INTRODUCTION

An organisational structure wherein human resources serve as the entity responsible for strategizing, coordinating, and executing the operational endeavours of the organisation. In accordance with the findings of Hamali (2016), human resources are a constituent resource inside an organisation, encompassing all individuals engaged in the execution of organisational tasks.

In accordance with the findings of Hasriany (2021), human resources play a crucial role as a valuable asset within an organisation. It is emphasised that the indispensability of human resources cannot be substituted by other resources, regardless of the level of technological advancement or the amount of capital invested. If these things are unprofessional, then they lack significance. As stated by Kasmir (2016), human resource management encompasses a series of activities aimed at effectively overseeing individuals within an organisation. These activities include strategic planning, recruitment, selection, training, development, compensation provision, career advancement, and the establishment and maintenance of industrial relations. The ultimate objective of these efforts is to attain organisational objectives and enhance the well-being of stakeholders. Performance can be defined as the outcomes that an employee is able to get in fulfilling their responsibilities by effectively utilising the resources provided by the organisation and leveraging their abilities to the fullest extent. Human resource management is a critical function that contributes to the identification and procurement of high-quality human resources aligned with the specific requirements of an organisation. This entails fostering a culture of discipline and productivity among employees, hence facilitating the attainment of superior organisational performance.

Mangkunegara (2017) posits that employee success is contingent upon the extent to which individuals fulfil their assigned obligations, hence accomplishing tasks with a satisfactory level of quality and quantity. According to Kasmir (2016), there are various aspects that can exert an influence on an individual's performance, specifically pertaining to 1) the competencies and proficiencies possessed by an individual in a given occupation. 2) Proficiency, specifically an individual possessing a strong understanding of their work, will yield favourable outcomes in their performance. 3) The concept of work design entails the deliberate structuring of job roles in a manner that facilitates employees in attaining their objectives more effectively. 4) The personality or character traits exhibited by an employee. Work motivation refers to the intrinsic or extrinsic factors that stimulate and drive individuals to engage in work-related activities. 6) Leadership refers to the actions and conduct of an individual in a position of authority, who effectively coordinates, oversees, and delegates tasks and obligations to their subordinates. The concept of leadership style refers to the manner in which a leader effectively supervises and interacts with their subordinates. Organisational culture refers to the established patterns of behaviour, values, and beliefs that are commonly seen and practised inside an organisation or firm. Job satisfaction refers to the subjective experience of contentment or gratification that individuals derive from their work endeavours. The work environment refers to the overall atmosphere and conditions of the physical site and facilities where work is conducted. 11) Loyalty can be defined as the steadfast commitment and dedication to persistently engage in work-related activities and actively safeguard the interests of the employing organisation. 12) Employee commitment refers to the dedication and adherence of employees towards the implementation of organisational norms and procedures. 13) Work discipline refers to the practise of employees adhering to timeliness while carrying out work activities.

Moenir and Rifa'i (2019) define work facilities as encompassing all items, materials, spaces, and amenities utilised, utilised, occupied, and appreciated by employees in direct association with their work tasks, as well as those contributing to the efficient functioning of work processes. The author's conclusion posits that work facilities encompass many resources that can be utilised to facilitate and enhance employee productivity, hence enabling the efficient execution of duties.

Another influential component in an individual's performance is work discipline. As Agustini (2019) asserts, work discipline refers to the attitude of adhering to the rules and

standards established inside a firm, with the aim of enhancing employee motivation in attaining the goals of the organisation. The author's conclusion posits that work discipline refers to the behavioural manifestation of employees' adherence to the rules and regulations established within the organisational context. The achievement of organisational goals can be facilitated by the provision of suitable work conditions and the cultivation of strong work discipline among personnel.

