The Influence of Office Facilities, Work Discipline and Spatial Planning on the Performance of Administrative Employees at High Schools and Vocational Schools in Banggai Islands Regency

Pengaruh Fasilitas Kantor, Disiplin Kerja dan Tata Ruang Terhadap Kinerja Pegawai Tata Usaha Pada SMA dan SMK di Kabupaten Banggai Kepulauan

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Abtract

This study aims to find out and analyze office facilities, to find out that work discipline and office space layout partially affect the performance of administrative employees in high schools and vocational schools in Banggai Islands Regency and to find out and analyze office facilities, work discipline and office space simultaneously affect the performance of administrative employees in high schools and vocational schools in Banggai Islands Regency. Research sites in high school and vocational schools in Baggai Islands Regency. Validity and reliability test, the number of samples is 57 and the significance level is 5%, then the R table is 0.261 with the Cronbach Alpha method obtained a critical point of 0.6. So from all X1 obtained 0.808 > 0.6 (reliable), X2 obtained 0.801 > 0.6 (reliable) and X3 obtained 0.848 > 0.6 (reliable). And Y is obtained 0.870 > 0.6 (reliable) from each statement r calculation is greater than r table, so it is concluded that all data are valid. Variable X1 has a sig value of 0.001 and a calculated t-value of 3.422. Since the sig-value (0.001) is lower than 0.05 and the calculated t-value (3.422) is greater than the t-table (2.006), H01 is accepted, meaning that X1 exerts a significant influence on Y. Variable X2 has a sig value of 0.000 and a calculated t-value of 4.577. Since the value of its sig (0.000) is lower than 0.05 and the value of the calculated t (4.577) is greater than the t of the table (2.006), H02 is accepted, meaning that X2 exerts a significant influence on Y. Variable X3 has a sig value of 0.418 and a calculated t-value of -0.816. Since the sig value (0.418) is greater than 0.05 and the calculated t value (-0.816) is greater than the -t table (-2.006), H03 is rejected, meaning that X3 does not have a significant influence on Y.

Keywords: Office Facilities, Work Discipline, Spatial Planning on Employee Performance

Abtrak

Penelitian ini bertujuan untuk mengetahui dan menganalisis fasilitas kantor, untuk mengetahui disiplin kerja dan tata ruang kantor secara parsial berpengaruh terhadap kinerja pegawai tata usaha pada SMA dan SMK di Kabupaten Banggai Kepulauan serta untuk mengetahui dan menganalisis fasilitas kantor, disiplin kerja dan tata ruang kantor secara simultan berpengaruh terhadap kinerja pegawai tata usaha pada SMA dan SMK di Kabupaten Banggai Kepulauan. Tempat penelitian di Sekolah Negeri SMA dan SMK di Kabupaten Baggai Kepulauan. Uji validitas dan reliabilitas, jumlah sampel 57 dan tingkat signifikan 5% maka R table adalah 0,261 dengan metode Cronbach Alpha diproleh titik kritis 0,6. Maka dari semua X1 diperoleh 0,808 > 0,6 (reliabel) X2 diperoleh 0,801 > 0,6 (reliabel) dan X3 Diperoleh 0,848 > 0,6 (reliabel). Dan Y diproleh 0,870 > 0,6 (reliabel) dari masing-masing pernyataan r hitung lebih besar dari r table maka disimpulakan bahwa semua data valid. Variabel X1 memiliki nilai sig sebesar 0.001 dan nilai t hitung sebesar 3.422. Karena nilai sig nya (0.001) lebih rendah dari 0.05 dan nilai t hitung (3.422) lebih besar dari t tabel (2.006) maka H01 diterima artinya X1 memberikan pengaruh signifikan terhadap Y. Variabel X2 memiliki nilai sig sebesar 0.000 dan nilai t hitung sebesar 4.577. Karena nilai sig nya (0.000) lebih rendah dari 0.05 dan nilai t hitung (4.577) lebih besar dari t tabel (2.006) maka H02 diterima artinya X2 memberikan pengaruh signifikan terhadap Y. Variabel X3 memiliki nilai sig sebesar 0.418 dan nilai t hitung sebesar -0.816. Karena nilai sig nya (0.418) lebih besar dari 0.05 dan nilai t hitung (-0.816) lebih besar dari -t tabel (-2.006) maka H03 ditolak artinya X3 tidak memberikan pengaruh signifikan terhadap Y.

