
**Impact of Work Facilities on Employee Performance at PT. Kopojecha Daya
Indonesia**

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ABSTRACT

Work facilities play an important role in improving employee performance. This study aims to analyze the effect of work facilities on employee performance at PT Kopojecha Daya Indonesia. This study uses a quantitative approach with a simple linear regression method. The population in this study were all employees of PT Kopojecha Daya Indonesia, with a sample of 73 respondents taken using saturated sampling techniques. Data collection was carried out through questionnaires and interviews. The results of the analysis showed that there was a positive relationship between work facilities and employee performance with a correlation coefficient value of 0.503. The results of the determination test (R^2) showed that work facilities contributed 30.2% to employee performance, while the rest was influenced by other factors. The t-test showed that work facilities had a significant effect on employee performance with a t_{count} value of 5.539 and a significance of $0.000 < 0.05$. Thus, good work facilities can improve employee performance at PT Kopojecha Daya Indonesia.

Keywords: Work facilities, Employee performance, Simple linear regression.**INTRODUCTION**

Human resources (HR) have a very strategic position in an organization or company, meaning that humans play an important role in carrying out activities to achieve previously set goals. In this case, the human resources (HR) in question are employees who work in an organization or company. Human resources (HR) play an important role in the development of the company because as the driving force and manager of the system so that it can run well, its management must pay attention to important aspects such as training, development, and motivation (Arifin, 2020:3).

An organization or company can be said to be successful or not in achieving its goals depending on the ability of the HR or employees in the company. These employees are required to continue to be able to develop their abilities effectively and efficiently within a company. The human resources needed by companies

today are human resources that can develop continuously, are able and willing to help the company in any condition so that the trust given by the company to the employees will be repaid with increased abilities from the employees themselves.

An employee who works gives his time and energy to the company as a form of loyalty, while the company provides rewards, compensation and work facilities in various forms to employees in order to increase the motivation and job satisfaction of the employees themselves.

Work facilities are everything that is used and worn by employees to carry out tasks that can facilitate and smooth the implementation of all work. Work facilities are very important for companies and organizations, because they can support employee performance, such as in completing tasks. According to Moenir (Munawirsyah, 2017:47) The general purpose of providing work

facilities is to attract, retain, and motivate employees. Sedarmayanti (2018) states that there are two classifications of the work environment, namely: (1) physical work environment, and (2) non-physical work environment.

Providing fair and appropriate work facilities is a problem faced by every company. Likewise at PT. Kopojeka Daya Indonesia, PT Kopojeka Daya Indonesia is a company engaged in the service sector, the company so far in providing work facilities to employees

has not really provided facilities properly and fairly.

Providing facilities that are considered appropriate and fair is very important to achieve the company's goals. The company's policy of providing work facilities to employees has the aim of improving employee performance in carrying out their duties.

The following is the level of employee satisfaction with the work facilities provided by the company:

Table 1. Level of Satisfaction with the Work Facilities Provided
PT. Kopojeka Daya Indonesia 2020

No	Type of Facility	Evaluation			Number of Respondents
		Satisfied	Neutral	Not satisfied	
1	Means	54	33	38	125
2	Infrastructure	32	43	50	125
3	Leave Facilities	35	45	45	125
4	Allowance Facilities	32	45	48	125
5	Health Facilities	33	44	48	125
6	Old Age Security Facilities	45	40	40	125
Number of		231	250	269	750
Percentage (%)		30.80%	33.33%	35.87%	100%

Source: HRD PT. Kopojeka Daya Indonesia 2020

Based on HRD data from PT Kopojeka Daya Indonesia, it is known that 30.80% are satisfied with the provision of work facilities provided by the company, 33.33% are neutral and 35.87% are dissatisfied with the provision of work facilities provided by the company. The large percentage of dissatisfaction with work facilities is a problem that must be resolved by management. Because this will affect the performance of the employee, and will also have an impact on the company's target achievement.

At PT. Kopojeka Daya Indonesia, the management does not pay enough attention to the physical work facilities

and non-physical work facilities. So there are several complaints from several employees who are considered to be less than satisfactory to employees. So these two aspects are aspects that the company really needs to pay attention to.

A simple example is like a workspace and archive storage space, which is currently inadequate and not yet feasible, to be said to create comfort in working, often the archive storage space is unable to accommodate archive storage due to the high intensity of archiving work, with high targets too, but because of the unavailability of archive storage space, it makes work delayed because it has to wait for the archive storage space

in the building to be empty first, by sending the archives stored first in the storage room, to be sent to the external archive storage service provider.

