

THE INFLUENCE OF INFRASTRUCTURE AND COMPENSATION ON EMPLOYEE PERFORMANCE AT UPTD DINAS PSDA REGION I PRINGSEWU

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Abstract. Human Resources (HR) has a very important role as the potential for all company activities. The success of an organization or organization is influenced by employee performance or the work achieved by an employee in performing tasks in accordance with the responsibilities given to him. Human resources have a very strategic position in the organization, which means that the human element plays an important role in carrying out activities to achieve goals. The better the quality of human resources in a company, the higher the competitiveness of the company against other companies. The human resource management system is very important for the effectiveness of running activities or sustainability in a company. Good and maximum HR management will provide maximum employee performance output.

Another factor that is believed to contribute to high and low performance is compensation for employees. Employees will tend to show their best performance if the organization pays proper attention and meets the needs of employees. The purpose of this research is to find out: 1. The effect of infrastructure facilities on employee performance 2. The effect of compensation on employee performance 3. The effect of infrastructure facilities and compensation together on the performance of UPTD employees of the PSDA Service Region I Pringsewu.

This research uses descriptive quantitative research methods, namely research methods that use data in the form of numbers in analyzing the facts found which aim to determine the relationship between variables in a population. The analysis used is simple and multiple regression. This study used 47 respondents.

Based on the results of data analysis, the answers to the hypotheses are found, namely as follows; There is an influence of Infrastructure Facilities (X1) on Performance (Y) at UPTD Dinas PSDA Region I Pringsewu, with an influence level (R-square) of 69.8%. There is an influence of Compensation on Performance at UPTD Dinas PSDA Wilayah I Pringsewu with an influence level of 88%. There is an influence of Infrastructure Facilities and Compensation together on Performance at UPTD Dinas PSDA Wilayah I Pringsewu, with an influence level of 89.2%.

Keywords: Infrastructure, Compensation, Performance.

PENGARUH SARANA PRASARANA DAN KOMPENSASI TERHADAP KINERJA PEGAWAI DI UPTD DINAS PSDA WILAYAH I PRINGSEWU

Abstrak. Sumber Daya Manusia (SDM) memiliki peran yang sangat penting sebagai potensi seluruh aktivitas perusahaan. Keberhasilan suatu organisasi atau organisasi ini dipengaruhi oleh kinerja pegawai atau hasil kerja yang dicapai oleh seorang pegawai dalam melakukan tugas sesuai dengan tanggung jawab yang diberikan kepadanya. Sumber daya manusia mempunyai posisi yang sangat strategis dalam organisasi, yang berarti unsur manusia memegang peranan penting dalam melakukan aktivitas untuk mencapai tujuan. Semakin baik kualitas sumber daya manusia dalam suatu perusahaan maka semakin tinggi pula daya saing perusahaan tersebut terhadap perusahaan lain. Sistem pengelolaan sumber daya manusia sangat penting bagi keefektifan berjalannya kegiatan atau keberlangsungan dalam suatu perusahaan. Pengelolaan SDM yang baik dan maksimal akan memberikan output kinerja pegawai yang juga maksimal.

Faktor lain yang diyakini memberikan kontribusi terhadap tinggi rendahnya kinerja adalah pemberian kompensasi untuk pegawai. Para pegawai akan cenderung menampilkan kinerja terbaiknya apabila organisasi memperhatikan benar dan memenuhi kebutuhan para pegawai. Tujuan dari Penelitian ini adalah untuk Mengetahui : 1. Pengaruh Sarana Prasarana terhadap kinerja pegawai 2. Pengaruh Kompensasi terhadap kinerja pegawai 3. Pengaruh sarana prasarana dan kompensasi secara bersama-sama terhadap kinerja pegawai UPTD Dinas PSDA Wilayah I Pringsewu.

Penelitian ini menggunakan metode penelitian deskriptif kuantitatif yaitu metode penelitian yang menggunakan data berupa angka dalam menganalisis fakta-fakta yang ditemukan yang bertujuan untuk menentukan hubungan antar variabel dalam sebuah populasi. Analisis yang digunakan adalah regresi sederhana dan berganda. Penelitian ini menggunakan 47 responden.

Berdasarkan hasil analisis data ditemukan jawaban hipotesis yakni sebagai berikut; Terdapat pengaruh Sarana Prasarana (X1) terhadap Kinerja (Y) di UPTD Dinas PSDA Wilayah I Pringsewu, dengan tingkat pengaruh (R-square) sebesar 69,8%. Terdapat pengaruh Kompensasi terhadap Kinerja di UPTD Dinas PSDA Wilayah I Pringsewu dengan tingkat pengaruh sebesar 88%. Terdapat pengaruh Sarana Prasarana dan Kompensasi secara bersama-sama terhadap Kinerja di UPTD Dinas PSDA Wilayah I Pringsewu, dengan tingkat pengaruh sebesar 89,2%

Kata kunci: Sarana Prasarana, Kompensasi, Kinerja.

