INTERNATIONAL

JOURNAL OF ADMINISTRATION AND EDUCATION

Volume 1, Number 4, 2024

ASHA PUBLISHING

E-ISSN: 3046-7632
International Journal of Administration and Education (IJAE)
https://journal.ashapublishing.co.id/index.php/ijae/hm

The Influence of Office Facilities on Employee Performance at the Sumpang Binangae Sub-district Office, Barru Regency

Nur Faida Sapitri [1], Isgunandar [2*], Nasir [3]
[1,2,3] Universitas Negeri Makassar
Corresponding author's email: isgunandar@unm.ac.id

ABSTRACT

Employee performance plays an important role in achieving agency goals, so this study is very important to identify factors that affect their performance. This study focuses on the impact of office facilities on employee performance at the Sumpang Binangae Village Office, Barru Regency. Using quantitative methodology, this study is descriptive. Permanent and non-permanent employees at the Sumpang Binangae Village Office, Barru Regency became the subjects of this study, with a total of fifty-two staff. Complete sampling was carried out, and data were collected through documentation, survey, and observation techniques. Data analysis was carried out using the SPSS 22 tool, including validity and reliability checks to validate the research findings. A descriptive and detailed data analysis approach was used to obtain results and draw conclusions from statistical analysis. This study found that workplace facilities significantly affect productivity. The coefficient of determination of 0.477 for R square indicates that office facilities contribute 47.7 percent to employee performance, while motivation and corporate culture contribute the remaining 52.3 percent. The results of the study indicate that the work environment has a major impact on productivity.

Keywords: Human Resources, Office Facilities, Employee Performance

INTRODUCTION

In the modern era, good ethics are an important foundation for agencies that want to develop and achieve success . One of the main factors that determines the success of an agency is the performance of its employees. Fluctuating employee performance requires agency leaders to always adapt and formulate the right strategy in maintaining and improving their performance (Mustafa et al., 2023; Ningsih et al., 2024; Suprianto et al., 2024). This effort can be done by creating a conducive and supportive work environment. This can be achieved by building a positive and respectful work culture, providing a comfortable and ergonomic work space, facilitating open and effective communication between employees, and supporting a balance between work and personal life. In addition, it is important to provide opportunities for employees to develop themselves through training and development (Darwis et al., 2024; Nasrullah et al., 2024).

Agency leaders need to provide training and development that is in accordance with the needs and interests of employees, support participation in seminars, conferences, and external training, and encourage employees to continue learning and developing themselves. (Andi, 2022; Halomoan, 2020; Zakiah et al., 2021) Building employee trust and motivation is also a key to improving performance (Fejfarová & Fejfar, 2022; Mpofu & Hlatywayo, 2015; Urbancová et al., 2021). Agency leaders need to appreciate employee contributions and achievements, provide constructive and positive feedback, and create a pleasant working atmosphere. According to Hasibuan (2019), "Adequate infrastructure and facilities can encourage work productivity among staff. The level of employee confidence and comfort can be increased by providing clear and simple instructions, which will increase their motivation".

Optimal use of human resources (HR) is very important to achieve agency goals. Therefore, skilled HR training is very necessary to ensure optimal HR performance (Jo et al., 2024; Wildana et al., 2023). Support from HR professionals includes employee performance reviews.

Given that each employee has a different work style, educational background, and qualities, evaluating their performance becomes important. Analyzing employee working hours can help understand their work patterns comprehensively (Setiyani et al., 2019; Yasir, 2021). Understanding employee work habits allows agencies to make necessary corrections and improvements. As found in Pratama's research (2022), "Employee performance is a critical factor in achieving business goals. Increasing employee productivity can be achieved by ensuring a safe and conducive work environment"

Achieving agency goals requires high performance from staff. When workers perform well, they feel a great responsibility and work hard to find solutions to every problem that arises in various positions within the agency. An employee must also be able to operate and utilize existing facilities to improve their performance. According to Yunita's statement in 2021, facilities include all resources and facilities that enable and facilitate company operations. In this context, facilities are like those in the office, because objects or money that can support the business to run more smoothly can be used as a means of exchange.

An ergonomic work environment can instill a sense of confidence in employees and enable them to work optimally (Irawan & Suryani, 2018; Siswanto et al., 2023). Purnami (2019) defines the work environment as various factors that can affect employee performance and contribute to achieving maximum results. Employee emotions can be influenced by their work environment. When someone feels comfortable and satisfied with their work environment, they will carry out their responsibilities more effectively and utilize their working hours optimally. Increased productivity will certainly have a positive impact on employee work performance.

