

The Influence Facility Work on The Employee's Performance of Vocational High School of Rosma Karawang District

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ABSTRACT

The potential of every human resource in an organization must be utilized as well as possible so as to be able to provide optimal work results. The achievement of the goals set by an organization does not only depend on modern equipment, complete facilities and infrastructure, but also depends on the people who carry out the work. The success of an organization is greatly influenced by the performance of individual employees. This study aims to determine the effect of staff organization on staff performance in Rosma Vocational Secondary School, Karawang District. This type of research is quantitative research using descriptive and observational research methods. There are 69 samples in this study. The survey method used in this study is a satisfaction survey. The research findings of this study use a multi-line exploratory research method. The results showed that Rosma Vocational High School, Karawang District, is among the institutions that affect employee performance.

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INTRODUCTION

In business, the employee's performance is a good factor that is important to support and help achieve the desired goals of the business. Therefore, every company continues to evaluate the performance of its employees to improve their performance. A company wants effective and efficient work from its employees because this will make the business go forward. According to Hasbuan (2014), A person's performance can be influenced by many factors, including job opportunities, discipline, and motivation. It is defined as one of the factors that support the work of the employee and the performance of the work assigned to the company. Good tools and appropriate tools help employees' valuable work and make work more effective and efficient. (Hasibuan, 2014)

Several factors can influence the high or low performance of this employee. One factor that affects employees' performance is the opportunity to work. To ensure the maximum performance of employees, complete and adequate working conditions are necessary in the workplace. (Harpis and Bahri, 2017) Agencies should have a workplace layout following the needs of their employees because the structure of the work properly and correctly, such as the arrangement of rooms and the distance between one

space and another, makes employees more flexible in completing their work and helps employees in moving from one place to another—other rooms. The right equipment can support the employees' work, while the employees can ensure comfort and satisfaction during the work process. Based on the description of the situation above, the researcher is interested in accepting the name " The Influence Facility Work on the Employees Performance of Vocational High School of Rosma Karawang District."

Work Facilities

According to (Alma, 2009) Facilities are physical devices that provide convenience to users to meet the needs of these facilities. According to (Moenir, 2014), indicators of work facilities are divided into three major groups, namely: Work equipment facilities is tools, means or infrastructure used to help employees carry out their duties, Work equipment facilities is Work facilities are all types of equipment, work supplies and other facilities that function as aids in carrying out work and also social functions in the interests of people related to the work organization or company, Social facilities is supporting facilities for completeness in work.

Employee performance

According to (Mangkunegara, 2016) that the term performance comes from the word *job performance* or *actual performance* (actual work achievements or achievements achieved by a person) namely the results of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to (Fahmi, 2018) employee performance can be assessed from performance dimensions and indicators which include: Work Quantity is how many types of work are carried out at one time so that efficiency and effectiveness can be carried out in accordance with company goals, Quality of Work is tidiness , thoroughness, relatedness of results without ignoring the volume of work. The existence of good quality work can avoid the error rate in completing a job that can be beneficial for the progress of the company, Collaboration is a willingness of employees to participate with other employees vertically and horizontally both within the company and outside company environment , Responsibility, namely how much the employee accepts and carries out his work, is responsible for work results and the facilities and infrastructure used and his work behavior every day. Indicators of work responsibilities include, Initiative, namely the ability of employees to have personal initiative in carrying out tasks without orders from superiors.

METHOD

The research method used in this article is interpretation and verification through quantitative research, especially by comparing the statistics obtained from the research results by distributing interviews with respondents. In descriptive analysis, data is analyzed by describing or explaining the data collected without the aim of general conclusions or conclusions. The purpose of the management study is to determine the research results and the effect of the work organization on the work of Rosma Vocational High School employees in Karawang District. The analysis of this study included multiple linear regression analysis and hypothesis testing. This study uses the field of management science. The area

of management taken is human resource management. The title study is Influence Facility Work Against Employee Performance. Study This was conducted on Vocational High School of Rosma employees at Karawang District in Karawang District. The method in this study uses used in this article is descriptive and confirmatory methods. This research analysis tool uses SPSS For Windows Software. Technique This study's population came from employees of the Vocational High School of Rosma Karawang District, totalling 69 people. Because the total population is 69 respondents, the authors used 100% of the total population at the Vocational High School of Rosma Karawang District as a research sample. The sampling technique used in this study is saturated sampling, According to (Sugiyono, 2019) is a sampling technique if all population members are used as research samples. Measurement This study uses multiple linear regression analysis to analyze the relationship between research variables. According to (Ghozali, 2018) multiple linear regression analysis is used to determine the direction and influence of the independent variable on the dependent variable.

RESULTS AND DISCUSSION

Research Result

Work Facilities of Vocational High School Rosma Karawang District

A descriptive analysis of all the results of respondents' responses to the variables of work facilities at the Vocational High School of Rosma Karawang District is presented in the table below.

