

Analysis of Determinants of ASN Employee Performance at the North Sumatra Province Department of Industry, Trade, Energy, and Mineral Resources

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Abstract

The results of this study aim to know and analyze the influence of work environment, work discipline, and work facilities on the performance of ASN employees of the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources. This study uses a quantitative approach. The sample in the study was 72 ASN employees with random sampling techniques. The results of this study show that the work environment partially has a positive and significant effect on employee performance with a t_{cal} value of $4.839 > t_{table} 1.995$ and a significant value of $0.00 < 0.05$. Work Discipline partially has a positive and significant effect on employee performance with a t_{cal} value of $5.998 > t_{table} 1.995$ and significant values $0.00 < 0.05$. Work Facilities did not have a positive and significant effect on employee performance with a t_{count} value of $0.045 < t_{table} 1.995$ and a significant value of $0.964 > 0.05$. Work Environment, Work Discipline, and Work Facilities simultaneously have an influence on the Performance of ASN Employees of the Department of Industry, Trade, Energy and Mineral Resources of North Sumatra Province with a value of $F_{cal} 103.893 > F_{table} 2.73$ and a significant value of $0.00 < 0.05$.

Keywords: Work Environment, Work Discipline, Work Facilities, Employee Performance

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Introduction

Human Resources will work optimally if the organization is effective in managing human resources. Usually, human resource development will enhance employee performance so that the quality of work is also higher and leads to the realization of the organization's goals. Human resources are important assets and are the main driving force in the implementation of all organizational activities, so they must be managed properly through Human Resource Management (HR) (Yohny, 2018). One of the indicators of human resources that have a competitive advantage is measured by the level of performance achieved by employees (Rahayu, 2020). Institutions or bodies that have qualified employees can certainly be an important factor in achieving the expected performance. Employee performance has a very important role in achieving organizational success (Wahyono et al., 2023).

According to Afandi (2021), performance is the willingness of a person or group of people to carry out or improve activities in accordance with their responsibilities with expected results. Therefore, optimal performance is based not only on productivity and efficiency, but also on integrity and social responsibility at every step taken to achieve organizational goals. Organizations are expected to pay attention to various factors that can affect employee performance (Anwar et al, 2024)

One of the other things that affects employee performance is the level of work discipline. Discipline is more accurately defined as attitudes, behaviors. Good discipline reflects how much responsibility a person has. The company's efforts to improve employee discipline are by providing punishment as a sanction for violating the regulations that have been set (Wahyono, et al., 2023). According to Hasibuan (2021) discipline is the awareness and willingness of a person to obey company regulations and applicable social norms. Meanwhile, according to Sinambela (2018) Work discipline is a person's ability to work regularly, diligently continuously and work in accordance with the applicable rules and not violate the rules that have been set.

In addition to the work environment, work discipline, work facilities are interpreted as one of the factors that support the work of an employee in carrying out the tasks given by a company. According to Rifai (2019) Everything used by employees in the implementation of their duties that are able to provide convenience and facilitate the implementation of the employee's work is referred to as work facilities". Work facilities are physical facilities to support company activities, which are used for normal company activities, have a relatively fixed lifespan and provide benefits in the future. Observations indicate a problem regarding declining employee performance. To improve performance, it is essential to focus on a supportive work environment, good discipline, and adequate facilities that encourage employees to work more efficiently and productively.

Literature Review

Performance

Employee performance is important in the company because it can help the company's development well. According to Afandi (2021) performance is the willingness of a person or group of people to carry out or improve activities in accordance with their responsibilities with expected results. According to Kasmir (2018) performance is the work results and work behavior that have been achieved in completing the tasks and responsibilities given in a certain period.

Work Environment

The work environment is one of the important factors in creating good or bad employee performance. Sedarmayanti (2019) defines the work environment as the entire material that is faced, the surrounding environment in which a person works, his work methods, and his work arrangements as an individual or as a group. Meanwhile, according to Afandi (2018), the benefits of the workplace environment can generate work morale resulting in the benefits of the

workplace environment, which increases work productivity and increases cooperation with others who are motivated to complete tasks on time.

Work Discipline

Agustini (2019) argues that work discipline is an attitude of obedience to the rules and norms that apply in a company in order to increase employee steadfastness in achieve the goals of the company/organization. Discipline is a person's behavior that is in accordance with existing rules and work procedures or discipline is attitudes, behaviors, and deeds that are in accordance with the regulations of the organization, both written and unwritten (Sutrisno, 2021).

