



The Effect of Work Facilities on Employee Performance in the Process of Clearance in and Clearance Out Arrangement of Ship Agency at PT. Bahari eka Nusantara Samarinda Branch

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Abstract: Work facilities must be a concern of each organization because they can affect the overall performance of employees in a company / organization, as one of the agencies that pay attention to the performance of their employees and prepare work facilities that support the implementation of the Main Duties and Functions (TUPOKSI) of each employee. Meanwhile, the duties and functions of the ship agency, one of which is the process of managing clearance in and clearance out. The success of an enterprise can be viewed from the results of the work done by its employees. As explained above, the factor to improve employee performance is work facilities. With work facilities, it is possible to improve employee performance in order to achieve the goals that have been determined by managers with all potential effectively and efficiently. The purpose of this study was to determine the effect between work facilities on employee performance in the process of managing clearance in and clearance out of the ship agency. The approach method used is a descriptive quantitative method, while the data collection technique uses documentation, observation, and questionnaires so that the influence of work facilities can be found on employee performance. The results of this study show that there is an influence between work facilities on employee performance in the process of managing clearance in and clearance out of the ship agency.

Keywords: Work Facilities, Employee Performance, Clearance In, Clearance Out.

INTRODUCTION

Adequate work facilities with conditions that are suitable for use and well maintained will help the smooth process of work in an enterprise. Work facilities must be a concern of each organization because they can affect the overall performance of employees in a company / organization, as one of the agencies that pay attention to the performance of their employees and prepare work facilities that support the implementation of the Main Duties and Functions (TUPOKSI) of each employee.

Employees in a company are basically the only main resources owned by a company

that cannot be replaced by other resources, because no matter how good or bad a company is, the complete facilities and facilities will not be useful without employees who organize, use and maintain them. As explained above, the factor to improve employee performance is work facilities. With adanya work facilities make it possible to improve employee performance in order to achieve the goals that have been determined by *managers* with all potential effectively and efficiently.

In practice, the author at PT. Bahari Eka Nusantara Samarinda branch on August 14, 2020 to August 18, 2021, the author encountered several problems that often occurred during the implementation of operational activities in the company, one of which is in its work facilities. There are several causes of work facility problems faced by PT. Bahari Eka Nusantara Samarinda branch, for example, such as the incomplete work facilities in the company and the lack of adequate work facilities in carrying out *clearance* activities.

RESEARCH METHOD

Work Facility *X*

Work facilities according to Moenir in Munawirsyah, (2017:47) are "everything that is used, used, occupied, and enjoyed by employees both in direct relation to work and for the smooth running of work". "Work facilities are the entire tooling tools and materials faced, the surrounding environment where a person works, his work methods, and his work arrangements both as individuals and as groups" (Sedarmayanti, 2018).

Employee Performance *Y*

In Mangkunegara's opinion in Masram, (2017:139) states "employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". Another opinion expressed by Rivai and Sagala (Priansa, D.J., 2018:269) states that "performance is a real behavior that everyone displays as a work achievement produced by an employee according to his role in the organization".

Research Time

The author conducts research in the form of the influence of work facilities on the company's performance in the process of managing the clearance in and clearance out of the ship's agency while undergoing Land Practice at PT. Bahari Eka Nusantara Samarinda branch, for approximately 12 months starting from August 14, 2020 to August 18, 2021.

Research Site

This research was conducted by the author at PT. Bahari Eka Nusantara Samarinda branch, Jln. Yos Sudarso RT 02 No.43 A Kel. Karang Mumus, Kec. Samarinda Kota, Samarinda, East Kalimantan 75113

Approach Method

In this study, the writing used a quantitative data approach method. The author uses a quantitative method by explaining two variables, namely the independent variable (work facility) and the dependent variable (employee performance).

