



The effect of work facilities, discipline and comfort on employee performance at the secretariat of the regional people's representative council of Kerinci Regency

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ABSTRACT

This study aims to see the effect of work facilities, work discipline and comfort on the performance of employees of the Kerinci Regency DPRD Secretariat both individually and collectively. The population in this study were all employees of the Kerinci Regency DPRD Secretariat of 35 people. The technique of determining the number of samples taken as respondents with this sampling technique uses the total sampling technique (overall sample). The reason for taking total sampling is because the total population is less than 100, the entire population is used as a research sample. The results of this study indicate that work facilities have a positive influence on employee performance at the Kerinci Regency DPRD Secretariat, work discipline has a positive influence on employee performance at the Kerinci Regency DPRD Secretariat, comfort has a positive influence on employee performance at the Kerinci Regency DPRD Secretariat and work facilities, work discipline and comfort together have a significant effect on the performance of employees of the Kerinci Regency DPRD Secretariat.

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INTRODUCTION

A government organization will obtain the level of achievement of the goals that have been set. The level of achievement of these goals can be measured from the organization's ability to realize them. One of the strategic steps to improve the ability of government organizations is by improving employee behavior as a resource that plays an important role in running the wheels of government, so that all tasks can be carried out effectively and productively. Indicators of the success of an organization in achieving goals can be seen from performance measurement, both individual performance and organizational performance. Performance is the foundation for the achievement of the goals of an organization. According to (High & Alex, 2017), "performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a certain period". Employee performance is an important thing for organizations to pay attention to, because it can affect the achievement of organizational goals and progress. As a government organization

that has responsibility in the administration of government, it is necessary to assess the performance of its employees.

Performance basically focuses problems on the process of planning, implementing, and also the results obtained after carrying out work. In government agencies, performance is commonly referred to as an answer to the success or failure of the initial objectives of the work program and policies that have been set. Performance is very important, because performance is one of the most important benchmarks of organizational quality. Improving the performance of the government apparatus is one of the development strategies for a country in carrying out its state process. In an organization often only demands high performance on employees, regardless of the factors that affect performance. Even though many factors can affect employee performance, including motivation, leadership, comfort at work, work environment, work discipline, work culture, communication, compensation, work facilities, and many others. All of these factors are influential, depending on the facts that occur on the ground. From the initial observations that the author made, there are several problems related to performance, namely: 1). Not on time in completing work. 2). Employees who work carelessly and not optimally at work. 3). Lack of employees who can operate computers. 4). Lack of cooperation between employees.

The provision of work facilities in the organization is a basic thing needed in carrying out the duties and functions of the organization. Work facilities provided by government agencies are facilities and infrastructure to facilitate work. Adequate work facilities with decent and well-maintained conditions will help smooth the work process in an organization. The provision of complete facilities is one of the drivers to maximize the results of work. Work facilities should be a concern of every organization because it can affect overall employee performance. (Kreitner, 2015) states that work facilities are everything that is occupied and in demand by employees both in direct relation to work and for smooth work. Thus, an employee or worker cannot perform the work assigned to him without being accompanied by work tools. In addition, one important factor that can affect performance is work discipline. Employee discipline is needed in every work activity so that employees work in accordance with the regulations set in the relevant agency. According to (Sedarmayanti, 2019), "Work discipline is the awareness and willingness of employees to obey all applicable organizational regulations and social norms." To uphold the dignity of civil servants and the government in society as the organizer of state government and carry out national development, it is necessary to implement disciplinary rules for the State Civil Apparatus as stated in Law Number 5 of 2014 State Civil Apparatus and Government Regulation Number 94 of 2021.

Law Number 5 of 2014 concerning the State Civil Apparatus based on Porigin 86 says that in ensuring the maintenance of order in the smooth implementation of duties, Civil Servants (PNS) must comply with the rules of civil servant discipline, government agencies are obliged to carry out disciplinary enforcement against civil servants and carry out various efforts to improve discipline, civil servants who commit disciplinary violations are sentenced to discipline. Further provisions regarding civil servant discipline are regulated in Government Regulation Number 94 of 2021 concerning Civil Servant Discipline, Article 1 reads that civil servant discipline is the ability of civil servants to comply with obligations and avoid prohibitions specified in laws and regulations. Employee work discipline is highly expected in order to realize goals, both short-term and long-term goals. Furthermore, in terms of employee discipline within the DPRD Secretariat Office, there are still some employees who lack discipline in carrying out their duties. The phenomenon that occurs at this time is still found employees who are often late coming to work, there are some employees late following the morning apple, there are employees who are passive to work, there are employees who are not punctual in completing their work and there are still employees who leave work during working hours without explanation. This shows the lack of employee discipline.