METHODS

This study uses quantitative methodology by utilizing statistical data to explain the relationship between office facility attributes and employee performance. The research sample consisted of 52 employees working at the Sumpang Binangae Village Office, Barru Regency.

The main objective of this study is to introduce readers to various literatures that use quantitative descriptive research to examine the relationship between variables in the real world. To measure and ensure the relationship between variables, office facility indicators are used (Moenir, 2018), namely: first, work equipment facilities; second, work environment facilities; and third, social interaction facilities. Dwiyanto (2020) emphasizes several staff performance indicators, such as productivity, service quality, responsiveness, accountability, and responsibility, to measure these elements and determine their relationship. Various data analysis approaches are used in this study, including data normality tests, descriptive statistics, hypothesis testing, product moment correlation, and simple linear regression.

The methodology of this study is based on a quantitative descriptive approach. The purpose of this type of research is to identify the relationship between two variables. Data were collected through a printed questionnaire containing predetermined questions and answers; participants were only allowed to choose one of the answers provided. The facilities at the Sumpang Binangae Village Office, Barru Regency, were the focus of documentation in this investigation. A brief overview of the research location is also included.

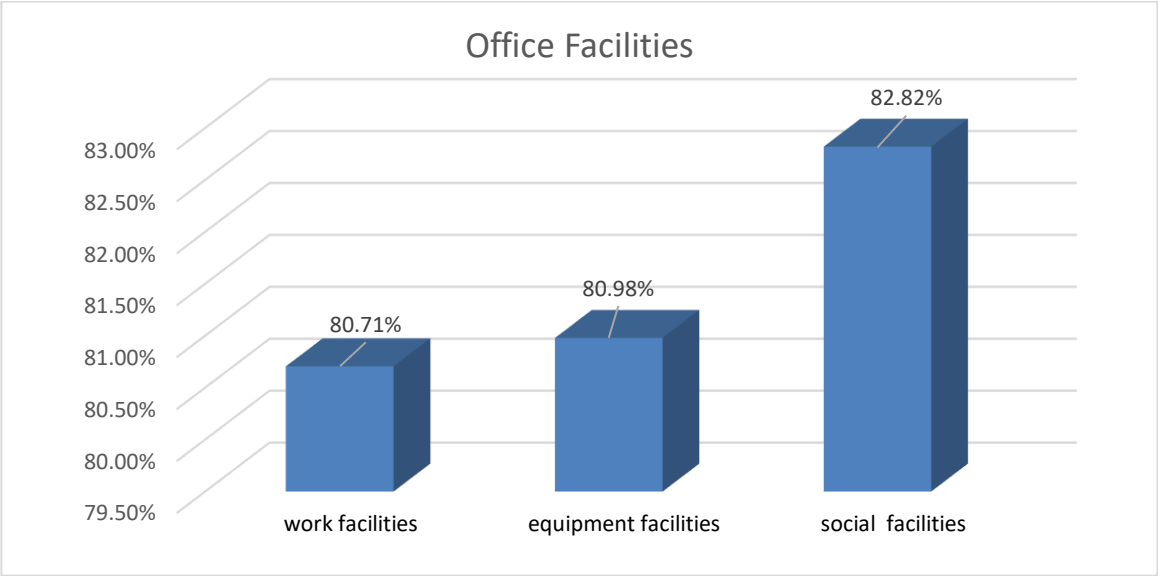
RESULT AND DISCUSSION

One of the research findings is the influence of office conditions on employee performance at the Sumpang Binangae Village Office, Barru Regency. The questionnaire was used in this study as a data collection instrument to determine how the influence of work environment

facilities on employee performance. Based on descriptive statistical analysis, the following conclusions were obtained. Furthermore, this study uses a quantitative test methodology to assess the hypothesis and uses SPSS 22 software for data analysis to determine how office conditions affect employee performance.

Office Facilities

The data used in this study included 52 Sumpang Binangae Village office workers who were classified as samples and questionnaires. Variables related to the workspace include social facilities, work facilities, and work facilities. This is done in order to determine the office facilities at the Sumpang Binangae Village Office, Barru Regency.



The results of the descriptive analysis show that each indicator used to assess office facilities at the Sumpang Binangae Village Office, Barru Regency is in the good category, with the social facility indicator having the highest percentage (82.82%) due to office parking. spacious space and maintenance, well-maintained places of worship, and functional toilets. For the work equipment facility indicator, it is in the good category with 80.98% at the percentage level, due to good office building lighting, air conditioning provided, and well-maintained conditions. In addition, the work facility indicator which shows that each office equipment operates effectively and helps achieve goals, is included in the good category with a percentage level of 80.71%.

