

The Influence of Work Facilities, Work Discipline and Leadership Style on Employee Performance

Lisa Fira^{1*}, Muhammad Tammy Ikbal Rumengan²

¹ University of Batam, Batam, Indonesia

² University of Batam, Batam, Indonesia

*Corresponding Email: lisafira10@gmail.com

Abstract – The purpose of this research were to find out influence of work facilities, work discipline and leadership style affect employee performance of PT. Taman Nongsa Indah Village either partially or simultaneously. The population in this study were all employees of the Department of Trade Semarang were 56 employees. This research is saturated sampling. The type of data used is primary data. Methods of data collection using questionnaires, documentation, observation and interviews. The test technique used is validity test, reliability test, classical assumption test including normality test, multicollinearity test, and heteroscedasticity test. Hypothesis testing in this study uses multiple linear regression analysis and hypothesis testing with the help of SPSS. The results of this study indicate that work facilities variable has no significant effect, but has a positive direction of influence on employee performance at PT. Nongsa Indah Village, work discipline has a positive and significant effect on employee performance at PT. Taman Nongsa Indah Village, Leadership style has no significant effect but has positive direction of influence on employee performance at PT. Taman Nongsa Indah Village.

Keywords: Work Facilities, Work Discipline and Leadership Style

1. INTRODUCTION

Every company will always try to improve the performance of its employees, with the hope of achieving company goals. Factors that can improve employee performance are strongly influenced by work facilities and work discipline. Work facilities are supporting facilities in physical form company activities, and are used in normal company activities, have a relatively permanent period of usefulness and provide benefits for the future. In addition to work facilities in order to improve performance, it is also influenced by other factors, namely, work discipline.

Work facilities are very important for companies, because they can support employee performance, such as in completing work. The

better the facilities used, the better the program that is run so as to increase productivity. The facilities provided by employees for the convenience of their work can affect the performance of the employees themselves, the way the company provides facilities in the company that are in physical form, and are used in normal activities. Work facilities at PT Taman Nongsa Indah Village (Nongsa Village) are good enough.

In addition to facilities, work discipline also affects employee performance to achieve company goals, good discipline that can make employees feel responsible for the tasks assigned to them. There are several factors that must be considered in implementing discipline such as: Punctuality, using office equipment



properly, high responsibility and obedience to company rules.

The results of the initial observations made show that there is still less than optimal performance. This is triggered by the fact that there are still employees at PT Taman Nongsa Indah Village who are less disciplined at work, such as when I wanted to do research, there were several employees at PT Taman Nongsa Indah who were not yet in place. This proves that there is still a lack of discipline from the employees of PT Taman Nongsa Indah Village.

Leadership in the era of globalization will face increasingly complex demands. Such conditions demand the capabilities and skills of leaders in managing the changes that occur. Every leader basically has a different behavior in leading his followers, the leader's behavior is called a leadership style. To support the smoothness and success in leading, a leader must dare to use other leadership styles and must not always cling to one particular leadership style that is considered perfect for the company environment he leads. One of the success factors for an organization to achieve its goals is leadership. An organization needs a leader who has the ability to influence the behavior of its members. Leadership is a way for leaders to influence their subordinates, so that they want to cooperate and work productively to achieve organizational goals [1]. From this definition, it can be seen that leadership is an important part of management, where a leader must be able to create harmonious integration with his subordinates as well as in fostering cooperation, directing and encouraging the work passion of subordinates, influence and provide individual and group attitudes and behaviors, thus forming the leadership style that the leader applies. Based on the results of information that I got from employees at PT Taman Nongsa Indah Village, namely the lack of personal closeness of some superiors and employees, so that the relationship is only limited to work relationships. This results in a lack of familiarity and a sense of nurturing that is felt well by employees.

Performance is something that is displayed by a person or a process related to the work tasks set. Performance itself is the result of an employee's work during a certain period compared to various possibilities, such as standards, targets, goals, or criteria that have been determined in advance and agreed upon [2]. High performance makes employees feel they have a big responsibility, try hard to solve every problem that exists in every job in the company, on the contrary, with low performance employees will easily give up in facing company problems so that it is difficult to achieve the goals set. In connection with the above, work facilities and discipline are things that will affect employee performance.

Complete and adequate work facilities for employees, work discipline and employee performance leadership style through improving harmonious relationships with superiors, coworkers and subordinates will have a positive impact on the company so that this can increase comfort and employee performance can increase.