Data Collection Techniques

According to Sugiyono, (2013: 224) "data collection techniques are the most strategic step in research, because the purpose of the study is to obtain data". Primary data is data collected and obtained directly from the object of the study concerned, using observations, literature studies, and questionnaires on employees of the Company PT Bahari Eka Nusantara

Samarinda branch regarding the effect of work facilities on employee performance in the process of managing *clearance in* and *clearance out* of the ship agency. In the preparation of this thesis, the author uses several data collection techniques that will be used as guidelines for writing a thesis. Some ways of data collection techniques are as follows:

a. Documentation

This technique is used to support the data and information that the author presents to complete the writing of this thesis related to work facilities and employee performance, in the form of facility information data and educational history of employees contained in the operational section of the PT agency. Bahari Eka Nusantara Samarinda branch.

b. Observation (Observation)

In obtaining this data, the author used data collection techniques in the form of observation. Observation is the collection of information data based on direct observations by the author carried out during the implementation of Land Practice (PRADA) at PT. Bahari Eka Nusantara Samarinda branch.

c. Questionnaire

In this study, the authors used closed questions given to some company employees who were sampled at PT. Bahari Eka Nusantara Samarinda branch which has a total of 25 people. Closed-ended questions are those that do not require more detailed explanation. This research instrument can be measured using a questionnaire. Questionnaire regarding work facilities on employee performance in the process of managing *clearance in* and *clearance out* of ship agency at PT. Bahari Eka Nusantara Samarinda branch which is in the form of written questions to be answered by respondents.

Research Subjects

"Population is a generalization area consisting of subjects or objects that have certain qualities and characteristics that are set by the researcher to study and then draw conclusions". (Sugiyono, 2015:117). In this case, the authors used the population in this study, namely the number of employees in PT. Bahari Eka Nusantara Samarinda branch which has a total of 25 people. According to Sugiyono, (2015:118) "the sample is part of the number and characteristics possessed by the population". If the population is large, and it is impossible for the researcher to study everything in the population, for example due to limited funds, energy and time, then the researcher can use samples taken from that population. For sampling, the author uses the saturated sample method. The saturated sample method is a technique of determining when all members of the population are used to be sampled, this is due to the small number of respondents. Based on this study because the population is not large than 100 respondents, the author takes 100% of the total population in PT. Bahari Eka Nusantara Samarinda branch was 25 respondents.

FINDINGS AND DISCUSSION

Respondent Data

The characteristics of respondents can provide differences in responses with other employees in a different company, because the characteristics of their work also vary. Therefore, the identity of the respondent is very important to know and analyze according to the role and function of the employee concerned. To find out the variation in the identity of respondents according to the number of respondents who were distributed and all returned, namely as many as 25 employees who worked at PT. Bahari Eka Nusantara Samarinda branch, can be shown as follows:

Gender

Table 1. Characteristics of respondents by gender

No	Gender	Frequency	Percentage
1	Man	21	84%
2	Woman	4	16%
Total		25	100%

Source: Primary Data, processed 2022

Based on table 1 above, shows that part of the work on the tasks charged by the leadership can be done by employees both male and female. Based on the results of a study conducted by 25 respondents on gender, it can be explained that 21 respondents (84%) are male and 4 respondents (16%) are female. From these data, it can be concluded that respondents to PT. The Samarinda branch of Bahari Eka Nusantara is mostly male.

Age Group

Table 2. Characteristics of respondents by Age

No	Age	Frequency	Percentage
1	<20 years	3	12%
2	21-30 years	15	60%
3	31-40 years	6	24%
4	41-50 years	1	4%
Total		25	100%

Source: Primary Data, processed 2022

Based on table 2 above, indicating that employees who work at PT. Bahari Eka Nusantara Samarinda branch, most of which are men and few women with an age distribution of < 20 years (12%) as many as 3 people, age 21-30 years (60%) as many as 15 people, age between 31-40 years (24%) as many as 6 people, age distribution 41-50 years (4%) as many as 1 person.