It is hoped that by providing work facilities that are considered fair and appropriate and provide employee satisfaction, it will foster better employee performance. So that any task given to employees can be done well and get good work results too. Thus employee performance will increase and will have an impact on achieving company goals.

The success of a company is influenced by the performance of its

employees, a company will make every effort to improve the performance of its employees in the hope that the company's goals can be achieved. Performance is basically what the employee himself does or does not do. Employee performance can be interpreted as work achievement, namely the results of work in terms of quality and quantity achieved by a worker in carrying out his duties in accordance with the responsibilities given to him (Hasim, 2019:47).

Employee performance assessments for the last 2 years, namely 2020 and 2021, can be seen as follows;

Table1 Performance Assessment Data PT. Kopojeka Power Indonesia 2020-2021

Performance assessment	Year 2020		Year 2021	
	Number of employees	Percentage (%)	Number of employees	Percentage (%)
Very Good (A)	23	18.40%	17	13.60%
Good (B)	29	23.20%	30	24.00%
Enough (C)	36	28.80%	43	34.40%
Less (D)	37	29.60%	35	28.00%
Total	125	100.00%	125	100.00%

Source: HRD PT. Kopojeka Daya Indonesia 2020-2021

The table above shows a decline in employee performance every year, if seen in 2020 as many as 23 employees (18.4%) received a very good grade (A), but in 2021 there was a decrease of 6 people so that there were 17 employees (13.2%) who received a very good grade (A). This is because there are still very few employees who meet the company's operational standards (SOP) and employees still have difficulty in working together with their colleagues to achieve the targets set by the company. The decline in performance also occurs because employees have worked optimally but the work facilities they get are not in accordance with employee desires. The next factor is the lack of motivation and support from superiors and management for the work carried out.

Performance can also be interpreted as the results of work or work achievements achieved by an employee in carrying out his duties in accordance with the work standards and responsibilities given to him. Thus, performance is very important for the company and for the employees themselves. Therefore, employee performance will run effectively and efficiently if supported by good and effective work facilities.

Every employee in the company has the desire to get work facilities that meet their expectations and if their expectations are met, the employee will always be enthusiastic in working and there will be greater work motivation from within the employee to carry out their work duties and responsibilities as well as possible.

The aspect of work facilities is very important for the management of each company to pay attention to in order to achieve the company's goals. Research on the influence of work facilities has been conducted by Adhi Pahsa Nurhadian (2017), such as research conducted by Fadilla Puspita Hadi concluded that work facilities have a positive and significant effect on employee performance (Fadilla Puspita Hadi, 2021). Partial work facilities do not have a significant effect on employee performance at PT Bukit Mas Prima Persada Depo Madiun. that work facilities do not affect employee performance. This is because facilities are not one of the triggers in determining the performance felt by employees. (Terry Awitanto Lajatuma & Elva Nuraiana 2017)

METHOD

This research was conducted at PT. Kopojeka Daya Indonesia, an information technology company that provides document management system solutions and work processes. This study aims to analyze the effect of work facilities on employee performance. Using a comparative causal quantitative approach, this study examines the causal relationship between the independent variable (work facilities) and the dependent variable (employee performance). The study population consisted of 73 employees, with a saturated sampling technique, where the

entire population was sampled. Data collection techniques were carried out through questionnaires, interviews, and literature studies, which were then analyzed using simple linear regression analysis with SPSS version 26. To ensure data accuracy, a validity test was carried out using Pearson's Product Moment correlation, where statements in the questionnaire were considered valid if $r_{\text{count}} > r_{\text{table}}$. Reliability testing was carried out using Alpha Cronbach, with the criterion that the research instrument was considered reliable if the Alpha value > 0.60 . In addition, a normality test was carried out to ensure that the residual data was normally distributed using the Kolmogorov-Smirnov Test, as well as a determination coefficient test (R^2) to measure how much the work facility variable contributed to employee performance. The t-test was conducted to test the partial effect of work facilities on employee performance, with the criteria that work facilities have a significant effect if $t_{\text{count}} > t_{\text{table}}$ and significance < 0.05 .

