



The Influence of Work Facilities and Work Environment on Employee Performance at Clean Canteen Restaurant, South Jakarta

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ABSTRACT

The purpose of this study was to determine the effect of Work facilities and Work Environment on the Performance of Restaurant Clean Canteen South Jakarta. The sample in this study were 30 people with the sample method used was saturated sampling. The analytical method used is multiple linear regression with the help of application IBM SPSS V.25. The results show that partially Work Facilities (X1) has a positive and significant effect on the employee performance (Y). The higher the Work Facilities, the more work facilities provided by company will be more higher too employee performance. The Work Environment variable (X2) has a positive and significant effect on the employee performance (Y). Simultaneously the variables of Work Facilities (X1) and Work Environment (X2), have a positive and significant effect on the employee performance (Y) with $F_{count} > F_{table}$ ($13.426 > 2,99$) with a significance value of $0.000 < 0.05$.

INTRODUCTION

According to Suparyadi (Slamet and Jeffry, 2019:290), "Human resource management is a system aimed at influencing employees' attitudes, behaviors, and performance to ensure optimal contributions toward achieving the company's objectives." This pursuit of goals ultimately leads to improved organizational performance.

Sedarmayanti (2018:260) defines performance as the output of an individual, reflecting the overall management process, where this output must be evidenced concretely and measured. According to Jones, as cited in Rahadi (Chelsea and Jaka, 2021:283), employee performance levels depend significantly on several factors, including workplace facilities and the work environment. Najib (2020:23) adds that the work environment is the setting where employees perform their tasks, encompassing everything around them that can influence their job performance.

In addition to the work environment, another factor affecting employee performance is workplace facilities. Moenir (Rifa'i, 2019:5) describes facilities as everything used, occupied, and enjoyed by employees, both in direct relation to their work and for the smooth operation of their tasks. The Clean Canteen Restaurant is a culinary business that operates in the food and beverage sector, involved in the production, presentation, and sale of specific products to customers, categorized as Food Services and managed by PT Smart Food Concepts. It has a total of thirty employees.

Based on initial observations, the workplace facilities at the Clean Canteen Restaurant are generally adequate, but they are still incomplete and limited, making the operational environment less conducive. Limitations include insufficient kitchen equipment, inadequate storage space (both chiller and freezer), and one chiller with an unstable temperature. Additionally, the oven is inadequate due to inconsistent temperatures, and there are no suitable break areas or employee lockers.

Moreover, challenges exist in the work environment at the Clean Canteen Restaurant. In terms of the physical work environment, excessive noise from the hot kitchen's hexos hinders communication with the cold kitchen, while inadequate lighting or malfunctioning lights in the storage area—where two large freezers are used for storing frozen food—complicate the search for necessary ingredients. In the non-physical work environment, a lack of employee accountability for completing assigned tasks poses another challenge. The achievement targets of the Clean Canteen Restaurant in South Jakarta are illustrated in Table 1 below:

Table 1. The achievement targets of the Clean Canteen Restaurant in South Jakarta

No	Tahun	Pendapatan	Target	Persentase Yang Tercapai
1	2021	Rp. 3.412.929.754	Rp. 3.600.000.000	94,8%
2	2022	Rp. 2.946.281.428		81,84%

Sumber: Data diolah, 2023

According to Table 1, the revenue generated by the Clean Canteen Restaurant in South Jakarta in 2021 was Rp. 3,412,929,754, which represents approximately 94.8% of its target. In 2022, the revenue decreased to Rp. 2,946,281,428, achieving about 81.84% of the annual target of Rp. 3,600,000,000. As seen in Table 1, the revenue dropped by 12.96% from 2021 to 2022, and the Clean Canteen Restaurant's expectations for revenue were not met. This shortfall is attributed to the insufficient fulfillment of factors affecting employee performance, such as workplace facilities and the work environment. As a result, the company's goal of achieving 100% of its revenue target has yet to be realized.

This study is also motivated by a research gap identified in previous studies. For instance, Muhammad Ali Akbar et al. (2022) found that workplace facilities positively and significantly impact employee performance. Similarly, Dedi Wahyudi et al. (2022) concluded that facilities significantly affect employee performance by 16.48%. However, Irawan & Suryani (2018) indicated that, when analyzed separately, workplace facilities do not enhance employee performance, suggesting that facilities do not have a significant effect on improving performance.

