



Integration of adequate work facilities and high work discipline in optimizing employee performance at PT Bintang Krakatau Mandiri Cilegon-Banten

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ABSTRACT

A company's success is inseparable from the employee performance factor in the company. Good performance can increase productivity and operational efficiency and help the company achieve its strategic goals. This study aims to determine the aspects of improving employee performance with work facilities and work discipline. This study uses a quantitative method with probability and simple random sampling techniques. This study uses a survey method and a questionnaire tool. The number of respondents is 60. Data processing and analysis techniques use validity tests, reliability tests, descriptive analysis, classical assumption tests, multiple linear regression analysis, correlation tests, hypothesis tests, and determination coefficient tests. The study results indicate that the work facility variable significantly affects employee performance. The work discipline variable significantly affects employee performance. The work facility and work discipline variables significantly affect employee performance. The results of this study provide insight and contribution to management science, especially human resources.

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1. INTRODUCTION

A company's success is indeed inseparable from the factor of its employees. Quality human resources can increase productivity and operational efficiency and help companies achieve their strategic goals (Kurniawati et al., 2024; Syaechurodji et al., 2024). Human resources (HR) quality is key to achieving organizational excellence. Quality human resources include knowledge, skills, and attributes such as a good attitude and work discipline (Darmawan et al., 2025; Hidayat et al., 2024; Rizki et al., 2024).

Work facilities play a crucial role in improving the effectiveness and performance of employees in various sectors. Research shows that the existence of adequate and well-maintained facilities can make a significant contribution to employee performance. For example, a study by Hazmi and Nugraha shows that work facilities and non-physical work environments greatly influence employee performance. The study results concluded that the availability of good and maintained work facilities significantly impacts employee performance (Hazmi & Nugraha, 2021). Rofiah and Nawangsari also emphasized the importance of utilizing local resources to support facility

management, which simultaneously involves the community to improve work facilities (Rofiah & Nawangsari, 2023).

In addition, research conducted by Fahmi and Ratnawati shows that using information technology in work facilities can increase employee effectiveness. This technology facilitates employees in accessing and processing the data necessary for their work, which improves individual performance (Fahmi & Ratnawati, 2021; Hia et al., 2023). This is in line with the findings of Hia et al., which underline the importance of technology and innovation in creating a better and more efficient work environment, which has an impact on employee satisfaction and the quality of services provided (Hia et al., 2023; Sjahrudin et al., 2022; Trihartati et al., 2024).

Work discipline is one of the main pillars of achieving effectiveness and productivity in the work environment. Various studies have shown that work discipline contributes significantly to individual and organizational performance. For example, Arsad et al., (2024) Explain the importance of good work discipline, the primary determinant of employee productivity. Research states that highly disciplined employees better meet work expectations and contribute positively to organizational goals.

There is a consensus among researchers that work discipline is defined as the individual's awareness to comply with all applicable regulations and norms in the workplace. Research Ijah et al., (2024) This awareness is key in improving employee performance, showing that attendance and compliance with the rules are essential. The same thing was also affirmed by Komala et al., (2024), which identifies that work discipline is directly related to the organization's commitment and indicates that good discipline practices help build employees' commitment to the company's mission and vision. Work discipline also impacts employee job satisfaction, which in turn affects productivity. Strong work discipline, motivation, and a supportive work environment create optimal conditions for job satisfaction.

Based on the initial observations made by the author, the work facilities at PT. Bintang Krakatau Mandiri can be said to be inadequate. Inadequate facilities can be seen from the unavailability of copiers, several unsuitable work chairs, and air conditioning temperatures that do not work optimally, in addition to insufficient work facilities and employee work discipline at PT. The independent Krakatau star is also still low. Low work discipline is due to the absence of tools or attendance systems for employees, so employees often arrive late. Adequate work facilities are essential in supporting work because the fulfillment of work facilities can make employees more effective at work. Facilities such as comfortable workspaces, adequate work equipment, and supporting facilities such as restrooms and dining areas can significantly affect employee well-being. One of the crucial elements that can underlie employee performance to be better and more efficient is work discipline. This is a reflection of complying with working hours, having responsibilities at work, and meeting the work standards that the company has set. Conceptually, physical facilities (tools, workspace) support work comfort, while non-physical facilities (systems, culture, management support) affect motivation. And empirically, both have an effect, but non-physical often has a more direct impact on performance because it touches on psychological aspects and work behavior. This study aims to understand aspects of improving employee performance with work facilities and discipline. The results of this research provide insights and contributions to management science, especially in human resources.