Work facilities

Work facilities are very important in supporting the performance of a company's employees because good work facilities and appropriate tools will support employee performance more effectively and efficiently (Jufrizen, 2021).

Research Methodology

The research used in this study is a quantitative approach. According to Sugiyono (2019), the quantitative research method is a research method based on the philosophy of positivism, used to research on a specific population or sample, data collection using research, quantitative data analysis, with the aim of testing predetermined hypotheses. The population in this study is all civil servants of the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources as many as 260 employees. Based on the slovin formula above, the sample in this study amounted to 72 people with a sampling procedure using the random sampling technique, namely all members of the population got the same opportunity to be randomly selected as a sample.

Results

Validity Test

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Correct ed Item-Total Correlati on	Cronbach' s Alpha if Item Deleted
X1.1	69.72	40.598	.467	.907
X1.2	69.50	37.944	.699	.901
X1.3	69.63	38.745	.603	.904
X1.4	69.60	39.061	.547	.905
X1.5	69.47	38.929	.643	.903
X2.1	69.39	38.438	.749	.900
X2.2	69.50	37.944	.699	.901
X2.3	69.47	39.267	.592	.904
X2.4	69.54	40.167	.446	.908
X3.1	69.39	38.438	.749	.900
X3.2	69.49	38.225	.426	.913
X3.3	69.78	38.598	.422	.912
Y1	69.46	39.153	.606	.904
Y2	69.72	40.598	.467	.907
Y3	69.50	37.944	.699	.901
Y4	69.57	39.094	.585	.904
Y5	69.50	37.887	.739	.900

Source: SPSS Data Processing Results

Based on the results of the validity test above, which can be seen in the Corrected Item-Total Correlation (CITC) column, all items in the research instrument show a correlation value of ≥ 0.3 , which is the minimum limit to declare an item valid.

Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.909	17

Source: SPSS Data Processing Results

Based on the reliability test above, if Cronbach's alpha value $\alpha > 0.60$, then the questions/statements included in the questionnaire are declared credible or realistic. Cronbach's Alpha value of 0.909 with a total of 17 items shows that the research instrument has a very high level of reliability.

Classic Assumption Test Normality Test

To determine whether the distribution of data is normal, a histogram analysis test is also used. If the histogram graph is bell-shaped, the distribution of the data is considered normal. The results of histogram analysis are as follows:

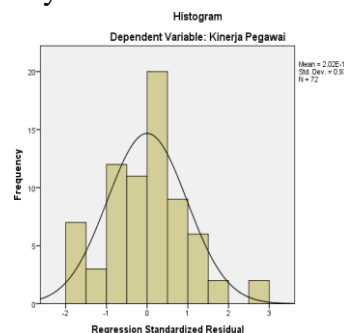


Figure 1. Histogram

Based on the visualization in the figure above, the distribution of the data does not show a slope to one side and has a histogram shape that is close to the normal curve.

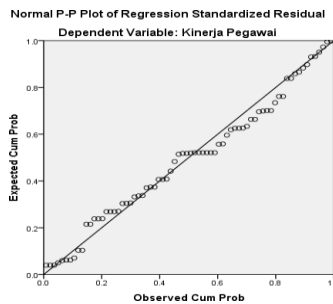


Figure 2. Normal PP Plot

The normal probability plot in the Figure above shows the data points that tend to follow a diagonal line.

Multiple Linear Regression

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	.909	1.184		.768
	Work Environment	.422	.087	.420	4.831
	Work Discipline	.665	.111	.537	5.998
	Work Facilities	-.004	.079	-.003	.964

a. Dependent Variable: Employee Performance

$$Y = 909 + 0.422X_1 + 0.665X_2 - 0.004$$

Based on the results of the multiple linear regression test contained in the table above, the explanation equation for the above regression equation is as follows:

1. The Work Environment Variable (X_1) has a regression coefficient of 0.422 with a significance value of 0.000. This shows that the Work Environment has a positive and significant influence on Employee Performance, because the significance value is less than 0.05. This means that the better the work environment, the higher the performance of employees
2. The Work Discipline Variable (X_2) has a regression coefficient of 0.665 with a significance value of 0.000. This shows that Work Discipline also has a positive and significant influence on Employee Performance, because the significance value is less than 0.05. This means that the higher the work discipline, the better the employee's performance.
3. The Work Facility variable (X_3) has a regression coefficient of -0.004 with a value of significance of 0.964. This shows that Work Facilities do not have a significant influence on Employee Performance, because the significance value is greater than 0.05. Although work facilities have a negative coefficient, because they are insignificant, their

