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The Influence of Facilities and Motivation on Employee Productivity at Kairatu Sub-District Office

Maartje Paais

maartjepaais9@gmail.com

Faculty of Economics and Business, Universitas Kristen Indonesia Maluku

ABSTRACT

Productivity is crucial things in determining whether an operating system is functioning well, the efficiency indicator, and the competitiveness of a company. There are several objectives of this research, such as (1) to find out the influence of facilities on employee work productivity at the Kairatu Sub-District Office, West Seram; (2) to determine the influence of motivation on employee work productivity at the Kairatu Sub-District Office, West Seram; and (3) to find out more about the influence of facilities and motivation on employee work productivity at the Kairatu Sub-District Office, West Seram. Primary data of this research was obtained by using questionnaires to several selected respondents and conducting interviews. Meanwhile, secondary data obtained from related literatures. The analytical tool used is descriptive analysis of simple linear regression. Therefore, the research findings indicated that there is a partial influence between facilities on employee work productivity at Kairatu sub-district office, West Seram; there is a partial influence between motivation on employee work productivity at Kairatu sub-district office, West Seram; there is a significant influence on facilities and work motivation simultaneously that also affects employee productivity; and there is about 80.9% of the influence of facilities and motivation on employee productivity at Kairatu sub-district office, West Seram and the rest of 19.1% is a percentage influenced by other factors not studied by the researcher.

Keywords: *Employee Productivity, Facilities, Motivation*

INTRODUCTION

The progress of a company is highly determined by its human resources who must be effective and active in fulfilling their roles in the company. The process of applying work motivation to employees aims to improve the company's performance which can be identified from job satisfaction, organizational culture, and leadership style in the company (Wulandari & Damrus, 2022). In addition to motivational factors, there is a work facilities factor that also affects employee productivity. Facilities are anything that can help facilitate the implementation of an organization in the form of both objects and financial resources (Kurnia et al., 2019). This statement is supported by Minister of Home Affairs Regulation No. 7/2006 Chapter 3 Article 5 on Standardization of Local Government Work Facilities and Infrastructure, it stated that standardization of work facilities and infrastructure including office rooms, office equipment, official houses, and official transportation (Menteri Dalam Negeri, 2006). In addition, based on the Regulation of the Minister of Administrative Reform and Bureaucratic Reform of the Republic of Indonesia No. 48/2013 in Article 6 concerning Facilities and Infrastructure states that the standard of facilities and infrastructure in a government agency is the provision of office rooms, supporting rooms, office room equipment, supporting room equipment and the availability of official transportation. However, based on initial observations made by researchers related to the provision of facilities and employee productivity at the Kairatu Sub-District Office, West Seram. The researcher found that the provision of facilities at the Kairatu Sub-District Office, West Seram was not in accordance with the Minister of Home Affairs Regulation mentioned above.

According to initial observations, there are 4 workspaces available at the Kairatu Sub-District Office, West Seram. Meanwhile, based on the organizational structure at the Kairatu Sub-District Office, West Seram, there are 5 sub-sections including (1) Sub-District Head; (2) Sub-District Secretary; (3) Head of General and Government Section; (4) Head of Development Section; and (5) Head of Development and Empowerment Section. Based on observations, the researcher found that there was no conformity between the availability of office room and the subsections seen based on the organizational structure at the Kairatu Sub-District Office, West Seram. The researcher found that the provision of work space is still lacking as evidenced by the division of two subsections in one workspace. There are two workspaces that each have two subsections. Besides the workspace, the researcher also found that there was no data room, storage room and computer room as mandated in the Minister of Home Affairs Regulation No. 7/2006 Chapter 3 Article 5 concerning Standardization of Local Government Work Facilities and Infrastructure. In addition, the researcher also noticed that employee productivity still had deficiencies such as a lack of cooperation between one division and another.

Based on the previous description, this research is interested in examining the influence of facilities and motivation on employee productivity, then we will find out the influence of facilities and motivation on work productivity. Based on initial observations, if there are not enough facilities available, whether the facilities are in the form of goods, services or others, it will have an impact on work motivation which will affect high productivity. Therefore, the provision of facilities and increased work motivation are expected to have a significant impact on employee productivity. There are several objectives of this research, such as (1) to find out the influence of facilities on employee work productivity at the Kairatu Sub-District Office, West Seram; (2) to determine the influence of motivation on employee work productivity at the Kairatu Sub-District Office, West Seram; and (3) to find out more about the influence of facilities and motivation on employee work productivity at the Kairatu Sub-District Office, West Seram.