Work facility refers to all equipment, machines, and instruments needed to carry out a specific task or job. It can be computers, software, production machines, office equipment, or other special equipment required in the work environment. Work equipment facilities include all supplies or goods needed to support operational activities. Social facilities include all types of facilities that are dedicated to meeting the social needs and welfare of employees in the work environment. Such as rest rooms, prayer rooms, canteens, office parking or employee welfare programs.

The various types of furniture, spaces, and services required to optimize employee-related tasks are referred to as "office facilities." Depending on the size of the workplace and the type of business, office facilities may vary (Boge et al., 2019; Jung et al., 2021). According to Jufrizen (2021), providing adequate work facilities can motivate employees to be more productive and increase their work enthusiasm, which ultimately leads to achieving company goals.

Office facilities, including workspaces, equipment rooms, and social areas are worthy and should not be ignored. The Sumpang Binangae Village Office Facilities have an overall value that is in the good category, according to descriptive data. Work equipment facilities, such as printers and computers, function well and are suitable for use. The use of these office machines can support the achievement of office goals. Equipment facilities, such as buildings and workspaces, are also suitable for use. These findings indicate that office space can increase worker productivity in completing tasks.

Employee Performance

Data from research findings, especially questionnaire scores, are provided to provide an overview of employee performance at the Sumpag Binangae Village Office.
This was given to a research sample of fifty-two employees. The following are the findings of the descriptive analysis of employee performance at the Sumpang Binangae Village Office:



Productivity is the level of efficiency and effectiveness in producing outputs or results in a certain period of time. Productivity measures the extent to which the human resources used produce the desired output. Service quality refers to the level of public satisfaction with the services provided by employees. Responsiveness is the ability and speed of employees to respond to requests, questions, or community problems. Responsivity reflects the availability to provide timely and effective support or response. Responsibility is awareness and compliance with the obligations or responsibilities owned by employees. This involves acknowledging the duties and roles undertaken and fulfilling those obligations responsibly. Accountability in employee performance refers to the responsibility of employees for actions, decisions, and results achieved.

Evaluation of an employee's work results and their contribution to the company's goals and success is known as employee performance (Aliyyah et al., 2021; Al-Kharabsheh et al., 2023). Target achievement, high-quality work, productivity, creativity, teamwork, and other elements related to their work and tasks can all be used to measure the success of an employee. According to Irawati (2015), employee performance is the amount and quality of work done by an employee in a certain period of time while still adhering to the tasks given.

Based on research conducted at the Sumpang Binangae Village Office, Barru Regency, employees showed satisfactory performance and fulfilled their obligations effectively.

Employees have experience in their respective work sectors, a good understanding of their roles and responsibilities, and the ability to collaborate with others. Employees also give their best efforts to the community. Anyone who needs help will receive prompt and polite treatment from the staff.

The Influence of Office Facilities on Employee Performance

The Kolmogorov-Smirnov one-sample test, a non-parametric statistical technique, was used to assess the normality of the data using SPSS 22 software:

Table 3: Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		52
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	1.99167311
Most Extreme Differences	Absolute	.078
	Positive	.077
	Negative	-.078
Test Statistic		.078
Asymp. Sig. (2-tailed)		.200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

With a significance value of 0.200, the test results show a significance greater than 0.05. The results of the product moment correlation test are listed below:

Table 4: Correlation Analysis

Correlations

		Office Facilities	Employee Performance
Office Facilities	Pearson Correlation	1	.691**
	Sig. (2-tailed)		.000
	Sum of Squares and Cross-products	7596.519	1184.500
	Covariance	148.951	23.225
	N	52	52
Employee Performance	Pearson Correlation	.691**	1
	Sig. (2-tailed)	.000	
	Sum of Squares and Cross-products	1184.500	387.000
	Covariance	23.225	7.588
	N	52	52

**. Correlation is significant at the 0.01 level (2-tailed).

The capacity of the model to link office facility components with worker performance is assessed by calculating the determination coefficient using R-Square. The results of the determination coefficient test are as follows:

Table 5: R-Square Values

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.691[a]	.477	.467	2.011

a. Predictors: (Constant), Office Facilities

The findings show that office buildings with an R square value of 0.477 have an influence of 47.7% on employee performance. This shows that although office facilities affect 47.7% of employee performance, other factors affect 52.3% of employee performance.

