



The Influence Of Work Facilities And Work Placement On Work Performance Of Pt. Masa Mitra Pratama Medan

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ABSTRACT

PT. Masa Mitra Pratama is a company engaged in the service and sale of banking electronic needs such as: money counting machines, teller machines, and others who started their business in 2007 and continues to grow by opening various branches, one of which is located in Medan. Employees cannot perform well at work such as: in terms of quality, employees often make mistakes in completing their work. The company does not provide adequate facilities for its employees. Employee work placements in the company are still not in accordance with the criteria or abilities possessed by employees, making employees slow to work. This research uses quantitative descriptive research. The research population that will be used in the study is all employees who work at the company as many as 41 employees. Determination of the research sample using saturated sampling. Simultaneously there is a significant influence between the variables of work facilities and work placement on the work performance of PT. Masa Mitra Pratama . While partially found the variable work facilities have a significant effect on the work performance of PT. Masa Mitra Pratama . Partially it was found that the work placement variable had a significant effect on the work performance of PT. Masa Mitra Pratama . The results of this study indicate that the variable work facilities have more influence than work placement on the work performance of PT. Masa Mitra Pratama .

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1. Introduction

In the face of competition in the business world in this era of globalization, companies are required to work harder and better because this increasingly fierce competition causes companies to be required to be able to increase their competitiveness in order to maintain the survival of the company. The existing companies are always trying to get a profitable position and one of them is: the desire of employees to always get quality human resources.

The problem most often faced by a company in general is: the low quality of its human resources. Human resources are individuals who are important assets in the company that carry out all company activities and control various other resources that must be managed properly by the company's management in order to make a satisfactory contribution in supporting the development and growth of the company. Human resources can be called an important asset because if these individuals are managed and cared for properly, they will have the will and ability to carry out all the work assigned to them properly and will always be at the forefront of supporting the development and growth of the company in the face of intense competition.

The achievements of an employee are basically: the size of the results achieved by the employee during a certain period compared to various possibilities such as: standards, goals or criteria that have been determined in advance and have been mutually agreed upon. The measure of work performance is not only based on quantity calculations, but also considers the efficiency measure of the use of resources that have been provided by the company for employees in facilitating their work.



Work facilities are: supporting facilities in the company's activities that are in physical form and are used in every activity of the company's normal activities and usually have a relatively permanent period of use and provide many benefits in the future. The importance of work facilities cannot be denied because without these facilities, employees will also have difficulty in working.

Job placement is: the process of assigning or filling a vacant position by giving certain tasks and authorities so that employees can carry out properly based on the job descriptions that have been described. The placement process is a very decisive process in getting competent employees needed by the company because the right placement in the required position will help the company achieve its goals.

PT. Masa Mitra Pratama is a company engaged in the service and sale of banking electronic needs such as: money counting machines, teller machines, and others who started their business in 2007 and continues to grow by opening various branches, one of which is located in Medan. However, the company cannot be separated from human resource problems that usually occur in every company. The company is considered to be experiencing a decline in employee performance at this time where employees cannot produce quality work because they are often guilty of completing their work either in the form of reports or in terms of carrying out other work activities such as: activities related to outsiders such as consumers or suppliers so that This makes the boss must immediately take part in handling things that are considered to be in serious trouble. Employees also often get warnings from their superiors not to repeat it again, such as: by giving a direct warning by calling the employee or by giving an indirect warning such as: giving the first and second warning letters, but it still happens and makes the boss very forced. had to cut his salary for the wrong he had done as a further punishment rather than just a warning. Employees are also considered very undisciplined in their work so that employees are often late for work and often do not complete reports ordered by their superiors on time. In addition, employees also cannot take the initiative in working so they have to wait for directions from co-workers or their new superiors, the employee can carry out work activities or activities that should become his routine, such as: taking lunch for managers or helping superiors to clean the place to eat and put it on the table. kitchen or other things. Employees also do not look enthusiastic at work so they often look sluggish rather than active or diligent in completing the work that has been given to them.

