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The Influence of Work Facilities and Incentives on Employee Performance at the Majene Regency Environment and Hygiene Service (DLHK)

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Abstract

This research aims to determine the influence of Work Facilities on Employee Performance at the Majene Regency Environment and Hygiene Service (DLHK) office, the influence of Incentives on Employee Performance at the Majene Regency Environment and Hygiene Service (DLHK) office and the dominant influence between Work Facilities and Incentives on Employee Performance at the Majene Regency Environment and Hygiene Service (DLHK) office. This research is quantitative research with the data analysis methods used are validity test, reliability test, t test, F test and multiple linear regression test. The research was carried out from December 2023 to January 2024. With a population of 57 people. Considering that the population size in this study was less than 100, the researcher used a saturated sample method, namely 57 respondents.

The results of the research show that 1) Work facilities have a positive and significant influence on the performance of employees of the Majene Regency Environment and Hygiene Service (DLHK) office. 2) Incentives have a positive and significant influence on the performance of employees of the Regency Environment and Hygiene Service (DLHK) office. Majene and 3) Work facilities have a more dominant influence on the performance of Majene Regency Environment and Hygiene Service (DLHK) office employees.

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1 Introduction

Human resources are individuals who work as driving an organization, both government and private institutions and serves as an asset that must be trained and developed his abilities. Source Power man Which will employed must be Which has professional so that process Work capable went very well.

Source Power man is element most important in determine proceed retreat something organization. For reach objective organization required source Power man Which in accordance with the condition in organization And Also should be able to operate tasks Which has determined by organization. Every organization will always try to improve performance source Power the human with hope achieved objective company.

To achieve the goals set by an office, then it must be supported by adequate work facilities so that process Work capable taking place in a way efficient And effective. Facility Work Which provided by office government are facilities and infrastructure to facilitate work. Adequate work facilities with suitable conditions for use and well maintained will help the work process run smoothly in something organization. Giving facility complete Also made wrong One pusher to work.

In principle, work facilities focus on work office or company, that is help serve various activity or smoothness Work. For reach objective the work facilities are needed. Everything that becomes a means support in various physical company activities as well as can used in activity normal company cancelled work facilities. This work facility has future benefits future and its useful life or period is relatively permanent. Facility work as a tool or means to help employees to be more it is easy to

complete the work and employees will work more productive.

Facility Work is means supporter in activity physical organization, And used in normal activities company, own period time utility Which relatively permanent and provide benefits for the future. Facility work is very important for the company, because it can support performance source Power, like in completion work.

A employee or worker No can do work Which assigned to her without accompanied tool Work. The more Good facility Work so the more tall level performance employees at work. In simple terms, performance can be interpreted as results Work employee, whatever the result No interpreted with Good or bad or tall low results Work somebody.

Work facilities provided by government offices are facilities and infrastructure to facilitate work. Adequate work facilities with suitable conditions for use and well maintained will help the work process run smoothly in something organization. Giving facility Which complete Also made wrong One pusher to work.

Work facilities must be a concern of every organization because it can influence performance employee in a way whole esp on office Service Environment Life And Cleanliness (DLHK) Regency Majene as Wrong One agency Which notice performance his employees And prepare facility Work Which support implementation task principal and function (TUPOKSI) from every employee.

However from observation results which is conducted, see the facilities works at the Environment and Hygiene Service (DLHK) office Majene Regency still has shortcomings and needs to be addressed including narrow work space while the number of staff is small Lots, noise Which happen because position office Which located on the side of the main road, air conditioning sometimes is damaged or not functioning as well as the air ventilation Still needed revamped Because sometimes room Work smells uncomfortable because there are still some employees not enough aware yourself with deep smoking room.