INTRODUCTION

Employee performance is a very valuable agency asset that must be managed properly by the agency in order to make a maximum contribution. Quality employee performance is a driving force for all activities in the agency. The level of success of an agency can be seen from the agency's performance in managing its resources. agencies with good performance, have effectiveness in handling their human resources, determining the goals that must be achieved both individually and organizationally.

The availability of sufficient infrastructure facilities of good quality is needed by employees in every organization wherever it carries out its activities. Without infrastructure facilities, it will be very unlikely that goals will be achieved. Such is the case with the office, where activities related to all forms of work take place. In fact, there is no office work that is not related to office facilities / infrastructure.

Government or private agencies rely heavily on facilities and infrastructure in organizing public services so that work can be carried out effectively and efficiently. Facilities and infrastructure are one of the supporting factors for the success of an institution in achieving goals. Facilities and infrastructure are an important part that needs to be prepared optimally and continuously so as to ensure the smooth running of employee work activities, so good management of office facilities and infrastructure is needed.

Facilities mean everything that can be used as a tool and for a specific purpose. Table chairs shelves and so on are tools that are often used, the existence of various equipment can facilitate the implementation of tasks so that it will improve performance and accelerate the achievement of a goal. Meanwhile, infrastructure is something that can support certain goals. Infrastructure that usually exists in the office is a workspace,

telecommunications network, internet network and parking lot. Data on infrastructure facilities available at the office of the UPTD PSDA Service Region I Pringsewu are presented in the following table below.

Table 1 Data on Office Infrastructure of UPTD Dinas PSDA Wilayah I Pringsewu

Infrastructure Facilities available	Number	Condition	
		Good	Less Good
4 Wheeled Vehicles	7	5	2
2 Wheeled Vehicles	20	17	3
Work desk	20 Pieces	16	4
Chairs	35 Pieces	32	3
Official work chair	4 Pieces	4	
Wifi	2 Pieces	2	
Guest Chairs	3 Sets	3	
Filing cabinet	5 Pieces	5	
Meeting table	2 Pieces	2	
Computer	16 Pieces	13	3
Laptop	5 Pieces	4	1
Television	1 Piece	1	
Fan	3 Pieces	2	
Printer	3 Pieces	2	1
Infrastructure available	Total	condition	
Sarana		Good	Less Good
Photocopier	1 Piece		1
Air Conditioner	15 Pieces	13	2
Dispenser	2 Pieces	1	1
CCTV	6 Pieces	4	2
Sound System	1 Buah	1	
Office Building	1 Local	1	
Meeting Room	2 Local	1	1
Bathroom	2 Local	2	
Kitchen	1 Local	1	

Source: UPTD Dinas PSDA Wilayah I Pringsewu, 2022

The phenomenon that occurs at the UPTD PSDA Service Region I Pringsewu, the infrastructure facilities at the UPTD PSDA Service Region I Pringsewu are still inadequate. Inadequate infrastructure facilities such as not having a smooth wifi network, lack of computers and printers, there are still work equipment that is not original and there is still a lack of work space, these conditions affect the goals of the agency. The adverse impact of inadequate facilities and infrastructure at the UPTD PSDA Service Region I Pringsewu results in disruption of employee work. Disrupted employee performance results in work being delayed, services provided are not maximized and work is piling up. The main equipment supporting work activities at the UPTD Dinas PSDA Wilayah I Pringsewu, in this case computer facilities, is very limited in number and still uses old technology.

Another factor that is believed to contribute to high and low performance is the provision of compensation for employees. Employees will tend to perform at their best if the organization pays proper attention and meets the needs of employees. It needs to be realized that most employees' motive in working is to

earn money, in the form of salaries or incentives, all of which are intended to meet their various needs. For some employees, the hope of earning money is the only reason to work, but others argue that money is only one of the many needs that are met through work.

The relationship between the organization and its employees is on the basis of mutual benefit of both parties. In order to align the interests of both parties, in order to achieve organizational goals, he must compensate his employees, because compensation is part of the reciprocal relationship between the organization and human resources.