Simple linear regression was used in the Sumpang Binangae Village Office, Barru Regency to evaluate the effect of office facilities on employee performance. The research hypothesis "it is suspected that there is a significant effect between work facilities and employee performance" will be evaluated using basic linear regression analysis. The results of multiple linear regression analysis obtained using SPSS 22 are as follows:

Table 6: Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	38.906	2.178		17.863	.000
	Office Facilites	.156	.023	.691	6.756	.000

a. Dependent Variable: Employee Performance

The regression equation Y = 38.906 + 0.156 which has a constant coefficient value of 38.906 and a coefficient of variation of one unit on the office facilities variable will increase employee performance by 0.156 which is the result of a simple regression calculation. Tcount is 6.756 and Ttable is 2.009 (in the Ttable attachment), according to the findings of the T analysis carried out with the SPSS 22 program. This is proven that Tcount is greater than Ttable, causing Ha to be accepted and Ho to be rejected, because T-count> T-table. Thus, the statement that "there is a significant influence between office facilities and employee performance at the Sumpang Binangae Village Office, Barru Regency" is indirectly supported based on a data management study.

The research findings in this section discuss how office space at the Sumpang Biangae Village Office, Barru Regency affects worker performance. The following is a description of the formulation of the research problem that will be discussed in this debate.

Performance is determined by evaluating the work completed in relation to the benchmarks set for each individual's specific position and responsibilities. The level of work performance produced by employees shows excellence in performing their jobs. Ideally, having adequate facilities will increase employee output. Even if they are provided with facilities, employees may have difficulty performing well in the workplace. Employee performance at the Sumpang Binangae Village Office can be improved by providing facilities. The level of accessibility of a facility is a factor that can impact the level of performance. To increase employee productivity or performance, an agency must ensure the availability of adequate workspace and office equipment. Based on data analysis, employee facilities at the Sumpang Binangae Village Office have a positive and significant effect on employee performance. A positive value means that when office space is sufficient, employee productivity will increase. A fairly large value indicates that office space has an impact on employee performance as one of the elements supporting employee productivity.

The conclusion of the study is supported by statistical data of product moment correlation which has a correlation coefficient of 0.691. This score indicates a high level of correlation. The findings of this study are strengthened by Wirawan's statement (2015) that various factors, including internal, employee, and external agency factors, affect employee performance. Office facilities are one of the factors. Office space is very important because it facilitates office work. Although there are other aspects that can affect employee performance outside of office facilities, the quality of existing office facilities can significantly improve staff performance. The presence of office facilities in Sumpang Binangae Village, Barru Regency has a significant influence of 47.7% on employee performance as indicated by the coefficient of determination value. The rest, which is 52.3%, is determined by other factors not discussed in this study.

CONCLUSION

The research findings were obtained from data analysis and studies on the impact of office facilities on employee performance at the Sumpang Binangae Village Office, Barrus Regency. The Sumpang Binangae Village Office, Barru Regency, has a picture of its office facilities that are in the good category. Employees who choose to answer questions about work facilities, the majority of respondents agree with the existence of work equipment facilities, office facilities, and social facilities on variables related to office facilities. The Sumpang Binangae Village Office, Barru Regency has a picture of employee performance that is in the good category. The majority of respondents agreed with questions that discussed the five main indicators of employee performance variables: efficiency, responsiveness, service quality, accountability, and responsibility. The Sumpang Binangae Village Office Space in Barru Regency has a significant influence on worker productivity. The results of the t-test study showed that the T-count value was greater than the T-table value, this indicates that office facilities have a major influence on worker performance.

REFERENCES

Aliyyah, N., Prasetyo, I., Rusdiyanto, R., Endarti, E. W., Mardiana, F., Winarko, R., Chamariyah, C., Mulyani, S., Grahani, F. O., Rochman, A. S. ur, Kalbuana, N., Hidayat, W., & Tjaraka, H. (2021). What Affects Employee Performance Through Work Motivation? *Journal of Management Information and Decision Sciences*, *24*.

Al-Kharabsheh, S. A., Attiany, M. S., Alshawabkeh, R. O. K., Hamadneh, S., & Alshurideh, M. T. (2023). The impact of digital HRM on employee performance through employee motivation. *International Journal of Data and Network Science*, *7*(1). https://doi.org/10.5267/j.ijdns.2022.10.006

Andi, D. (2022). The Effect of Compensation and Training on Work Performance that Has an Impact on Employee Performance. *Jurnal Ad'ministrare*, *9*(2), 323.