PT Taman Nongsa Indah Village is a company engaged in 4,5 star hospitality. In carrying out its activities, the company requires good employee performance and mutual support in accordance with the policies that have been outlined so that what is desired is realized immediately.

2. METHODS

Place and Time of Research

The time used by researchers for this research was carried out from the date of issuance of a research permit within a period of 3 (Three) months of research at PT Taman Nongsa Indah Village which is located at Jl. Teluk Mata Ikan, Nongsa, Sambau, Batam, Batam City, Riau Islands.

Population

Population is a group of people, events, something that has certain characteristics set by researchers to study and then draw conclusions [3]. The population in this study were all employees at PT. Taman Nongsa Indah Village which amounted to 56 people.

Sample

Samples According to Sugiyono are part of the number and characteristics possessed by the population [4], the samples taken from the population must be truly representative.

Based on this study because the population is not greater than 100 respondents, the authors took 100% of the total population at PT Taman Nongsa Indah, namely 56 respondents. Thus the use of the entire population without having to draw a research sample as an observation unit is referred to as the census technique.

Operational Definition of Variables

According to Sugiyono research variables consist of two types, namely: independent variables (free) are variables that affect or cause changes or the emergence of dependent variables [4]. And the dependent variable (bound) is the variable that is the result, because of the independent variable.

The operational definition is the part that defines a concept or variable so that it can be measured by looking at the dimensions or indicators of a concept or variable [3].

The variables used in this study are:

- 1) Independent variables, namely Compensation (X1) Work Discipline, (X2) Work Facilities, and (X3) Leadership Style.
- 2) The dependent variable, namely Performance (Y).

Data Collection Method

- 1. Observation Technique
Namely making direct observations of employee performance at PT. Taman Nongsa Indah Village
- 2. Interview Technique
Namely a technique carried out by asking directly to one of the employees involved at PT. Nongsa Indah Village.
- 3. Literature Technique
Namely data search techniques such as looking for books or data about the company under study and completeness of understanding of all needs in completing this research.
- 4. Questionnaire distribution technique

Namely a technique where searching and collecting data by giving a sheet of questionnaire

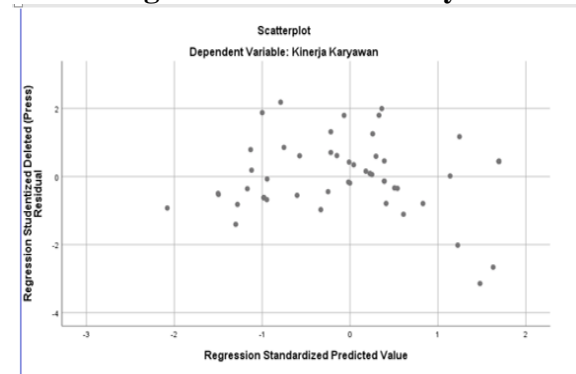
3. RESULTS AND DISCUSSION

Results

Classical Assumption Test

1. Heteroscedasticity Test

Figure 1 Heteroskedacity Test



The scatterplot graph presented shows that the points spread randomly, do not form a certain clear pattern and are spread both above and below zero on the Y axis, this means that there is no heteroscedasticity in the regression model, so that the regression model is suitable for predicting the level of variable Y, based on the input of the independent variables.

Normality Test Results

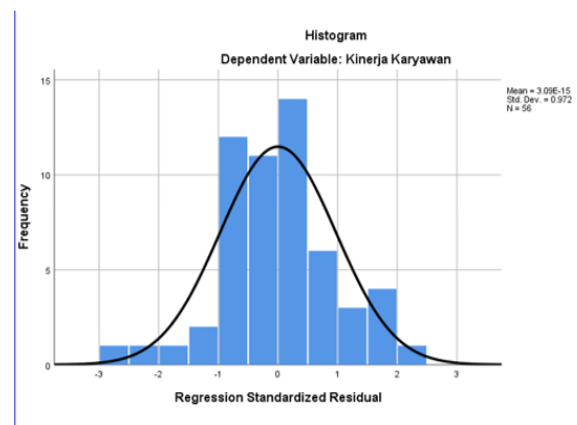


Figure 2 Normality Test

The normality test results in the residual histogram show that the data is normally distributed because the graph forms a bell which is a requirement for regression testing.