Kata Kunci : Fasilitas Kantor, Disiplin Kerja, Tata Ruang Terhadap Kinerja Pegawai

INTRODUCTION

An organization is a forum for everyone to give their aspirations for the progress of the organization. Activities in an organization are called organizing. Organizing according to Hasibuan (2008:23) is "a process of determining, grouping and organizing the various activities necessary to achieve the goal, placing people in each of these activities, providing the necessary tools, assigning relatively delegated authority to each individual who performs these activities" According to Wright: 1977 in Muhammad (2009:24) organization is "a form of an open system of activities that are coordinated by two or more people to achieve a common goal".

Activities to determine the success or failure of a work carried out by an organization require good management and planning. Management according to Hasibuan (2008:9) is "the science and art of regulating the process of utilizing human resources and other resources effectively and efficiently to achieve a certain goal". Human resources are very important in organizational activities. Fathoni (2006:8) revealed that "time, energy and ability can really be used optimally for the interests of the organization, as well as the interests of individuals". A training is needed so that employees can carry out work activities effectively so that human resources can achieve good performance.

Employee activities in an organization (school) require facilities that support 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, used, occupied by employees both in the relationship between the environment and work and for the smooth running of work". In addition to office facilities, work is also allegedly influenced by other factors, namely work discipline. Organizations really need employees who are enterprising and working to achieve maximum results, to achieve maximum work results, there needs to be motivation so that the desired goals can be achieved. According to Abraham Maslow in Mangkunegara (2009:94), the theory of needs is defined "as a gap or conflict experienced between a reality and the impulses that exist in oneself".

M. Harlie (2010) in his research concluded that there is a joint influence of independent variables consisting of work discipline (x1), Mativation (x2), and career development (x3) on the bound variable, namely Government Employee Performance (Y). Ardiansyah (2013), his research explained that work discipline is significant to the effectiveness of employee services. Cut Ermiati and Terindah Sembiring (2010) in their research the variable of facilities (offices) has a greater influence on work productivity compared to the variable of human resource development. The magnitude of the influence was caused by other variables outside the variables of facilities (offices) and human resources, which was 0.5802 = 33.6%.

METHOD

The data analysis method used in the study is to see how the relationship or influence of work facilities, work motivation and work discipline, is as follows:

This analysis is used to find out how much the influence of office facilities on the performance of Administration at SMK Negeri 1 Tinangkung. "Descriptive statistics are statistics that are used to analyze by describing or describing data that has been collected as it exists without intending to make conclusions that apply to the general public or generalization" (Sugiyono, 2010:207-208). The steps taken in the data analysis technique are as follows:

a. Collect questionnaires that have been filled out by respondents by checking their completeness.
b. Determine the respondent's answer with the provisions of the acquisition score that has been determined
c. Using the results of observations that have been filled in by the respondents who have been determined.

Multiple linear regression

Multiple linear regression is a regression model that involves more than one independent variable. Multiple linear regression analysis was carried out to determine the direction and how much influence the independent variable had on the dependent variable (Ghozali, 2018). According to Sugiyono (2012: 275), multiple regression analysis is used by researchers, when the researcher intends to predict the state (up and down) of the dependent variable (criterion), when two or more independent variables as predictor factors are manipulated (up and down). In this case, there are three free variables and one bound variable. Thus, Multiple Linear Regression is expressed in the following mathematical equations:

$$Y = a + b1x1 + b2x2 + \cdots + bnxn \quad \ldots\ldots (3.1)$$

Ket : y = bound variable.
x1,x2,x3 = Free variable
a = Constant
b1,b2,b3= Regression Coefficient
e = Variable Disruptor.

RESULT

Classical Assumption Test

This study was conducted using the multiple linear regression analysis method, so this study pays attention to the assumptions underlying the multiple linear regression model. The classical assumption test on multiple linear regression used in this study includes:

a. Normality Test

The normality of the data was carried out with the aim of testing whether in a regression model, the perturbating or residual variables had a normal distribution or not in this study by looking at the significant values in the table *Kolmogorof-Smirnov*. To test non-parametic statistics *Kolmogorof-Smirnov* (K-S) the basis for decision-making is:

1) If the Asymp sig (2-tailed) value < 0.05, it means that the residual data is not normally distributed.
2) If the Asymp sig (2-tailed) value > 0.05, it means that the residual data is normally distributed.

