

The Influence Of Office Facilities, Work Motivation And Work Discipline On The Performance Of Waihatu Village Officials, Kairatu Sub-District, West Seram District

Semuel Souhoka

Said Command College of Administrative Sciences, Maluku, Indonesia

Email: samuelfeldy030289@gmail.com

Address: Jl. Ir. M. Putuhena, Poka, District. Tlk. Ambon, Ambon City, Maluku

Corresponding author: samuelfeldy030289@gmail.com

Abstract. *The purpose of this study is whether there is an influence of 1) office facilities on the performance of village officials? 2) work motivation on the performance of village officials? 3) work discipline on the performance of village officials? 4) office facilities, work motivation, and work discipline on the performance of village officials. The population in this study were Waihatu village officials in Kairatu District, West Seram Regency, totaling 30 people. The population and sample used in this study amounted to 30 people. Data collection methods using questionnaire methods, and documentation. Data analysis techniques using classical assumption analysis and regression. The results showed that there was 1). a positive and significant effect of office facilities on employee performance, according to the results of the first hypothesis test 2). a positive and significant effect of work motivation on employee performance, according to the results of the second hypothesis test. 3). the existence of a positive and significant effect of work discipline on employee performance, according to the results of the third hypothesis test. 4). the existence of a joint influence between office facilities, work motivation and work discipline on employee performance, according to the results of the fourth hypothesis test 5). The contribution of the influence of office facilities, work motivation and work discipline on employee performance (R^2) is 95.5%. Work discipline has a greater influence on employee performance.*

Keywords : Office Facilities, Motivation, Discipline, Performance.

Abstract. The aim of this research is whether there is an influence of 1) office facilities on the performance of village officials? 2) work motivation on the performance of village officials? 3) work discipline on the performance of village officials? 4) office facilities, work motivation and work discipline on the performance of village officials? The population in this study was Waihatu village officials in Kairatu District, West Seram Regency, totaling 30 people. The population and sample used in this research was 30 people. Data collection methods use questionnaires and documentation. The data analysis technique uses classical assumption analysis and regression. The research results show that there is 1). positive and significant influence of office facilities on employee performance, according to the results of the first hypothesis test 2). There is a positive and significant influence of work motivation on employee performance, according to the results of the second hypothesis test. 3). There is a positive and significant influence of work discipline on employee performance, according to the results of the third hypothesis test. 4). there is a joint influence between office facilities, work motivation and work discipline on employee performance, according to the results of the fourth hypothesis test 5). The contribution of office facilities, work motivation and work discipline to employee performance (R^2) is 95.5 % . Work discipline has a greater influence on employee performance.

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1. BACKGROUND

According to its implementation, organizations need to carry out an employee performance assessment. Performance is the answer to the success or failure of organizational goals. Employee performance is known from how far employees carry out tasks according to their responsibilities. According to Mangkunegara (2009:67) "performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in

accordance with the responsibilities given to him". One of the results of good performance is if employees are able to provide good service to the community.

Employee activities in an organization require facilities that support their work so that organizational activities run according to organizational goals. An employee must be able to operate or utilize existing facilities. According to Moenir (1987: 197) , " Facilities are everything that is used, occupied, occupied by employees, both in relation to the environment and the work or for the smooth running of the work."

Observations made in Waihatu Village, office equipment and supplies are quite old. Utilization is less than optimal, because only a few village officials have computer control in one village. Work equipment such as cupboards are also not used properly, as can be seen from several files in Waihatu Village which are placed under the table. Apart from office facilities , performance is also thought to be influenced by other factors, namely work motivation. Organizations really need employees who are active and work to achieve maximum results. To achieve maximum work results, motivation is needed so that the desired goals can be achieved. According to Abraham Maslow in Mangkunegara (2009: 94) needs theory is defined "as a gap or conflict experienced between a reality and the impulses that exist within oneself".

