



THE EFFECT OF ATTENDANCE, WORK FACILITIES, AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE

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ABSTRACT

This study aims to determine the effect of attendance, work facilities, and work environment on employee performance at PT Indomarco Prismatama. The subjects in this study were permanent employees of the Development Department of PT Indomarco Perismatama Distribution Center Jakarta 2. The sample of this study was obtained from distributing questionnaires to 79 respondents. The study method is quantitative using multiple linear regression analysis (using the Statistical Package for the Social Science (SPSS) version 23), and uses a simple random sampling technique. The research results show that the variables of absenteeism, work facilities, and work environment have a positive and significant effect on employee performance variables. The work environment variable on employee performance has the most dominant influence.

Keywords: Attendance, Work Facilities, Work Environment, and Employee Performance.

INTRODUCTION

In the development of globalization as it is today, companies are required to maximize the performance of their employees, because employees are one of the most important factors in a company. Employees have a role in carrying out the activities desired by the company, this causes employees to become a benchmark in the success of a company. Thus, performance and employees are very important in achieving the goals of the company, because with the right selection of human resources will help to improve performance in an enterprise. According to performance is the result of a person's overall work during a certain period in (Elizar & Cape, 2018) carrying out tasks, such as work standards, targets or criteria that have been determined in advance and have been mutually agreed upon. Meanwhile, according to performance (Bukhari & Pasaribu, 2019), it is a description of the level of success in carrying out a program of activities or policies to achieve the goals, objectives, vision, and mission of the organization as outlined in the organization's strategic planning. Therefore, without the goals and objectives set in performance measurement, it is impossible for the company to know whether the goal has been achieved or not.

To achieve company goals, employees in the company must have a high attendance rate, because the higher the employee attendance rate in a company, the better the performance of its employees. According to attendance, it is a routine carried out by (Satrya, Muryati, & Ningsih, 2021) attendance is employee activity where this activity is adjusted by each company to prove that it is present or absent from work in a company. Meanwhile, according to attendance, it can be said to be a data collection on attendance which is part of reporting activities in a company, because in a company it requires policies, especially regarding the level of employee attendance (Sikumbang, Habibi, & Pane, 2020). In addition, the company must also provide facilitation as work as a means to assist employees in completing their work and to improve work results. According to work facilities are everything that is used and used by employees to carry out tasks that can facilitate their work. Meanwhile, according to work facilities, it is a form of company service in meeting employee needs so that employees can improve their performance, this is because with work facilities (Yeti, 2018). And it will find it easier to do their jobs.(Rifai, 2019).

Work will also be lighter if the existing work environment in a company supports the activities of its employees to work. According to the (Sutoyo, 2016) work environment, the situation around the workplace is good will make employees feel comfortable at work both physically and non-physically which can give a pleasant, secure, calming impression, because of the working environment conditions. Meanwhile, according to the work environment, all conditions around the workers are all around, so that either directly or indirectly can affect themselves in carrying out the tasks charged. Therefore (Elizar & Cape, 2018), a comfortable and conducive work environment will be needed to support the performance of employees in a company.

PT Indomarco Prismaatama is a company that operates as Indomaret. The first store under the name Indomart was opened in Ancol, North Jakarta which was founded in 1988 as a franchise retailer network in Indonesia which is one of the subsidiaries of the Salim Group. Initially, Indomaret formed the concept of organizing outlets located near consumer residences that provide basic daily needs with a sales area of less than 200m². Until now with its existence, Indomaret has become one of the well-known franchise retailers and the widest distribution in Indonesia. The wider the distribution of Indomaret outlets, the company needs a means of distribution to supply merchandise to all outlets called Distribution Centers. And it was recorded that in 2018, Indomaret already had 32 Distribution Centers.

BIBLIOGRAPHY REVIEW

Attendance

According to attendance, it is a list of employee or student attendance that contains the hours of arrival, the time of return, and the reason or description of the employee's attendance (Adikara, 2016). According to (Zain, Andjar, Rawi, & Fakdawer, 2022), attendance is a data collection of attendance, part of reporting the activities of an institution, or a component of the institution itself that contains attendance data that is compiled and arranged in such a way that it is easy to find and use by interested parties. According to (Harahap, 2020) absenteeism is one of the standards of the level of attendance of employees in accordance with their duties and obligations.

