

***The Influence of Work Facilities and Work Discipline
on Employee Performance in DPPAPP of DKI Jakarta Province***

By Sisi Tasya Rizki

Abstract

This research is included in quantitative research which aims to determine whether there is an effect of work facilities and work discipline on employee performance in DPPAPP of DKI Jakarta Province. The population in this study were civil servants in DPPAPP of DKI Jakarta Province. The number of samples taken in this study were 44 respondents, using probability sampling technique and the sampling method was simple random sampling. Data was collected by distributing questionnaires directly in the field. Researchers used descriptive analysis techniques and inferential analysis. Inferential analysis technique is done through Partial Least Square (PLS) analysis with the help of SmartPLS 3.0 software. The results of the analysis show (1) work facilities have a positive and significant effect on employee performance, (2) work discipline has a positive and significant effect on employee performance, (3) simultaneously work facilities and work discipline have a positive influence on employee performance.

Keywords: *Work Facilities, Work Discipline, and Employee Performance*

Pengaruh Fasilitas Kerja Dan Disiplin Kerja Terhadap Kinerja Pegawai Di DPPAPP Provinsi DKI Jakarta

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Abstrak

Penelitian ini termasuk ke dalam penelitian kuantitatif yang mana bertujuan untuk mengetahui adakah pengaruh fasilitas kerja dan disiplin kerja terhadap kinerja pegawai di DPPAPP Provinsi DKI Jakarta. Populasi dalam penelitian ini adalah pegawai negeri sipil di DPPAPP Provinsi DKI Jakarta. Jumlah sampel yang diambil dalam penelitian ini yaitu sebanyak 44 responden, dengan menggunakan teknik *probability sampling* dan metode pengambilan sampel yaitu *simple random sampling*. Pengumpulan data dilakukan dengan melakukan penyebaran kuesioner secara langsung di lapangan. Peneliti menggunakan teknik analisis deskriptif dan analisis inferensial. Teknik analisis inferensial dilakukan melalui analisis *Partial Least Square* (PLS) dengan dibantu dengan *software Smart PLS 3.0*. Hasil dari analisis menunjukkan (1) fasilitas kerja memiliki pengaruh positif dan signifikan terhadap kinerja pegawai, (2) disiplin kerja memiliki pengaruh positif dan signifikan terhadap kinerja pegawai, (3) secara simultan fasilitas kerja dan disiplin kerja memiliki pengaruh positif terhadap kinerja pegawai.

Kata kunci: Fasilitas Kerja, Disiplin Kerja, dan Kinerja Pegawai