The phenomenon that occurs related to compensation in the UPTD of the PSDA Service Region I Pringsewu has not fulfilled the element of justice, this can be seen from the compensation system in the form of performance allowances whose allocation is not evenly distributed to all employees, but is only given to civil servants, while contract workers do not get it, even though on the one hand these contract employees are the ones who carry out more technical work.

The inadequate infrastructure and compensation conditions lead to the assumption that these problems have a direct impact on employee performance conditions. The achievement of the performance targets of the UPTD Dinas PSDA Wilayah I Pringsewu is presented in the following table.

Table 2 Performance targets and achievements at the UPTD PSDA office

Destination	Target	Goal Indikator	2020		2021		2022	
			Target	Achievement	Target	Achievement	Target	Achievement
Increase water resources network capacity	Carry out operation and maintenance of irrigation networks and other water resources infrastructure	Percentage of rice field area in provincial authority irrigation areas with IP > 2	40%	37%	45%	40%	50%	45%

Source: UPTD Dinas PSDA Wil. I Pringsewu, 2022.

From the data presented in the table above, it can be explained that performance achievement is still not optimal because performance achievement from 2020 to 2022 cannot reach the

predetermined target. Based on this fact, it can be indicated that the performance of UPTD employees of the PSDA Service Region I Pringsewu is still not optimal.

The formulation of the problems in this study are 1. Is there an influence of infrastructure facilities on the performance of employees of the UPTD PSDA Service Region I Pringsewu?, 2. Is there an influence of compensation on the performance of UPTD PSDA Service Region I Pringsewu employees?, 3. Is there an influence of infrastructure facilities and compensation together on the performance of UPTD PSDA Service Region I Pringsewu employees?.

The research that underlies this research is 1) The title of the study The Effect of Infrastructure Facilities, Education and Nurses' Tenure on Job Satisfaction and Nurse Performance in the Inpatient Room of the Regional General Hospital Dr. A. Dadi Tjokrodipo Bandar Lampung was conducted by M. Arifki Zainaro with the results of the study: This study aims to analyze the effect of infrastructure, education and tenure on job satisfaction and nurse performance. The proposed hypothesis is whether: a) There is an influence of infrastructure facilities on nurse job satisfaction, b) There is an influence of education and tenure on nurse job satisfaction, c) There is an influence of infrastructure facilities on nurse performance, d) There is an influence of education and tenure on nurse performance, e) There is an influence of nurse job satisfaction on nurse performance. The purpose of this study is to identify, analyze, and design a model that can explain how the influence of infrastructure, education and tenure on job satisfaction and nurse performance. This study uses path analysis to obtain direct and indirect effects on nurse performance. The research was conducted at the Regional General Hospital Dr. A. Dadi Tjokrodipo Bandar Lampung with a sample of 35 respondents using total sampling technique, and the respondents were executive nurses. The results of the

study prove that infrastructure, education and tenure of nurses, and job satisfaction affect the performance of nurses (Zainaro 2017), 2) The research conducted by Yose Isanti Tamin with the title Discipline and Infrastructure Facilities on Employee Performance at the Secretariat of the Regional People's Representative Council and the results of the research: Seeing the condition of discipline and infrastructure as described above, it can be said that all of them have an impact on the level of performance that has not reached the optimal point. The purpose of this study was to determine the effect of work discipline and infrastructure facilities on employee performance. The hypothesis in this study is that there is an influence of work discipline and infrastructure both partially and simultaneously on employee performance. The sample used in this study amounted to 58 employees. Data collection techniques include observation, documentation and questionnaires. The data analysis method uses a quantitative approach including the calculation of validity tests, reliability tests, simple and multiple linear regression tests, t tests, F tests and coefficient of determination tests. The results of testing the hypothesis of the effect of work discipline on performance partially show that work discipline has a positive effect on performance with a contribution to the performance of employees (Yose Lisanti Tamin, Epi Parela n.d.).

THEORETICAL BASIS

Infrastructure Facilities

Based on the Regulation of the Minister of Home Affairs Number 11 of 2007 concerning Standardization of Local Government Work Facilities and Infrastructure, it states that work facilities are facilities that directly function as supporting the process of implementing local government in achieving set goals, including; office space, work equipment, and official vehicles. Work infrastructure is a facility that indirectly functions to

support the implementation of an apparatus work process in improving performance in accordance with its duties and responsibilities, such as office buildings, office houses and agency houses (Fransiska 2014).

Based on the ministerial regulation, what is meant by facilities and infrastructure are facilities that directly or indirectly function as a process of organizing local government in achieving predetermined goals. According to Mulyasa, infrastructure facilities are equipment and supplies that are directly used and support the work process, such as buildings, rooms, desks, and office stationery. Based on these two opinions, what is meant by facilities and infrastructure focuses more on work equipment and other components that support the work process (Yama and Setiyani 2016).