According to Hasibuan (2007: 95) "motivation is the provision of driving force that creates enthusiasm for a person's work, so that they are able to work together , work effectively and integrate with all their efforts to achieve satisfaction." Handoko (2003:252) states that "motivation is a person's personal condition which drives the individual's desire to carry out certain activities to achieve a goal". Based on observations, it is known that village officials work because they want to provide services to the community. One form of work motivation is the provision of benefits. The results of interviews with village officials in Waihatu Village, the allowances provided are not enough because they are still below the district minimum wage. Village officials are only given money as wages for their work. It is suspected that the allowances provided have not been able to create high work morale and sense of responsibility among village officials.

Employee discipline is needed in every work activity so that employees work in accordance with the regulations set by the relevant agency. According to Moenir (1987: 181) , " discipline is an effort made to create conditions in a work environment that are orderly, efficient and effective through a system proper settings." Fathoni stated (2006:126) , " discipline is the most important operative function of human resource management because the better the employee's discipline, the higher the work performance they can achieve." Without good discipline, it is difficult for organizations to achieve optimal results. Discipline is a

person's awareness and willingness to obey all company regulations and applicable social norms. Awareness is the attitude of a person who voluntarily obeys all regulations and is aware of his duties and responsibilities. Willingness is a person's attitude, behavior and actions that are in accordance with company regulations, whether written or not. Discipline can be interpreted as when employees come and go home on time, do all their work well, comply with all company regulations and applicable social norms.

As a result of observations made and seeing the situation directly in Waihatu Village, only four village officials were present on time. Working hours which should have started at 07.15 WIT until 15.00 WIT, it turned out that at 08.30 WIT only a few employees had just arrived and what was supposed to end at 15.00 WIT turned out before 15.00 WIT the employees had left the office. Apart from that, there is no written permission when employees leave or do not go to work. It is suspected that employees think that the Village Head's office is the lowest government organization, so that services to the community can be provided outside working hours. This shows that there is a lack of good discipline.

Empirical evidence also shows that office facilities , work motivation, and work discipline influence performance. This empirical evidence can be seen from previous research, the following are the results of previous research regarding the influence of office facilities, work motivation, and work discipline on performance, which can be summarized as follows: M. Harlie (2010), in his research concluded that there is a joint influence of variables independent which consists of work discipline (X1), Motivation (X2), and Career Development (X3) on the dependent variable, namely Government Employee Performance (Y). Ardiansyah (2013), his research explains that work discipline is significant for the effectiveness of employee services. Cut Ermia and Terindah Sembiring (2010) in their research, facility (office) variables have a greater influence on work productivity compared to human resource development variables. The magnitude of the influence caused by other variables outside the facility (office) and human resources variables is $0.5802 = 33.6\%$. In the previous studies above, it was suspected that office facilities , work motivation and work discipline had an influence on performance. Previous research, theoretical support, as well as the results of initial observations by researchers at the Waihatu Village Head's Office, Kairatu District, make it important to conduct research on office facilities , work motivation and work discipline on the performance of village officials.

Based on the research background stated above, the researcher intends to conduct research to determine the influence of the use of office facilities , employee motivation and work discipline on the performance of village officials in Waimital District, for this reason the

researcher took the title "The Influence of Office Facilities, Work Motivation and Discipline Work on the Performance of Waihatu Village Officials, Kairatu District, West Seram Regency."

2. THEORY

Office Facilities

Facilities are anything that can facilitate and expedite the implementation of activities, which can facilitate activities can be in the form of facilities and infrastructure. Big Indonesian Dictionary (2008:389), "facilities are a means of expediting the implementation of functions".

Moenir (1987: 197) states "facilities are everything that is used, used, occupied, by employees both in relation to the environment and the work or for the smooth running of the work". Based on the definition above, it can be concluded that work facilities are anything in the form of facilities or tools used to facilitate office activities so that village officials can carry out their work well.