With help *SPSS 22 software* The following results were obtained:

Table 1
Normality Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		57
Normal Parametersa,b	Mean	.0000000
	Std. Deviation	.40418506
Most Extreme Differences	Absolute	.114

	Positive	.114
	Negative	-.098
Test Statistic		.114
Asymp. Sig. (2-tailed)		.061c

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Based on the table above, the value of the sig obtained is 0.061. Because the sig value (0.061) is greater than 0.05, it means that the data is normally distributed.

b. Multicollinearity Test

The multicollinearity test in this study is by looking at the value of *Tolerance* and VIF (*Variance Inflating Factor).* Value-based decision guidelines *Tolerance* that is:

a. If the VIF value is less than 10.00, it means that there is no multicollinearity in the regression model
b. If the VIF value is greater than 10.00, it means that there is multicollinearity in the regression model.

With the help of *SPSS 22 software, the* following results were obtained:

Table 2
Multicollinearity Test
Coefficientsa

Type		Collinearity Statistics	
		Tolerance	VIF
1	X1 (Office Facilities)	.804	1.244
	X2 (Work Discipline)	.439	2.279
	X3 (Office Layout)	.389	2.569

a. Dependent Variable: Y (Performance)

From the output above, it can be seen that the variables X1, X2, and X3 respectively have a VIF error of 1,244; 2.279; and 2,569, because each variable has a VIF value lower than 10, so it can be concluded that there is no multicollinearity in the data.Heteroscedasticity Test

In this study, to find out whether or not there are heteroscenity symptoms, namely the *Rank Spearman* method. This is the basis for decision-making in the Heteroscenityity test using the *Spearman Rank test* method as follows:

- If the significance value between the independent variable and its residual value > 0.05, then there is no symptom of heteroscedasticity;
- If the significance value between the independent variable and the residual value < 0.05, then the symptom of heteroscedasticity occurs

Here are the results obtained:

Table 3
Heteroscedasticity Test
Correlations

			Unstandardized Residual
Spearman's rho	X1 (Office Facilities)	Correlation Coefficient	.143
		Sig. (2-tailed)	.288
		N	57
	X2 (Work Discipline)	Correlation Coefficient	.060
		Sig. (2-tailed)	.655
		N	57
	X3 (Office Layout)	Correlation Coefficient	.127
		Sig. (2-tailed)	.347
		N	57

Based on the table above, the variables X1, X2, and X3 respectively have a sig value of 0.288; 0.655; and 0.347. Because each variable X1, X2, and X3 has a sig value greater than 0.05, it is concluded that there is no heteroscedasticity violation in the regression model.

a. The Influence of (Office Facilities), (Work Discipline), and (Office Layout) on (Performance)

To see the influence of X1 (Office Facilities), X2 (Work Discipline), and X3 (Office Layout) on Y (Performance), multiple linear regression analysis was used with the following equation:

$$Y = \alpha + \beta 1X1 + \beta_{2X2} + \beta_{3X3} + e$$

Information:

Y = y (performance)
B1 B2 B3 = linear regression coefficient of each variable
X1 = X1 (Office Facilities)
X2 = X2 (Work Discipline)
X3 = X3 (Office Layout)
e = Disruptive Variable

The results of *SPSS 22 software processing* for multiple regression analysis are presented in the following table:

Table 4
Multiple Regression
Coefficientsa

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.257	.528		.486	.629
	X1 (Office Facilities)	.403	.118	.356	3.422	.001
	X2 (Work Discipline)	.650	.142	.644	4.577	.000
	X3 (Office Layout)	-.131	.161	-.122	-.816	.418

a. Dependent Variable: Y (Performance)