Work facilities are considered to be one of the things that prevent employees from being able to excel at work because from what has been known, the company does not provide adequate facilities for its employees where for the first in terms of transportation facilities such as: field employees (marketers) not given a motorbike and advised to use their own motorbike, but employees do not get additional fuel costs or other additional money so that sometimes they are lazy to look for consumers because they feel a loss because every 3 days, employees have to spend as much as Rp. 30,000 to refuel in order to use the motorcycle. In addition, for female employees who do not have transportation, they are also forced to use the services of online transportation applications such as: Grab, Gojek, Indriver and so on so that employees have additional costs than just the cost of their daily needs. Some female employees are also forced to ask for help from family members or their boyfriends to take themselves to work. Employees also often compare with their friends who work in other companies where employees get shuttle facilities from their companies so they don't have to think about transportation problems anymore, such as: PT. Musimas provides transportation in the form of buses or private cars that come to pick up employees to go to the office when employees do not have transportation. For other facilities problems, there are also those related to the completeness of facilities, such as: limited printers, so they have to ask their colleagues for help to print the report because the computer is not connected to the printer. This of course makes co-workers become disturbed during work because they have to continuously help other co-workers to print reports.

Work placement is also considered to be one of the things that hinders employees from being able to excel at work because from what is known, the placements that have been made by the company for its new employees also often experience errors because new employees who are in place are considered to still lack the ability. adequate work or skills that make employees slow to work such as: new employees who have just graduated as a Bachelor, but are still unsure and cannot use the Microsoft Excel application program properly and don't even know how to use the formulas in the Microsoft Excel application programs such as: using a formula (=SUM) or creating a table that will be used as a place to fill in data. This of course makes the employee who teaches him take a long time because he has to start teaching the employee from the basics again, another example is a marketing employee who has good communication methods and deserves



attention from consumers because they can easily establish close relationships with consumers. However, the new employee was placed in the cashier section so that he did not use his abilities properly even though the employees felt that if this employee was placed in the marketing department such as: counters or as marketers who used telephones in marketing products, of course many consumers would be captivated by his communication skills.

Based on the background described above, the researcher is interested in conducting research with the title of the thesis: "The Influence of Work Facilities and Work Placement on Work Achievement of PT. Medan Primary Partner Period. The indicator for office facilities and infrastructure are as follows: Equipment/equipment is a tool or material used to assist the implementation of office work so as to produce a job that is expected to be completed faster, more precisely, and well. Office machines are tools used to collect, record, process informational materials in office work that work mechanically, electrically, and magnetically. Office communication machine is an office facility that is used to communicate, both within the organization itself and outside the organization. Office furniture are office objects made of wood and iron to help carry out office work tasks. Office interiors are office objects that are used to add to the atmosphere so that it is fun so that it gives enthusiasm and comfort in completing work. Office layout is the arrangement of office space and the arrangement of office equipment and furniture in accordance with the available floor area and office space so as to provide satisfaction and comfort.

Indicators that must be considered in the placement of workers are as follows: Academic Achievement The academic achievements of the workforce must be considered, especially in completing work assignments, as well as carrying out authority and responsibility. Academic achievement that needs to be considered is not limited to the last level of education but includes the level of education that has been experienced. Experience working in similar jobs, it is necessary to take into account the fact that the longer the workforce works, the more experience they have on the contrary, the shorter the tenure, the less experience they will gain. Work experience provides a lot of expertise and work skills. On the other hand, limited work experience has resulted in lower levels of expertise and skills, and therefore needs to be considered. Physical and Mental Health medical tests/tests based on reports from doctors attached to application letters, as well as special medical tests held during the selection are to see the health readiness of prospective workers who will carry out work. There are several government and private agencies that conduct their own medical tests in collaboration with hospitals or with appointed doctors. Marital Status It is very important to know the marital status of prospective workers to be a source of decision making, especially in the field of employment. Moreover, female workers who have husbands or children need to be considered for placement. Age In placing workers, the age factor of workers who pass the selection needs to be considered as necessary. This is to avoid low productivity produced by the workforce concerned.

The indicators of work performance in question are as follows: Environment, Behavior Management (Leadership), Job Design, Performance Assessment, Feedback, Wage Administration

2. Method

2.1. Location and Time

The research locations are: PT. Masa Mitra Pratama having its address at Jalan Sembada No. 43B Pasar V Padang Bulan, Medan. Research time from September 2021 to June 2022.