RESEARCH METHOD

This type of research uses a *quantitative approach*. This study examines and analyzes the effect of work facilities, discipline and comfort on employee performance at the secretariat of Kerinci district. The sampling method used for this study was total sampling with a sample of 31 people. Data analysis was conducted using SPSS (Statistical Program for Social Science)

Data Sources

Primary Data

Primary data is data obtained directly from respondents. Data from respondents is needed to find out respondents' responses about kinerj seen from work facilities, discipline and comfort. So in this case the data is obtained directly. To obtain data in this study, a data collection technique was used, namely a questionnaire (questionnaire). Is a field data collection technique carried out by providing a set of questions or statements to respondents to answer. According to (Ghozali, 2017), "the scale that is often used in preparing questionnaires is the Likert scale". Based on the Likert Scale, variables are broken down into several sub-variables then sub-variables are clarified through indicators. From these indicators, an instrument in the form of a questionnaire was prepared with statements with the choice of answers to the statements scored, then respondents chose the answers to the questions by checking the appropriate answers.

Secondary Data

Secondary data is an indirect data collection technique, both in the form of information related to research and complementary or supporting primary data. This technique is used to collect data on theories, concepts related to research variables from relevant books/literature.

Analysis Method

The data analysis methods used in this study are data quality tests (validity and reliability tests), descriptive statistics, correlation coefficient tests, classical assumption tests, and multiple linear regression tests.

Validity Test

According to Suharsimi (2006: 168) "validity is a measure that shows the levels of validity or validity of an instrument. A valid instrument has high validity. Conversely, a less valid instrument means it has low validity." According to (Ghozali, 2017) that the validity test is used to measure the validity or validity of a proof statement in a questionnaire. A proof statement is said to be valid if the statement on the questionnaire is able to reveal something that will be measured by the questionnaire. If the count r is greater than the table r for degrees of freedom (df) = $n-2$, in which case n is a sample, then the hypothesis cannot be rejected or valid.

Reliability Tests

Reliability testing is actually a tool to measure a questionnaire which is an indicator of a variable or construct. "A questionnaire is said to be reliable if a person's answers to statements are consistent or stable over time." (Ghozali, 2017). According to (Ghozali, 2017) "the reliability of the instrument of this study was calculated with the help of SPSS computer using the Cronbach Alpha statistical test, to find out whether the data of this study is reliable or not. A construct or variable is reliable if it gives a Cronbach Alpha value of > 0.70 .

Classical Assumption Tests

Normality Test

According to (Ghozali, 2017) "The normality test aims to test whether in the regression model the confounding or residual variables have a normal distribution. A good regression model is to have a normal or near-normal data distribution." The basis for decision making according to (Ghozali, 2017) is: (a). If the data spreads around the diagonal line and follows the direction of the

diagonal line or its histogram graph shows a normal distribution pattern, then the regression model satisfies the normality assumption, (b). If the data spreads far from the diagonal line and/or does not follow the direction of the diagonal line or its histogram graph does not show a normal distribution pattern, then the regression model does not satisfy the normality assumption.

In this discussion, the Kolmogorov-Smirnov one sample test will be used using a significant level of 0.05, then the data is declared normally distributed if it is significantly greater than 5% or 0.05.

Multicollinearity Test

According to (Ghozali, 2017) uji multicolonierity aims to test whether the regression model found a correlation between independent variables. A good regression model should not have correlations among independent variables. If independent variables correlate with each other, then they are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables is equal to zero. There is a way to detect the presence or absence of multicolonierity in the regression module through tolerance and variance inflation factor (VIF). According to (Ghozali, 2017) that "these two measures indicate which each independent variable is described by the other independent variable. In a simple sense each independent variable becomes a bound variable and is progressed against other independent variables. The cut-off value commonly used to indicate multicolonierity is a tolerance value of > 0.10 or equal to a VIF value of < 10 ."

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residual of one observation to another" (Ghozali, 2017). If the variance from residual one observation to another observation is fixed, then it is called homoscedasticity and if different it is called heteroscedasticity. According to (Moleong, 2017) that "A good regression model is one that homoscedasticity or heteroscedasticity does not occur. To detect the presence or absence of heteroscedasticity can be done by looking at the Plott Graph (Scatter plot). If there is no clear pattern, such as spreading points above and below 0 (zero) on the Y-axis, then there is no heteroscedasticity.