Apart from the work facility factors that support the smooth running of the process work so that it will provide good performance from employees, factor incentive Also including Which very important influential on employee performance. Incentives are generally carried out as strategies to improve organizational performance and efficiency by take advantage of employee behavior that has tendencies the possibility of working as is or is not optimal. So with there are incentives given to employees to make The resulting performance is also very good for government agencies. Giving incentive is Wrong One matter principal Which must noticed by government agencies. The enthusiasm of employees Can Also caused by big small incentive Which accepted. If employee No get incentive Which in accordance with magnitude sacrifice in Work, so employee the tend to be lazy at work and not enthusiastic, which in the end they work as they please without adequate job satisfaction, namely as expected by employees the.

According to Hasibuan Melayu SP (2013) states understanding incentives are as follows: "Incentives are additional remuneration given to certain employees whose achievements are above standard performance. This incentive wage is a tool that is used supporter fair principles in giving compensation."

Whereas According to Mangkunegara (2011) state understanding incentive is as following: "Incentive is something form of money given by the leader of the organization to employee so that they Work with motivation Which tall And achievement in reach goals organization as confession performance Work And contribution employee to organization".

Reply service Work to employee This, Good Which form "financial" and "non-financial". If satisfaction occurs, then on generally reflected on feeling employee to his job, often in make it happen in attitude positive employee to his job And all something Which in face it or assigned to him in his work environment. Satisfaction Work is Wrong One factor Which very important to get optimal work results. When someone feels satisfaction in Work naturally He will endeavor maximum Possible with all ability Which he has For finish task his job. With thereby performance employee will increase in a way optimal.

Based on indicators according to Suwatno and Priasan (2011), incentive shared become two group, that is: incentive material And non-material incentives. Financial incentives can mean any amount paid to employee, in form payment monthly or in other forms that serve as additional income to employees (Ali et al, 2012). Financial incentives cannot obtain without incentive moral. Mark incentive moral Which depends on position social from organization (Al-Harthi in Hussain 2012). Social

recognition includes: personal attention usually expressed in a way verbally through expressions of concern, confirmation and prices for employment (Hussain 2012).

Temporary That, giving incentive non material can realized in giving gifts or pleasure- greater enjoyment, well-being, reputation or glory or gifts or gifts other Which No in form of money.

From the results of observations made by the author that at the office Service Environment Life And Cleanliness (DLHK) Majene Regency, there are still employees who have not carried out their duties in a way optimal Because There is a number of facility Work Which not enough adequate And need fixed as well as There is giving incentive Which Not yet according to expectations employee.

1. Literature Review

a. Understanding Work Facilities

The definition of work facilities according to Sedarmayanti (2018) is that work facilities are all the tools and materials encountered, the surrounding environment where a person works, work methods, and work arrangements both as an individual and as a group. According to (Husnan Wahyuni, 2014) work facilities are the facilities and infrastructure needed to help employees complete work more easily so that they can improve their performance.

According to Moenir (Munawirsyah, 2017) work facilities are everything that is used, worn, occupied and enjoyed by employees both in direct connection with work and for the smooth running of work. Work Facilities are adequate work facilities and infrastructure that need attention to achieve high work performance which will not be realized without adequate facilities and infrastructure (Siagan 2017).

Work facilities at each company differ in shape and type depending on the type of business and the size of the company. Sofyan (2012) believes that the types of work facilities consist of: Machines and equipment which is all the equipment used to support the production process in the company, 2) infrastructure, 3) Office equipment, 4) Inventory equipment, 5) Land , 6) Buildings, 7) Means of transportation.

According to Faisal (2014) they are: 1) Computers, 2) Office desks, 3) Parking, 4) Buildings, 5) Offices, 6) Transportation

b. Understanding Incentives

According to Hasibuan Melayu SP (2013), the meaning of incentives is as follows: "Incentives are additional remuneration given to certain employees whose achievements are above standard performance. "This incentive wage is a tool used by supporters of fair principles in providing compensation."

According to Hasibuan Melayu S. P (2013), the basic considerations for preparing incentives include: 1) Performance, 2) Length of Work, 3) Seniority, 4) Need, 5) Fairness and Feasibility, 6) Position Evaluation.