LITERATURE REVIEW

The Facilities

According to Kurnia et al (2019), work facilities are facilities provided by the company to support the company's operations in achieving the objectives set by the management. The types of facilities can be divided into two, i.e. facilities in the form of tools and facilities in the form of information. Facilities in the form of tools include all office equipment used in the process of its activities and consumables, for example tables, chairs, computers, printers, paper (consumables) and so on. Meanwhile, facilities in the form of information include books, regulations, magazines, information sheets, and others (Donni & Agus, 2013). In addition, Apriyadi (2017) stated that facilities are everything that is used, consumed, occupied by employees both in environmental relations with work and for the fluidity of work. The forms of work facilities in each company differ in their forms and types depending on business type and company size. There are several indicators of work support facilities and infrastructure that can affect and improve work efficiency, such as (1) according to needs; (2) able to optimize work productivity; (3) easy to use; (4) accelerate the work process; and (5) the placement of facilities is properly arranged.

Motivation

Work motivation is an important thing that every employee must own and every company must facilitate their motivation in order to achieve company goals (Mochklas, 2022). In addition, motivation will occur if their life needs such as physiological needs, security needs, social needs and self-actualization needs are fulfilled. Maslow stated that the fulfillment of human needs will be better if it prioritizes primary needs first before fulfilling secondary needs. Employee motivation is also a major issue for company management itself, such as leaders and managers because not all companies can provide motivation to their employees

(Long, 2022). Motivation has a close connection with work productivity in which the higher the level of a person's motivation, the more enthusiastic they are in completing work and creating work results in accordance with the company's quality.

Employee Productivity

Productivity is very important for employees in the company and is expected to be implemented efficiently in order to achieve the company's goals. There are several indicators in measuring the work productivity of an employee, such as (1) having the ability to carry out tasks; (2) trying to improve work achievements; (3) always eager to work; (4) do self-development; (5) improve work quality; and (6) efficiency of the resources used. The effort to increase employee productivity of each company must consider the level of work discipline. Work discipline is an important aspect for a company in which all work activities are controlled by rules that must be obeyed by every employee in order to optimize their work. The encouragement from the company that every day enforces a disciplined attitude for employees triggers to be more active and enthusiastic and becomes a major influence on work productivity (Baiti et al., 2020). In addition, productivity is often defined as the ability of a certain economic resources to produce something or the ratio between sacrifice (input) and income (output) (Hasibuan, 2016). The smaller the sacrifice required to achieve the target, the more productive the activity. On the other hand, the higher the inputs required to achieve a certain result, the less productive the activity becomes (Wahyuningsih, 2018).

The Relation among Research Variables

The factors that affect employee productivity include work motivation and employment facilities. Motivation can be a driving factor for someone in carrying out an activity to get the best results. Employees who have high work motivation usually have high work performance as well. Work motivation given to employees will encourage employee morale so that motivation arises in completing their work. In addition, employment facilities is also an important factor in supporting employee productivity.

The existence of adequate facilities, such as infrastructure and office equipment, will facilitate work and create employee morale so that employees will work better and voluntarily dedicate themselves to contributing in improving the company. The better the work environment, the better the employees' performance in completing their work. The better the office facilities provided, the better the employee performance and the greater the opportunity for the company to advance. In addition, it is also able to strengthen employee commitment so that they can jointly develop the company. Employee activities in a company require facilities that support their work so that company activities can proceed as intended. Employees must be able to operate or utilize existing facilities.

RESEARCH METHODOLOGY

Mind Mapping

The following is a detailed mind mapping based on previous description regarding the techniques in improving motivation and employee productivity.

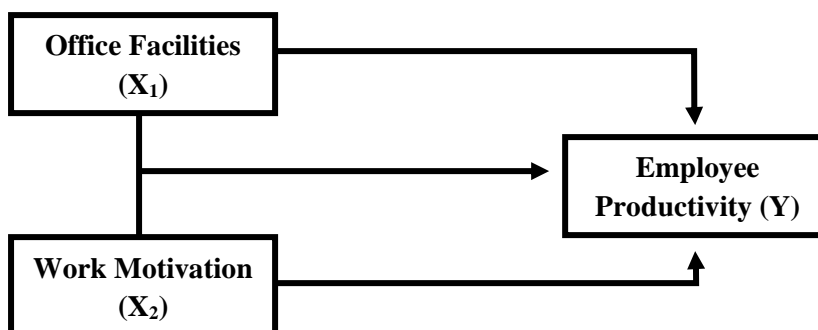


Figure 1. The Detailed Mind Mapping of The Research
Source: Theoretical Basis

Hypothesis

These are the description regarding previous mind mapping above that the researcher can describe such following below:

1. Office Facilities Variable (X_1)
 - H_0 : There is no impact on employee productivity at Kairatu sub-district office, West Seram.
 - H_1 : There is an impact on employee productivity at Kairatu sub-district office, West Seram.
2. Motivation Variable (X_2)
 - H_0 : There is no impact of motivation on employee productivity at Kairatu sub-district office, West Seram.
 - H_1 : There is an impact of motivation on employee productivity at Kairatu sub-district office, West Seram.
3. Both of Facilities and Motivation Variables (X_1 and X_2)
 - H_0 : There is no impact of office facilities and motivation on employee productivity at Kairatu sub-district office, West Seram.
 - H_1 : There is an impact of office facilities and motivation on employee productivity at Kairatu sub-district office, West Seram.