According to (Fikriyanto, 2020) attendance has the following dimensions and indicators:

1) Workplace Attendance

The presence of employees at work has indicators, namely:

- (a) Attendance presence.
- (b) Notes every weekday.
- (c) Timely awareness.

2) Accuracy of Coming or Going Home

Punctuality of coming and going home has the following indicators:

- (1) Time attendance at work.
- (2) Attendance time off work.

3) Office Event Attendance

The presence of office events has the following indicators:

- (1) Corporate event attendance.
- (2) Leadership event attendance.

Work Facilities

According to (Sirait, 2013) work facilities, it is a means or tool provided by the company to facilitate operational activities within the company and to prosper employees so that employees can carry out their work properly. According to (Miranda & Wulandari, 2021) work facilities are everything that is used and used by employees to carry out their work which can facilitate and facilitate the implementation of all things work. Meanwhile, according to (Vonny, 2016) work facilities, it is one of the supporting factors for the achievement of company goals



and can help the smooth running of the tasks carried out so that the work can be carried out as expected and improve employee performance at work.

According to (Listyani, 2016) there are several indicators of work facilities, namely:
Room conditions.

1. Health facilities.
2. Office facilities and infrastructure.
3. Work tools
4. Additional incentives

Work Environment

According to (Sihaloho & Siregar, 2019) the work environment, it is one of the places most often used by employees to carry out daily activities, and a conducive work environment will provide comfort for employees and can affect their performance. According to (Rangkuti, Thasya, & Yanti, 2021) the work environment is everything around the agency, both physical and non-physical that can support the performance of an employee in carrying out the tasks charged to him. According to (Arianto & Kurniawan, 2020) the work environment is a whole tool or material faced by a person to give a pleasant and safe impression either as an individual or as a group that can influence himself in carrying out tasks.

According to (Gentari, Sumiati, & Aletya, 2017) the work environment has two dimensions and several indicators, namely:

1. Physical Work Environment

A physical work environment is all physical conditions that exist around the workplace that can affect employees. Indicators of the physical work environment are:

1. Description
2. Temperatures
3. Noise
4. Use of color
5. Necessary wiggle room

2. Non-Physical Work Environment

A non-physical work environment is a work environment that aims to get good relationships in a work environment where conditions are pleasant, and create a harmonious working relationship between employees and superiors. Indicators of the non-physical work environment are:

1. Work security
2. Relationships between employees

Employee Performance

According to (Rifai, 2019) performance, it is the result of the work of an employee in carrying out the duties assigned by the organization or company in accordance with their responsibilities. According to (Sihaloho & Siregar, 2019) performance, all employee achievements to get the best results in working by considering quantity and quality so that effectiveness and efficiency are obtained in all activities and can encourage the development of a company towards a more advanced direction in providing all its capabilities. According to (Anandita, Indriyanti, & Mahendri, 2021) performance, it is the result of work both in quality and quantity of work through the criteria or standards of employee performance that apply in the organization achieved by employees in carrying out their duties in accordance with the responsibilities given by the organization, and the results of their work are adjusted to the work results expected by the organization

According to (Gentari, Sumiati, & Aletya, 2017) employee performance, it has several dimensions and indicators, namely:

1. Quality

Quality can be seen from how well an employee is at performing his duties, and to measure the quality of employee work can be through several indicators, namely:

1. Quality Level of Work Results
2. Level of Work Tenacity
3. Work Skills

2. Quantity

The quantity of work can be seen from how long an employee takes to complete the work. To measure the quantity of employee work, you can go through several indicators, namely:

1. Work Productivity
2. Work Performance

3. Performance of Duties

In carrying out his duties, an employee is given the responsibility to carry out his duties effectively and efficiently. To measure the implementation of an employee's duties, indicators are needed, namely:

1. Target of time

2. Employee Discipline

4. Responsibility

An employee is required to have responsibility for his duties that are adjusted to his position. There is one indicator to measure the responsibility of an employee, namely:

1. Employee Responsibility.

RESEARCH METHODS

This research uses quantitative methods, with the object of research at PT Indomarco Prismatama Distribution Center Jakarta 2. Primary and secondary data sources were used in this study. The sampling technique uses simple random sampling as many as 79 permanent employees of the Development Department of PT Indomarco Prismatama. The data was collected by distributing an online questionnaire that used a 1-5 likert scale from strongly disagreeing to strongly agreeing. Then analyzed using data instrument test, classical assumption test, multiple linear regression analysis, correlation coefficient analysis, coefficient of determination and hypothesis test with the help of Statistical Package for the Social Science (SPSS) version 23.

RESULTS AND DISCUSSION

Classification of Respondents

Table. 1
By Gender

Jenis Kelamin					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	48	60,8	60,8	60,8
	Perempuan	31	39,2	39,2	100,0
	Total	79	100,0	100,0	

Sumber: *Output SPSS 23 dari data primer yang diolah, 2022*

Based on the table 1 above, it shows that the classification of respondents according to gender at PT Indomarco Prismatama with most of its employees is male which is the most respondents at 48 people or 60.8% and the rest are women as many as 31 people or 39.2%.

Validity Test

The validity test is used to measure the validity of a questionnaire. A *statement item* correlated significance to the total score is declared valid if the $r_{\text{calculated}} > r_{\text{table}}$. Conversely, if

the statement item is significantly correlated to the total score it is declared invalid if the value $r_{\text{calculated}} < r_{\text{table}}$.

Table 2
Validity Test Results

No	Faktor				r _{table}	Keterangan
	Absensi	Fasilitas Kerja	Lingkungan Kerja	Kinerja Karyawan		
1	0,520	0,644	0,604	0,530	0,2227	Valid
2	0,423	0,623	0,637	0,626	0,2227	Valid
3	0,631	0,699	0,558	0,621	0,2227	Valid
4	0,408	0,612	0,632	0,464	0,2227	Valid
5	0,522	0,685	0,572	0,609	0,2227	Valid
6	0,572	0,641	0,542	0,565	0,2227	Valid
7	0,599	0,735	0,678	0,599	0,2227	Valid
8	0,477	0,729	0,525	0,683	0,2227	Valid
9	0,361	0,719	0,589	0,662	0,2227	Valid
10	0,248	0,306	0,375	0,251	0,2227	Valid

Sumber: Data primer yang diolah, 2022

The validity test results from table 2 above showed that r_{table} value was 0.2227. Thus, the results of this validity test show that everything is declared valid because of the value $r_{\text{calculated}} > r_{\text{table}}$.

Reliability Test

Reliability testing was performed using Cronbach Alpha with a coefficient of 0.60 or 60%. If an item of the questionnaire statement is declared reliable if the Cronbach Alpha > 0.60 . Conversely, if the questionnaire statement item is declared unreliable if the Cronbach Alpha < 0.60 .

Table. 3
Reliability Test Results

No	Variabel	Cronbach Alpha Hitung	Cronbach Alpha Standar	Keterangan
1	Absensi (X_1)	0,612	0,60	Reliable
2	Fasilitas Kerja (X_2)	0,842	0,60	Reliable
3	Lingkungan Kerja (X_3)	0,773	0,60	Reliable
4	Kinerja Karyawan (Y)	0,758	0,60	Reliable

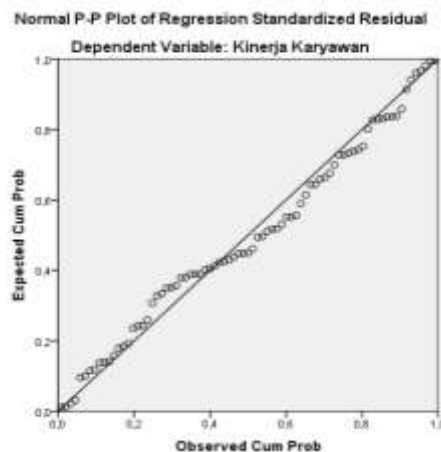
Sumber: Data primer yang diolah, 2022

Based on the table 3 results of the reliability test above, it shows that all research variables are declared reliable because of the value of Cronbach Alpha standard $<$ Cronbach Alpha calculated.