Regarding the work environment, research conducted by Bela Syavira Mokoolang et al. (2022) found a notable and positive effect on employee performance. Similarly, Dedi Wahyudi et al. (2022) highlighted a significant and positive correlation between the work environment and performance, noting an effect size of 9%. In contrast, other investigations, such as one by Muhammad Ali Akbar et al. (2022), suggested that the work environment exerts a negative but significant influence on performance.

Given the inconsistencies identified in these studies, there seems to be conflicting information concerning these variables. As a result, the author recognizes the necessity of investigating the effects of workplace facilities and the work environment on employee performance at the Clean Canteen Restaurant, proposing the hypothesis that both workplace facilities and the work environment have a positive impact on employee performance at the Clean Canteen Restaurant located in South Jakarta.

LITERATURE REVIEW

The performance of employees is significantly influenced by various factors, notably workplace facilities and the work environment. According to Suparyadi (Slamet and Jeffry, 2019), human resource management is a system aimed at influencing employee attitudes, behaviors, and performance to contribute optimally to organizational goals. This perspective aligns with Sedarmayanti's (2018) assertion that performance is a measurable outcome of individual efforts within a management process. Additionally, the work environment is defined by Najib (2020) as the space in which employees perform their tasks and the surrounding elements that can impact their effectiveness. Furthermore, Moenir (Rifa'i, 2019) emphasizes that facilities are essential resources that support employees in their work. Therefore, addressing the gaps in workplace facilities and optimizing the work environment are

critical for enhancing employee performance, as highlighted by the conflicting findings in recent research. This understanding reinforces the need for further investigation into how these factors can be improved to achieve better performance outcomes in the hospitality industry.

METHODOLOGY

This study will utilize a causal associative quantitative research approach. It will involve a saturated population and sample, consisting of all 30 employees at the Clean Canteen Restaurant in South Jakarta. The data collection techniques for this research will include observation, and the instruments used will be questionnaires. The data analysis techniques employed to address the issues in this study will involve multiple correlation analysis and multiple linear regression, conducted using IBM SPSS version 25. The models will focus on multiple correlation equations and multiple linear regression.

RESULT

Validity and Reliability Testing

Validity testing evaluates how well a research instrument measures what it is supposed to measure. An indicator's validity is assessed by comparing the computed correlation coefficient (Corrected Item-Total Correlation) to the *r*-table value, where the coefficient must exceed the *r*-table to be considered valid. Based on the Pearson Correlation test, variable X1, which contains 10 questionnaire items, is overall valid. The same applies to variable X2, also with 10 items, and variable Y, with 10 items, both of which are deemed valid. This demonstrates that each variable's indicators have a calculated correlation coefficient higher than the *r*-table. The reliability test outcomes for each variable are outlined in the following table:

Table 2. Validity and Reliability Testing

Hasil Uji Reliabilitas Kuesioner

No	Variabel	Jumlah Item	Cronbach's Alpha	Hasil
1	Fasilitas Kerja (X ₁)	10	0,789	Reliabel
2	Lingkungan Kerja (X ₂)	10	0,645	Reliabel
3	Kinerja Pegawai (Y)	10	0,701	Reliabel

Sumber: Data diolah 2023

Based on Table 2, all questionnaire items for every variable in this study—namely, work facilities, work environment, and employee performance—are considered reliable, as the Cronbach Alpha values are not less than 0.60.

Classical Assumption Testing Analysis

Normality Test

Table 3. Normality Test
Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		30
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.36297963
Most Extreme Differences	Absolute	.157
	Positive	.098
	Negative	-.157
Test Statistic		.157
Asymp. Sig. (2-tailed)		.058 ^c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

Sumber: Data diolah melalui SPSS 25 (2023)

Based on the information in Table 3, it can be observed that the significance value is 0.058. This indicates that the residual values are normally distributed, as the significance value is greater than 0.05.