Office Facilities Indicators

According to Moenir (1987:198-200), from the definition of facilities above, they can be divided into three large groups, namely:

1. Work Tool Facilities

An employee or worker cannot carry out the work assigned to him without being accompanied by work tools. These work tools are divided into two types: management work tools and operational work tools. Management work tools are in the form of rules that determine authority and power in carrying out their obligations. So, it is with the tools of authority and power that management can carry out its function of leading, directing, organizing and supervising the implementation of work by employees or workers. Operational work tools are all objects or items that function as tools that are directly used in production. With this understanding, it includes all work tools in the office such as writing machines, duplicating machines, calculating machines, computer machines.

2. Work Equipment Facilities

Work equipment is all objects or goods that are used in work but not directly for production, but function as a facilitation and refresher for work. Included in this work equipment are:

- a. Buildings with all necessary facilities, including roads, sewers, clean water, sewage and parking lots.
- b. Adequate work space and other rooms with an efficient layout.
- c. Sufficient lighting.
- d. Furniture which includes work tables and chairs, guest tables and chairs, cupboards of all shapes and purposes, multi-purpose tables and all kinds of cupboards and chairs needed in the workplace.
- e. Communication tools in the form of telephone, telex, and motorized vehicles (as work equipment), including for couriers and employee pick-up and drop-off.
- f. Tools that function to freshen the room, such as fans, exhaust fans, air conditioning.
- g. office household equipment (cooking equipment, washing equipment, cleaning equipment, glassware, etc.).

3. Social Facilities

Social facilities are facilities used by employees and have a social function. For example, providing mess halls, dormitories for bachelor employees, office houses, official residences and sometimes motor vehicles are also included as social facilities (motorbikes, sedans). The provision of this social use is unlikely to meet employee satisfaction, both in terms of quantity and quality. Arrangements that are objective and feel fair will really help both parties (organization and employees) in expediting business.

Motivation

According to Hasibuan (2007: 95), "motivation is the provision of driving force that creates enthusiasm for a person's work, so that they are willing to work together , work effectively and integrate with all their efforts to achieve satisfaction."

Harold Koontz in Hasibuan (2007:95) states, "motivation refers to the drive and effort to satisfy a need or a goal". Stephen P. Robbins in Hasibuan (2007: 96) defines, "motivation as a willingness to try as optimally as possible in achieving organizational goals which is influenced by the ability of the business to satisfy several individual needs . " carry out certain activities to achieve goals" (Handoko, 2003: 252).

From the opinions above, it can be concluded that motivation is a form of encouragement and effort within a person to achieve certain desires so that individual needs can be met.

Motivation Theory

The motivation theory used in this research is the satisfaction theory proposed by Abraham Maslow, namely the hierarchy of needs theory. According to Abraham Maslow in Mangkunegara (2009: 94) needs theory is defined as "a gap or conflict experienced between a reality and the impulses that exist within oneself". Abraham Maslow in Mangkunegara (2009:95) suggests that the hierarchy of human needs is as follows:

- a. Physiological needs, namely the need to eat, drink, physical protection, breathing, sexual. These needs are the lowest level needs or also known as the most basic needs.
- b. Security needs, namely the need for protection from threats, danger, conflict and the environment.
- c. The need to feel belonging, namely the need to be accepted by a group, affiliated, interact, and the need to love and be loved.
- d. The need for self-esteem, namely the need to be respected and appreciated by others.
- e. The need for self-actualization, namely the need to use abilities, skills and potential. The need to express opinions by expressing ideas, providing assessments and criticism of something.

Work Discipline

Discipline is a necessary attitude and gets the attention of every village official in an effort to improve performance. Discipline is the most important operative function of human resource management because the better the employee's discipline, the higher the work performance they can achieve. Without good discipline, it is difficult for corporate organizations to achieve optimal results (Fathoni, 2006: 126). According to Sinambela (2012: 239), "work discipline is a person's work ability to work regularly, persistently and work in accordance with applicable rules without violating established rules".

