

Work Environemnt As A Moderating Variable Of The Influence Of Work Facility On Employee Performance

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ABSTRACT

This research is a quantitative research with an explanatory approach, namely an approach that makes previous research the main support for building, modifying, or adding to, and proving the hypotheses in this article. The data used in this research is primary data that the researcher obtained from one hundred lecturers and educational staff at STIKES Muhammadiyah Bojonegoro. The data obtained by the researcher was analyzed using the smart PLS 4.0 analysis tool. The result in this article shows that the Work Facilities variable can have a positive and significant influence on the Employee Performance variable because the P-Values are positive and below the significance level of 0.05, namely 0.025. These results are in line with the research. These results indicate that Work Facilities can facilitate Employee Performance, make work results more qualified, and ultimately improve Employee Performance. In addition, the Work Environment variable can also moderate the influence of the Work Facilities variable on the Employee Performance variable because the same thing is that the P-Values are positive and below the significance level of 0.05, namely 0.000, more significant than direct testing. Thus, a good work environment that supports employees in working, accompanied by Work Facilities, can significantly influence Employee Performance.

Keywords: Work Environment, Work Facility, Employee Performance

Introduction

According to [1], facilities are tools used to expedite and facilitate the execution of functions. These tools can be in the form of objects or money. Better facilities can increase productivity. Work facilities are physical means of supporting company activities, used in the company's normal activities, have a relatively permanent useful life, and provide benefits for the future. Work facilities are very important for companies because they can support employee performance, such as completing work. For a company to achieve a goal, supporting tools are needed for the processes or activities within the company. The facilities used by each company vary in form, type, and benefits. The larger the company's activities, the more complete the facilities and supporting means to achieve those goals.

According to [2] the characteristics of supporting facilities in the company's activity process are: 1. Have a physical form Used or used actively in the company's normal activities, have a useful life or relatively permanent lifespan of one accounting period or more than one year. 2. Provide benefits in the future: From the opinion above, it can be seen that supporting facilities in company activities are physical and used in the company's normal activities, have a relatively permanent useful life and provide benefits for the future. Work facilities are one of the tools used by employees to facilitate the completion of daily work. Work facilities in each company will differ in form and type, depending on the type of business and the company's size.

According to [3], Work facility indicators in a company consist of: a. Machines and equipment: namely, all equipment used to support the production process in the company. b. Infrastructure: namely, supporting facilities used to facilitate company activities, including places of worship, toilets, roads, fences, and others. c. Office equipment: namely facilities that support activities in the office, such as office furniture (tables, chairs, cupboards, and others. Laboratory and electronic equipment (computers, photocopiers, printers, and other calculating tools). d. Health Room: Namely a room for employees to rest when sick and if a work accident occurs. e. Buildings: namely facilities that support the central activities of the main company activities such as offices, factories and warehouses. f. Transportation equipment, namely all types of equipment used to help carry out company activities such as vehicles (trucks, tractors, cars, motorbikes, and others).

Based on the explanation above, researchers believe that Work Facilities can have a positive relationship and significant influence on Employee Performance [4]. The success of an organization is influenced by the performance (job performance) of employees or staff; therefore, every company will strive to improve the performance of its employees in achieving the established organizational goals. A growing and well-maintained

organizational culture will be able to spur the organization towards better development. On the other hand, the ability of leaders to motivate and empower employees will affect performance. One of the results of good performance is when employees can provide good service to the community. According to [5] performance results from a process that refers to and is measured over a certain period based on previously determined provisions or agreements. In the [6], the term performance is from job performance (work achievement or actual achievement). Namely, the work results in quality and quantity an employee achieves in carrying out their duties according to responsibilities.

Performance is a reflection of the ability and skills in a particular job that will have an impact on rewards from the company. According to [7], performance is a person's success in carrying out tasks, work results that can be achieved by a person or group of people in an organization in accordance with their respective authorities and responsibilities or about how a person is expected to function and behave in accordance with the tasks that have been assigned to him and the quantity, quality and time used in carrying out tasks. According to [8] "Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or objectives, or predetermined criteria that have been mutually agreed upon". From the definitions above, it can be concluded that performance is the result of work both in quality and quantity that has been achieved by employees, in carrying out their tasks in accordance with the responsibilities given by the organization. The results of their work are adjusted to the results that have been expected by the organization, through the criteria or standards of employee performance that apply in the organization.