The Definition of Each Research Variables

These are several indicators that describe each variables which describe that independent variable (X) for office facilities and work motivation; and dependent variable (Y) for employee productivity. Here the following the description for each variables such as:

1. Office Facilities Variable (X_1)
 - Its indicators such following below:

- a. Office Equipments;
 - b. Office Rooms;
 - c. Supported Work Items;
 - d. Room Temperature; and
 - e. Aesthetic Value of Room Decorations.
2. Motivation Variable (X_2)
Its indicators such following below:
- a. Physiological Needs;
 - b. Security Needs;
 - c. Social Needs;
 - d. Recognition Needs; and
 - e. Self-actualization Needs.
3. Employee Productivity Variable (Y)
Its indicators such following below:
- a. Skills;
 - b. Morale;
 - c. Punctuality;
 - d. Quality; and
 - e. Efficiency.

Research Sample and Population

The population in this research is 45 employees of the Kairatu sub-district office, West Seram. The sampling technique in this research uses the census method in which all 45 members of the population are taken as samples. From the entire questionnaires distributed as many as 45 questionnaires, 15 questionnaires were damaged and were known after tabulation and editing of the returned questionnaires. The damaged questionnaire refers to a questionnaire that has several question items that are not filled in by the respondent so that it is not possible to analyze them. Furthermore, there are 30 questionnaires left that can be analyzed for this research. From the remaining questionnaire, it is possible to analyze the questionnaire.

Data Analysis Techniques

This analysis is used to measure the influence between the independent variable and the dependent variable as stated by Sugiyono such following below:

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

Description:

X_1 : Office Facilities Variable

X_2 : Work Motivation Variable

Y: Employee Productivity Variable

α : Intersept Coefficient (Constant)

β : Regression Direction Coefficient

e: Confounding Error

RESULT AND DISCUSSION

The Research Result

Data Analysis and Interpretation

Validity Testing

Testing the validity in this research using the Product Moment correlation technique by correlating the score of each item with the total score of the Corrected Item-Total Correlation. The validity test results are presented in the following table:

Table 1. Validity Test Results

Variable	Item	Correlation Product Moment	$R_{table} (\alpha = 0.05)$	Description
Office Facilities (X_1)	P1	.716**	0.361	Valid
	P2	.808**		Valid
	P3	.763**		Valid
	P4	.717**		Valid
	P5	.788**		Valid
Work Motivation (X_2)	P1	.914**	0.361	Valid
	P2	.690**		Valid
	P3	.909**		Valid
	P4	.837**		Valid
	P5	.568**		Valid
Employee Productivity (Y)	P1	.811**	0.361	Valid
	P2	.802**		Valid
	P3	.794**		Valid
	P4	.663**		Valid
	P5	.689**		Valid

Source: SPSS Output Data

Data Reliability Testing

Based on the reliability test results of the variables used in this research, it can be found in the following table:

Table 2. Reliability Test Results

Variable	Alpha Cronbach	R_{table}	Description
Office Facilities (X_1)	0.808	0.60	Reliable
Work Motivation (X_2)	0.812	0.60	Reliable
Employee Productivity (Y)	0.805	0.60	Reliable

Source: SPSS Output Data

Multiple Linear Regression Analysis

Table 3. Multiple Linear Regression Test Result

Variable	Unstandardized Coefficients	T _{count}	Sig.	Description
Constant	2.691			
Office Facilities (X ₁)	0.625	6.377	0.000	Sig.
Work Motivation (X ₂)	0.278	3.003	0.000	Sig.
R	0.900			
R Square	0.809			
Adjusted R Square	0.795			
Fcount	57.310			
Sig.F	0.000			

Source: SPSS Output Data

Based on the regression analysis results above, the multiple regression equation can be arranged as follows:

$$Y = 2.691 + 0.625 X_1 + 0.278 X_2$$

Description:

1. The constant value (α) is 2.691; which means that if the independent variables, i.e. office facilities (X₁), work motivation (X₂) are equal to 0, then employee productivity is positive 2.691.
2. The office facilities regression coefficient of 0.625 indicates that the office facilities variable has a positive influence on employee work productivity, which means that the greater/better facilities provided to employees will cause an increase in employee productivity as much as 0.625 or 62.5%.
3. The work motivation regression coefficient of 0.278 indicates that the work motivation variable has a positive influence on employee productivity, which means that the greater/better the work motivation provided to employees will cause an increase in employee productivity as much as 0.278 or 27.8%.