Wirawan added (2009: 138), "discipline is the attitude and behavior of compliance with organizational regulations, work procedures, codes of ethics, and other organizational cultural norms that must be adhered to in producing a product and serving the organization's consumers."

Judging from the opinions of these experts, it can be concluded that discipline is an effort to instill values in creating an attitude of compliance with certain work rules and being responsible for one's work.

Work Discipline Indicators

Veithzal Rivai (2005: 444) explains that work discipline has several components such as:

- a. Presence. This is a basic indicator for measuring discipline, and usually employees who have low work discipline are used to being late for work.
- b. Compliance with work regulations. Employees who obey work regulations will not neglect work procedures and will always follow the work guidelines set by the company.
- c. Adherence to work standards. This can be seen through the extent of employee responsibility for the tasks entrusted to them.
- d. High level of alertness. Employees who have high alertness will always be careful, full of calculation and thoroughness in their work, and always use things effectively and efficiently.
- e. Work ethically. Some employees may be rude to customers or engage in inappropriate behavior. This is a form of disciplinary action, so working ethically is a form of employee work discipline

Performance

Performance in an organization is an answer to the success or failure of the organizational goals that have been set. According to Mangkunegara (2009: 67), "performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". Rivai and Basri in Sinambela (2012:6) state, "performance is the result or level of success of a person or the whole during a certain period in carrying out tasks compared to various possibilities, such as standard work results, targets or targets or criteria that have been determined in advance and has been mutually agreed upon." Rivai and Basri in Sinambela (2012: 7-8) reveal several definitions of performance put forward by several experts, including the following:

1. Performance is a set of results achieved and refers to the act of achieving and carrying out the work requested (Stolovith, Keeps: 1992);
2. Performance is a total collection of work within the worker (Griffin: 1987);
3. Performance is influenced by goals (Mondy, Premeaux: 1993);
4. Performance is a function of motivation and ability. To complete tasks and work, a person must have a certain degree of willingness and level of ability. A person's willingness and skills are not effective enough to do something without a clear understanding of what will be done and how to do it (Hersey Blanchard: 1993);
5. Performance refers to achieving employee goals for the tasks assigned to them (Casio: 1992);

5. Performance as the quality and quantity of achieving tasks, whether carried out by individuals, groups or companies (Schermerhorn, Hunt and Osborn: 1991);
6. Performance is the willingness of a person or group of people to carry out an activity and perfect it according to responsibility with the expected results. If it is related to performance as a noun in the past, one of the entries is the result of work. The definition of performance is the result of work that can be achieved by a person or group of people by a company in accordance with their respective authority and responsibilities in an effort to achieve company goals legally. does not violate the law and does not conflict with morals or ethics (Rivai and Basri, 2005).

Expert opinion regarding performance can be concluded that performance is a result of work both in quality and quantity achieved by a person for the needs of the organization in achieving certain goals.

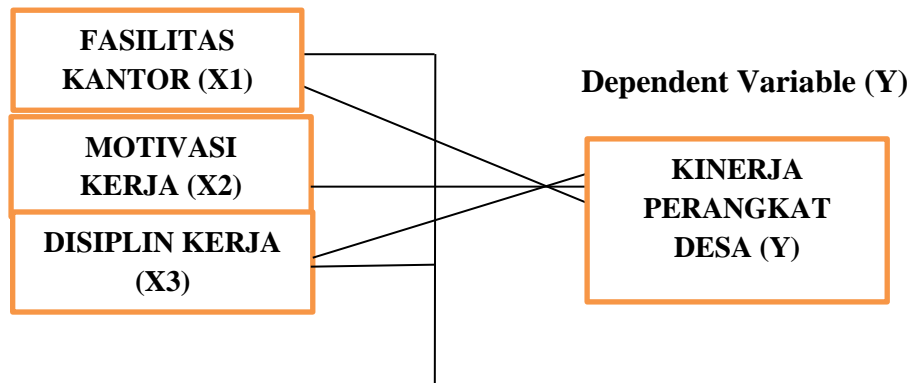
Framework of Thought

Village government organizations are the lowest level of government in the government structure in Indonesia. According to its implementation, organizations need to carry out an employee performance assessment. Performance is the answer to the success or failure of organizational goals. Mangkunegara (2009: 67) states that " performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". One of the results of good performance is if employees are able to provide good service to the community. Factors that can influence performance are work facilities, work motivation, and work discipline.