Normality Test

The normality test in this study was carried out with the normality of the probability plot whose principle is the normal test it can be detected by looking at the data spread (points) on the diagonal axis of the figure

Figure. 1
Normality Test Results



Based on figure 1, the normality test results in the figure above, all distribution data is declared normal because the distribution of data is around the diagonal.

Multicollinearity Test

A data instrument is declared not to be multicollinearity if the tolerance value of the free variable > 0.10 and the VIF value < 10 . Conversely, if the instrument data is declared multicollinearity if the tolerance value of the free variable < 0.10 and the VIF value > 10 .

Table.4
Multicollinearity Test Results

Coefficients ^a							
Model		Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics	
		B	Std. Error	Beta	T	Sig.	Tolerance VIF
1	(Constant)	9.241	3.317		2.786	.007	
	Absensi	.268	.124	.237	2.157	.034	.432 2.314
	Fasilitas Kerja	.256	.095	.323	2.704	.008	.364 2.748
	Lingkungan Kerja	.281	.104	.306	2.701	.009	.405 2.467

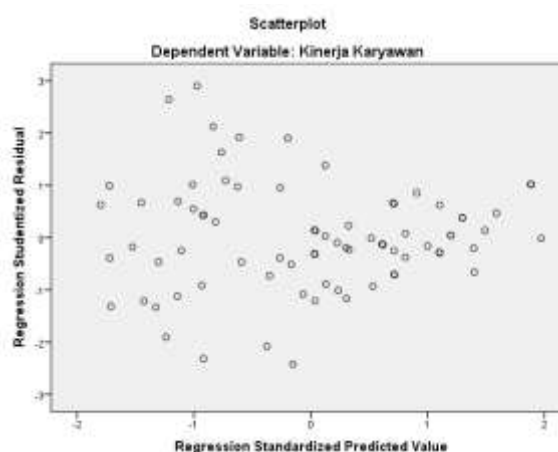
a. Dependent Variable: Kinerja Karyawan
Sumber: Output SPSS 23, dari data primer yang diolah, 2022

Based on table 4, the results of the multicollinearity test, it can be concluded that the three free variables are declared to have passed, meaning that multicollinearity does not occur because the tolerance value > 0.10 and the VIF value < 10 .

Heteroskedasticity Test

Figure. 2

Heteroskedasticity Test Results



Based on figure 2, the results of the heteroskedasticity test, it can be seen that the dots spread randomly and do not form a certain pattern that is clear and scattered both above and below the number 0 (zero) on the Y axis. This means that there is no heteroskedasticity in regression models, so regression models are worth using to predict Y.

Autocorrelation Test

Table. 5

Autocorrelation Test Results

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.781 ^a	.610	.594	2,248	2,204

a. Predictors: (Constant), Lingkungan Kerja, Absensi, Fasilitas Kerja

b. Dependent Variable: Kinerja Karyawan

Sumber: *Output SPSS 23* dari data primer yang diolah, 2022

Based on table 5, the results of the autocorrelation test above, the multiple linear regression model has a Durbin-Watson value of 2.204. Obtained the value in the Durbin-Watson table $n = 79$ with a significance value of 5%, a sample value of 79, and an independent variable of 3 ($k=3$), with a condition ($1.7141 < 2.204 < 2.2859$), then no autocorrelation occurred.

Linearity Test

Table. 6
Linearity Test Results

No	Variabel	Deviation From Linearity	Nilai Signifikansi	Keterangan
1	Absensi (X ₁)	0,959	0,05	Linear
2	Fasilitas Kerja (X ₂)	0,429	0,05	Linear
3	Lingkungan Kerja (X ₃)	0,070	0,05	Linear

Sumber: Data primer yang diolah sendiri, 2022

Based on table 6, the results of the linearity test above, all free variables (attendance, work facilities, work environment) have a linear relationship to the bound variable (employee performance) because the Deviation from Linearity value > 0.05.

