

***THE INFLUENCE OF OFFICE FACILITIES, WORK MOTIVATION AND  
WORK DISCIPLINE ON THE PERFORMANCE OF VILLAGE  
EQUIPMENT IN PUCANGTELU VILLAGE***

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***ABSTRACT***

In an organization, human resources have an important role, Human Resources is a very important thing and must be owned by each individual village official to achieve the goals of the village government organization, which includes capabilities, where village officials have skills in carrying out job responsibilities, abilities village apparatus in preparing service agendas and priorities as well as developing service programs according to community needs, as well as carrying out activities that must be carried out by organizational policies.

The type of research used in this study is a type of quantitative research. The population and sampel from this research is the total number of village officials in Pucangtelu Village. This study used validation test, reliability test, multiple correlation test, multiple linear regression test, t test, and F test.

The results of the analysis were tried by distributing questionnaires to all respondents. All indicators in this study were declared valid, because the results showed that  $r_{count} > r_{table} = 0.369$  and the results stated that all instruments were declared reliable because they showed that the Cronbach alpha value had a value  $> 0.60$ . The multiple correlation test shows that the sig F change = 0.000  $< 0.05$  (sig value) and the R value is 0.956, so the variables X and Y have a high correlation. The t test shows that all hypotheses are accepted and the F test can be seen that  $H_0$  is rejected and  $H_1$  is accepted.

*Keywords: Office Facilities, Work Motivation, Work Discipline, Equipment Performance*

**PENGARUH FASILITAS KANTOR, MOTIVASI KERJA DAN DISIPLIN  
KERJA TERHADAP KINERJA PERANGKAT DESA DI DESA  
PUCANGTELU**

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**ABSTRAK**

Dalam sebuah organisasi, sumber daya manusia memiliki peran penting, Sumber Daya Manusia adalah suatu hal yang sangat penting dan harus dimiliki setiap individu perangkat desa untuk mencapai tujuan organisasi pemerintahan desa, yang meliputi kemampuan, dimana perangkat desa memiliki skill dalam melaksanakan tanggung jawab pekerjaan, kemampuan perangkat desa dalam menyusun agenda dan prioritas pelayanan serta pengembangan program-program pelayanan sesuai kebutuhan masyarakat, serta melaksanakan kegiatan yang harus dilakukan kebijakan organisasi.

Jenis penelitian yang digunakan dalam penelitian ini adalah jenis penelitian kuantitatif. Populasi dan sampel dari riset penelitian ini dengan jumlah seluruh perangkat desa di Desa Pucangtelu. Penelitian ini menggunakan Uji validasi, Uji reliabilitas, Uji korelasi berganda, Uji regresi linier berganda, Uji t, dan uji F.

Hasil analisis di coba dengan cara menyebarkan kuesioner kepada seluruh responden. Seluruh indikator pada penelitian ini dinyatakan valid, karena hasil menunjukkan bahwa  $r_{hitung} > r_{tabel} = 0,369$  dan hasil penelitian menyatakan bahwa seluruh instrument dinyatakan reliabel karena menunjukkan bahwa nilai *cronbach alpha* memiliki nilai  $> 0,60$ . Uji korelasi berganda menunjukkan bahwa nilai  $sig F_{change} = 0,000 < 0,05$  (nilai sig) dan nilai R sebesar 0,956 maka variabel X dan Y memiliki hubungan korelasi yang tinggi. Uji t menunjukkan bahwa seluruh hipotesis diterima dan Uji F dapat diketahui bahwa  $H_0$  ditolak dan  $H_1$  diterima.

Kata kunci: Fasilitas Kantor, Motivasi Kerja, Disiplin Kerja, Kinerja Perangkat