Multiple Regression Analysis

The data analysis method used in this study is multiple regression analysis and is supported by descriptive analysis. Multiple regression analysis was used to determine the effect of work facilities, discipline, and comfort on employee performance at the Kerinci Regency DPRD Secretariat.

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e \quad (1)$$

Information:

- Y : Performance (Y)
- b_1 : Regression efficiency of variable X1.
- b_2 : Regression efficiency of variable X2.
- b_3 : Regression efficiency of variable X3.
- X_1 :Competence
- X_2 :Motivation
- X_3 : Education Level
- a : Konstata
- e : error

Test the hypothesis

Test F (Simultaneous Test)

In this study, the F test was used to determine the degree of significance of the influence of independent variables together (simultaneously) on dependent variables." (Sugiyono, 2017). The F Test formula is as follows:

$$F = \frac{R^2/k}{(1 - R^2)/(n - k - 1)} \quad (2)$$

Information:

K = Number of independent variables.

N = Number of samples.

R^2 = Coefficient of Determination.

F = F count which is further consulted with F table.

In the SPSS output, the test is simultaneous with this F-test, that is, if the p-value (in the sig column.) is smaller than the specified level of significance, or F is greater than F in the table, meaning that the independent variables together have a significant effect on the dependent variable. The basis for decision making is to use significance probability numbers, namely: (a). If the probability of significance > 0.05, then Ho is accepted and Ha is rejected, (b). If the probability of significance < 0.05, then Ho is rejected and Ha is accepted.

Test t (Partial)

The t test is used to test the significance of the influence of variable X on variable Y. Whether the variables ,X-1., ,X-2, and X-3. really affects the variable Y separately or partially. The t-Test formula is as follows:

$$t_{hit} = \frac{b}{s_{b1}} \quad (3)$$

Information:

b : Slope of the regression line

Sb : Standard error of regression coefficient

Syx : Standard error estimation

In the SPSS output, the test is partial to the t-test, that is, if the p-value (in the sig.) on each independent variable smaller than the specified level of significance, or t count greater than t table, means that the variables of each independent variable individually have a significant effect on the dependent variable. The basis for decision making is to use significance probability figures, namely: (a). If the probability of significance > 0.05 then Ho is accepted and ha is rejected, (b). If the probability of significance < 0.05 then Ho is rejected and Ha is accepted.

RESULTS AND DISCUSSIONS

Validity Test Results

The research instrument used in the study consisted of employee performance variables as many as 10 questions, work facilities as many as 10 questions, work discipline as many as 10 6 questions, and comfort as many as 10 question. Based on the results of the validity test displayed in the SPSS output performed on all variables, all questions on each variable have a calculated r value greater than the table r (0.1966). Thus, the validity criterion has been met on all variables.

Reliability Test Results

Based on the results of reliability tests displayed in the SPSS output performed on each variable, it is known that all variables used in the study have Cronbach's alpha value greater than 0.70. Therefore, reliability criteria have been met for each variable.

Normality Test

According to tests that have been carried out through the use of the One-Sample Kolmogorov-Smirnov Test, the test results show that Asymp. Sig. (2-tailed) at Y is 0.103, X_1 is 0.268, X_2 is 0.323, and X_3 is 0.240. Because the significance value obtained exceeds 0.05 i.e. (0.107>0.05), it is concluded that the residual data used residual spread normally.

Multicollinearity Test

Based on the results of the multicollinearity test, it is known that the independent variable has a tolerance value that exceeds 0.1. For VIF values, independent variables have values that do not exceed 10. Thus, in regression models on independent variables there is no multicollinearity.

Heteroscedasticity Test

Based on the results of the heteroscedasticity test through the use of scatter plot graphs displayed in the SPSS output, it can be seen that the graph does not have a clear pattern. In addition, the output clearly illustrates that no points are distributed above the Y axis or below the Y axis. So the regression model used in the study has no heteroscedasticity and can be used.