Work indicators must be something that will be calculated and measured and used as a basis for assessing or seeing the level of performance, both in the planning and implementation stages, and after the activity is completed and functioning. Performance indicators ensure that the day-to-day performance of the organization or work unit in question demonstrates the ability in the framework and towards the goals and objectives set [9]. Thus, performance indicators can be used as a benchmark in achieving organizational goals. There are various theories regarding employee performance indicators. One of the employee performance indicators put forward by [10] suggests several indicators used to measure employee performance, namely [11]: 1) Understanding of duties and functions: In carrying out duties and functions, subordinates must first understand the main tasks and functions of each and carry out tasks according to their responsibilities. 2) Innovation: Having positive innovation, conveying it to superiors, and discussing it with colleagues about the work. 3) Work speed: In carrying out tasks, work speed must be considered using existing work methods. 4) Accuracy of work: Not only fast, but in completing tasks, employees must also be disciplined in carrying out tasks carefully in working and rechecking. 5) Cooperation: The ability to cooperate with other colleagues such as being able to accept and respect the opinions of others.

There are several opinions regarding the factors that influence employee performance. According to [12], employee performance is influenced by several factors, namely: a. Quality of Work: Is the level of good or bad a job received by an employee, which can be seen from the aspect of accuracy and neatness of skills and abilities. b. Quantity of Work (Job Knowledge): The process of placing an employee according to their educational background or expertise in a job, as seen from the employee's ability to understand things related to the tasks they do. c. Teamwork: Seeing how an employee works with others in completing a job. Cooperation is not only limited to vertical or cooperation between employees, but horizontal cooperation is an important factor in an organizational life, namely where a conducive and reciprocal relationship is established between the organization's leaders and its employees. d. Creativity: Is the ability of an employee to complete his work with his own initiative which is considered to be effective and efficient and able to create new changes for the improvement and progress of the organization. e. Innovation: The ability to create new changes for the improvement and advancement of the organization. This is seen from the brilliant ideas in overcoming organizational problems. f. Initiative: Covers several aspects such as the ability to take the right steps in the face of difficulties, the ability to do a job without assistance, the ability to take the first step in an activity.

In an organization, employees have different levels of performance. Several factors influence employee performance. According to [13], several factors influence performance, namely: 1. Ability 2. Personality and Work Interest 3. Clarity and Acceptance of an employee 4. Level of Employee Motivation 5. Competence 6. Work Facilities 7. Work Culture 8. Work Discipline. Meanwhile, according to [14], factors that influence performance include: a. Work performance, the results of employee work in carrying out tasks both in terms of work quality. b. Expertise, the level of technical ability possessed by employees in carrying out the tasks assigned to them. This expertise can be in the form of cooperation, communication, initiative, knowledge, and others. c. Behavior, attitudes, and behavior of employees that are inherent in themselves and brought in carrying out their duties. d. Leadership, is an aspect of managerial ability and the art of influencing others to coordinate work appropriately and quickly.

There are a number of previous studies [15] & [16] showing that the Work Facilities variable can have a positive relationship direction and a significant influence on Employee Performance. In contrast to the studies [15] & [16], this article adds the Work Environment Style variable as a moderating variable that researchers can use to strengthen the influence of the Work Facilities variable on the Employee Performance variable.

Research Method

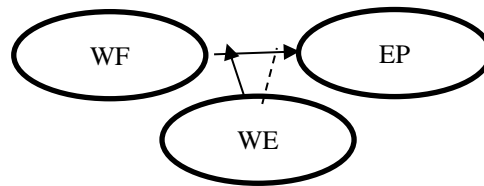


Figure 1. Model

Noted:

WF: Work Facility

EP: Employee Performance

WE: Work Environment

Hypothesis:

H1: The Influence of Work Facility on Employee Performance

H2: Work Environment Can Moderate The Influence of Work Facility on Employee Performance

The diagram in the first image above, which contains abbreviations for the variables used in this article, aims to analyze the influence of the Work Facilities variable on the Employee Performance variable. This objective is in line with the research [15] & [16]. Unlike the research [15] & [16], this article adds the Work Environment variable as a moderating variable. This research is a quantitative research with an explanatory approach, namely an approach that makes previous research the main support for building, modifying or adding to, and proving the hypotheses in this article [17]. The data used in this research is primary data that the researcher obtained from one hundred lecturers and educational staff at STIKES Muhammadiyah Bojonegoro [18]. The data obtained by the researcher was analyzed using the smart PLS 4.0 analysis tool with a more complete explanation and stages below [19].

Result and Discussion

Background Analysis

According to [1], facilities are tools used to expedite and facilitate the execution of functions. These tools can be in the form of objects or money. Better facilities can increase productivity. Work facilities are physical means of supporting company activities, used in the company's normal activities, have a relatively permanent useful life, and provide benefits for the future. Work facilities are very important for companies because they can support employee performance, such as in completing work. In order for a company to achieve a goal, supporting tools are needed for the processes or activities within the company. The facilities used by each company vary in form, type, and benefits. The larger the company's activities, the more complete the facilities and supporting means in the process of activities to achieve those goals.