Multiple Linear Regression Analysis

Table.7
Multiple Linear Regression Analysis Results

Coefficients ^a					
Model		Unstandardized	Coefficients	Standardized	Sig.
		B	Std. Error	Beta	
1	(Constant)	9,241	3,317		,007
	Absensi	,268	,124	,237	,034
	Fasilitas Kerja	,256	,095	,323	,008
	Lingkungan Kerja	,281	,104	,306	,009

a. Dependent Variable: Kinerja Karyawan

Sumber: Output SPSS 23 dari data primer yang diolah, 2022

$$Y = 9,241 + 0,268 X_1 + 0,256 X_2 + 0,281 X_3$$

The regression equation from table 7, can be interpreted as follows:

1. The constant of 9.241 means, if the variable values of absenteeism (X₁), work facilities (X₂), and work environment (X₃) are equal to zero, then the employee's performance (Y) value is 9.241.
2. The value of the attendance variable (X₁) is 0.268, this means that the increase in attendance (X₁) is 1 unit, then the value of the employee performance variable (Y) will increase by 0.268 units.

3. The variable value of work facilities (X₂) is 0.256, this means that the increase in the value of work facilities (X₂) is 1 unit, then the employee's performance level (Y) will also experience an increase of 0.256 units.
4. The value of the work environment variable (X₃) of 0.281 this means that an increase in the value of the work environment variable (X₃) by 1 unit, then the employee's performance level (Y) will also experience an increase of 0.281 units.

Correlation Coefficient Analysis

Table.8
Correlation Coefficient Test Results

Correlations					
		Absensi	Fasilitas Kerja	Lingkungan Kerja	Kinerja Karyawan
Absensi	Pearson Correlation	1	.721 ^{**}	.682 ^{**}	.678 ^{**}
	Sig. (2-tailed)		.000	.000	.000
	N	79	79	79	79
Fasilitas Kerja	Pearson Correlation	.721 ^{**}	1	.741 ^{**}	.721 ^{**}
	Sig. (2-tailed)	.000		.000	.000
	N	79	79	79	79
Lingkungan Kerja	Pearson Correlation	.682 ^{**}	.741 ^{**}	1	.707 ^{**}
	Sig. (2-tailed)	.000	.000		.000
	N	79	79	79	79
Kinerja Karyawan	Pearson Correlation	.678 ^{**}	.721 ^{**}	.707 ^{**}	1
	Sig. (2-tailed)	.000	.000	.000	
	N	79	79	79	79

^{**}. Correlation is significant at the 0.01 level (2-tailed).

Sumber: Output SPSS 23 dari data primer yang diolah, 2022

Based on the results of the correlation coefficient test (r) above, it can be concluded as follows:

- 1) There is a positive and strong relationship because the correlation between attendance (X₁) and employee performance (Y) is 0.678, meaning that the increasing attendance will affect employee performance.
- 2) There is a positive and strong relationship because the correlation between work facilities (X₂) and employee performance (Y) is 0.721, meaning that the increasing work facilities will affect employee performance.
- 3) There is a positive and strong relationship because of the correlation between the work environment (X₃) and employee performance (Y) is 0.707, meaning that the increasing work environment will affect employee performance.

Coefficient of Determination (R²)

Table.9
Coefficient of Determination Test Results

Model Summary^a

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.781 ^a	.610	.594	2,248

a. Predictors: (Constant), Lingkungan Kerja, Absensi, Fasilitas Kerja
b. Dependent Variable: Kinerja Karyawan
Sumber: Output SPSS 23 dari data primer yang diolah, 2022

Based on table 9 above, it is known that the coefficient of determination is 0.594. This means that 59.4% of employee performance variables are influenced by variables of attendance, work facilities, and work environment. While the remaining 40.6% was influenced by other variables that were not studied and were not explained in this study.