Table 1
Multicollinearity Test

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	FASILITAS KERJA	.382	2.620
	DISIPLIN KERJA	.504	1.983
	GAYA KEPEMIMPINAN	.440	2.272
a. Dependent Variable: KINERJA			

It can be seen that the VIF of Work Facilities is 2.620, for Work Discipline 1.983 and Leadership Style this result is 2.272, indicating that there are no variables that have multicollinearity because none of the VIF exceeds the specified tolerance limit value (not exceeding 4 or 5).

Table 2
Multiple Linear Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
		1	(Constant)	8.093		
	FASILITAS KERJA	.154	.106	.189	1.456	.151
	DISIPLIN KERJA	.380	.080	.538	4.770	.000
	GAYA KEPEMIMPINAN	.087	.181	.181	1.498	.140
a. Dependent Variable: KINERJA						

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

If the values of a, b1, b2 and b3 are entered into the multiple linear regression equation model, the regression equation model will be obtained as follows:

$$Y = 8.093 + 0.154 X_1 + 0.380 X_2 + 0.087 X_3 + e$$

Hypothesis Testing

The t-test

The t-test is used to test whether the independent variable partially affects the dependent variable. The following are the results of the t test:

Table 3
t-test results

Coefficients ^a			
Model		T	Sig.
1	(Constant)	2.924	.005
	FASILITAS KERJA	1.456	.151
	DISIPLIN KERJA	4.770	.000
	GAYA KEPEMIMPINAN	1.498	.140
a. Dependent Variable: KINERJA			

1. X1 t value is 1.456 with a significant level of 0.151. The significant level of 0.151 is greater than 0.05, which means that the hypothesis in this study X1 has no significant effect on Y.
2. X2 t value is 4.770 with a significant level of 0.000. The significant level of 0.000 is less than 0.05, which means that the hypothesis in this study X2 has a significant effect on Y
3. X3 the t value is 1.498 with a significant level of 0.140 which is smaller than 0.05, which means that the hypothesis in this study X3 has no significant effect on Y 3.

F test

The F test is used to test the effect of independent variables (Independent) on the dependent variable (Dependent) together.

Table 4
F Test Results

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	298.695	3	99.565	34.627	.000 ^b
	Residual	149.519	56	2.875		
	Total	448.214	59			
a. Dependent Variable: KINERJA						
b. Predictors: (Constant), GAYA KEPEMIMPINAN, DISIPLIN KERJA, FASILITAS KERJA						

It can be seen that the F test value = 34.627 with a significance level (sig) = 0.000. Because the Significant value of 0.000 < 0.05, thus Ho is rejected and Ha is accepted. Then the regression model obtained is significant or it can be said that Work Facilities, Work

Discipline and Leadership Style together have a significant effect on performance.

Determination Coefficient Test (R2)

Table 5
Determination Coefficient Test Results

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.816 ^a	.666	.647	1.696	2.020
a. Predictors: (Constant), GAYA KEPEMIMPINAN, DISIPLIN KERJA, FASILITAS KERJA					
b. Dependent Variable: KINERJA					

It can be seen that the R-Square (R2) value is 0.647 so that the coefficient of determination (R2) can be calculated at 64.5%. This means that 66.6% of the performance variation can be explained by the Work Facility, Work Discipline and Leadership Style variables. while the remaining 33.4% (100% - 66.6%) is explained by other variables not proposed in this study.

Discussions

Hypothesis Analysis Results

1. The Effect of Work Facilities on Employee Performance

Based on the results of research using the t test, the value of the first hypothesis in this study is that work facilities have a positive but insignificant effect on employee performance. This can be seen from the t value in the t test of the work facilities variable (X1) of 1.456 < t table of 2.005, with a significant 0.151 < 0.05.

This shows that if PT Taman Nongsa Indah Village wants to improve the performance of its employees, it is very important for PT Taman Nongsa Indah Village to pay attention to work facilities, especially the equipment at PT Taman Nongsa Indah Village, so that it has an impact on increasing employee performance.

The results in this study are not in line with the results of research by Sari the effect of facilities, work environment and motivation on employee performance at the South Sangatta Sub-District Office, East Kutai Regency. Finding that work facilities have a significant effect on employee performance. However, the

findings of Sari are the same as the results in this study, namely work facilities both have a positive effect on employee performance [5].

2. Effect of Work Discipline on Employee Performance

Based on the results of research using the t test, the first hypothesis value in this study is that work discipline has a significant and positive effect on employee performance (Y). This can be seen from the t value in the t test of the work discipline variable (X2) of 4.770 > t table of 2.005, with a significant value of 0.000 < 0.05. This shows that if PT Taman Nongsa Indah Village wants to improve the performance of its employees, it is very important for PT Taman Nongsa Indah Village to pay attention to the level of work discipline possessed by its employees.