The F-Test (First Hypothesis Testing)

Table 4. Anova Table of Data Analysis Results

ANOVA^b

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	240.674	2	120.337	57.310	.000 ^a
Residual	56.693	27	2.100		
Total	297.367	29			

a. Predictors: (Constant), MOT, FK

b. Dependent Variable: PK

Source: Processed Data

Based on the table above, it can be concluded that F_{count} of 57.310 > from F_{table} at level df: 2 : 27 of 3.32. Therefore, $F_{count} > F_{table}$ thus H_0 is rejected, which means that the office facilities variable (X_1), work motivation (X_2) simultaneously/together have a significant influence on employee productivity (Y) can be accepted or tested at the real level $\alpha = 0.05$.

The T-test (Second Hypothesis Testing)

The T test is used to test the partial effect of the independent variable on the dependent variable by comparing the t_{count} value with the t_{table} value at the real level $\alpha = 0.05$.

Testing Criteria:

H_0 rejected if $t_{count} > t_{table}$

H_0 accepted if $t_{count} < t_{table}$

The test results for each variables is described such following below:

1. Office Facilities (X_1)

The regression analysis results obtained a t_{count} value of 6.377 while the t_{table} value is 1.697, thus $t_{count} > t_{table}$ means H_0 is rejected, which means that the work facility variable has a significant effect on employee productivity.

2. Work Motivation (X_2)

The regression analysis results obtained a t_{count} of 3.003 while the t_{table} is 1.697, thus $t_{count} > t_{table}$ means H_0 is rejected, which means that the work motivation variable has a significant effect on employee productivity.

Based on the results of the F test, it can be known that the variable work facilities (X_1), and work motivation (X_2) simultaneously/together have a significant effect on work productivity (Y), and the results of the t test indicate that the variable work facilities (X_1), and work discipline (X_2) have a significant influence on performance, thus the proposed hypothesis is accepted.

Determination Coefficient (R^2)

Table 5. Determination Coefficient Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of The Estimate
1	.900 ^a	.809	.795	1.44905

a. Predictors: (Constant), MOT, FK

Source: Processed Data

The coefficient of determination R Square is 0.809 which indicates that the variation in employee productivity is explained by office facilities and work

motivation as much as 80.9% while 19.1% is explained by other variables not analyzed in the model including occupational stress, work environment, and so on.

The Research Discussion

The Influence of Office Facilities and Motivation on Employee Productivity at Kairatu Sub-district, West Seram

Based on the research results that have been conducted by researchers, it states that in the facility variable hypothesis (X_1) there is a significant influence between the facility variables on employee productivity at the Kairatu sub-district office, West Seram. The hypothesis of the motivation variable (X_2) also states that there is an influence of motivation on employee productivity at the Kairatu sub-district office, West Seram. The results of influence testing conducted on both hypotheses using the regression test method indicate that the value of $t_{count} > t_{table}$. Meanwhile, for the hypothesis of the second variable, which is the facility and motivation (X_1 and X_2) conducted with a simultaneous test, there is an influence between facilities and motivation on employee productivity at the Kairatu sub-district office, West Seram.

The Percentage Influence of Office Facilities and Motivation on Employee Productivity at Kairatu Sub-district, West Seram

Based on a questionnaire that has been distributed to employees of the Kairatu sub-district office, West Seram and has been tested with SPSS version 22, it indicates that the amount of the influence of facilities and motivation on employee productivity at the Kairatu sub-district office, West Seram as much as 80.9%. It is proven that R Square in table 4 is 0.809 which indicates that the work productivity variable (Y) is influenced by the facility variable (X_1) and the motivation variable (X_2) as much as 80.9% and the rest of 19.1% is influenced by other factors not examined.

CONCLUSION AND SUGGESTION

Conclusion

Based on the analysis above, it can be concluded that There is a partial influence between facilities on employee productivity at the Kairatu sub-district office, West Seram; There is a partial influence between motivation on employee productivity at the Kairatu Sub-District Office, West Seram; There is an influence of work facilities, work motivation simultaneously/together have a significant influence on employee productivity and The amount of influence of facilities and motivation on employee productivity at the Kairatu sub-district office, West Seram obtained an influence of 80.9% while 19.1% was influenced by other factors not examined.

Suggestion

Based on this research, it is intended that the government will be more sensitive to the provision of facilities and infrastructure in various agencies in order to increase employee productivity. It is important to conduct an evaluation in terms of reviewing the improvement of facilities and infrastructure on the level that is in accordance with the expectations of the institution to support in achieving the goals that have been determined.

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