Meanwhile, according to Sirait Justine (2014) the incentive indicators are as follows:

1) Financial Incentives

Incentives given to workers for their achievements in an organization or company in the form of bonuses, commissions (which are calculated based on sales that exceed standards), deferred payments (pension funds).

2) Non-Financial Incentives

The incentives given to workers are not in the form of money or goods but in the form of entertainment, education and training, awards in the form of praise, a guaranteed workplace so that it is hoped that this can motivate workers to be more active in working.

3) Social Incentives

The condition and attitude of co-workers is one of the supports for increasing workforce productivity.

c. Understanding Performance

Simamora (2014) states that performance refers to the level of achievement of the tasks that make up an employee's job. Performance reflects how well an employee meets the requirements of a job. Rivai, (2008) states that performance is the real behavior displayed by each person as a work achievement produced by employees in accordance with their role in the organization.

According to Bambang Kusriyanto in Mangkunegara (2013) the definition of performance is a comparison of the results achieved with the participation of energy per unit of time (usually per hour).

Performance is the activity most commonly assessed in an organization, namely how it does everything related to a job, position or role in the organization.

According to Gibson, et al. (in Novitasari, 2010), there are three sets of variables that influence behavior and work performance or performance, namely:

- 1) Individual variables, consisting of:
 - a. Abilities and skills: mental and physical.
 - b. Background: family, social level, salary
 - c. demographics: age, origin, gender.
- 2) Organizational variables, consisting of: resources, leadership, rewards, structure and job design.
- 3) Psychological variables, consisting of: perception, attitude, personality, learning and motivation.

According to Robert L. Mathis and John H. Jackson (2013), the factors that influence the performance of individual workers are: 1. Their abilities, 2. Motivation, 3. The support they receive, 4. The existence of the work they do, and 5. . Their relationship with the organization.

Based on the research problem, the research hypothesis can be presented as a temporary answer or conjecture to the main problem that has been put forward, namely as follows:

1. It is suspected that work facilities have a positive and significant effect on the performance of Majene Regency Environmental and Hygiene Service (DLHK) office employees.
2. It is suspected that incentives have a positive and significant effect on the performance of Majene Regency Environmental and Hygiene Service (DLHK) office employees.
3. It is suspected that work facilities have the most dominant influence on employee performance at the Majene Regency Environment and Hygiene Service (DLHK) office.

2. Research Methods and Materials

This research was carried out at the Majene Regency Environment and Hygiene Service (DLHK) office. This research was carried out for 2 months starting from December 2023 to January 2024.

The population is the total number that will be the object of research, namely all employees of the Majene Regency Environment and Hygiene Service (DLHK) office, totaling 57 people. Considering that the population size in this study was less than 100, the researcher used a saturated sample method, namely 57 respondents.

The research uses a quantitative approach with data analysis methods using SPSS. The data analysis tests used are validity tests, reliability tests, t tests, F tests and multiple regression analysis.

Based on the theories, a schematic framework can be created think in study Which can showed as follows This:

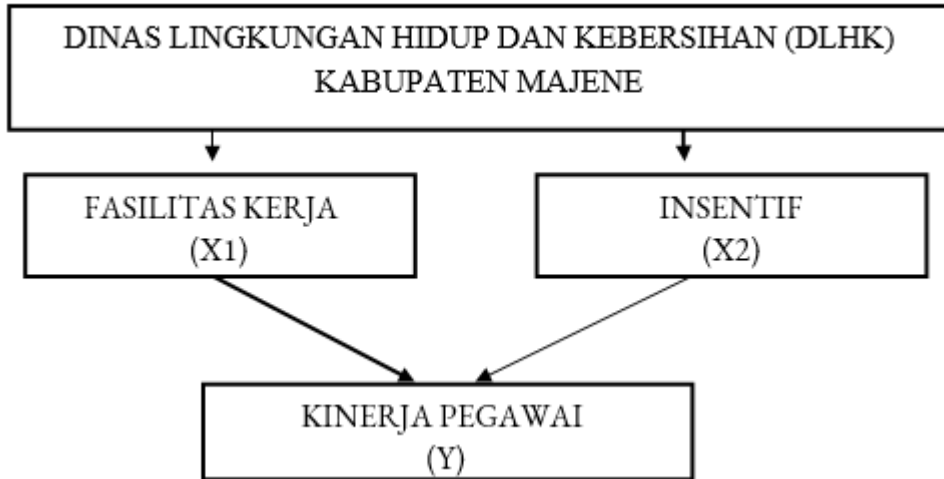


Figure 1. Framework of Thought

3. Results and Discussion

a. Characteristics of Respondents Based on Gender

Respondent description based on employee gender on office Service Environment Life And Cleanliness (DLHK) Regency Majene:

Table 4.2.1 Characteristics Respondent According to Type Sex

Type Sex	Amount	Percentage %
Man	46	80.7
Woman	11	19.3
	57	100

Source: data processed, 2024

Based on table the, can be known that respondents which the most is respondents with type sex man that is as much 46 person (80.7%) compared to only 11 women person (19.3%).

b. Characteristics of Respondents Based on Length of Work

Based on results analysis univariate to characteristics of respondents, the following is a description of respondents based on employee work period at the Environmental Service office and Cleanliness (DLHK) Regency Majene.

I. TABLE 4.2.2 CHARACTERISTICS RESPONDENT ACCORDING TO LONG WORK

No	Period Work	Amount	Percentage
1	1 - 10 Year	38	66.7%
2	11 - 20 Year	19	33.3%
	Total	57	100

Source: data processed, 2024

Table 4.2.2 Based on table the, so can be known about the period of work of the respondent as a Service office employee Environment and Hygiene (DLHK) Majene Regency Which taken as respondents show that the majority of respondents' work period is 1 - 10 years, meanwhile the remainder were respondents who had 11 - 20 years of service year.

1. Hypothesis test

a. Validity test

Based on the validity test calculation table, of the 3 variables in this study, the table above shows that all questions for the variables have valid status.

b. Reliability Test

Calculations are carried out with the help of a computer program SPSS. As for reliability For each variable the results are presented in following table This.

Table 4.2.3 Table Calculation Reliability

No	Variable	r alpha R critical	Criteria
1	Facility Work	0.792 0.600	Reliable
2	Incentive	0.806 0.600	Reliable
3	Performance Employee	0.784 0.600	Reliable

Source: data processed, 2024

Based on Table 4.2.3, reliability tests are carried out on question items that are declared valid. A variable is said to be reliable or reliable if the answers to questions are always consistent. So the results of the reliability coefficient of the work facilities instrument are $r_{ll} = 0.792$, the incentive instrument is $r_{ll} = 0.806$, apparently it has a "Cronbach's Alpha" value greater than 0.600, which means the three instruments are declared reliable or meet the requirements .

c. Multiple Linear Regression Test

Table 4.2.4 Results Testing Multiple

ANOVA ^b

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	205,715	2	102,858	47,172	,000 ^a
Residual	196.242	90	2,180		
Total	401,957	92			

Predictors: (Constant), INCENTIVE, WORK_FACILITIES

Dependent Variables: EMPLOYEE PERFORMANCE

The F test is used to test the significance of the influence of variable X to variable Y.

1. $H_0: \beta_1, \beta_2 = 0$: This means there is no significant influence work facility and incentive variables on employee performance Environment and Hygiene Service (DLHK) office Majene Regency.
2. $H_a: \beta_1, \beta_2 \neq 0$: This means that there is a significant influence of the variables work facilities and incentives for office employee performance Service Environment Life And Cleanliness (DLHK) Majene Regency.