The results in this study are in line with the findings of Pangarso and Susanti (2016) the effect of work discipline on employee performance at the Bureau of Basic Social Services of the Regional Secretariat of West Java province. Finding that work discipline has a significant and positive effect on employee performance [6].

3. The Effect of Leadership Style on Employee Performance

Based on the results of research using the t test, the third hypothesis value in this study is that leadership style has a positive but insignificant effect on employee performance. This can be seen from the t value in the t test of the leadership style variable (X3) of 1.498 < t table of 2.005, with a significant value of 0.040 < 0.05. From the results of hypothesis testing, it can be seen that an increase in the value of leadership style will be followed by an increase in performance value, but the increase in performance is not as expected or too low. This problem can be seen in the condition of a leadership style that has not been able to direct (act as a motivator) towards its employees and lacks a firm stance (assertiveness) in carrying out all regulations on employees. This situation has an impact on employee performance in terms of achieving better performance quality, achieving performance quantity, a sense of

responsibility for a job, the ability of employees to innovate, and initiative at work.

The results of this study are in line with previous research conducted by Setiawan the effect of leadership style on employee performance. Where the leadership style has no effect but is significantly positive on employee performance [7].

4. The Effect of Work Facilities, Work Discipline and Leadership Style on Employee Performance

Statistical F testing shows a value of $34,627 > F$ table 2.70 with a significant value of $0.000 < 0.05$. Meaning that X1, X2, X3 have a significant effect on Y. Thus Ho is rejected and Ha is accepted. Then the regression model obtained is significant or it can be said that Work Facilities, Work Discipline and Leadership Style together have a significant effect on employee performance at PT. Taman Nongsa Indah Village.

The results of this study are in line with previous research by Aditya Irawan and Nanik Suryani the Effect of Leadership Style, Office Facilities and Work Discipline on the Performance of Semarang City Trade Office Employees. Where work facilities, work discipline and leadership style together have a significant effect on employee performance at PT Taman Nongsa Indah Village [8].

4. CONCLUSION

The study's findings can be summarized as follows: Firstly, there is a positive but insignificant effect of the Work Facility variable, as evidenced by the t-value in the t-test (X1) of $1.456 < t$ -table of 2.005, with a significance level of $0.151 < 0.05$. While work facilities exhibit a positive effect with a beta value of 0.189, it remains statistically insignificant, suggesting that improving work facilities, especially equipment, could enhance employee performance for PT. Taman Nongsa Indah Village. Secondly, the Work Discipline variable demonstrates a significant and positive impact on employee performance, with a t-value (X2) of $4.770 > t$ -table of 2.005 and a significance value of $0.000 < 0.05$. Thirdly, the

Leadership Style variable shows a positive but insignificant influence on employee performance, with a t-value (X3) of $1.498 < t$ -table of 2.005 and a significance value of $0.040 < 0.05$, suggesting the presence of other variables affecting performance. Lastly, the F-test indicates that the combined impact of Work Facilities, Work Discipline, and Leadership Style is significant, with an F-statistic of 34.627 $> F$ -table of 2.70 and a significant value of $0.000 < 0.05$, leading to the rejection of Ho and the acceptance of Ha. In conclusion, the regression model signifies that Work Facilities, Work Discipline, and Leadership Style collectively have a significant influence on employee performance at PT. Taman Nongsa Indah Village.

Suggestions

1. It is better if the employee work facilities provided by the company are better equipped, especially the work equipment section, to make it easier for employees to work.
2. We recommend that the work discipline of PT Taman Nongsa Indah Village employees be given more attention, especially the level of time attendance and punctuality regarding work regulations so that employees comply with the rules set by the company.
3. It is better if the leadership style examined in this study shows an influence, it is hoped that the leadership of PT Taman Nongsa Indah Village will make company policies that can maintain the indicators of the current leadership and it is also hoped that the leadership can maintain good relations with its employees and it is hoped that in the future it will be further improved in an effort to improve the performance of its employees to be even more productive.
4. In improving performance, the company should solve problems that occur in the company such as work facilities, work discipline and leadership style so that employees can further improve their performance.
5. For future researchers, it is hoped that they can continue research with other variables beyond the variables that have been studied in

order to obtain more varied results related to employee performance such as work motivation, compensation, and work stress.

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