Based on the results of the calculations in the table above, the form of multiple linear regression equations is obtained as follows:

$$Y = 0.257 + 0.403\ X1 + 0.650\ X2 - 0.131\ X3$$

The value of the regression coefficient in the independent variables illustrates that if the independent variable is estimated to increase by one unit and the value of the other independent variable is estimated to be constant or equal to zero, then the value of the bound variable is estimated to be able to increase or decrease according to the sign of the regression coefficient of the independent variable. From the multiple linear regression equation above, a constant value of 0.257 is obtained. This means that if the variable Y (Performance) is not affected by the three independent variables, namely X1 (Office Facilities), X2 (Work Discipline), and X3 (Office Layout), it will have a value of 0.257. The sign of the regression coefficient of the independent variable indicates the direction of the relationship of the variable in question with Y (Performance). The regression coefficient for the independent variable X1 (Office Facilities) is positive, indicating a unidirectional relationship between X1 (Office Facilities) and Y (Performance). The variable regression coefficient of X1 (Office Facilities) of 0.403 means that for every increase in X1 (Office Facilities) by one unit will cause an increase in Y (Performance) by 0.403. The regression coefficient for the independent variable X2 (Work Discipline) is positive, indicating a unidirectional relationship between X2 (Work Discipline) and Y (Performance). The variable regression coefficient of X2 (Work Discipline) of 0.650 means that for every increase in X2 (Work Discipline) by one unit will cause an increase in Y (Performance) by 0.650. The regression coefficient for the independent variable X3 (Office Layout) is negative, indicating that there is a non-directional relationship between X3 (Office Layout) and Y (Performance). The regression coefficient of the variable X3 (Office Layout) of 0.131 means that every increase in X3 (Office Layout) by one unit will cause a decrease in Y (Performance) by 0.131.

b. Hypothesis Test

This test aims to test how the partial influence of the independent variable on the bound variable.

For partial influence testing, the following hypothesis formulation is used

H01 : X1 (Office Facilities) does not have a significant effect on Y (Performance)

H11 : X1 (Office Facilities) has a significant influence on Y (Performance)

H02 : X2 (Work Discipline) does not have a significant influence on Y (Performance)
H12 : X2 (Work Discipline) has a significant influence on Y (Performance)
H03 : X3 (Office Layout) does not have a significant effect on Y (Performance)
H13 : X3 (Office Layout) has a significant influence on Y (Performance)

Test criteria:

1. If the value of the t-table > t calculates *the* > t of the table or the value of the significant is less than 0.05, then it is concluded that there is an influence between the independent variables on the related variables partially.
2. If the indigo -t table < t count < t table or the value of its significance exceeds 0.05, it is concluded that there is no influence between free veriables on the partially related variables.

At the number of samples (n) 57 and the number of free variables (k) is 3, then the value df1=k=3 and the value df2=n-k-1=57-3-1= 53 so that t table = ±2,006. Here are the results obtained:

Table 5
Partial Test
Coefficientsa

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.257	.528		.486	.629
	X1 (Office Facilities)	.403	.118	.356	3.422	.001
	X2 (Work Discipline)	.650	.142	.644	4.577	.000
	X3 (Office Layout)	-.131	.161	-.122	-.816	.418

a. Dependent Variable: Y (Performance)

Based on the table above, it can be concluded as follows:

1. Variable X1 (Office Facilities) has a sig value of 0.001 and a calculated t-value of 3.422. Because the sig value (0.001) is lower than 0.05 and the calculated t value (3.422) is greater than the table t (2.006), H01 is accepted, meaning that X1 (Office Facilities) has a significant influence on Y (Performance).
2. Variable X2 (Work Discipline) has a sig value of 0.000 and a calculated t-value of 4.577. Because the value of sig (0.000) is lower than 0.05 and the value of t calculation (4.577) is greater than the t of the table (2.006), H02 is accepted, meaning that X2 (Work Discipline) has a significant influence on Y (Performance).
3. The X3 variable (Office Layout) has a sig value of 0.418 and a calculated t-value of -0.816. Because the sigs value (0.418) is greater than 0.05 and the calculated t value (-0.816) is greater than the -t table (-2.006), H03 is rejected meaning that X3 (Office Layout) does not have a significant influence on Y (Performance).

The F test (simultaneous test) is to see if independent variables together (simultaneously) have a significant influence on the dependent variables.