This study focuses on the West Sulawesi Province Human Resources Development Agency, situated within the West Sulawesi Province Governor's Office Complex, specifically located at Jalan H. Abdul Malik Pattana Endeng, Simboro Village, Mamuju District, Mamuju Regency, West Sulawesi Province. Based on the findings of preliminary observations conducted by researchers on the subject of study, it was determined that the performance of employees within this organisation was suboptimal, as evidenced by their frequent failure to meet job completion deadlines. Additionally, it was found that there is a deficiency in facilities such as computers and printers, which are essential tools for employees. These things play a crucial role in streamlining and expediting the execution of employee responsibilities. Subsequently, subsequent to the implementation of direct observations, it was ascertained that the West Sulawesi Provincial Human Resources Development Agency employed a total of 43 individuals. Within this workforce, it was observed that there were still employees who consistently arrived at the office after 8 am, despite the enforcement of stringent regulations, including the imposition of deductions in the form of Additional Employee Income (TPP). This phenomenon demonstrates the presence of employees who exhibit a lack of work discipline, resulting in suboptimal performance within these agencies.

The primary objective of this research is to examine the impact of work facilities and work discipline on employee performance at the West Sulawesi Province Human Resources Development Agency. Specifically, the study will investigate the influence of work facilities and work discipline separately, as well as their combined influence, on employee performance at the aforementioned agency. The significance of this research lies in its aim to gather analytical findings on the impact of work facilities and work discipline on employee performance at the West Sulawesi Province Human Resources Development Agency.

RESEARCH METHOD

In this study, both quantitative and qualitative types of research were used. "Quantitative data" is defined by Sugiyono (2019) as "data in the form of numbers or qualitative data that is added up." Questionnaires were sent out to get the quantitative data for this study. Moleong (2011) says that qualitative research is a type of research that tries to understand the phenomena experienced by the object of research as a whole, such as behaviour, perception, motivation, action, etc., and describe them through text and language in a specific context. Based on this view, we can say that quantitative data is information or data that can be given a value and can also be calculated or processed. Qualitative data, on the other hand, is data or information that describes something or gives an account of how something works.

The study was done at the Human Resources Development Agency for the West Sulawesi Province. (i) According to Sugiyono (2019), "observation is the basis of all science." Through observation, researchers learn about behaviour and what it means. This method is used to directly watch the events or things being studied. (ii) According to Sugiyono (2019), a questionnaire is a way to collect information by giving people a list of questions or written comments to answer. This survey uses a Likert scale, which has five types of answers that are

each given a score, a). The number for Strongly Disagree is 1. b). The number for disagree is 2.c). The number for disagreement is 3.d). The number for agree is 4.e). The number for "strongly agree" is 5. (iii) According to Sugiyono (2019), "library studies are related to theoretical studies and other references about the values, culture, and norms that develop in the social situation being studied." Through the following testing steps, the data analysis used a quantitative method: (i) test for validity, (ii) test for reliability, (iii) multiple linear regression analysis, (iv) partial t test, and (v) simultaneous f test.

RESULTS AND DISCUSSION

Results

Determining the validity of the statement items on the questionnaire can be ascertained by examining the computed *r* value in comparison to the tabulated *r* value. A questionnaire statement item is deemed valid if the calculated *r* value exceeds the table *r* value. The calculated correlation coefficient (*r* value) is derived from the processed data, whereas the tabulated *r* value is taken from the product moment table. The degree of freedom (*df*) can be calculated as $N-2$, where *N* represents the number of samples. In this case, with a sample size of 43 persons, the degree of freedom is determined as $43-2$, resulting in a value of 41. Additionally, the given value of *r* table is 0.3008. The subsequent table presents the collected results of validity tests.

Table 1. Validity test Results

Variable	Statement	R calculate	R tabel	Information
Work Facilities (X1)	Statement 1	0,587	0,3008	Valid
	Statement 2	0,407		Valid
	Statement 3	0,536		Valid
	Statement 4	0,547		Valid
	Statement 5	0,466		Valid
Work Discipline (X2)	Statement 1	0,469	0,3008	Valid
	Statement 2	0,632		Valid
	Statement 3	0,535		Valid
	Statement 4	0,465		Valid
	Statement 5	0,512		Valid
Employee Performance (Y)	Statement 1	0,512	0,3008	Valid
	Statement 2	0,657		Valid
	Statement 3	0,586		Valid
	Statement 4	0,638		Valid
	Statement 5	0,750		Valid

Source: Primary Data Processed, 2023

The table reveals that the *r*count values for the work facility variable (X1), work discipline (X2), and employee performance (Y) exceeded the corresponding values in the *r* value table. Therefore, it can be inferred that all components of the questionnaire statement have been deemed valid. The reliability test was conducted by assessing the Cronbach's alpha coefficient, which was required to exceed a threshold of 0.60. If the value of Cronbach's alpha (α) exceeds 0.60, it indicates that the questionnaire item can be considered reliable or consistent.