Employee activities in an organization require facilities that support their work so that organizational activities run according to organizational goals. Employees must be able to operate or utilize existing facilities. Facilities according to Moenir, (1987:197) "are everything that is used, used, occupied, by employees both in relation to the environment and the work or for the smooth running of the work". The indicators used in office facilities are work equipment facilities and work equipment facilities, because social facilities are considered unable to meet the satisfaction of all village officials. Organizations really need employees who are active and work to achieve maximum work results, so motivation is needed so that the desired goals can be achieved. According to Hasibuan (2008: 95) motivation is the provision of driving force that creates enthusiasm for a person's work, so that they are able to work together , work effectively and integrate with all their efforts to achieve satisfaction. The indicators that are considered 30 in work motivation are physiological needs, physiological needs, safety and security needs, social needs, self-esteem needs, self-actualization and self-fulfillment needs.

Employee discipline is required in every work activity so that employees work in accordance with the regulations set by the relevant agency. According to Moenir (1987: 181) discipline is an effort made to create conditions in a work environment that are orderly, efficient and effective through an appropriate regulatory system. The indicators used in work discipline are leadership example, remuneration, and punitive sanctions. Systematically, this thinking framework can be depicted in Figure 2.1 below:

Independent Variable (X)



Source: Theoretical Study

Figure 2.1. Framework of Thought

Hypothesis

Based on the theoretical basis and framework of thinking above, the hypothesis proposed in this research is:

- H1: There is an influence between office facilities, work motivation and work discipline on the performance of village officials in Waimital District, West Seram Regency.
- H2: There is an influence of office facilities on the performance of village officials in Waimital District, West Seram Regency
- H3: There is an influence of work motivation on the performance of village officials in Waimital District, West Seram Regency
- H4: There is an influence of work discipline on the performance of village officials in Waimital District, West Seram Regency.

3. METHOD

Population and Sampling Techniques

Population is the totality of all possible values, or measurements, quantitative or qualitative regarding all members of a collection whose nature is complete and clear (Sudjana, 2002: 6). So the population in this study was 30 employees of the Waihatu Village Office,

Kairatu District, West Seram Regency person . The sampling technique in this research uses a census method where all members of the population are taken as samples, so the sample in this research is 30 people.

Data analysis technique

The data analysis techniques used in this research are as follows:

1. Descriptive Analysis
2. Classic assumption test
 - a) Normality test
 - b) Multicollinearity
 - c) Heteroscedasticity
3. Multiple Linear Regression Analysis

The statistical equation used to help determine control variables that support the influence of competence, work motivation and work discipline on employee performance is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Information :

Y : Performance

c : Constant

β_1 -6 : Regression coefficient of each independent variable

X1 : Office Facilities

X2 : Work Motivation

X3 : Work Discipline

R : Residual

4. RESULTS

CLASSIC ASSUMPTION TEST

1. Multicollinearity Test

The results of the multicollinearity test in this study can be seen in the table below.