Characteristics of respondents based on education level

Table 3. Characteristics of respondents by level of education

No	Education	Frequency	Persentasi
1	High School/Vocational School	5	20%
2	D III	10	40%
3	D IV/S 1	10	40%
Total		25	100%

Source: Primary Data, processed 2022

Based on table 3 above, shows that all employee respondents studied mostly had an education level of D IV / S 1 (40%) as many as 10 people and D III (40%) as many as 10 people, and SMA / SMK (20%) as many as 5 employees.

Instrument Test

Test of Validity

This validity test is carried out to measure the level of validity of an instrument contained in a questionnaire in the form of a statement. In this study, the technique was carried out to measure the validity of the questionnaire, namely by using the product moment correlation formula in each data in each questionnaire statement. Each instrument data can be

declared valid if r calculates $> r$ table with a significance value of 0.05 (5%), which is where the number of respondents is 25 respondents who are in the r table value of 0.396. The following are the results of the validity test in the study as follows:

Table 4. Item Validity

No	Variable	Number of Items	Valid Item	Ket
1	Work Facilities (X)	10	10	Valid
2	Employee Performance (Y)	10	10	Valid

Source: SPSS data, processed in 2022

Reliability Test

This reliability test aims to test the level of reliability (consistency) in the questionnaire, with the criteria for the statements in each variable can be said to be reliable if the Cronbach Alpha criterion value > 0.60 , while if the statement of each variable is declared unreliable, if the Cronbach Alpha criterion value < 0.60 . The following are the results of the reliability test in this study, which are as follows:

Table 5. Reliability Test Results

No	Variable	Cronbach's Alpha	Wed t.
1	Work Facilities (X)	0,639	Reliable
2	Employee performance (Y)	0,662	Reliable

Source: SPSS data, processed in 2022

Based on the results of the reliability test in table 5, the author concludes that all statements that have been tested from 20 statements can be declared reliable, since the resulting Cronbach Alpha value can exceed the predetermined Cronbach Alpha criterion value of 0.60.

Data Analysis

Correlation Coefficient Analysis

Based on the results of the correlation coefficient analysis carried out, it shows that the value of the correlation coefficient between the influence of work facilities (X) and employee performance variables (Y) obtained the results of the correlation calculation above 0.743 which has a strong influence, which is in the interval 0.600-0.799.

Based on the analysis of the correlation coefficient, the work facility variable (X) to the employee performance variable (Y) has a significant influence on the level (Alpha), namely the work facility variable (X) with a significant value of 0.743 on the employee performance variable (Y). It can be concluded that the variable work facility (X) has a significant influence on the variability of employee performance (Y) in the process of managing clearance in and clearance out of the ship agency at PT. Bahari Eka Nusantara Samarinda branch.

Simple Linear Regression Analysis

Based on the results of the regression analysis, the regression model that says the effect of work facilities (X) on employee performance (Y) can be stated as follows:

$$Y = 9.669 + 0.770x$$

Based on the equation above, it can be known that the constant value is 9.669 mathematically, the value of this constant states that the consistent value of the employee

performance variable (X) is 9.669. The regression coefficient X is 0.770 which states that every addition of 1% of the work facility value (X), the employee performance value (Y) will increase by 0.770. The regression coefficient is positive, so it can be said that the direction of influence of the work facility variable (X) on the employee performance variable (Y) is positive.

Hypothesis Test T Test

The results of hypothesis testing in this study which stated that the work facility variable (X) had a positive influence on the employee performance variable (Y), where for this hypothesis a comparison of t_{hitung} and t_{tabel} was obtained, namely $5.319 > 2.069$ with the significance value produced for the hypothesis was $0.000 < 0.005$, so that H_0 was rejected and H_a was accepted which means that there is an influence of the work facility variable (X) on the performance variable employees (Y) on the results of this study are more likely to lead to positive influences.

Coefficient of Determination

Coefficient of determination analysis was carried out to measure the relationship between free variables in this study (work facilities) to bound variables (employee performance) which was measured using the Adjusted R-Square value with the value of the coefficient of determination ranging from 0 – 1 or 0 – 100%. The criterion in this test is that the greater the adjusted R-Square value produced so that it is close to the number 1, it can be said that the relationship between the free variable (X) to the bound variable (Y) will be stronger.