RESEARCH RESULT

1. Simple Linear Regression Analysis

Regression analysis aims to predict the value of a dependent variable. due to the influence of independent variables (Juliandi et al., 2014). The following are the results of simple linear regression data processing:

Table 3 Simple Linear Regression Results
Coefficients^a

Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	T	Sig.
1 (Constant)	27,188	3,846		7,069	.000
Work Facilities	.503	.091	.549	5,539	.000

a. Dependent Variable: Employee Performance

SPSS Source: Data processed October 2023

The Employee Performance equation can be entered into a simple regression equation, namely $Y = 27,188 + 0.503$. The regression coefficient for

variable X (work facilities) is positive indicating a unidirectional relationship between X (work facilities) and Y (employee performance). The regression

coefficient value of variable X (work facilities) of 0.503 means that for every increase in work facilities by one unit, Y (Employee Performance) will increase by 0.503 and vice versa, assuming that the other independent variables in the regression model are fixed or unchanged.

2. Hypothesis Testing

In this study, hypothesis testing is used to prove the formulation of the hypothesis, whether there is an influence of

work facilities on employee performance at PT Kopojeka Daya Indonesia, whether it is accepted or rejected.

a. T-test (partial test)

The T test is used to find out there is or is not an influence of each independent variable individually (partially) on the dependent variable. The results of the t-test in this study can be seen as follows:

Table 4 T-test results

Coefficients^a

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	T	Sig.
1	(Constant)	27,188	3,846		7,069	.000
	Work Facilities	.503	.091	.549	5,539	.000

a. Dependent Variable: Employee Performance

SPSS Source: Data processed October 2023

That the significance value which is 0.000 which means less than 0.05. While the t-test results obtained 5.539 which means $t\text{-count } 5.539 > 1.993$ So it can be concluded that H1 is accepted and H0 is rejected.

b. f test (simultaneous test)

Test F is carried out to test feasibility simple linear regression model. The results of the f test in this study can be seen as follows:

Table 5 F test results

ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	754,163	1	754,163	30,678	.000b
	Residual	1745.399	71	24,583		
	Total	2499.562	72			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Facilities

SPSS Source: Data processed October 2023

From table 5 above, it can be seen that the f-count value obtained is 30.678, which means that $f\text{-count } 30.678 > 3.12$ f-table with a significance value of 0.000, which means less than 0.005. So it can be concluded that work facilities (x) simultaneously affect employee

performance (Y) or H1 is accepted and H0 is rejected.

3. Test the coefficient of determination

Test the coefficient of determination (R^2) is used to find out how big and strong the ability of the independent variable is in explaining

Table 6 Results of determination coefficient test

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.549a	.302	.292	4.958

a. Predictors: (Constant), Work Facilities

b. Dependent Variable: Employee Performance

SPSS Source: Data processed October 2023

Based on the table6 above it can be seen that the R Square value is 0.302 or equal to 30.2% which means that work facilities are able to explain the dependent variable of employee performance. While 60.8% is influenced by other variables not included in this study.

DISCUSSION

1. The results of the hypothesis test (t-test) were 5.539 with a significance value of 0.000, which means that the first hypothesis is accepted. So the work facility variable has a significant effect on employee performance at PT Kopojeke Daya Indonesia. Work facilities are incentive tools used to stimulate employee performance to be able to have work quality values in achieving work results. Thus, the better the work facilities provided, the better the employee performance at PT Kopojeke Daya Indonesia. So the results of this study support the results of previous studies.
2. Based on the results of the f-test which aims to determine the effect of all independent variables together on the dependent variable, a significance value of 0.000 is obtained, which means it is less than the significance level of 0.005. So in accordance with the basis for decision making, the f-count value obtained is 30.678, which means $f\text{-count } 30.678 > 3.12 \text{ f-table}$ with a significance value of 0.000, which means it is less than 0.005. So it can be concluded that work facilities (x) simultaneously affect employee performance (y) at PT. Kopojeke Daya Indonesia. So the results of this study support the results of previous studies.

CONCLUSION

Based on the results of data analysis, it can be concluded that there is a positive relationship between work facilities and employee performance at PT. Kopojeke

Daya Indonesia. The results of the correlation test show an r_{xy} value of 0.503, which is greater than the r table (0.230) at a significance level of 5%, so that the relationship between the work facilities variable (X) and employee performance (Y) is in the moderate category. The coefficient of determination (R-Square 0.302) indicates that work facilities contribute 30.2% to employee performance, while the rest is influenced by other factors. Thus, the hypothesis stating that there is a relationship between work facilities and employee performance is accepted. Therefore, company management is advised to conduct a satisfaction survey related to work facilities, provide facilities that are not yet available, and improve the quality and quantity of existing facilities. Meanwhile, employees are expected to maintain the quality, reliability, and quantity of work in order to support the achievement of the company's vision and mission.

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