Multicollinearity Test

Table 4. Multicollinearity Test
Hasil Uji Multikolinearitas

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	4.026	8.725		.461	.648		
FASILITAS_X1	.361	.083	.598	4.372	.000	.993	1.007
LINGKUNGAN_X2	.567	.181	.429	3.139	.004	.993	1.007

a. Dependent Variable: KINERJA_Y

Sumber: Data diolah melalui SPSS 25 (2023)

According to Table 4, the tolerance values for both the work facilities and work environment variables are 0.993, which means they exceed the minimum threshold of 0.10. Additionally, the VIF (Variance Inflation Factor) for these two variables is 1.007, staying well below the limit of 10. These results indicate the absence of multicollinearity in the data, permitting the continuation of the study to the subsequent statistical analyses.

Heteroscedasticity Test

Table 5. Heteroscedasticity Test
Hasil Uji Heteroskedastisitas

Coefficients^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	12.751	5.638		2.262 .032
	FASILITAS_X1	-.072	.053	-.243	-1.354 .187
	LINGKUNGAN_X2	-.191	.117	-.294	-1.634 .114

a. Dependent Variable: RES2

Sumber: Data diolah melalui SPSS 25 (2023)

Referring to Table 5, the significance value for the work facilities variable is 0.187, while the work environment variable shows a significance of 0.114. Since both values are above the 5% significance threshold (0.05), this suggests that heteroscedasticity is absent in the current research.

Correlation Test

Table 6. Correlation Test
Hasil Uji Koefisien Korelasi Pearson

Correlations				
		FASILITAS_X1	LINGKUNGAN_X2	KINERJA_Y
FASILITAS_X1	Pearson Correlation	1	-.084	.562**
	Sig. (2-tailed)		.660	.001
	N	30	30	30
LINGKUNGAN_X2	Pearson Correlation	-.084	1	.379*
	Sig. (2-tailed)	.660		.039
	N	30	30	30
KINERJA_Y	Pearson Correlation	.562**	.379*	1
	Sig. (2-tailed)	.001	.039	
	N	30	30	30
**. Correlation is significant at the 0.01 level (2-tailed).				
*. Correlation is significant at the 0.05 level (2-tailed).				

Sumber: Data diolah melalui SPSS 25 (2023)

Based on Table 6, the Pearson correlation results indicate that both work facilities and the work environment have significance values of less than 0.05. This suggests that work facilities are correlated with employee performance, and the work environment also shows a correlation with employee performance. Furthermore, the strength of the correlation between work facilities and employee performance can be categorized as strong, with a correlation coefficient of 0.562. In contrast, the correlation between the work environment and employee performance is categorized as weak, with a correlation coefficient of 0.379.

Multiple Linear Regression Analysis

Multiple linear regression is a statistical method used to assess the influence of multiple independent variables on a single dependent variable. In this study, multiple linear regression will be applied to evaluate how work facilities and the work environment affect the performance of employees at Clean Canteen Restaurant, South Jakarta. This technique will help quantify the impact of each independent variable on employee performance.

Table 7. Multiple Linear Regression Analysis
Hasil Uji Regresi Linier Berganda

Coefficients^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	4.026	8.725		.461
	FASILITAS_X1	.361	.083	.598	.000
	LINGKUNGAN_X	.567	.181	.429	.004
2					

a. Dependent Variable: KINERJA_Y

Sumber: Data diolah melalui SPSS 25 (2023)

Referring to Table 7, the multiple linear regression equation is expressed as follows:

$$Y = 4.026 + 0.361X_1 + 0.567X_2 + e$$

The constant value of 4.026 indicates that if both the work facilities and work environment variables remain at 0 (unchanged), the employee performance score would be 4.026. The positive coefficient of 0.361 for the work facilities variable suggests that an increase in work facilities will lead to a 0.361 rise in employee performance, equivalent to a 36.1% improvement. Likewise, the 0.567 coefficient for the work environment variable shows that an enhancement in the work environment will result in a 0.567 increase in employee performance, or a 56.7% boost.

Coefficient of Determination Test (R^2)

Table 8. Coefficient of Determination Test (R^2)

Uji Koefisien Determinasi (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.706 ^a	.499	.461	2.449

a. Predictors: (Constant), LINGKUNGAN_X2, FASILITAS_X1

Sumber: Data diolah melalui SPSS 25 (2023)

Based on Table 8, the R Square value is 0.499, or 49.9%. This indicates that the work facilities and work environment variables have an influence of 49.9% on the employee performance of Restoran Clean Canteen Jakarta Selatan, while the remaining 50.1% (100% - 49.9%) is affected by other variables not discussed in this study.