Simultaneous Test (Test F)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	242.394	3	80.798	103.893	.000 ^b
	Residual	52.884	68	.778		
	Total	295.278	71			

a. Dependent Variable: Employee Performance

Based on the results of the Partial Test (F-Test) shown in the table above, it can be seen that F_{cal} is 103,893 > F_{table} 2.73 and the significant value is 0.00 < 0.05. Coupled with a Sig. value of 0.000, which is much smaller than 0.05, this indicates that these independent variables together have a significant effect on Employee Performance.

Partial Test (Test T)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.909	1.184		.768	.445
	Work Environment	.422	.087	.420	4.831	.000
	Work Discipline	.665	.111	.537	5.998	.000
	Work Facilities	-.004	.079	-.003	-.045	.964

a. Dependent Variable: Employee Performance

1. The influence of the work environment (X_1) on employee performance
The results of the analysis showed that with a t_{cal} value of 4.839 > t_{table} 1.995 and a significant value of 0.00 < 0.05, H_a was accepted and H_0 was rejected which stated that the work environment partially had a positive and significant effect on employee performance
2. The effect of work discipline (X_2) on employee performance
The results of the analysis show that with a t_{cal} value of 5.998 > t_{table} 1.995 and a significant value of 0.00 < 0.05. then H_a is accepted and H_0 is rejected which states that work discipline partially has a positive and significant effect on employee performance
3. The effect of work facilities (X_3) on employee performance

The results of the analysis show that with a t_{cal} value of $0.045 < t_{table}$ 1.995 and a significant value of $0.964 > 0.05$, H_0 is accepted and H_a is rejected which states that work facilities have no significant effect on employee performance.

Coefficient of Determination (R^2)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.906 ^a	.821	.813	.882
a. Dependent Variable: Employee Performance				

The resulting adjusted R Square value is 0.813 or 81.3% which indicates that employee performance can be obtained and explained by the work environment, work discipline and work facilities while the remaining 18.7% can be explained by other factors that are not discussed in this study.

Based on the results of the above discussion, it is concluded that:

1. The work environment partially had a positive and significant effect on the performance of ASN employees of the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources, with a calculated value of 4,839 > a t_{table} of 1,995 and a significant value of $0.00 < 0.05$.
2. Work Discipline partially had a positive and significant effect on the performance of ASN employees of the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources, with a calculated value of 5.998 > a table of 1.995 and a significant value of $0.00 < 0.05$.
3. Work facilities did not have a positive and significant effect on the performance of ASN employees of the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources, with a calculated value of $0.045 < a$ table of 1.995 and a significant value of $0.964 > 0.05$.
4. Work Environment, Work Discipline, and Work Facilities simultaneously have an influence on Employee Performance, with a value of 103,893 > F_{table} 2.73 and a significant value of $0.00 < 0.05$

Suggestion

Based on the results of the discussion and conclusions stated above, the following suggestions can be described:

1. It is suggested that the Department of Industry, Trade, Energy and Mineral Resources of North Sumatra Province needs to pay attention to the work environment factor to improve employee performance, both through improving facilities, comfort, and positive social interaction in the workplace.
2. It is suggested that the Department of Industry, Trade, Energy and Mineral Resources of North Sumatra Province needs to implement policies that support the improvement of work discipline, such as a reward and punishment system, effective supervision, and creating a work culture that encourages discipline. Thus, the organization can ensure that employee performance remains optimal and in accordance with the goals that have been set.
3. It is recommended that the North Sumatra Provincial Department of Industry, Trade, Energy and Mineral Resources needs to continue to ensure that the available facilities support comfort and efficiency in work. Good facilities, such as comfortable workspaces, adequate equipment, and supporting technology, can still have a positive impact in the long term on job satisfaction and employee well-being.
4. It is recommended that the Department of Industry, Trade, Energy and Mineral Resources of North Sumatra Province needs to pay attention to the work environment

such as lighting, air temperature, noise, the use of colors and relationships between employees, in order to improve performance and comfort in the workplace, then work discipline is also considered to always come and go home on time, work according to the specified hours, follow the instructions of the boss and responsibility for work, In order to improve performance and better discipline in the work environment, then work facilities also need to be considered that the workspace and equipment provided must be adequate to improve performance and support the smooth running of employees' duties.

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