Table 1
Multicollinearity Test

Variable	Mark		Status
	Tolerance	VIF	
Office Facilities (X1)	0.366	2,731	Multicollinearity Free
Motivation (X2)	0.299	3,348	
Discipline (X3)	0.345	2,899	

Source: SPSS Output Attachment

2. Autocorrelation Test

Table 2. Autocorrelation Test

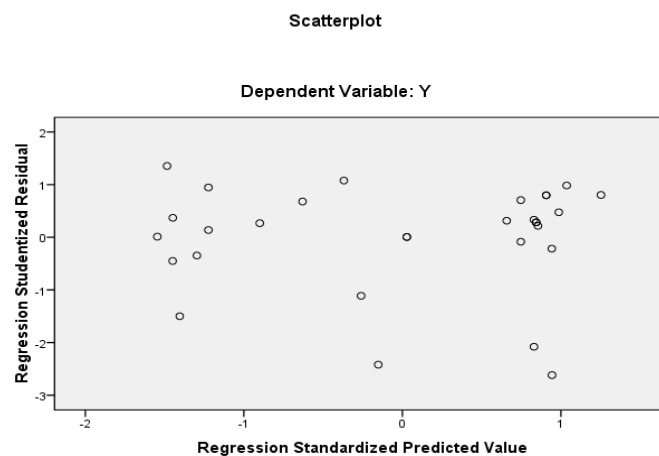
Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,977 ^a	,955	,950	1.30507	2,098
a. Predictors: (Constant), X3, X1, X2					
b. Dependent Variable: Y					

Source: Appendix

The results of the Durbin Watson Test show a value of 1,148. The table value uses a significance value of 0.05 (5%), the number of research samples (n) is 30 and the number of dependent variables (k) is 3, so that in the Durbin Watson table we get $dl=1.213$ and $du= 1.649$ then if the value then $du < d < 4- du$ ($1.649 < 2.098 < 2.351$) it can be concluded that there is no autocorrelation.

3. Heteroscedasticity test

The heteroscedasticity test in this research was carried out by observing The distribution plots on the *scatter plot graph* are as shown in the image below :



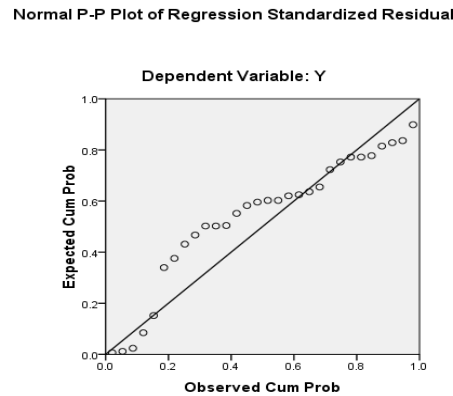
Source: SPSS Output Attachment

Figure 4.1. Heteroscedasticity Test Results

The image above shows that the distribution plots on the graph have a wavy, widening pattern and the plots spread above and below the number 0 on the Y axis, so it can be said that all the research variables used in this research are free from heteroscedasticity assumptions.

4. Normality Test

The normality test in this research was carried out by observing the plot distribution on the PP Plot graph as shown in the image below.



Source: SPSS Output Attachment

Figure 4.2

Data Normality Test Results

The image above shows that the plot pattern is around the diagonal line of the PP Plot Graph. This pattern shows that the data from each variable in this study is distributed normally, or is free from the assumption of data normality.

Hypothesis test

Table 3

Recapitulation of Multiple Linear Regression Analysis

Independent Variable	Regression Coefficients	t-count	Probability (Sig.t)
Office Facilities (X1)	0.208	2,191	0.038
Work Motivation (X2)	0.254	3,037	0.005
Work Discipline (X3)	0.620	9,429	0,000
Constant	2,196		
F count	185,902		
Adjusted R ²	0.950		
R	0.955		
Dependent Variable (Y) Performance of Village Officials			

Source: Processed Data, 202 4

From the table above, a multiple linear regression equation can be created as follows:

$$Y = 2.196 + 0.208 X_1 + 0.254$$

Information :

a = 2,196 , is a constant number that shows the value of the variable Y if the independent variable is considered zero, meaning that if it is not influenced by the independent

variables, namely office facilities (X1), work motivation (X2) and work discipline (X3), then the amount of device performance villages is 2,196

$b_1 = 0.208$ is the magnitude of the regression coefficient for the independent variable X1 , office facilities, which means that every 1 unit increase in the variable .