Compensation

Basically, humans work to earn money to meet their needs. For this reason, an employee begins to appreciate hard work and increasingly shows loyalty to the organization and that is why the organization rewards employee performance by providing compensation. Mathis and Jackson, stated that one of the management ways to improve work performance, motivate and improve employee performance is through compensation (Jufrizen 2015).

Mangkunegara defines compensation as something that employees receive in exchange for their service contributions to the organization. Compensation, which means appreciation, is not only in the form of providing wages / salaries, but can also be in the form of other non-financial awards, namely a desire that comes from egoistic needs that can be realized with praise or gifts and announced to colleagues (Lestari and Widiandhono 2019).

Moekijat stated that compensation provided by the organization is very meaningful for employees as individuals

because the amount of compensation reflects the size of the value of their work among the employees themselves, their families and society. Thus it can be said that compensation can be broadly defined as all forms of appreciation both financial and non-financial in nature that occur as part of the employment relationship. For workers, compensation is simply a certain amount of money and benefits, as well as various kinds of rewards that can be spent to buy necessities (Efendi, Ahiruddin, and Bambang 2022).

Compensation according to Handoko is a form of remuneration or reward in the form of money in the form of course which includes allowances as well as the possibility of deductions imposed on him where it has been adjusted for the level of ability and responsibility as well as the ability of the risks faced in doing the job (Zulfanni and Nugraha 2021).

Employee Performance

Mathis and Jackson define that performance is basically what employees do or do not do. (Jufrizen 2015). Typical employee performance for most jobs includes the following elements: quantity of results, quality of results, accuracy of time of results, attendance, ability to work together.

Hasibuan, states that work performance or performance is a result of the work achieved by a person in carrying out the tasks assigned to him which is based on skills, experience, and seriousness and time (Buulolo, Dakhi, and F.Zalogo 2021). Work achievement or performance is a combination of three important factors, namely, the ability and interest of a worker, the ability and acceptance of the explanation of task delegation, and the role and level of motivation of a worker (Hendra 2020).

Performance is the result of work related to organizational goals, such as quality, efficiency, and other effectiveness criteria (Mahardita 2017). It is also said that employee performance is a function of the individual and the organization. In

other words, it is also mentioned as a combination of psychological perspectives that contain individual contributions and sociological ones that contain organizational frameworks.

The measure of success cannot be equated with one individual to another. The success achieved by individuals is based on applicable measures and is tailored to the type of work, as explained by As'ad that performance is the result achieved by a person according to the measures and standards that apply to the job in question (Najib 2019). Thus it can be said that performance is the level of success of a person in carrying out work.

This statement is in line with what is expressed by Miner in Hasibuan, who defines performance as an extension of the meeting of individuals and expectations of what individuals should do in relation to a role (Sintami, Patimah, and .2022). If the expectations only expose abstractness and vagueness, then the individual does not know exactly what he or she expects so the result is a dual role. If the expectations of two or more individuals are different, the individual who holds a job and excels will have a different way of thinking from other individuals in dealing with role conflict.

RESEARCH METHODS

The research was conducted at the UPTD PSDA Service Region I Pringsewu, the research was planned for 3 (three months), namely from November 2023 to February 2024. The object of this research is the problem of infrastructure, compensation and employee performance.

According to Sugiyono, population is a generalization area consisting of: objects / subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions. So the population is not only people, but also objects and other natural objects. Population is also not just the number of objects / subjects studied, but includes all the characteristics / properties possessed

by the subject or object. According to the data, the total number of employees of the UPTD Dinas PSDA Wilayah I Pringsewu is 47 people.

Sugiyono, stated that the sample is part of the number and characteristics possessed by the population in determining the data to be studied, the data collection technique used is probability sampling (Muhammad Abby Zama Daud 2023). Widiyanto said probability sampling indicates that all elements in the population have the same opportunity (probability) to be selected as a sample (Aryani Intan Endah Rahmawati 2015). Based on this information, the sample was all employees of the UPTD PSDA Service Region I Pringsewu after deducting two people, namely researchers and leaders, so that there were 45 employees. Thus, this research can be said to be population research.

The analytical tools used are validity test, reliability test, normality test, multiple linear regression test, F test, T test and coefficient of determination test.