Table 1. Analysis Descriptive Variable Facility Work

Dimensions	Average Score	Criteria
Working Tool Facilities	4,15	Good
Facility Equipment Work	4.05	Good
Facility Social	4,20	Good
Score	3,13	Pretty good

Source: Data processing, 2022

Table 1 shows the work facility variable with an average score of 3.13 on the good enough criteria. This research indicates that the Vocational High School of Rosma and Karawang District work facilities have run quite well. The indicator with the highest average score is work equipment facilities, with an average score of 4.15. In contrast, the dimension with the lowest average score is social facilities, with a score of 3.10.

Rosma Vocational High School Employee Performance Karawang District

A descriptive analysis of all the results of respondents' responses to performance variables at employee Vocational High School of Rosma Karawang District is presented in the table below.

Table 2. Descriptive Analysis of Employee Performance Variables

Dimensions	Average Score	Criteria
Quantity Work	4,13	Good
Quality Work	4,40	Good
Cooperation	3,20	Enough Good
Responsibility _	2.90	Less Good
initiative	4,10	Good
Total Score	3.74	Pretty good

Source: Data processing, 2022

Table 2 shows the performance variables with an average score of 3.74 on the good enough criteria. This study shows that the performance of employees at the Vocational High School of Rosma Karawang District has been going quite well. The dimension with the highest score is quality of work, with a score of 4.40, while the measurement with the lowest score is responsibility, with a score of 2.90.

Multiple Linear Regression Analysis

This analysis makes it possible to determine if there is an effect between work facility changes and the performance of employees. The results of the quantitative regression analysis are shown in the table below.

Table 3. Multiple Linear Regression Analysis

Model	Coefficients				t	Sig.
	Unstandardized Coefficients		Standardized Coefficients	Betas		
	B	std. Error				
1 (Constant)	5,623	2,332			4,689	.000
Facility Work	.976	003	.719		5,954	.000

a. Dependent Variable: Employee Performance

Source: Data Processing, 2022

$$Y = 5,623 + 0,976 + e$$

Based on the analysis of the results presented in Table 3, it can be concluded that if the functional ability of the variable is 0, the working knowledge of the employee is equal to 5,623 when each unit of increase in the variable labor of the facility increases the productivity of the employee by 0.976.

Correlation Analysis

The correlation coefficient test was carried out to explain the strength of the relationship between work facility and employee performance using the SPSS for Windows version 22 software output in the table below.

Table 4 Correlation of work facilities and employee performance

Correlations			
		work facilities	Employee_performance
work facilities	Pearson Correlation	1	.836**
	Sig. (2-tailed)		.000
	N	69	69
Employee performance	Pearson Correlation	.836**	1
	Sig. (2-tailed)	.000	
	N	69	69

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Dialysis, 2023

The obtained table shows the correlation coefficient between the facility's work and the performing workers is 0.836. This shows a strong correlation between the work of the facility and the performing workers.

Analysis Coefficient Determination

Coefficient of determination analysis explains the impact of communication variables on employee performance. The results of the analysis of the coefficients of determination are shown in the following table.

Table 5 Analysis of the Coefficient of Determination

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.502 ^a	.326	.314	5010
a. Predictors: (Constant), Competence				
b. Dependent Variable: Performance				

Source: Data processing, 2023

Also, table 5 shows that RSquare has a value of 0.326, which means that work efficiency increases the value of an employee by 32.6%. In comparison, the remaining 67.4% is due to other factors not found in an available study.

DISCUSSION

Based on the results of the hypothesis test shows the group effect on the work of the staff of Vocational High School of Rosma, Karawang district. If the ease of the job variable is 0, the value of the user job variable weighs 5.623. Meanwhile, each group increase in the variable "workplace" increases employee efficiency by 0.976, meaning that if Vocational High School of Rosma Karawang's office works well, productivity increases. The results of the correlation analysis show that the relationship between job opportunities and employee performance falls into a strong category. The level of influence of the "working company" shows the work of the employees of the vocational school of "Rosma" of Karawang district is 32.6%. On the other hand, the remaining 67.4% can be explained by other factors that are not certain in this study.

The Vocational High School of Rosma, Karawang region's facilities are working very well. The indicator with the highest average score is "Knowledge", with an average score of 4.15. By the way,

the performance indicators of the employees of Vocational High School of Rosma, Karawang region, are working very well. The dimension with the highest score is quality of work, with a score of 4.40. The results of this study are consistent with the research reviewed by (Jufrizen, 2021), which shows that the work environment has a positive and significant effect on employee performance.

CONCLUSION

Based on the survey and discussion results, the research findings show that among the service companies, there is a significant impact on the performance of the employees of Vocational High School of Rosma, Karawang district. The level of influence of the "working company" shows the work of the employees of the vocational school of "Rosma" of Karawang district is 32.6%. On the other hand, the remaining 67.4% can be explained by other factors that are not certain in this study.

Based on research findings and discussion, this study suggests that Vocational High School of Rosma Karawang District should pay more attention to the company and all departments and improve the quality of work to improve the performance of district employees from Vocational High School of Rosma Karawang.

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