$b_2 = 0.254$ is the magnitude of the regression coefficient of the independent variable X2 work motivation, which means that every 1 unit increase in the independent variable is constant.

$b_3 = 0.620$ is the magnitude of the regression coefficient of the independent variable X3 work discipline, which means that every 1 unit increase in the independent variable is constant.

A) . F Test (Hypothesis Testing I)

Table 4
Anova Table of Data Analysis Results

ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	949,883	3	316,628	185,902	,000
	Residual	44,283	26	1,703		
	Total	994.167	29			

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Source: Processed Data, 2024

From table 4 it can be concluded that the calculated F is $185,902 >$ from the F table at the df: 3: 26 level of 2.92. So F calculated $>$ F table, thus H_0 is rejected, meaning that the variables of work facilities, work motivation and work discipline simultaneously/together have a significant influence on the performance of village officials (Y) which can be accepted or tested at the real level $\alpha = 0.05$.

B) . t test (Hypothesis Testing II)

1. Office Facilities (X₁)

The results of the regression analysis obtained a calculated T value of 2,191 while the T_{table} value was 1,697, thus $T_{\text{calculated}} > T_{\text{table}}$ means that H_0 is rejected, meaning that the office facilities variable has a significant effect on the performance of village officials.

2. Work Motivation (X₂)

The results of the regression analysis obtained a calculated T value of 3,037 while the T_{table} value was 1,697, thus $T_{\text{calculated}} > T_{\text{table}}$ means that H_0 is rejected, meaning that the work motivation variable has a significant effect on the performance of village officials.

3. Work Discipline (X₃)

The results of the regression analysis obtained a calculated T value of 9,429 while the T_{table} value was 1,697, thus $T_{\text{calculated}} > T_{\text{table}}$ means that H_0 is rejected, meaning that the work discipline variable has a significant effect on the performance of village officials.

C) . Coefficient of Determination (R²)

Table 5
Coefficient of Determination

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,977 ^a	,955	,950	1.30507	2,098
a. Predictors: (Constant), X ₃ , X ₁ , X ₂					
b. Dependent Variable: Y					

Source: Processed Data, 2024

The R Square coefficient of determination is 0.955, which shows that variations in village apparatus performance are explained by office facilities, work motivation and work discipline by 95.5 % , while 4.5% is explained by other variables not analyzed in the model, including work stress, work culture. , etc

Table 6
Summary of Hypothesis Test Results

No	Hypothesis	Results
1.	Office facilities have a positive and significant effect on the performance of village officials	Proven
2.	Work motivation has a positive and significant effect on the performance of village officials	Proven
3.	Work discipline has a positive and significant effect on the performance of village officials	Proven
4.	Office facilities, work motivation and work discipline simultaneously influence the performance of village officials	Proven

CLOSING

Conclusion

1. The research results prove that there is a positive and significant influence of office facilities on the performance of village officials, according to the results of the first hypothesis test
2. The research results prove that there is a positive and significant influence of work motivation on the performance of village officials, according to the results of the second hypothesis test.

3. The research results prove that there is a positive and significant influence of work discipline on the performance of village officials, according to the results of the third hypothesis test.
4. The research results prove that there is a joint influence between office facilities, work motivation and work discipline on the performance of village officials, according to the results of the fourth hypothesis test
5. The contribution of office facilities, work motivation and work discipline to employee performance (R²) is 95.5 % . Work discipline has a greater influence on the performance of village officials.

Suggestion

Suggestions based on this research are as follows:

1. Cupboard facilities should be utilized properly. Village officials should store archives in the cupboards provided so that the archives are neatly arranged and not damaged.
2. The village head further fosters and increases the motivation of his subordinates by proposing to provide incentives to village officials who perform well to the Regency Government, so that the performance of other village officials also improves.
3. Village officials should get into the habit of leaving and returning on time. If village officials are not disciplined in their time, they will be given sanctions.

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