2. RESEARCH METHOD

This research was conducted at PT. Bintang Krakatau Mandiri which is located on Jl. Brigadir General Katamso, No. 122, Gunung Sugih Village, Ciwandan District, Cilegon City. This study uses a quantitative approach as a research method. Quantitative research methods are based on the philosophy of positivity. This research is commonly used to research specific populations or samples. The population is the sum of each element to be studied. It has the same characteristics and can be individuals from a group or an event. The population in this study is 60 employees who work at PT. Bintang Krakatau is independent. A sample is a portion of the total population, or a small portion of a population member, that is taken according to a specific procedure so that it can represent its

population. The sample in this study was determined using a total sample. A sample of 60 respondents was drawn. With 60 employees, the number is still affordable, so the census is used to capture the entire data without losing information. Furthermore, because the entire population is studied, the risk of generalization bias is low and the data representation is very strong, because there is no partial sample. Observation as a data collection technique has specific characteristics compared to other methods. Observation is carried out by directly observing the situation in the field related to the matter to be researched. We used questionnaire data to obtain primary data from respondents using a Likert scale of “one strongly disagrees with five agree.” After data is collected from 60 respondents, we process data with Regression Analysis with SPSS Version 24, through Validity Test and Reliability calculation, Classical Assumption Test Includes Data Normality, Heteroscedasticity, Multiclonarity, the next stage goes into Multiple linear regression and Hypothesis Test (Bazdaric et al., 2021; Habes et al., 2021; Li et al., 2023).

After that, we formulated research hypotheses, including H₁: Work facilities affect employee performance, H₂: Work discipline affects employee performance, and H₃: Work facilities and work discipline together affect employee performance.

3. RESULTS AND DISCUSSIONS

Before executing a hypothesis test, a validity assessment is performed to determine how effectively an instrument or measurement method is developed. Employee performance is assessed by five statements, work facilities are evaluated via five statements, and work discipline is examined using five survey statements. This study seeks to verify the accuracy of the corrected item-total correlation by comparing its value against the *r*-count and *r*-table alongside the validity figure acquired by Sakhikh. Furthermore, the examination of Cronbach's alpha yields a very dependable reliability coefficient, and the outcomes of the validity assessment and reliability computation for each variable, together with its indicators, are presented in Table 1 below.

Table 1. Validity and reliability test

Item Statement	Validity Convergent	<i>r</i> -table	Decision	Reliability Convergent
Employee Performance				
EP_1	0.333	0,267	Valid	0.716
EP_2	0.691	0,267	Valid	
EP_3	0.473	0,267	Valid	
EP_4	0.511	0,267	Valid	
EP_5	0.454	0,267	Valid	
Work Facilities				
WF_1	0,535	0,267	Valid	0.859
WF_2	0,632	0,267	Valid	
WF_3	0,636	0,267	Valid	
WF_4	0,611	0,267	Valid	
WF_5	0,666	0,267	Valid	
Work Discipline				
WD_1	0.587	0,267	Valid	0.837
WD_2	0.634	0,267	Valid	
WD_3	0.726	0,267	Valid	
WD_4	0.499	0,267	Valid	
WD_5	0.726	0,267	Valid	

Table 1 indicates that all statement indicator variables for each variable inside each indicator possess an *r*-count value over 0.267, hence satisfying the criteria for data validity. An indicator is deemed accurate if each *r*-count point possesses an *r*-validity value over 0.267. It is essential to assess the validity of the reliability value, which must exceed 0.60. The mean alpha value exceeds 0.60. The results of the conventional assumption test for data normality, indicating that the data is usually distributed, are presented in Table 2 below.

Table 2. One-sample kolmogorov-smirnov test

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		60
Normal Parameters ^b	Mean	.000000
	Std. Deviation	2.52053855
Most Extreme Differences	Absolute	.147
	Positive	.062
	Negative	-.147
Test Statistic		.060
Asymp. Sig. (2-tailed)		.200c,d

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Table 2 presents the extent of Kolmogorov-Smirnov normalcy; the two-tailed significant normality test is unstandardized. Residual 0,200 refers to residual data with a significance value exceeding 0.05, which can be deemed regularly distributed. The findings of the multicollinearity test are presented in Table 1.3 below.