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Work indicators must be something that will be calculated and measured and used as a basis for assessing or seeing the level of performance both in the planning, implementation stages and after the activity is completed and functioning. Performance indicators are used to ensure that the day-to-day performance of the organization or work unit in question demonstrates the ability in the framework and towards the goals and objectives that have been set [9]. Thus, performance indicators can be used as a benchmark in achieving organizational goals. There are various theories regarding employee performance indicators. One of the employee performance indicators put forward by [10] suggests several indicators used to measure employee performance, namely [11]: 1) Understanding of duties and functions: In carrying out duties and functions, subordinates must first understand the main tasks and functions of each and carry out tasks according to their responsibilities. 2) Innovation: Having positive innovation and conveying it to superiors and discussing it with colleagues about the work. 3) Work speed: In carrying out tasks, work speed must be considered by using existing work methods. 4) Accuracy of work: Not only fast, but in completing tasks, employees must also be disciplined in carrying out tasks carefully in working and rechecking. 5) Cooperation: The ability to cooperate with other colleagues such as being able to accept and respect the opinions of others.

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Validity Test

The first step in this article is the validity test. This step serves to ensure that each piece of data obtained from the hundred lecturers and educational staff at STIKES Muhammadiyah Bojonegoro is valid. To understand these results, the following are the validity test results presented in this article [20].

Table 1. Validity Test

Variable	Question Item	Loading Factor
Work Facility (X)	Work Facilities can make employee work easier.	0.925
	Work Facilities can improve employee work results.	0.952
	Work Facilities can improve employee performance.	0.944
	Work Facilities can increase employee work output and maximize employee performance.	0.967
Employee Perforamnce (Y)	Employee performance can be influenced by employee work results.	0.981
	Employee performance can be influenced by work facilities.	0.988
	Employee performance can be influenced by employee convenience.	0.975
	Employee performance can be influenced by the work environment.	0.993
Work Environment (Z)	The work environment can influence employee performance.	0.998
	The work environment can strengthen the influence of work facilities on employee performance.	0.995

Valid > 0.70

Reliability Test

The next stage is the reliability test, which serves as a connecting stage from the validity test to the Path Efficiency test. This stage also serves to determine whether the Work Facilities, Employee Performance, and Work Environment variables used in this article are reliable. The following are the results of the reliability test in this article [21].

Table 2. Reliability Test

Variable	Composite Reliability	Cronbach Alfa	Noted
Work Facility	0.963	0.925	Reliable
Employee Perforamnce	0.986	0.935	Reliable
Work Environment	0.998	0.955	Reliable

Reliable > 0.70

Path Coefisien

The final stage, as well as proof of the hypothesis used in this article, is that the Work Facilities variable can have a positive relationship direction and a significant influence on the Employee Performance variable, and the Work Environment variable can moderate the influence of the Work Facilities variable on the influence of the Work Facilities variable on the Employee Performance variable. To find out the results of the Path Efficiency in this article, the following results are below [22].

Table 3. Path Coefisien

	Variable	P-Values	Noted
Direct Inflluence	WF->EP	0.025	Accepted
Indirect Influence	WE* WF->EP	0.000	Accepted

Significant Level and Accepted < 0.05

The results of the third table above, the Work Facilities variable in this article can have a positive and significant influence on the Employee Performance variable because the P-Values are positive and below the significance level of 0.05, namely 0.025. These results are in line with the research [15] & [16]. These results indicate that Work Facilities can facilitate Employee Performance, make work results more qualified, more work results, and ultimately can improve Employee Performance. In addition, the Work Environment variable can also moderate the influence of the Work Facilities variable on the Employee Performance variable because the same thing is that the P-Values are positive and below the significance level of 0.05, namely 0.000, more significant than direct testing. Thus, a good work environment that supports employees in working accompanied by Work Facilities can influence Employee Performance more significantly.

Conclusion

The results of the third table above, the Work Facilities variable in this article can have a positive and significant influence on the Employee Performance variable because the P-Values are positive and below the significance level of 0.05, namely 0.025. These results are in line with the research [15] & [16]. These results indicate that Work Facilities can facilitate Employee Performance, make work results more qualified, more work results, and ultimately can improve Employee Performance. In addition, the Work Environment variable can also moderate the influence of the Work Facilities variable on the Employee Performance variable because the same thing is that the P-Values are positive and below the significance level of 0.05, namely 0.000, more significant than direct testing. Thus, a good work environment that supports employees in working accompanied by Work Facilities can influence Employee Performance more significantly.

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