

**The Influence of Work Facilities on Employee Performance at the UPT Office of the Goods Quality Testing and Certification Center (BPSMB) of the Industry and Trade Department of South Sulawesi Province****Anindya Maharani Tajuddin<sup>1)</sup>, Sitti Nurbaya<sup>2)</sup>, Sitti Marhumi<sup>3)</sup>**

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*This study aims to determine the Effect of Work Facilities on Employee Performance at the UPT Office of the Goods Quality Testing and Certification Center (BPSMB) Disperindag South Sulawesi Province. The type of research used in this study is quantitative research. The sample in this study was 35 respondents. This study used a simple linear regression analysis and used data sourced from respondents and documentation from the UPT Office of the Goods Quality Testing and Certification Center (BPSMB) Disperindag South Sulawesi Province. Regression test results based on the significant value test (sig) provided that if the sig value <0.05 is obtained the sig value = 0.25 which means <0.05. Thus, it can be concluded that the linear regression equation from the study obtained that work facilities affect employee performance at the UPT Office of the Goods Quality Testing and Certification Center (BPSMB) Disperindag South.*

**Keywords: Work Facilities, Employee Performance****INTRODUCTION**

In the world of work, human resources must be professional resources. Human resources are individuals who work as drivers of an organization, both corporate institutions and function as assets whose abilities must be trained and developed. The human resources that will be employed must be professional so that the work process can run very well. As the main key, human resources will determine the success of implementing government organizational activities, because the success or failure of an organization or institution will be determined by the factors of its employees in achieving its goals.

Whether an employee is successful or not at work will be known if the company or organization in question implements a performance appraisal system. Performance can be said to be a condition that must be known and confirmed by certain parties to determine the level of achievement of an agency's results related to the vision carried out by an organization or company as well as knowing the positive and negative impacts of an operational policy. So, performance is important for the company or organization as well as for the employees themselves. Employee performance is influenced by several good factors related to the workforce.

The success of an organization is greatly influenced by the individual performance of its employees in the hope that the company's goals will be achieved. Whether an employee is successful or not at work will be known if the company or organization in question implements a performance appraisal system. Performance can be said to be a condition that must be known and confirmed to certain parties to determine the level of achievement of operational results. So, performance is important for the company or organization as well as for the employees

themselves. Employee performance is influenced by several factors both related to the workforce itself and those related to the company or organizational environment.

In order to achieve the goals, set by an office, it must be supported by adequate work facilities so that the work process can take place efficiently and effectively. Bary believes that "work facilities are the means provided by the company to support the company's tone in achieving the goals set by the control holder". Work facilities provided by government offices are facilities and infrastructure to make work easier. Adequate work facilities that are in good condition and well maintained will help smooth work processes in an organization. Providing complete facilities is also an incentive to work. Increasingly advanced technological developments require humans to act more quickly by paying attention to efficiency in all fields. Facing this development of course requires facilities or equipment in readiness. The business world, both government and private agencies, in running their businesses rely heavily on work facilities or equipment to complete work with efficiency and optimal work results.

When carrying out activities, agencies must employ competent workers, offer guidance and training to develop a positive work environment and monitor employee performance to ensure that agency or company activities are carried out in a way that achieves goals. To further support the achievement of agency goals, agencies must provide appropriate facilities. Facilities must be available in sufficient quantities to meet the professionalism required by employees in carrying out their duties in order to achieve optimal performance. An employee who has high and good performance (work results or work produced) can support the achievement of the goals and objectives set by the government organization. In principle, work facilities focus on office or company work, namely helping to serve various activities or smooth work. To achieve this goal, work facilities are needed. Everything that is a supporting facility in various company activities in physical form and can be used in the company's normal activities can be called work facilities. This work facility has future benefits and its lifespan or useful life is relatively permanent. Work facilities are tools or means to help employees complete their work more easily and employees will work more productively.