Boge, K., Temeljorov Salaj, A., Bakken, I., Granli, M., & Mandrup, S. (2019). Knowledge workers deserve differentiated offices and workplace facilities. *Facilities*, *37*(1–2). https://doi.org/10.1108/F-01-2018-0002

Darwis, M., Alfiah, N., & Jamaluddin. (2024). Effectiveness of Utilization of Facilities and Infrastructure in the Education and Culture Office of Soppeng Regency. *Journal of Public Policy and Local Government (JPPLG)*, 21–28.

Fejfarová, M., & Fejfar, J. (2022). Employee training and development and competencybased approach: any relationship? *Journal on Efficiency and Responsibility in Education and Science*, *15*(4). https://doi.org/10.7160/eriesj.2022.150405

Halomoan, Y. K. (2020). The Effect of Training and Work Discipline on Employee Productivity at PT Anugerah Agung in Jakarta. *Jurnal Ad'ministrare*, *7*(1), 57–64.

Irawan, A., & Suryani, N. (2018). Pengaruh Gaya Kepemimpinan, Fasilitas Kantor, Dan Disiplin Kerja Terhadap Kinerja Pegawai Dinas Perdagangan Kota Semarang. *Economic Education Analysis Journal*.

Jo, J., Chadwick, C., & Han, J. H. (2024). How the human resource (HR) function adds strategic value: A relational perspective of the HR function. *Human Resource Management*, *63*(1). https://doi.org/10.1002/hrm.22184

Jung, Y. S., Kang, T. W., & Chun, C. (2021). Anomaly analysis on indoor office spaces for facility management using deep learning methods. *Journal of Building Engineering*, *43*. https://doi.org/10.1016/j.jobe.2021.103139

Mpofu, M., & Hlatywayo, C. K. (2015). Training and development as a tool for improving basic service delivery; the case of a selected municipality. *Journal of Economics, Finance and Administrative Science*, *20*(39). https://doi.org/10.1016/j.jefas.2015.10.004

Mustafa, D., Askar, A., Rahman, N., Arhas, S. H., & Niswaty, R. (2023). *Analysis of the Application Of Information Technology Systems and Employee Performance*.

Nasrullah, M., Wulandari, E., & Jamaluddin, J. (2024). Utilization of Facilities and Infrastructure in the Housing, Settlement and Land Office of Parepare City. *Journal of Social Science and Economics (JOSSE)*, 26–33.

Ningsih, N. A., Akib, H., & Nasrullah, M. (2024). The Influence of Organizational Culture on Employee Performance. *International Journal of Administration and Education (IJAE)*, 51–61.

Setiyani, A., Djumarno, D., Riyanto, S., & Nawangsari, L. Ch. (2019). The effect of work environment on flexible working hours, employee engagement and employee motivation. *International Review of Management and Marketing*, *9*(3). https://doi.org/10.32479/irmm.8114

Siswanto, E., Basri, A., & Rusydi, G. (2023). The Influence of Competency, Layout, Office Facilities and Infrastructure on the Quality of Employee Service. *Proceedings International Conference on Business, Economics & Management*, *1*. https://doi.org/10.47747/icbem.v1i1.1280

Suprianto, S., Suci, R., & Jamaluddin. (2024). The Influence of Performance Allowances on Employee Work Performance at the Makassar State Administrative Court. *International Journal of Administration and Education (IJAE)*, 10–20.

Urbancová, H., Vrabcová, P., Hudáková, M., & Petrů, G. J. (2021). Effective training evaluation: The role of factors influencing the evaluation of effectiveness of employee training and development. *Sustainability (Switzerland)*, *13*(5). https://doi.org/10.3390/su13052721

Wildana, S. N., Nuril Shofiyah, Vicky Febriansyah, & Iriani Ismail. (2023). Challenges of Human Resources (HR) Management in the Digital Era. *Indonesian Journal of Economic & Management Sciences*, *1*(6). https://doi.org/10.55927/ijems.v1i6.7282

Yasir. (2021). Impact of Working Environment on Job Satisfaction. *Reviews of Management Sciences*, *1*(1). https://doi.org/10.53909/rms.01.01.064

Zakiah, L., MS, Z., & Edwita, E. (2021). Inductive Training Model in Improving Teacher Competence through Teacher Working Groups. *Jurnal Ad'ministrare*, *8*(2), 483–490.