

The Effect of Leadership, Office Facilities, Working Conditions, Work Discipline on Employee Performance in Tenggarang District, Bondowoso Regency.

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Abstract: Within a company or organization, human resources are needed because they are involved in implementing company policies and operational activities. Developing the quality of human resources is a must for companies to create professional human resources and have a vision for the future to achieve and always increase from time to time the productivity that will be achieved. This study aims to determine the effect of leadership, office facilities, working conditions, and work discipline in regard to employee employment. The current topic of inquiry is the Office of the Tenggara Province of Bondowoso. The current field of inquiry is known as quantitative inquiry. The population in this essay is a PT employee. Tenggarang District Office of Bondowoso Regency. The sample in this study consisted of 57 respondents. The sampling technique uses probability sampling. The data sources used in this study are primary data sources. The results of the T-Test show that leadership (0.000), work discipline (0.000), and working conditions (0.002) are less than 0.05, means that they partially affect employee performance. While the results of the t-test re-search variable office facilities have no significant effect (0.257), personally, it does not affect employee performance. Regression analysis shows that leadership and work discipline have a negative effect on employee performance. In contrast, the results of the study on the variable office facilities did not reach statistical significance (0.257) and did not, in general, have an impact on employee performance. An analysis of past data reveals that negative influence toward employees is caused by negative leadership and discipline, while positive influence toward employees is caused by favorable conditions and infrastructure. The coefficient of determination test shows that 0.490 or 49.0% of employee performance is influenced by leadership, office facilities, working conditions and work discipline, and the remaining 51.0% is influenced by other variables outside the model. For the further research is use more samples from several branches and other variables.

Keywords: Leadership ; Office Facilities Working Conditions; Work Discipline;

Employee Performance

INTRODUCTION

Human Resources are needed in a company or organization because they are included as the subject of implementing company policies and operational activities. Development of quality human resources is a must for companies to create professional human resources, have a vision for the future so as to achieve existing productivity over time. Because an organization's effectiveness and efficiency in achieving its strategic goals depends greatly on the contribution made by its workforce, valuing human capital as a resource has become more important than ever. A company or organization must have employees who are well-informed, have high standards for themselves, and are willing to go above and beyond to ensure that their organization is operating at its best in order for the management initiatives to be successful (Syamsudinor, 2014). Efforts to improve employee performance are the most important aspect of management since it directly affects how well an organization will do its tasks and maintain its way of life. A person or group of people may complete the performance of employees in a certain organization. In order to achieve organizational goals that are consistent with morals and ethics, each individual must be treated with respect

and compassion (Edy Sutrisno, 2013). So employees have several factors that can influence, namely leadership factors, office facilities, working conditions, and work discipline. Thus the researchers conducted research at the Southeastern District Office, Bondowoso Regency. The District Office as a community public service organization is a place where a government task and also the ongoing place of service to the community is currently lacking, so with excellent service it is hoped that it can improve employee performance which will ultimately create good governance. A good organization needs an employee performance appraisal. The apparatus as a profession has the obligation to regulate and develop itself and is obliged to be accountable for its performance (Nursaid et al., 2021). The problems that existed at the Tenggarang District office during interviews with sub-district employees regarding the performance of their employees, it turned out that there were still many that were not in line with expectations, such as that the leader in carrying out his leadership duties was lacking in fostering and giving attention to his employees, so that employees did not understand the tasks involved. given leader. Because employee performance cannot be separated from the way leaders lead their employees to achieve organizational goals (Handoko, 2017). Leadership style can allegedly affect the success of a leader in influencing the behavior of employees who become subordinates (Sanosra et al., 2022). According to (Qomariah et al., 2022) In an organization or company, leadership is an important factor, the leadership role is to direct the employee's work achievements desired by the organization. In addition, in terms of office facilities, it is quite complete, as evidenced by the availability of social facilities such as official vehicles for employees, then work/social equipment facilities such as buildings, workspaces, bathrooms, tables and chairs are also available. However, in terms of operational work tool facilities, some rooms are still incomplete. Inadequate office facilities in several work rooms including photocopiers, telephones, and fans. Lack of work tools makes employees have to go to other sub-sections in other rooms to complete their work assignments. The existence of adequate office facilities supports and facilitates employees in completing their duties and can improve employee performance in the organization. The working conditions at the Tenggarang District office in terms of the working environment are in several rooms where there is insufficient lighting and noise such as the sound of motorized vehicles because the District office is on the edge of a main road. The existence of comfortable and calm working conditions for employees can improve the performance of these employees. In addition, in terms of work discipline there are several employees of the Tenggarang District office who still do not comply with the rules and regulations that are applied, such as the low level of employee discipline seen from relaxed employees during working hours and still low work discipline towards absenteeism. late for work and permission not to show up for work. The following is the employee absence data for the Tenggarang District Office as follows:

Table 1.1
Attendance Data for Employees of the Tenggarang District Office.