2.2. Population and Sample

In connection with the number of employees totaling 41 people will be used as the population, the determination of the research sample using saturated sampling.

2.3. Data Collection Method

Collecting data through a questionnaire is done by asking questions to parties related to the problem. To assess respondents' responses, the author uses the Likert scale which uses several question items to measure individual behavior by responding to 5 choice points on each question item.

2.4. Validity and Reliability Test

The data obtained needs to be tested for its accuracy and reliability so that the results of data processing can be more precise and accurate. Therefore, it is necessary to know how high the validity and reliability of the measuring instrument (instrument) used. Based on the research, each variable of the questionnaire item that was tested for validity, all the questionnaires had met the valid criteria and were eligible to be used as a

questionnaire in further research. While in reliability test, all variable questionnaire item is reliable and can be used as instrument.

3. Result and Discussion

3.1 Normality Test

The residual normality test is used to test whether the residual value resulting from the regression is normally distributed or not. A good regression model is to have residuals that are normally distributed. There is some method to do the normality test such as histogram graphic, normal probability plot of regression graphic and one sample Kolmogorov Smirnov statistic.

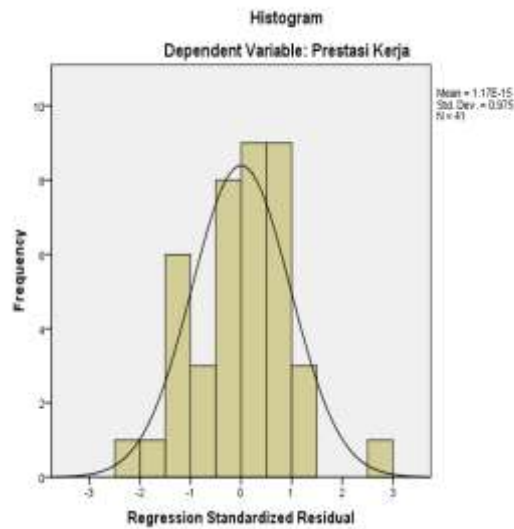


Figure 1. Histogram Graphic

Based on the picture above, it can be seen that the line forming a bell, not going left or right. This shows that the data is normally distributed and meets the assumptions of normality.

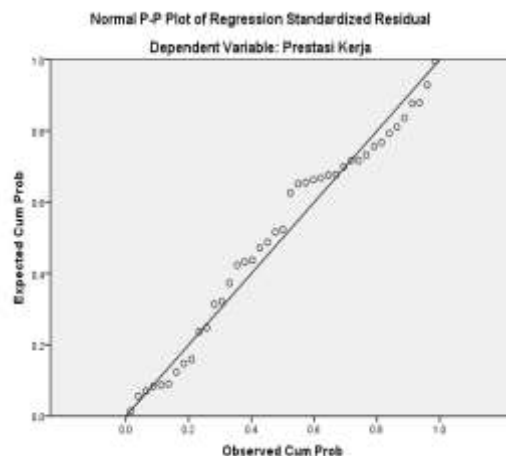


Figure 2. Normal Probability Plot of Regression Graphic

Based on the picture above, it shows that the data (dots) spreads around the diagonal line and follows the diagonal line. So from this figure it is concluded that the regression model residuals are normally distributed.

TABLE 1
One-Sample Kolmogorov Smirnov Test

		Unstandardized Residual
N		41
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.76141374
Most Extreme Differences	Absolute	.119
	Positive	.066
	Negative	-.119
Kolmogorov-Smirnov Z		.761
Asymp. Sig. (2-tailed)		.609

a. Test distribution is Normal.
b. Calculated from data.
Source: Research Result, 2022

Based on the table above, the results of the Kolmogorov-Smirnov normality test prove that the significant value is greater than 0.05, namely 0.609, it can be concluded that the data is classified as normally distributed.

3.2 Multicollinearity Test

Multicollinearity is a condition in the regression model where there is a perfect or near perfect correlation between independent variables where a good regression model should not have a perfect or nearly perfect correlation between the independent variables. The commonly used test method is to look at the Tolerance and Variance Inflation Factor (VIF) values in the regression model where the VIF value is less than 10 and has a Tolerance value of more than 0.1.