Table 2. Reliability test Results

Variable	Cronbach Alpha	Value Standardization	Status
Work Facilities (X1)	0,651	0,60	Reliable
Work Discipline (X2)	0,677	0,60	Reliable
Employee Performance (Y)	0,742	0,60	Reliable

Source: Primary Data Processed, 2023

Table 3. Multiple Linear Regression Analysis Result

		Coefficient ^a		Standardized Coefficients Beta	T	Sig.
Model		Unstandardized Coefficients B	Std. Error			
1	(Constant)	3.200	3.947		.811	.422
	Work Facilities	.422	.139	.404	3.040	.004
	Work Discipline	.412	.165	.331	2.496	.017

a. Dependent Variable: Employee Performance

Source: Primary Data Processed, 2023

The table provides evidence that the Cronbach's alpha coefficient for the questionnaire item exceeds 0.60. Therefore, it can be inferred that every component of the questionnaire statement exhibits reliability or consistency. This study employed a multiple linear regression model to examine the presence and magnitude of the relationship between the independent variables, namely work facility (X1) and work discipline (X2), and the dependent variable, employee performance (Y). The following are the outcomes derived from the equation:

Table 4. f test Results

		ANOVA ^a			
Model		Sum of Squares	Df	Mean Square	F
1	Regression	32.158	2	16.079	10.330
	Residual	62.261	40	1.557	
	Total	94.419	42		

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Work Facilities

Source: Primary Data Processed, 2023

Based on the data presented in the table, it is evident that the computed f value of 10.330 exceeds the critical f value of 3.23, indicating statistical significance. Additionally, the obtained p-value of 0.000 is lower than the conventional significance level of 0.05. It may be observed that employee performance is influenced by characteristics that are independent of work facilities (X1) and work discipline (X2). Therefore, the acceptance of the third hypothesis is confirmed, which posits that the performance of employees at the Human Resources Development Agency of West Sulawesi Province is influenced by the quality of facilities and work discipline.

Discussion

The Impact of Work Facilities on Employee Performance within the Human Resources Development Agency of West Sulawesi Province

Based on the findings from the conducted data analysis, it has been determined that the provision of work facilities has a significant impact on the performance of employees at the Human Resources Development Agency of West Sulawesi Province. The office of the Human Resources Development Agency of West Sulawesi Province offers work facilities such as photocopiers and computers/printers, which are currently deemed sufficient. However, efforts are underway to further augment these resources due to their indispensable role in facilitating and expediting employee tasks. Additionally, the study revealed that the lighting and air conditioning settings within the office were conducive to creating a comfortable environment

for employees. Furthermore, the office offers official automobile amenities to select employees, albeit not universally accessible to all staff members.

This demonstrates that the work facilities offered by the Human Resources Development Agency of West Sulawesi Province are regarded as satisfactory and capable of enhancing employee performance. Moenir in Asep Rifa'i's (2019) study posits that work facilities encompass all resources, equipment, spaces, and amenities utilised, occupied, and appreciated by employees, both in direct correlation to their job tasks and to ensure the seamless execution of their duties. Based on this perspective, it can be inferred that facilities serve as instrumental resources that enable and streamline the execution of functions and daily operations inside an organisation.

In accordance with the findings of Moenir and Priyatmono (2017), the presence of many indicators can be observed to assess the availability of facilities. One such indicator is the provision of work tool facilities, which encompass the management work tools that set norms, authority, and power in the execution of tasks. Operational work tools refer to instruments that are directly employed in operational operations, including typewriters, computer machines, multipliers, and calculating machines. 2) Work equipment facilities encompass various objects or items that are utilised in the workplace to support work activities, albeit not directly involved in operational processes. These facilities include office buildings, which consist of essential amenities such as roads, clean water supply, toilets, and parking lots. Additionally, they encompass the provision of sufficient workspace, appropriate lighting, suitable furniture such as tables and chairs, communication devices, and air conditioning systems. The third point to consider is... Social facilities refer to amenities provided to employees that serve a dual purpose of fulfilling their social needs and enhancing their overall pleasure. These facilities can take the shape of dormitories or official residences, as well as official cars, which contribute to satisfying the well-being and contentment of employees.