Table 3. Multiklonieritas test

Model	Tableicients ^a	
	Tolerance	VIF
1 Fasilitas Kerja	.879	1,137
1 Disiplin Kerja	.879	1,137

a. Dependent Variable: Employee_Performance

The multicollinearity assessment yielded a Variance Inflation Factor (VIF) of 1.137 and a Tolerance value of 0.879. The outcome of the multicollinearity test indicates that if the Tolerance value (0.879) exceeds 0.10 and the VIF (1.137) is less than 10, it may be inferred that there are no indications of multicollinearity; thus, it can be stated that the model employed is free from multicollinearity symptoms. Table 4 below presents the findings of the linear regression analysis.

Table 4. Regres regressionr test

Model	Coefficients a			t	Sig.
	Unstandardized Coefficients	Standardized Coefficients			
	B	Std. Error	Beta		
(Constant)	13,429	2,712		4,952	,000
1 Fasilitas Kerja	,191	,061	,342	3,143	,003
1 Disiplin Kerja	,421	,091	,502	4,610	,000

a. Dependent Variable: Employee Performance (Y)

The constant of 13.429 indicates that if the values of work facilities and work discipline are zero, the degree of employee performance optimization is 13.429. The regression coefficient for the work facility variable is 0.191, indicating that a hundred percent increase in work facilities results in a 0.191 times increase in employee performance. The regression coefficient for the work discipline variable is 0.421, indicating a positive value. This suggests that a one hundred percent improvement in work discipline results in a 0.421 times rise in employee performance. The subsequent outcomes of the analysis in the hypothesis testing are shown in Table 5 below.

Table 5. Hypothesis test

Variable	T-value	P-values	Result
WF → EP	2.656	0.011	Accepted
WD → EP	3,143	0,003	Accepted
WF & WD → EP	4,610	0,000	Accepted

Notes: Work Facilities (WF), Work Discipline (WD), Employee Performance (EP)

The first finding in this study is that work facilities significantly impact employee performance, as seen in Table 5. The impact of work facilities on employee performance has been a focal point in various academic studies, underscoring their importance in fostering productivity and employee well-being. Work facilities encompass a range of supportive infrastructure, which includes comfortable workspaces, appropriate equipment, and technological tools that collectively enhance operational effectiveness and employee satisfaction (Hafee et al., 2019; Malalia et al., 2024; Maya & Kristiani, 2023). A conducive working environment, facilitated by adequate work facilities, has been shown to correlate positively with improved employee performance outcomes (Manda HM et al., 2022; Wahet et al., 2020; Yusrina Dwiningsih et al., 2023). Research conducted by Malalia et al. indicates that the availability and quality of work facilities significantly affect employee productivity and welfare (Malalia et al., 2024). The findings suggest that when companies invest in creating an appropriate work environment—characterized by necessary equipment and comfort—their employees tend to perform better. Similarly, Maya and Kristiani emphasize that adequate facilities management directly relates to improved employee performance by ensuring a conducive atmosphere for work (Maya & Kristiani, 2023). Effective management of work facilities enhances access to required materials. It positively influences employees' emotional and psychological states, leading to higher engagement levels at work (Mursyid et al., 2023; Yusrina Dwiningsih et al., 2023). Moreover, the interconnection between work facilities, organizational climate, and employee competencies has also been highlighted. Research by Fakihudin and Prasetyo illustrates that providing adequate work facilities streamlines employee tasks, making it easier for them to accomplish their objectives efficiently (Fakihudin & Prasetyo, 2023). This assertion is supported by findings from Pidada and Saputra, who noted that adequate work facilities are critical in enhancing employee performance within an organization (Pidada & Saputra, 2021).

The findings of the second work discipline significantly affect employee performance, as seen in Table 5. The relationship between work discipline and employee performance is a critical area of investigation in organizational behavior. Numerous studies have gathered evidence indicating that work discipline significantly influences employee effectiveness and overall productivity. High levels of work discipline among employees are associated with enhanced performance outcomes, as disciplined employees tend to fulfill their responsibilities more reliably and effectively (Pawirosumarto et al., 2017; Puspita et al., 2022). Several empirical studies support the assertion that work discipline positively affects employee performance. For instance, Pawirosumarto et al. demonstrated a statistically significant correlation between work discipline and employee performance, revealing that higher disciplinary standards equate to better fulfilling job roles and responsibilities. Similarly, Kelibulin et al. noted that employees who adhere strictly to time management and workplace rules achieve their tasks more consistently and with higher quality (Kelibulin et al., 2020). This finding is crucial as it suggests that work discipline directly impacts how effectively employees can meet their responsibilities, reflecting on their performance metrics. Moreover, other research has highlighted that motivation mediates the relationship between work discipline and employee performance. Surajiyo et al. emphasized that disciplined work behavior fosters better performance and enhances intrinsic motivation, subsequently boosting overall employee productivity (Surajiyo et al., 2021). This indicates that reinforcing work discipline can lead to a cyclical improvement in individual performance and motivation, creating a more productive work environment. Furthermore, the interplay between work discipline and leadership practices has been examined. Idfi and Saragih pointed out that effective communication of organizational rules and standards through disciplined leadership enhances employee performance (Idfi & Saragih, 2023). This relationship underscores the importance of management's role in cultivating a disciplined workforce, which is critical for organizational success.