TABLE 2
Multicollinearity Test

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Work Facilities	.859	1.164
Work Placement	.859	1.164

a. Dependent Variable: Work Achievement

Based on the table above show that all the variables have a tolerance value more than 0.1 and VIF value less than 10 which can be concluded that there is no problem found in multicollinearity test.

3.3 Heteroscedasticity Test

Heteroscedasticity is a condition where in the regression model there is an inequality of variants from the residuals from one observation to another where a good regression model does not occur heteroscedasticity.

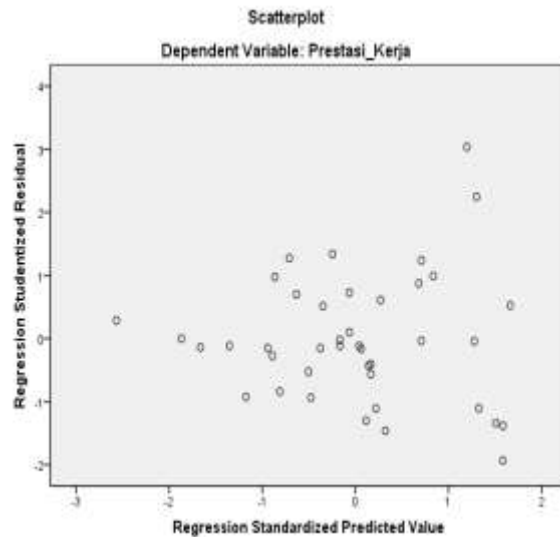


Figure 3. Scatterplot Graphic

Based on the scatterplot graph presented, it can be seen that the dots spread randomly and do not form a clear pattern and are spread either above or below zero on the Y axis. This means that there is no heteroscedasticity in the regression model, so the regression model can be used to predict achievement based on the input of the independent variable. The following is a glejser test which can be seen in the table below:

TABLE 3. Glejser Test

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	-2.297	3.282			-.700	.488
Work Facilities	-.013	.075	-.029		-.176	.861
Work Placement	.132	.069	.320		1.921	.062

a. Dependent Variable: Work Achievement
 Source: Research Result, 2022

Based on the table above, it can be seen that the significance value of the two variables is greater than 0.05 so that it can be stated that there is no problem with heteroscedasticity testing.

3.4 Multiple Linear Regression Analysis

Multiple regression analysis is an analysis to determine whether there is a significant influence between two or more independent variables on one independent variable.

TABLE 4
 Multiple Linear Regression Analysis Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	14.894	5.780		2.577	.014		
Work Facilities	.414	.133	.430	3.124	.003	.859	1.164
Work Placement	.274	.121	.312	2.264	.029	.859	1.164

a. Dependent Variable: Work Achievement
 Source: Research Result, 2022

$$Y = 14,894 + 0,414 X_1 + 0,274 X_2 + e \tag{1}$$

Based on the above equation, it can be described as follows:

- a. Constant (α) = 14,894 indicates a constant value, if the value of the independent variable (X_1) is: work facilities and variable (X_2), namely: work placement is worth 0, then work performance is: still worth 14,894.



- b. The coefficient of $X_1(b_1) = 0.414$ indicates that the work facilities variable (X_1) has a positive effect on work performance of 0.414. This means: every increase in the value of work facilities (X_1) by 1 unit, then the value of work performance will increase by 41.4%.
- c. The coefficient of $X_2(b_2) = 0.274$ indicates that the job placement variable (X_2) has a positive effect on work performance of 0.274. This means: every increase in the value of work placement (X_2) by 1 unit, then the value of work performance will increase by 27.4%.

3.5 Coefficient Determination

Analysis of determination or also called R Square symbolized by R^2 is used to determine the magnitude of the influence of the independent variable (X) together on the dependent variable (Y) where the smaller the coefficient of determination, this means the effect of the independent variable (X) on the dependent variable (Y) is getting weaker. Conversely, if the coefficient of determination is closer to number 1, then the effect of the independent variable on the dependent variable is getting stronger. Thus, if coefficient determination is 0, this indicates that there is no percentage contribution of influence given by the independent variable to the dependent variable. However, if the coefficient of determination is 1, then there is a contribution that the independent variable gives to the dependent variable is perfect.