For simultaneous effect testing, the following hypothesis formula is used:

H04 = X1 (Office Facilities), X2 (Work Discipline), and X3 (Office Layout) simultaneously do not have a significant effect on Y (Performance)
H14 = X1 (Office Facilities), X2 (Work Discipline), and X3 (Office Layout) simultaneously exert a significant influence on Y (Performance)

Test criteria:

a. If the value of F is calculated > Ftable or if the sig < 0.05, then it can be concluded that there is an influence between independent variables on related variables simultaneously
b. If the value of F is calculated < F of the table or if the sig > 0.05, then it can be concluded that there is no influence between the independent variables on the related variables simultaneously

At the number of samples (n) 57, the number of free variables (k) is 3, then the value df1=k=3 and the value df2=n-k-1=57-3-1= 53 so that F table = 2.779. The following is the F test obtained:

Table 6
Simultaneous Tests
ANOVAa

Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	10.711	3	3.570	20.684	.000b
	Residual	9.148	53	.173		
	Total	19.859	56			

a. Dependent Variable: Y (Performance)
b. Predictors: (Constant), X3, X1, X2

From the table above, the obtained sig value is 0.000 and the F value is calculated 20.684. Because the sig value (0.000) is lower than 0.05 and the F value of the calculation (21.471) is greater than the F table (2.779), H04 is accepted, meaning that X1 (Office Facilities), X2 (Work Discipline), and X3 (Office Layout) simultaneously exert a significant influence on Y (Performance).

The correlation coefficient aims to determine the relationship between two or more independent variables to dependent variables simultaneously. This coefficient also shows how much the relationship of the independent variable to the dependent variable is. The R value ranges from 0 to 1, the closer the value is to 1, the stronger the relationship that occurs, on the other hand, the closer the R value is to 0, the lower the relationship that occurs. The following are the results of the multiple correlation analysis:

Table 7
Multiple Correlation Analysis
Model Summaryb

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.734a	.539	.513	.41547

a. Predictors: (Constant), X3, X1, X2
b. Dependent Variable: Y (Performance)

Based on the output results of *the SPSS software* above, a correlation coefficient (R) value of 0.734 was obtained. Because it is in the interval of 0.60-0.799, it shows that there is a strong relationship between X1 (Office Facilities), X2 (Work Discipline), and X3 (Office Layout) to Y (Performance).

The magnitude of the influence of X1 (Office Facilities), X2 (Work Discipline), and X3 (Office Layout) on Y (Performance) can be shown by the R square value (determination coefficient) based on the table below:

Table 8
Coefficient of Determination
Model Summaryb

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.734a	.539	.513	.41547

a. Predictors: (Constant), X3, X1, X2
b. Dependent Variable: Y (Performance)

Based on the table above, the value of the R square is 0.539 or 53.9%. This means that the variables X1 (Office Facilities), X2 (Work Discipline), and X3 (Office Layout) have an influence of 53.9% on Y (Performance). Meanwhile, the remaining 46.1% is the contribution of other variables besides X1 (Office Facilities), X2 (Work Discipline), and X3 (Office Spatial Planning).

DISCUSSION

Based on the research that has been carried out by the researcher, the following research results are obtained:

The Influence of Office Facilities on Employee Performance

From the t-test calculations that have been carried out, it shows that the Office Facility variable has a significant influence on employee performance. The results obtained reveal that the tcount value of the office facility variable is 3.422 and the ttable value is 2.006, so the tcount is more than ttable, namely (3>422<2.006) and the significant value is (0.001 0.05) meaning that office facilities partially have a significant effect on employee performance. This research is strengthened by previous research by Agustina (2017) showing that office facilities have a significant influence on employee performance. This opinion is in line with Ganda Siarait (2018) that office facilities have a significant influence on the performance of employees, meaning that it can be concluded that the more complete the availability of office facilities, the higher the level of employee performance. The implications of this study explain that office facilities are the main tool or auxiliary tool in the implementation of work that aims to facilitate office activities (Moenir 2015:119). Basically, adequate office facilities can encourage the achievement of good employee performance so that employees strive to do their work well and as much as possible.