Criteria testing: By conventional on level real $\alpha = 0.05$ with df numerator = 2 and df denominator = 57 (obtained from the results $df = k(nk-1) = 3$; $(57-3)=0.287$ is known F table = 0.287 and F count = 47.172. Because F count > F table , then H_0 is rejected, and H_a is accepted so that the work facility variables and incentive, influential significant to performance office employees Service Environment Life And Cleanliness (DLHK)Majene Regency.

1. Influence facility Work to performance employee

Based on analysis Which has outlined that facilityWork with coefficient regression as big as 0.404 with level significant 0.000 and t count 4.955 > from t table 1.986 shows that work facilities influence the performance of office employees Service Environment Life And Cleanliness (DLHK) Regency Majene. According to Darajat (2014:6) facility is all something which can simplify efforts and expedite internal work in order to achieve a goal. So the facilities are adequate expected will produce performance Which maximum in accordance with objective company. So can concluded that facility Work Which Good very

required by a employee, Because will can has a good influence on himself and himself towards the organization where he works. This means it gets better facility Work Which obtained a employee so will the more increase its performance. This proven from five The questions asked on the questionnaire were almost all employees respond that If work Which given in accordance knowledge Which owned will give results Which Good, capable analyze work in accordance with background background of education and the school must provide regulations for having an appropriate diploma with condition Which There is.

2. Influence incentive to Performance employee

Based on analysis Which has outlined that incentive with coefficients regression of 0.322 with a significant level 0.000 and t count 4.015 > from t table 1.986 shows that incentive has a positive effect on the performance of Service office employees Environment Life And Cleanliness (DLHK) Regency Majene, because the significance level is 0.000 < 0.05. This means that incentives increase performance employee will go on.

According to Dessler (2014:72) Incentives are salary increases given to an employee at one time determined in form wages principal Which more tall, usually based exclusively on individual performance. Based on from invention on, can concluded that incentive is Wrong One factor Which can improving the performance of Environmental Service office employees and Cleanliness (DLHK) Regency Majene. This proven from five The questions asked on the questionnaire were almost all employees respond that Incentive Which given Already in accordance with the level of difficulty of the work given, all forms of incentives Which I accept give I satisfaction in Work, Superior No disinclined give recognition/award for good performance given by subordinates, When given overtime work, then there will be additional incentives in return for work overtime as well as Guarantee health Which given government to ASN Already worthy And in accordance rule.

3. Influence facility Work And incentive to performance employee

Based on analysis Which has outlined that facility work and incentives are related to the calculated f value of 47.172 on level significant 5% (0.05) value $p = 0.000$ which mean that variable facility Work (X 1), incentive (X 2), in a way together influence the performance of Environmental Service office employees Life and Cleanliness (DLHK) Regency Majene. It can be concluded that employee performance is a result Work Which achieved by a employee in carry out task educate, teach, guide, direct, practice, assess and evaluate students. An employee's performance can be seen from the achievements obtained by an employee, how an employee carries out his work process and evaluate work results and provide follow-up from the results of evaluations and work results obtained by a person employee. Based on from results study on, Can concluded that facility Work And incentive very influence performance employee office Service Environment Life And Cleanliness (DLHK) Regency Majene This proven from results analysis questionnaire It was found that the perception regarding employee performance was I has give quality And quantity of work in accordance Which expected agency, When given work I very enthusiastic to complete it, the employees are always present appropriate time in office, Implementation evaluation Work very needed because it will be a material for employee self-improvement and I own experience Work Which Good so that very give hand Which I do it moment This.

4. Conclusion

Based on the results of research and discussion regarding the influence of work facilities (X1) and incentives (X2) on the performance of Majene Regency Environment and Hygiene Service (DLHK) office employees, several conclusions can be drawn, including:

1. Work facilities have a positive and significant influence on the performance of Majene Regency Environment and Hygiene Service (DLHK) office employees.
2. Incentives have a positive and significant influence on the performance of Majene Regency Environment and Hygiene Service (DLHK) office employees.
3. Work facilities have a more dominant influence on the performance of Majene Regency Environmental and Hygiene Service (DLHK) office employees.

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