Month	Category Employee Absence (people)			
	Number of Employees	permission	Sick	Late
November	57	3	7	4
December	57	2	3	6
January	57	20	6	25
Total	57	17	16	35

METHOD

Research design

This research was conducted at the Southeastern District Office, Bondowoso Regency using quantitative research. The methodology of quantitative research is based on positivism (concrete data). Data from the research are presented as numbers and will be processed using statistics as an analytical test, which will be

connected to the problem under investigation in order to provide a specific result. This study examines, Leadership, Office Facilities, Working Conditions, Work Discipline, and Employee Performance in the Tenggarang District, Bondowoso Regency. By using the method of questionnaire and observation.

Population, Sample, Sampling

The population is the total number of individuals who are made up of objects or subjects with the specified characteristics that are chosen by students to be studied and then selected for implementation (Sujarweni, 2015). The population in this essay is all of us, thus employees of the Tenggarang District Office, Bondowoso Regency, totaling 57 people/respondents.

The sample is one of the characteristics that the population has that is used for research (Sujarweni, 2015). The sample technique used in this study is related to the quick sampling technique. If every member of the population is used as a sample, saturated sampling is the technique used to generate samples (Rosyidah & Fijra, 2021). Sampling with no probability is known as non-probability sampling. Thus, the sample in this study consists of all 57 employees of the Tenggarang District Office, Bondowoso Regency.

RESULTS AND DISCUSSION

In this article, the questionnaire that was distributed to the respondents was tested with the results of the research showing variables (Leadership X1) has a t count value of $4.039 > t$ table 2.120 with a significance value of $0.000 < 0.05$ with the results of the study showing a significant but negative (opposite direction) effect with pay attention to Employee Performance. Based on survey results and after completion questionnaire, as previously mentioned in the previous paragraph, it can be understood that variable (Work Discipline X2) has a t value of $1.147 < t$ table 2.120 with a significance value of $0.257 > 0.05$ with the results of the analysis showing that there is no significant effect of work discipline on employee performance. Based on the results of the questionnaire that has been distributed to respondents and has gone through the testing as previously mentioned in paragraphs, it is clear that the variable (Working Conditions X3) has a t-count value of $3.339 >$

2.120 and a significance value of $0.002 < 0.05$ along with the research findings showing signs indicating the presence keratosis condition against employee performance. Which has been distributed to respondents and has gone through testing as explained in the previous chapters, judging from the variables (Office Facility X4) has a t count of $4.720 > t$ table of 2.120 with a significance value of

$0.000 < 0.05$ The results show that there is significant evidence behavior of office facilities on employee performance. 1. Partial Test (T Test). T Test (Partial) This analysis is used to find out

whether the hypothesis given is acceptable or No. The basis for decision making in this T test is as follows: 1) If the probability coefficient $b > 0.05$ then H_0 is accepted. 2) If the probability coefficient $b \leq 0.05$ then H_0 is rejected. After collecting data collection and obtaining data If necessary, the entire data analysis design will be processed using the above data analysis will be processed using the SPSS application (Alhayra et al., 2022) H_0 = no significant effect H_1 = there is a significant effect 2. Coefficient Of Determination. The coefficient of determination (R^2) is used to measure how much ability model in explaining the dependent variable. If R^2 getting bigger (closer to one), then the ability of the independent variable (X) in explaining the dependent variable (Y) is getting bigger. This means that the model used is stronger to explain variations dependent variable and vice versa (Sinaga & Sihombing, 2021)

CONCLUSION

The conclusion from the data obtained and the analysis that has been carried out in this research then that can be concluded by researchers are:

1. Testing the results of the hypothesis between leadership variables on employee performance significant but opposite effect. The findings conclude that the leadership applied is not suitable for the needs of

employees in this institution.

2. Testing the results of the hypothesis between the variable office facilities on the performance of non-employees significant effect on employee performance. The results of these findings can be concluded that the lack of adequate facilities makes employee performance decrease.
3. Testing the results of the hypothesis between working condition variables on employee performance significant effect on employee performance.
4. The work discipline variable has a significant effect on employee performance. The findings conclude that the working conditions in the sub-district office have good conditions for employee performance
5. From the test results of the coefficient of determination (R^2) obtained the value of R^2 of 0.490 or 49.0%. Matter This shows that employee performance variables are influenced by leadership variables, office facilities, working conditions and work discipline. While the remaining 51.0% are affected by other variables not explained in this study.

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