Hypothesis Testing

T-Test (Partial Test)

The t-test is used to assess the significance of the constant for each independent variable, determining whether work facilities (X1) and work environment (X2) have a partial or independent effect on employee performance (Y). In this study, the two-tailed t-table value is 2.052 (α ; degrees of freedom (df) = $n - k = 0.05$; 27 (30 - 3)). Below are the results of the partial statistical test:

Table 9. T-Test (Partial Test)

Hasil Uji T (Uji Parsial)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4.026	8.725		.461	.648
FASILITAS_X1	.361	.083	.598	4.372	.000
LINGKUNGAN_X2	.567	.181	.429	3.139	.004

a. Dependent Variable: KINERJA_Y

Sumber: Data diolah melalui SPSS 25 (2023)

Based on Table 9, the following conclusions can be drawn:

1. Regarding the work facilities variable, the t-value exceeds the t-table value, with a significance level falling below 0.05. Specifically, the significance for the work facilities variable is 0.000, which is less than 0.05, and the t-value is 4.372, surpassing the t-table value of 2.052. As a result, the researcher concludes that the null hypothesis (H0) is rejected and the alternative hypothesis (Ha) is accepted. This indicates that the work facilities variable significantly influences employee performance at Restoran Clean Canteen in South Jakarta.
2. In the case of the work environment variable, the t-value also exceeds the t-table value, with its significance level being lower than 0.05. The significance for the work environment variable is 0.004, which is less than 0.05, and the t-value is 3.139, greater than the t-table value of 2.052. Consequently, the researcher concludes that the null hypothesis (H0) is rejected and the alternative hypothesis (Ha) is accepted, signifying that the work environment variable has a significant impact on employee performance at Restoran Clean Canteen in South Jakarta.

F-Test (Simultaneous Test)

The simultaneous test, or F-test, is used to determine the extent of the independent variable's influence on the dependent variable collectively. If the calculations indicate that the F-value is greater than the F-table value with a confidence level of < 0.05 , the hypothesis is accepted.

Table 10. F-Test (Simultaneous Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	161.040	2	80.520	13.426	.000 ^b
	Residual	161.927	27	5.997		
	Total	322.967	29			

a. Dependent Variable: KINERJA_Y

b. Predictors: (Constant), LINGKUNGAN_X2, FASILITAS_X1

Sumber: Data diolah melalui SPSS 25 (2023)

From the simultaneous test results presented in the table, the calculated F-value is 13.426, with a significance level of 0.000. This indicates that the F-value exceeds the F-table value of 2.99. Additionally, the probability value (sig) of 0.000 is below the 0.05 threshold (sig 0.000 < 0.05). Consequently, it can be concluded that the combined effect of work facilities and the work environment significantly influences employee performance at Restoran Clean Canteen in Jakarta.

DISCUSSION

The Impact of Workplace Facilities on Employee Performance at Clean Canteen Restaurant, South Jakarta

Based on the empirical test between the independent variable of workplace facilities (X1) and the dependent variable of employee performance (Y), the results show that the t-value of 4.372 is greater than the t-table value of 2.052, with a significance level of $0.000 < 0.05$. This means the independent variable of workplace facilities (X1) has a significant and positive effect on employee performance at Clean Canteen Restaurant, South Jakarta. This finding is supported by research conducted by Muhammad Ali Akbar et al. (2022) titled "The Influence of Discipline, Workplace Environment, and Compensation on Employee Performance Using Structural Equation Modeling (SEM) at PT Sulzer Indonesia Office," and by Dedi Wahyudi et al. (2022), in their study on "The Influence of Leadership, Work Environment, and Office Facilities on the Performance of Village Officials in Kampar District." According to Ranupandjojo and Husnan (Anggraeni, Baharudin, and Mattalatta, 2018: 153), workplace facilities are a form of service provided by the company to support employees in fulfilling their needs and improving their performance. Thus, it can be concluded that if Clean Canteen Restaurant, South Jakarta, can provide adequate facilities, it will boost employee morale, resulting in improved performance.