Partial Significance Test (t-test)

Table.10
T-test result

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	9,241	3,317		2,786	.007		
	Absensi	.268	.124	.237	2,157	.034	.432	2,314
	Fasilitas Kerja	.256	.095	.323	2,704	.008	.364	2,748
	Lingkungan Kerja	.281	.104	.306	2,701	.009	.405	2,467

a. Dependent Variable: Kinerja Karyawan
Sumber: Output SPSS 23 dari data primer yang diolah, 2022

Based on the results of the t-test table 10 above the following results are obtained:

- 1) With a significance level of $0.034 < 0.05$, the absence has a value $t_{\text{calculated}} 2,157 > t_{\text{table}} 1.99210$, so that H_{a1} is accepted and H_{01} is rejected, then there is a significant and positive influence between the attendance variables on employee performance partially.
- 2) With a significance level of $0.008 < 0.05$, work facility has a value $t_{\text{calculated}} 2,704 > t_{\text{table}} 1.99210$, so that H_{a2} is accepted and H_{02} is rejected, then there is a significant and positive influence between work facility variables on employee performance partially.
- 3) With a significance level of $0.009 < 0.05$, the work environment has a value $t_{\text{calculated}} 2,701 > t_{\text{table}} 1.99210$, so that H_{a3} is accepted and H_{03} is rejected, then there is a significant and positive influence between work environment variables on employee performance partially.

Simultaneous Significance Test (F Test)

Table 11
F Test Results

Tabel 4.11 Hasil Uji Signifikansi Simultan (Uji F)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	592,174	3	197,391	39,076	,000 ^b
	Residual	378,864	75	5,052		
	Total	971,038	78			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Lingkungan Kerja, Absensi, Fasilitas Kerja

Sumber: *Output SPSS 23* dari data primer yang diolah, 2022

Based on the results of the F Test above, the $F_{\text{calculated}}$ value is $39.076 > F_{\text{table}} 2.73$ with a significance level of $0.000 < 0.05$. This means that H_{a4} is accepted and H_{04} is rejected. This means that the variables of attendance, work facilities, and work environment together have a significant effect on employee performance.

CONCLUSION & SUGGESTION

Based on the results of research, testing and statistical analysis regarding the effect of attendance, work facilities, and work environment on the performance of PT Indomarco Prismatama Distribution Center Jakarta 2 Development employees, the conclusions are as follows:

1. There is a partial and positive significant influence between the attendance variable (X_1) on employee performance (Y), because it has a value $t_{\text{calculated}} 2,157 > t_{\text{table}} 1.99210$ with a significance value of $0.034 < 0.05$.
2. There is a partial and positive significant influence between work facility variables (X_2) on employee performance (Y), because it has a value $t_{\text{calculated}} 2,704 > t_{\text{table}} 1.99210$ with a significance value of $0.008 < 0.05$.
3. There is a partial and positive significant influence between the work environment variables (X_3) on employee performance (Y), because it has a value $t_{\text{calculated}} 2,701 > t_{\text{table}} 1.99210$ with significance values of $0.009 < 0.05$.
4. There is a significant influence between the variables of attendance (X_1), work facilities (X_2), work environment (X_3) on employee performance (Y), because it has a value $F_{\text{calculated}} 39,076 > F_{\text{table}} 2,73$ with a significance value of $0.000 < 0.05$.
5. The variable work environment is the dominant influence on employee performance with a beta value of 0.281.

Suggestion

Based on the results of the analysis and calculations above, there are several suggestions as input for PT Indomarco Prismatama and for further research are as follows:

1. For the improvement of PT Indomarco Prismatama, the company must pay attention to the

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attendance rate (X_1) and indicators that can affect employee attendance, because it is proven that the attendance rate has an influence on the achievement of PT Indomarco Prismatama.

- 1) For the improvement of PT Indomarco Prismatama, the company must improve work facilities (X_2) by paying attention to each indicator of work facilities because it is proven that with the improvement of work facilities, it can affect the achievement of PT Indomarco Prismatama.
- 2) To improve PT Indomarco Prismatama, the company must also improve the work environment (X_3) by paying attention to indicators that affect the work environment because the work environment has the most dominant influence.
- 3) Companies must improve employee performance (Y) by paying attention to indicators that can affect the performance of PT Indomarco Prismatama employees.
- 4) For further research, the next research needs to add other variables to be studied in order to obtain more comprehensive results.
- 5) For subsequent researchers, it should also be studied the influence between free variables (X_1 against X_2 , X_1 against X_3 , and X_2 against X_3).

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