TABLE 5
Coefficient Determination Test

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.618 ^a	.382	.350	2.833	

a. Predictors: (Constant), Work Placement, Work Facilities

b. Dependent Variable: Work Achievement

Source: Research Result, 2022

Based on the table above, the value of the Adjust R Square (Adjusted R²) or the coefficient of determination that has been correlated with the number of variables and sample size so as to reduce the element of bias if there are additional variables or additional sample sizes obtained is 0.350. This means that the magnitude of the influence of work facilities and work placements on work performance is: 35% and the remaining 65% is influenced by other factors originating from outside this research model such as: intellectual intelligence, emotional intelligence, work supervision, job descriptions, conflict work and other variables.

3.6 Simultaneous Hypothesis Test (F Test)

F test or regression coefficient test is used to determine whether simultaneously the independent variable has a significant effect on the dependent variable. In this case, to find out whether simultaneously the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 5%. The criteria for evaluating the hypothesis in this F test are:

H_0 Accepted if: $F_{count} < F_{table}$, H_a Accepted if: $F_{count} > F_{table}$

TABLE 6
ANOVA Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	188.789	2	94.394	11.760	.000 ^a
	Residual	305.016	38	8.027		
	Total	493.805	40			

a. Predictors: (Constant), Work Placement, Work Facilities

b. Dependent Variable: Work Achievement

Source: Research Result, 2022

Based on the table above, it is found that the value of $F_{count} (11,760) > F_{table} (3.24)$ with a significant level of $0.00 < 0.05$ so it can be concluded that H_3 is accepted with the understanding that there is a significant influence between work facilities and work placement on the work performance of PT. Primary Partner Period.



3.7 Partially Hypothesis Test (t Test)

The t test or partial regression coefficient test is used to determine whether partially the independent variable has a significant effect on the dependent variable or not. In this case, to find out whether partially the independent variable has a significant effect on the dependent variable or not. The test uses a significance level of 0.05 and a two-sided test. The criteria for evaluating the hypothesis in this t test are H_0 Accepted if: $t_{count} < t_{table}$, H_a Accepted if: $t_{count} > t_{table}$

TABLE 7
Coefficient Test

	Model	t	Sig.
1	(Constant)	2.577	.014
	Work Facilities	3.124	.003
	Work Placement	2.264	.029

a. Dependent Variable: Work Achievement

Based on the table above, it can be seen that:

- Based on work facilities (X1), it can be seen that the value of t_{count} (3.124) > t_{table} (2.024) with a significance of $0.003 < 0.05$ so it can be concluded that there is a significant positive effect between work facilities on the work performance of employees of PT. Primary Partner Period until H1 is accepted.
- In the work placement (X2), it can be seen that the value of t_{count} (2.264) > t_{table} (2.024) with a significance of $0.029 < 0.05$ so it can be concluded that there is a significant positive effect between work placement on the work performance of PT. Primary Partner Period until H2 is accepted.

4. Conclusion

The conclusions that researchers can draw from the results of this study are as follows: Work facilities have a positive and significant effect on the work performance of employees of PT. Primary Partner Period. Job placement has a positive and significant effect on the work performance of employees of PT. Primary Partner Period. Work facilities and work placement have a significant effect on the work performance of employees of PT. Primary Partner Period. The coefficient of $X1(b1) = 0.414$ indicates that the work facilities variable (X1) has a positive effect on work performance of 0.414. This means: every increase in the value of work facilities (X1) by 1 unit, then the value of work performance will increase by 41.4%. The coefficient $X2(b2) = 0.274$ indicates that the work placement variable (X2) has a positive effect on work performance of 0.274. This means: every increase in the value of work placement (X2) by 1 unit, then the value of work performance will increase by 27.4%. The value of Adjust R Square (Adjusted R2) or the coefficient of determination that has been correlated with the number of variables and sample size so as to reduce the element of bias in the event of additional variables or additional sample size obtained is 0.350. This means that the magnitude of the influence of work facilities and work placements on work performance is: 35% and the remaining 65% is influenced by other factors originating from outside this research model such as: intellectual intelligence, emotional intelligence, work supervision, job descriptions, conflict work and other variables.

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