The Impact of the Work Environment on Employee Performance at Clean Canteen Restaurant, South Jakarta

The partial test of the work environment variable reveals a significant effect on employee performance at Clean Canteen Restaurant, South Jakarta. The results show that the significance level for the work environment is 0.004, which is less than 0.05, and the t-value of 3.139 exceeds the t-table value of 2.052. This confirms that the work environment significantly influences employee performance, as the significance level falls below the 5% threshold, and the t-value is higher than the t-table value. Similar findings were observed in studies by Dedi Wahyudi et al. (2022), who examined "The Influence of Leadership, Work Environment, and Office Facilities on the Performance of Village Officials in Kampar District," and Bela Syavira Mokoolang et al. (2022), who explored "The Influence of Facilities and Work Environment on Employee Performance: A Case Study at the DISDIKBUD Office, North Bolaang Mongondow Regency." Both studies concluded that the work environment positively and significantly impacts employee performance. Additionally, Fachrezi and Khair (2020) emphasized that a conducive work environment is a crucial factor in enhancing employee productivity, which subsequently improves performance.

The Joint Influence of Workplace Facilities and Work Environment on Employee Performance at Clean Canteen Restaurant, South Jakarta

According to Jones, as referenced by Rahadi (Chelsea and Jaka, 2021: 283), employee performance is strongly influenced by various factors, including workplace facilities and the overall work environment. The findings from the F-test (simultaneous) in this research reveal that the calculated F-value is 13.426, surpassing the F-table value of 2.99, with a significance level of 0.000, which is below the 0.05 threshold. Therefore, it can be inferred that both workplace facilities and the work environment have a significant combined effect on employee performance at Clean Canteen Restaurant, South Jakarta. This conclusion aligns with the study by Bela Syavira Mokoolang et al. (2022), titled "The Influence of Facilities and Work Environment on Employee Performance: A Case Study at the DISDIKBUD Office, North Bolaang Mongondow Regency," which similarly found that these factors jointly exert a positive and significant influence on employee performance.

CONCLUSIONS AND RECOMMENDATIONS

Based on the data analysis and discussion regarding the impact of workplace facilities and work environment on employee performance at Clean Canteen Restaurant in South Jakarta, the following conclusions can be drawn:

1. The test results show that the variable "Workplace Facilities" has a positive and significant effect on employee performance at Clean Canteen Restaurant in South Jakarta. This is proven by the t-statistic ($4.372 > t\text{-table } (2.052)$) and a significance probability smaller than α ($0.000 < 0.05$). Therefore, the first hypothesis, stating that workplace facilities significantly influence employee performance at Clean Canteen Restaurant in South Jakarta, is accepted.

2. The test results show that the variable "Work Environment" has a positive and significant effect on employee performance at Clean Canteen Restaurant in South Jakarta. This is proven by the t-statistic ($3.139 > t\text{-table } (2.052)$) and a significance probability smaller than α ($0.004 < 0.05$). Therefore, the second hypothesis, stating that the work environment significantly influences employee performance at Clean Canteen Restaurant in South Jakarta, is accepted.
3. Simultaneously, the variables "Workplace Facilities" and "Work Environment" have a significant effect on employee performance at Clean Canteen Restaurant in South Jakarta. This is proven by the F-statistic ($13.426 > F\text{-table } (2.99)$) and a significance probability smaller than α ($0.000 < 0.05$). Therefore, the third hypothesis, stating that workplace facilities and the work environment simultaneously have a significant influence on employee performance at Clean Canteen Restaurant in South Jakarta, is accepted.

ADVANCED RESEARCH

Future research could explore the nuanced interactions between specific elements of workplace facilities and the work environment on employee performance across various industries. For instance, studies could examine how technological advancements in workplace infrastructure affect productivity in different sectors or how environmental factors such as lighting, noise levels, and ergonomic design contribute to job satisfaction and performance over time. Additionally, investigating the moderating role of individual employee characteristics, such as age, job type, or tenure, could provide a deeper understanding of how workplace improvements impact diverse workforce segments. Comparative studies between industries, geographic regions, or organizational sizes may also reveal context-specific insights, allowing businesses to tailor workplace enhancements more effectively. Finally, longitudinal research could assess the long-term effects of workplace interventions on employee performance, retention, and overall organizational success.

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