The Effect of Work Discipline on Employee Performance

Based on the t-test that has been carried out, it shows that the Work Discipline variable has a significant influence on

employee performance. This is evidenced by the results of the calculation value of the work discipline variable is 4.577 and the ttable value is 2.006, then (4>577<2.006) and the significance value is (0.0000.05) so that it proves that work discipline has a significant effect on employee performance. This research is strengthened by previous research by Anisah (2018), according to her research that work discipline has a positive and significant influence on employee performance. This opinion is in line with Agustina (2018) that work discipline has a significant influence on employee performance. The implication of this study explains that work discipline is an effort to instill value in creating an attitude of obedience to work rules that have been set to be able to be responsible for work (Moenir 2015:94). With the attitude of discipline in each employee and the better the level of employee discipline, it will make the administrative employees of high schools and vocational schools in Banggai Islands Regency have even higher performance.

The Effect of Office Layout on the Performance of Administrative Employees in High Schools and Vocational Schools in Banggai Islands Regency

Based on the t-test that has been carried out, it shows that the verifiable office layout does not have a significant influence on employee performance. This is by obtaining the results of the calculation value of the office layout variable of -0.816 and the ttable value of -2.006, then (-0.816 > -2.006) while the significant value is (0.418 > 0.05) so that it proves that office layout does not have a significant effect on the performance of high school and vocational school administrative employees in Banggai Islands Regency.

The Influence of Office Facilities and Work Discipline on the Performance of High School and Vocational School Administrative Employees in Banggai Islands Regency

The variables of office facilities and work discipline have a significant influence on the performance of high school and vocational school administrative employees in Banggai Islands Regency. The results of the F test hypothesis have a significant value of F calculation which is 0.000 and F table 0.05 means that F calculation is greater than F table or (0.000 < 0.05). Which means that the hypothesis is accepted. So that office facilities and work discipline have an influence on performance together. Based on the value of the determination coefficient (*Adjusted* R2), it is known that office facilities and work discipline influence or contribute to employee performance by 82.3% and the remaining 17.7% is influenced by other variables that are not explained in this study. Based on *Adjusted R square,* it proves that office facilities and work discipline are able to contribute to employee performance. This research is strengthened by previous research by Agustina Fatma Ningrum (2017) and Iriani Ismail (2016) which stated that there is a significant influence between office facilities and school discipline on public high school and vocational school management employees in Banggai Islands Regency. This shows that with the complete availability of office facilities and the high level of employee work discipline, it will have an impact on improving the performance of administrative employees.

e. The Effect of Office Layout on the Performance of High School and Vocational School Administrative Employees in Banggai Islands Regency

Office layout variables do not have a significant influence on the performance of high school and vocational school

administrative employees in Banggai Islands Regency. The results of the F test hypothesis are a sig value of 0.418 and a calculated t value of -0.816. Because the sigs value (0.418) is greater than 0.05 and the calculated t value (-0.816) is greater than the -t table (-2.006), H03 is rejected meaning that X3 (Office Layout) does not have a significant influence on Y (Performance).

CONCLUSION

Based on the results of research and data processing regarding the influence of office facilities, work discipline and office space planning on the performance of administrative employees of high schools and vocational schools in Banggai Islands Regency, it can be concluded that:

1. Simultaneously, there is an influence on office facilities and work discipline on the performance of high school and vocational school administrative employees in Banggai Islands Regency. This is evidenced by a significant value of 0.000 < 0.05.
2. The variable of office facilities affects the performance of high school and vocational school administrative employees in Banggai Islands Regency, this is evidenced by a significant value of 0.001 < 0.005 which means that the hypothesis is accepted.
3. Work discipline variables affect the performance of high school and vocational school administrative employees in Banggai Islands Regency. It is proven from a significant value of 0.000 < 0.05, which means that the hypothesis is accepted.
4. Spatial variables have no effect on the performance of high school and vocational school administrative employees in Banggai Islands Regency. It is proven by a significant value of 0.418 > 0.005, meaning that the hypothesis is rejected.
5. From the test of the determinant coefficient (R2), the R2 value was obtained of 0.539 or 53.9%. This shows that the variables of employee performance are influenced by the variables of office facilities, work discipline and office layout by 53.9%. While the remaining 46.1% was influenced by other variables that were not explained in this study.

Based on the above research, the researcher proposed the following:

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