The findings of the three work facilities and work discipline simultaneously significantly affect employee performance, as seen in Table 5. The interplay between work facilities, work discipline, and employee performance is essential for organizational effectiveness. Research supports the idea that work facilities and discipline significantly affect employee performance, indicating that

an integrated approach to managing these factors can optimize productivity outcomes. Work facilities include the physical and psychological environment provided to employees, foundational to shaping their performance. If the R^2 value (determination coefficient) is high, for example 0.65, it means that 65% of the performance variance is explained by facilities and work discipline together. The remaining 35% is explained by other factors, such as motivation, leadership, work environment, workload, or employee competence. A well-designed work environment, characterized by comfort and efficiency, is correlated with enhanced employee productivity. For example, Fahriz states that work environment improvements significantly boost employee productivity and engagement (Fahriz, 2023). This is further supported by Nugraha and Prasetya, who emphasize that a conducive work environment, combined with disciplined practices, positively influences employee performance (Dewi et al., 2023). Additionally, Haeranah et al. note that effective management of work facilities can improve employee productivity by fostering a supportive atmosphere conducive to work (Haeranah et al., 2022). Riyayah et al. also underscore the role of leadership and discipline in improving productivity and employee performance (Riyayah et al., 2023). Work discipline is equally crucial in determining employee performance. Studies consistently show that strong work discipline contributes to improved productivity. For instance, Yang et al. found that disciplined employees are more likely to meet their goals effectively, positively impacting organizational success (Alfarobi & Yusda, 2023). Rahmadani and Alam highlighted that work discipline significantly affects employee productivity alongside factors like the internal environment and job satisfaction (Rahmadani & Alam, 2024). This relationship indicates that disciplined practices enhance personal accountability among employees and promote a culture of excellence within the organization. The combined effect of work facilities and work discipline on employee performance is significant. Fuad et al. found that both work discipline and the work environment substantially impact employee productivity, with work discipline having a particularly influential role (Alfarobi & Yusda, 2023). Therefore, organizations aiming to enhance performance should focus on upgrading their work facilities and instilling a strong sense of discipline within their workforce (Arbyan & Riyanto, 2023).

4. CONCLUSION

Based on the analysis results, several managerial implications can be taken from the findings: Good work facilities significantly positively influence employee performance. Therefore, management must invest in improved facilities such as comfortable workspaces, adequate equipment, and a supportive work environment. This will increase productivity and employee satisfaction. Work discipline also shows a significant positive influence on employee performance. Management should develop policies and practices that encourage discipline, such as clear hour settings, a reward system for disciplined employees, and training to raise awareness of the importance of discipline at work. Combination of Work Facilities and Work Discipline: Both have a positive effect together on employee performance. Therefore, it is essential to integrate these two aspects into a management strategy. The program to improve work facilities should be accompanied by efforts to strengthen work discipline and to create a productive and efficient work environment. Invest in Facilities, Allocate a budget for the repair and maintenance of work facilities: training and Development, Conduct training on work discipline and the importance of a good work environment. Monitoring and Evaluation: Conduct periodic evaluations to measure the influence of facilities and discipline on employee performance and adjust strategies based on the evaluation results. By implementing the above recommendations, it is hoped that the company can improve overall employee performance. If discipline is more influential, then facility investments can be rescheduled, and the focus shifted to improving work discipline for more effective and efficient results. Recommended Further Research Directions: It is recommended to use mediating variables such as job satisfaction to see whether the influence of facilities and discipline on performance is mediated by job satisfaction. In addition, it is also possible to add external variables such as leadership style to see the influence of the managerial environment on performance indirectly.

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