The Impact of Work Discipline on Employee Performance within the Human Resources Development Agency of West Sulawesi Province

The findings additionally indicate that the performance of employees at the Human Resources Development Agency of West Sulawesi Province is influenced by their work discipline. This is evident through the consistent presence of employees in the office and their adherence to established work regulations. However, it is worth noting that the agency still encounters challenges in this regard, as there are still instances of employees arriving late to the office and leaving during working hours. Additionally, it was discovered that employees consistently adhere to relevant work standards, consistently demonstrate precision in their job, and consistently exhibit a courteous demeanour while fulfilling their responsibilities.

This demonstrates that the work discipline exhibited by employees at the Human Resources Development Agency of West Sulawesi Province is satisfactory, although there are areas that require further enhancement. Work discipline is a critical determinant of both employee performance and organisational effectiveness. Kasmir (2016) asserts that work discipline, characterised by employees adhering to punctuality in carrying out work activities, is a significant element influencing an individual's performance. According to Hasibuan (2019), work discipline refers to an individual's consciousness and willingness to adhere to all organisational policies and relevant societal norms. Based on this perspective, it may be inferred that work discipline refers to the professional demeanour exhibited by an employee inside an

organisational setting, characterised by compliance and adherence to all established regulations and protocols.

The Impact of Work Facilities and Work Discipline on Employee Performance in the Human Resources Development Agency of West Sulawesi Province

The findings of the study indicate that both work facilities and work discipline have a simultaneous impact on employee performance at the Human Resources Development Agency of West Sulawesi Province. The study reveals that good employee performance is demonstrated by their consistent adherence to completing assigned tasks in a timely manner, which serves as an indicator of their discipline. Furthermore, employees have the opportunity to effectively utilise the available work facilities, and they consistently maintain a physical presence in the office throughout their designated working hours.

This observation demonstrates that employees exhibit high levels of performance due to their strong work discipline and effective utilisation of the facilities and infrastructure supplied by the West Sulawesi Provincial Human Resources Development Agency office. The findings of this study are consistent with the outcomes of prior research conducted by Putri (2019), which indicated that both work discipline and facilities exert a substantial influence on the performance of employees within the Ministry of Agrarian Affairs and Spatial Planning of the National Land Agency.

CONCLUSIONS

The presence of adequate work facilities has been found to have a favourable and statistically significant impact on employee performance. Therefore, the first hypothesis positing that the quality of facilities has an impact on employee performance at the Human Resources Development Agency of West Sulawesi Province is supported. The adherence to work discipline exhibits a constructive and noteworthy impact on the overall performance of employees. Therefore, the acceptance of the second hypothesis is warranted, which posits that work discipline has an impact on employee performance at the Human Resources Development Agency of West Sulawesi Province.

The presence of well-equipped work facilities and the implementation of effective work discipline have been found to have a notable and favourable impact on the performance of employees. Therefore, the acceptance of the third hypothesis is warranted, which posits that the performance of employees at the Human Resources Development Agency of West Sulawesi Province is influenced by both the quality of facilities and the level of work discipline. The Human Resources Development Agency of West Sulawesi Province aims to enhance operational efficiency by augmenting the inventory of computers, printers, and photocopiers to facilitate the timely and effective execution of staff responsibilities.

The purpose of this communication is to address the employees of the Human Resources Development Agency of West Sulawesi Province, with the objective of enhancing their discipline. Specifically, it is advised that employees adhere to punctuality by being present at the office on time, and comply with the relevant work laws that are in place. The Human Resources Development Agency of West Sulawesi Province should prioritise addressing employees who demonstrate suboptimal performance in task completion and those who frequently arrive late to the office.

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