The work facilities provided by the UPT Office of the Goods Quality Testing and Certification Center (BPSMB) of the South Sulawesi Province Department of Industry and Trade are facilities and infrastructure to make work easier. Adequate work facilities in good condition and well maintained will help smooth work processes in an organization. Providing complete facilities is also an incentive to work. In this case, all performance processes for each employee are strongly supported by supporting facilities so that goals can be achieved optimally. An agency must plan its facilities well, so that the facilities chosen suit its needs.

UPT Goods Quality Testing and Certification Center (BPSMB) Disperindag South Sulawesi Province is one of the regional technical support units under the auspices of the Department of Industry and Trade. UPT bpsmb has 3 (three) main functions, namely: (1) Carrying out commodity test sampling, (2) carrying out testing of export commodities, (3) carrying out calibration of laboratory equipment. Commodities that can be tested at UPT BPSMB are cashew nuts, patchouli oil, nutmeg oil, cassiavera, coffee beans, areca nuts, cocoa, nutmeg, mace, distilled nutmeg, copra cake, plywood, palm oil, black tea, gambier, oil palm kernel, essential oil, white/black pepper, cathecin, fresh ginger, cloves, clove stems, tires and garments. Meanwhile, the calibration test tests plastic thickness, plastic melting point, *Mooney viscosity*, gas chromatography, spectrometer test, and spectrophotometer test.

Apart from the main tasks, there are also supporting tasks, namely carrying out technical guidance and quality inspections for export goods and SMEs, carrying out socialization and guidance on the application of SNI and Quality Management Systems, implementing laboratory quality systems according to SNI, as well as carrying out other related official duties.

Based on the results of observations and interviews conducted with several employees at the UPT Bpsmb Disperindag Office, it can be concluded that the work facilities at the UPT Office of the Goods Quality Testing and Certification Center (BPSMB) Disperindag Sul-Sel Province are still lacking. This is indicated by facilities that do not keep up with the latest technological developments at this time. Based on the initial survey that was carried out at the UPT BPSMB Disperindag, South Sulawesi Province office, it can be seen that: (1) The work facilities at the UPT BPSMB Disperindag Office, South Sulawesi Province are still not very dynamic and not too flexible to keep up with technological developments (2) There are employees at the UPT BPSMB office. South Sulawesi Provincial Department of Industry and Trade who uses work facilities for personal interests. (3) Lack of self-awareness of employees at the UPT BPSMB Office, Disperindag, South Sulawesi Province in maintaining work facilities. (4) There are office employees who do not complete their tasks on time. From the statements above, it can be seen that work facilities and employee performance are still lacking. If this situation continues continuously without any handling from the leadership of the UPT BPSMB Disperindag, South Sulawesi Province, it will have an impact on employee performance.

## **RESEARCH METHODS**

This type of research is quantitative research using primary data sources and secondary data. The population in this study were all employees at the UPT Office of the Goods Quality Testing and Certification Center (BPSMB) of the Industry and Trade Department of South Sulawesi Province, totaling 35 employees and a sample of 35 respondents. Data collection techniques in this research were through questionnaires, interviews and documentation.

## **RESULTS AND DISCUSSION**

### **A. Results**

#### **1. Simple Linear Regression Analysis**

To see the influence of work facilities on employee performance, it must be supported by regression. Regression analysis is an analysis to see the extent of the influence of work facilities on employee performance at the UPT office of the Goods Quality Testing and Certification Center (BPSMB) of the Department of Industry and Trade, South Sulawesi Province.

The results of data processing using the SPSS program can be summarized in the table below:

Table 1 Determination ( $R^2$ )

Coefficient

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.577 <sup>a</sup>	.332	.312	3.18100

a. Predictors: (Constant), X

Data Source: SPSS Version 25, Processed in 2024

The R value which is the symbol of the coefficient in the table above, the correlation value is 0.577. The value can be interpreted as meaning that the two research variables come from the sufficient category. Through the table above, the R square value or coefficient of determination ( $R^2$ ) is also obtained which shows how good the regression model formed by the interaction of the independent variables and the dependent variable is. The value ( $R^2$ ) obtained is 332 so it can be interpreted that the independent variable X has a contribution effect of 33.2% to variable Y.