Multiple Regression Test Results

In testing the hypothesis of this study, multiple linear regression tests were used, which aimed to determine how much influence some independent variables had on the dependent variable. Multiple regression analysis was performed by comparing t_{count} with t_{table} and sig value with $\alpha = 0.05$. In detail, the results of multiple regression testing can be seen in Table 3

Table 3. Analysis test results

Model	Coefficients ^a			t_{count}	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
(Constant)	71.855	8.339		8.616	.000
Work facilities	.361	.108	.057	3.342	.001
Work discipline	.436	.100	.137	4.360	.000
Comfort	.595	.113	.175	5.265	.000

Dependent Variable: Employee Performance

Source : Processed primary data, 2022

Based on table 3, the regression equation is obtained as follows:

$$Y = 71.855 + 0.361 X_1 + 0.436 X_2 + 0.595 X_3 + e \quad (4)$$

Where:

Y : Employee Performance

X_1 : Work facilities

X_2 : Work discipline

X_3 : Comfort

e : error standard

From the equation above, it can be seen that there is a constant value of 71,855 which means that if work facilities, work discipline, comfort are zero, then the value of the performance variable is at 71,855. This means that the variables of work facilities, work discipline, comfort contribute to improving the performance of employees of the Kerinci Regency DPRD Secretariat. The value of the regression coefficient of work facilities is positive 0.361. This means that if the work facility increases by one unit, it will result in an increase in performance of 0.361 units. The value of the labor discipline regression coefficient is positive which is 0.436. this means that if work discipline increases by one unit, it will result in an increase in the performance of employees of the Kerinci Regency DPRD

Secretariat by 0.436 units and the value of the comfort regression coefficient is positive which is 0.595. This means that if the convenience increases by one unit, it will result in an increase in the performance of employees of the Kerinci Regency DPRD Secretariat by 0.595 units.

Based on the above equation it can be explained that: (a). From the equation above, it can be seen that there is a constant value of 71,855 which means that if work facilities, work discipline, comfort are zero, then the value of the performance variable is at 71,855. This means that the variables of work facilities, work discipline, comfort contribute to improving the performance of employees of the Kerinci Regency DPRD Secretariat, (b). The value of the regression coefficient of work facilities is positive 0.361. This means that if the work facility increases by one unit, it will result in an increase in performance of 0.361 units, (c). The value of the regression coefficient of labor discipline is positive which is 0.436. This means that if work discipline increases by one unit, it will result in an increase in the performance of employees of the Kerinci Regency DPRD Secretariat by 0.436 units.

Statistical Test t Test and F Test

t Test

The statistical test t (partial test) is used to determine whether or not there is a significant influence between each independent variable, namely work facilities, work discipline and comfort partially on the dependent variable, namely employee performance tested at a significance level of 0.05. Here's the explanation:

Work facilities have a partial positive and significant effect on performance

Based on the results of the analysis of the t test, it is known that the variable significance level of work facilities is $0.001 < 0.05$ of the significance value (0.05). Thus H_0 is rejected and $H_{a\text{is}}$ accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive influence between work facilities on the performance of Kerinci Regency DPRD Secretariat Employees.

Work Discipline Partially Has A Positive and Significant Effect On Performance

Based on the results of the analysis of the t test, it is known that the significance level of the work discipline variable is $0.000 < 0.05$ of the significance value (0.05). Thus H_0 is rejected and $H_{a\text{is}}$ accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive influence between work discipline on the performance of employees of the Kerinci Regency DPRD Secretariat.

Comfort Partially Has A Positive and Significant Effect On Performance.

Based on the results of the analysis of the t test, it is known that the significance level of the comfort variable is $0.000 < 0.05$ of the significance value (0.05). Thus H_0 is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive influence between comfort on the performance of employees of the Kerinci Regency DPRD Secretariat.

F Test

Simultaneous testing using the F test is performed to determine whether all independent variables in the model have an influence on the dependent variable tested simultaneously. Table 4 below illustrates the results of statistical test F. The value of the comfort regression coefficient is positive which is 0.595. This means that if the convenience increases by one unit, it will result in an increase in the performance of employees of the Kerinci Regency DPRD Secretariat by 0.595 units.

Table 4. Statistical test results F
ANOVA^a

	Model	F	Sig.
1	Regression	9.286	.000 ^a
	Residual		
	Total		

Dependent Variable: Employee Performance

Predictors: (Constant), Comfort, Work discipline, Work facilities

Work Facilities, Comfort, And Comfort Together Have A Positive and Significant Effect On Performance.

Based on the results of the analysis of the F test, it is known that the variable significance level of work facilities, work facilities, and comfort is $0.000 < 0.05$. Thus H_o is rejected and H_a is accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant influence together between work facilities, work facilities, and comfort on the performance of employees of the Kerinci Regency DPRD Secretariat.

