

# THE INFLUENCE OF WORK ABILITIES AND WORK FACILITIES ON EMPLOYEE PERFORMANCE IN THE SIDOBINANGUN VILLAGE OFFICE DEKET LAMONGAN DISTRICT

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## ABSTRACT

Every organization, both government and private, will always try to be able to achieve the goals set effectively and efficiently. With advances in technology and the application of good methods, there is no benefit if the organization does not pay attention to human resources. To improve employee performance both by looking at employee performance abilities and providing facilities that can make employees enthusiastic about working in the company. So these things related to improving work ability and work facilities need to get serious attention from every leader for the success of a company and the achievement of company or organization goals.

This study aims to analyze the effect of Work Ability (X1) and Work Facilities (X2) on Employee Performance (Y) at the Sidobinangun Village Office.

In this study the authors used descriptive quantitative methods with seven analytical models tested in the SPSS 25 program. The results of the t test can be seen with the ability to work variable with a t count value of  $7.132 > t$  table 2.014 while the work facilities variable has a t count value of  $3.397 > t$  table 2.014, so  $H_0$  is rejected and  $H_1$  is accepted, meaning that there is a partially significant effect between the variables of work ability and work facilities on employee performance. The results of the F test obtained F count of 70.612 which means F count (70.612)  $>$  F table (3.20) so  $H_0$  is rejected and  $H_1$  is accepted, meaning that simultaneously the independent variables work ability and work facilities have a positive and significant effect on performance employee. The results of multiple linear regression  $Y = 2.364 a + 0.641 X_1 + 0.242 X_2$ . The results of the multiple correlation coefficient show that the R square number is 0.758 indicating that there is a strong relationship between work ability, work facilities and employee performance. The results of the coefficient of determination are shown by the R square of 0.758 or 75.8%. From R square it can be concluded that the variables of work ability and work facilities from the dependent variable of employee performance can contribute 75.8% while the remaining 24.2% is explained by other variables outside the research.

Based on the results of this analysis, it was concluded that the variables of work ability and work facilities have a partial effect on employee performance, the variables of work ability and work facilities also have a simultaneous effect on employee performance. Between the two most dominant variables, namely work ability which has a greater value than work facilities is proven in multiple linear regression

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

**PENGARUH KEMAMPUAN KERJA DAN FASILITAS KERJA TERHADAP  
KINERJA PEGAWAI DI KANTOR DESA SIDOBINANGUN KECAMATAN  
DEKET LAMONGAN**

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**RINGKASAN**

Setiap organisasi baik itu pemerintah maupun swasta akan senantiasa berusaha untuk dapat mencapai tujuan yang ditetapkan secara efektif dan efisien. Dengan kemajuan teknologi dan penerapan metode yang baik, tidak ada manfaat jika organisasi tersebut tidak memperhatikan SDM. Untuk meningkatkan kinerja pegawai baik dengan melihat kemampuan kinerja pegawai dan memberikan fasilitas yang bisa membuat para pegawai untuk semangat bekerja di dalam perusahaan tersebut. Maka hal-hal ini yang berhubungan dengan peningkatan kemampuan kerja dan fasilitas kerja perlu mendapat perhatian yang sungguh-sungguh dari setiap pimpinan guna keberhasilan suatu perusahaan dan pencapaian tujuan perusahaan atau organisasi tersebut.

Penelitian ini bertujuan untuk menganalisis pengaruh Kemampuan Kerja (X1) dan Fasilitas kerja (X2) terhadap Kinerja Pegawai (Y) pada Kantor Desa Sidobinangun.

Dalam penelitian ini penulis menggunakan metode kuantitatif deskriptif dengan tujuh model analisis yang diuji dalam program SPSS 25. Hasil uji t dapat dilihat variabel Kemampuan kerja dengan nilai t hitung  $7,132 > t$  tabel  $2,014$  sedangkan variabel fasilitas kerja nilai t hitung  $3,397 > t$  tabel  $2,014$ , maka  $H_0$  ditolak dan  $H_1$  diterima, artinya bahwa ada pengaruh yang signifikan secara parsial antara variabel kemampuan kerja dan fasilitas kerja terhadap kinerja pegawai. Hasil uji F di peroleh F hitung sebesar  $70,612$  yang berarti  $F$  hitung  $(70,612) > F$  tabel  $(3,20)$  jadi  $H_0$  di tolak dan  $H_1$  di terima, artinya bahwa secara simultan variabel bebas kemampuan kerja dan fasilitas kerja berpengaruh positif dan signifikan terhadap kinerja pegawai. Hasil regresi linier berganda  $Y = 2,364 a + 0,641 X_1 + 0,242 X_2$ . Hasil Koefisien korelasi berganda menunjukkan angka R square sebesar  $0,758$  bahwa ada hubungan kuat antara kemampuan kerja, fasilitas kerja dan kinerja pegawai. Hasil koefisien determinasi di tunjukkan oleh R square sebesar  $0,758$  atau  $75,8\%$ . Dari R square disimpulkan bahwa variabel kemampuan kerja dan fasilitas kerja dari variabel terikat kinerja pegawai dapat memberikan kontribusi sebesar  $75,8\%$  sedangkan sisanya  $24,2\%$  dijelaskan oleh variabel lain diluar penelitian.

Berdasarkan hasil analisis tersebut, Disimpulkan bahwa variabel kemampuan kerja dan fasilitas kerja berpengaruh secara parsial terhadap kinerja pegawai, variabel kemampuan kerja dan fasilitas kerja juga berpengaruh secara simultan terhadap kinerja pegawai. Diantara dua variabel yang paling dominan yaitu kemampuan kerja yang memiliki nilai lebih besar dari fasilitas kerja dibuktikan dalam regresi linier berganda.

**Kata Kunci :** Kemampuan Kerja, Fasilitas Kerja, dan Kinerja Pegawai