RESEARCH RESULTS

Based on the results of the study, the data obtained on the effect of Infrastructure Facilities on Performance are as follows:

Table 3. T-test results of variable X₁

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	9.115	5.232		1.742	.105
Sarana Prasarana	.741	.135	.836	5.485	.000

a. Dependent Variable: Kinerja

Based on the results of the t test, the t value is 5,485. When compared with the t table at a significant level of 0,05, namely 1,746, then tcount 5,485> t table 1,746 so it can be concluded that; H_a which states that there is an influence of the Infrastructure Facilities variable (X₁) on the Performance variable (Y) can be accepted. So the variable Infrastructure

Facilities (X₁) affects the variable Performance (Y).

Based on the research results, the effect of Compensation (X₂) on Performance (Y) is as follows:

Table 4. T-test results of variable X₂

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-6.251	4.511		-1.386	.189
Kompensasi	1.130	.116	.938	9.763	.000

a. Dependent Variable: Kinerja

Based on the T test results, the tcount value is 9,763. When compared with the t table at a significant level of 0,05, namely 1,746, then the tcount 9,763 > t table 1,746, so it can be concluded that; The hypothesis that states there is an influence of the Compensation variable (X₂) on Performance (Y) can be accepted.

Based on the results of the study, the results of simultaneous hypothesis testing were obtained as follows :

Tabel 5. Hasil uji F

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	163.528	2	81.764	44.996	.000 ^b
Residual	21.805	12	1.817		
Total	185.333	14			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Kompensasi, Sarana Prasarana

From the anova test or F test obtained F count of 44,996 is much greater than the Ftable value of 3,682 then Infrastructure Facilities (X₁) and Compensation (X₂) together (simultaneously) affect Performance (Y). Thus, the proposed hypothesis which states that there is an effect of Infrastructure Facilities (X₁) and Compensation (X₂) together on Performance (Y) can be proven or accepted.

Based on the results of the study, obtained double regression calculation

data Infrastructure Facilities (X_1) and Compensation (X_2) on Performance (Y) as follows:

Table 6. Multiple Linear Regression Test Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-5.640	4.813		-1.172	.264
Sarana Prasarana	.086	.175	.097	.491	.633
Kompensasi	1.029	.238	.854	4.333	.001

a. Dependent Variable: Kinerja

Based on the table above, the multiple linear regression equation can be made: $Y = -5,640 + 0.086 X_1 + 1.029 X_2 + e_t$ and the interpretation of the equation: 1. Every time there is an increase in the value of the Infrastructure variable by one unit, the performance will increase by 0.086 units, 2. Every time there is an increase in the value of the Compensation variable by one unit, the performance will increase by 1,029 units.

Based on the information above, it can be concluded that the regression coefficient value $X_1 = 0.086$ is smaller than the regression coefficient $X_2 = 1.029$. This shows that the contribution of the Infrastructure Facilities variable is greater than the Compensation variable in improving Performance at the UPTD PSDA Service Region I Pringsewu.

The calculation of the coefficient of determination test is as follows:

Table 7. Coefficient of determination test results
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.939 ^a	.892	.863	1.348

a. Predictors: (Constant), Kompensasi, Sarana Prasarana

The results of the calculation of the simultaneous correlation level between Infrastructure Facilities (X_1) and Compensation (X_2) together (simultaneously) on the Performance variable (Y) of 0.939 are included in the Very Strong category, namely (0.800 -

1.000).

The Coefficient of Determination (KD) is 0,892 or 89,2%. So it can be concluded that the magnitude of the influence of Infrastructure Facilities and Compensation on Performance is 89,2% and the remaining 10,8% is due to other factors that the author did not examine.

CONCLUSION AND IMPLICATION CONCLUSION

Based on data analysis and discussion, the following conclusions are obtained: 1. There is an influence of Infrastructure Facilities (X_1) on Performance (Y) at UPTD Dinas PSDA Wilayah I Pringsewu as evidenced by the partial hypothesis test through the t test obtained the tcount value of Infrastructure Facilities on Performance of $= 5,485 > t$ table 1,746, 2. There is an influence of Compensation on Performance at UPTD Dinas PSDA Wilayah I Pringsewu as evidenced by the Partial hypothesis test through the t test obtained the tcount value 9. There is an influence of Infrastructure Facilities and Compensation together on Performance at UPTD Dinas PSDA Wilayah I Pringsewu. evidenced by the calculation of the Fcount test obtained a result of 44,996 much greater than the Ftable value of 3,682.

IMPLICATION

Based on the research results above, future implications are formulated as follows: 1. Improve complete and adequate infrastructure so as to improve employee performance, 2. Holiday allowances given to employees must be in accordance with existing regulations, 3. The role of the leadership for the supervisory function to employees, so that they can work in accordance with the quality and work targets that have been set.

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