DISCUSSION

The Effect of Work Facilities on Employee Performance

The variable Work facility (X1) has a significance value of $0.001 < 0.05$, meaning that it partially affects employee performance. This is in accordance with statistics if the probability of t value or significance < 0.05 , then it can be concluded that there is an influence between the independent variable and the dependent variable. The results of this study are in accordance with the theory of Heidjrachman and Husnan Suad (2002: 187), "Work facilities are a form of company service to employees so that performance supports in meeting employee needs, so as to increase employee work productivity". So it can be concluded that the Kerinci Regency DPRD Secretariat has fulfilled good facilities in the office so that it can affect employee performance

The Effect of Work Discipline on Employee Performance

The work discipline variable (X2) has a significance value of $0.000 < 0.05$, meaning that it partially has no effect on employee performance. This is in accordance with statistics if the probability of t value or significance < 0.05 , then it can be concluded that there is an influence between the independent variable and the dependent variable. According to Sinambela's theory (2017: 335), "work discipline is a person's work ability to regularly, diligently continuously and work in accordance with applicable rules by not violating established rules". So it can be concluded that the Kerinci Regency DPRD Secretariat has fulfilled work discipline that is good enough for employees in the office so that work discipline cannot affect employee performance.

The Effect of Comfort on Employee Performance

The Comfort variable (X3) has a significance value of $0.000 < 0.05$, meaning that it partially has a significant effect on employee performance. This is in accordance with statistics if the probability of t value or significance < 0.05 , then it can be concluded that there is an influence between the independent variable and the dependent variable. The results of this study support the results of research conducted by Potu (2013: 1216) where the work environment has a positive and significant effect on employee performance. So it can be concluded that the Kerinci Regency DPRD Secretariat can meet the needs of comfort in working such as comfortable work spaces, prayer rooms, prayer equipment and others. This indicates that the better the level of comfort possessed by the Kerinci Regency DPRD Secretariat, the better the level of employee performance so that these results show that comfort can affect employee performance.

The Effect of Work Facilities, Work Discipline and Comfort on Employee Performance

Based on the results of the analysis of the F test, it is known that the variable significance level of work facilities, work facilities, and comfort is $0.000 < 0.05$. Thus H_o is rejected and H_a is

accepted. So that the alternative hypothesis proposed in this study is accepted, meaning that there is a significant influence together between work facilities, work facilities, and comfort on the performance of employees of the Kerinci Regency DPRD Secretariat. This indicates that the better the level of work facilities, work discipline, and comfort owned by the Kerinci Regency DPRD Secretariat, the better the level of employee performance so that these results show that work facilities, work facilities, and comfort together can affect employee performance.

CONCLUSION

Based on the conclusions of the research results that have been described, the author tries to put forward implications that may be useful including: 1). For the Kerinci Regency DPRD Secretariat, it is hoped that this research can be used as input material as consideration to improve employee performance. For this reason, there is special attention to employee facilities at the Kerinci Regency DPRD Secretariat by fulfilling employee work facilities that can improve employee performance that can be applied, for example by providing adequate facilities according to the needs of each employee to support the smooth running of work and providing support in terms of continuous work to each employee so that it is easy to adjust and feel comfortable working in Kerinci Regency DPRD Secretariat. 2). For employees, it is hoped that this research can add insight and awareness related to the following: a). Work facilities, improve work facilities by making employees fully understand work facilities in themselves and daily work activities, because someone who has good work facilities will always effectively carry out the duties and authorities given to him. So the implication is that employee performance will increase. b). Work discipline, improving work discipline by cultivating work discipline in every employee. Employees who have high work discipline will foster enthusiasm at work and strive to do as much as possible with the aim that the interests of the organization can be fulfilled. So the implications will improve employee performance. c). Comfort, maintain and increase comfort by creating a pleasant atmosphere, because good comfort conditions will make employees feel comfortable in carrying out all activities both for the benefit of themselves and the agency. So that it will imply that employee performance will be better. 3). For academics, it is hoped that further research can use this research as an addition to science and information and can be used as a foundation that has themes that are in accordance with work facilities, work discipline, comfort in employee performance and further research is recommended to add or use other variations and different indicators are certainly supported by theories or based on preliminary research. In addition, further research is recommended to examine objects and variables that have Islamic value that affect employee performance. Because values in work are important characteristics and advantages for agency institutions. In addition, it can be by using different measurement methods or scales, in addition to multiple linear regression methods with Likert scales so that HR research references can be even more.

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