Table 2 Simple Linear Regression Coefficients

Model	Unstandardized Coefficients			Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.051	6.333		3.008	.005
	X	.581	.143	.577	4.053	.000

a. Dependent Variable: Y

Data Source: SPSS Version 25, processed 2024

Based on testing the regression model, the regression model which states the influence of work facilities on employee performance can be stated as follows:

$$Y = 19.051 + 0.581X$$

Based on the equation above, it can be seen that the constant value is 19.051. Mathematically, this constant value states that the consistent value of the employee performance variable is 19.051. The X regression coefficient of 0.581 states that for every 1% increase in the value of work facilities, the employee performance value will increase by 0.581. The regression coefficient is positive, so it can be said that the direction of influence of variable X on variable Y is positive.

## 2. Partial Test (t-test)

Table 3 T-Test

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.051	6.333		3.008	.005
	X	.581	.143	.577	4.053	.000

a. Dependent Variable: Y

Data Source: SPSS Version 25, processed 2024

$Df = n - k - 1$ , meaning  $\alpha/2 = 0.000$ :  $35 - 1 - 1 = 33$ . In table 4.9 above it can be seen that the t value is 4.053 while t table is 2.034 with a significance level of 5%, df (33) from the t distribution table. If, compared to  $t_{count} >$  than  $t_{table}$ , the dependent variable has a significant effect on the independent variable. The partial alternative hypothesis means  $H_0$  (Null Hypothesis) is rejected and  $H_a$  (Alternative Hypothesis) is accepted, which means that there is an influence between work facilities and employee performance.

## B. Discussion

Ideally, if an employee receives facilities, it will have a positive effect on performance, but in practice, sometimes an employee is not able to work well, even though the employee receives facilities. In the case of the UPT office of the Goods Quality Testing and Certification Center (BPSMB) of the Department of Industry and Trade, South Sulawesi Province, since providing facilities to employees, the level of employee performance and work ethic has increased.

Availability of facilities is one element that can determine a high level of performance for employees in carrying out their work. Facilities, especially those related to supporting facilities and tools in the office that employees use for work, must be sufficient if the company wants to increase employee performance or productivity. Employee career development is provided with employee empowerment. Facilities are very important because they are an encouragement for employees to improve their performance.

In order for the performance of UPT employees at the Goods Quality Testing and Certification Center (BPSMB) of the South Sulawesi Province Department of Industry and Trade to be further improved, it is necessary to pay attention to the needs of the employees. It is necessary to pay careful attention to determine the facility needs of employees. In order to achieve maximum performance, employee facility needs are a very relevant concept in improving performance.

Husnan (Wahyuni, 2014: 127) work facilities are the facilities and infrastructure needed to help employees complete work more easily so that they can improve performance. To improve employee performance, an approach is needed that is directed at employee psychological factors, such as personality, motivation or emotions. In essence, everyone who works will feel more comfortable and enthusiastic about working if adequate facilities are provided in the office so that their needs are met, so that employees are not only seen as a means of production.

According to Sutrisno (2016), 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 authority and responsibilities or about how a person is expected to function and behave in accordance with the tasks that have been assigned. charged to him as well as the quantity, quality and time used in carrying out the task. By considering the above, the leadership of the UPT Center for Goods Quality Testing and Certification (BPSMB) Disperindag South Sulawesi Province, is trying to maximize office facilities which are considered the most decisive in improving employee performance and to support and maintain the success that has been achieved. Employee performance in an agency is a very important issue. Effective and efficient employee performance is also an important factor in achieving the agency's goals.

### CONCLUSION

Based on the results of data analysis and discussion, it can be concluded that work facilities have a positive and significant effect on employee performance at the UPT Office of the Goods Quality Testing and Certification Center (BPSMB) of the Industry and Trade Department of South Sulawesi Province. This is proven by the partial test (t test) which was carried out to obtain a t value count amounted to 4.053 while t table 2.034 shows that t count > from t table so that  $H_0$  is rejected and  $H_a$  is accepted, which means that work facilities influence employee performance.

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