Based on the results of testing the coefficient of determination in this study, the author can conclude that the R value in this study was 0.743, for the R-Square value in this study was 0.552, and the Adjusted R-Square (R^2) value produced was 0.532. Based on these results, researchers can conclude that the work facility variable (X) can affect the employee performance variable (Y) by 53.2% in the process of managing the clearance in and clearance out of the ship agency at PT. Bahari Eka Nusantara Samarinda branch.

Discussion

Effect of work facilities (X) on employee performance (Y)

Based on the results of the correlation coefficient analysis regarding the effect of work facilities (X) on employee performance (Y) in the process of managing clearance in and clearance out of the ship agency at PT. Bahari Eka Nusantara Samarinda branch which shows that the variable work facilities (X) have a significant effect on employee performance (Y). This is shown from the results of the correlation calculation with 0.743 which has a strong influence, which is in the interval 0.600– 0.799.

Furthermore, for the results of a simple linear regression analysis, get a regression equation, namely $Y = 9.669 + 0.770X$ with 9.669 which states that at the time of work facilities (X) 0, then employee performance (Y) is 9.669, then the positive value (0.770) contained in the free variable regression coefficient illustrates that the direction of influence between the free variable (work facility) and the bound variable (employee performance) is positive. For the results of the partial test (t test) carried out, a calculated value of 5.319 was obtained while the t_{tabel} of 2.069 shows that the calculation of the $> t_{tabel}$ so that it can be concluded that H_0 was rejected and H_a was accepted.

Based on the analysis of the coefficient of determination above, the author can explain that the R value in the study was 0.743, for the R- Square value in this study it was 0.552, and the adjusted R-Square (R^2) value produced was 0.532. From these results, it can be concluded

that the work facility variable (X) can affect the employee performance variable (Y) by 53.2% in the process of managing the clearance in and clearance out of the ship agency at PT. Bahari Eka Nusantara Samarinda branch.

CONCLUSION AND SUGGESTION

Conclusion

Based on the analysis of the research results that have been presented in the previous chapter, conclusions can be drawn, namely: Based on a simple linear regression analysis, the results were obtained that the work facility has a significant positive influence on employee performance in the process of managing the clearance in and clearance out of the ship agency at PT. Bahari Eka Nusantara Samarinda branch. The results of the hypothesis test (t test) carried out showed that the calculation of the $t > t_{table}$ so that H_0 was rejected and H_a was accepted, which means that the work facility variable (X) affects the employee performance variable (Y). Based on the coefficient of determination analysis carried out, it can be said that the influence between work facility variables can affect employee performance variables in the process of managing clearance in and clearance out of ship agencies at PT. Bahari Eka Nusantara Samarinda branch was 53.2%.

Suggestion

Based on the results of the discussion and conclusions of the research that have been previously stated, there are several things that need to be suggested or recommended to PT. Bahari Eka Nusantara Samarinda branch, namely:

1. Expected to the leadership of PT. Bahari Eka Nusantara Samarinda branch and provides work facilities in the form of office facilities & infrastructure and pays attention to the quality of the company's work facilities in accordance with the number of employees of PT. Bahari Eka Nusantara Samarinda branch so that employee performance can increase and employee work productivity can be increased in accordance with the targets that have been set.
2. Expected to employees of PT. Bahari Eka Nusantara Samarinda branch in order to use work facilities in the office in the form of facilities and infrastructure properly and optimally for the smooth running of the company's operational activities, especially in the process of managing the clearance in and clearance out of the ship agency at PT. Bahari Eka Nusantara Samarinda branch
3. Expected to the leadership and employees of PT. Bahari Eka Nusantara Samarinda branch to always carry out routine maintenance of the company's work facilities periodically so that work facilities can be used in the long term in carrying out operational activities, especially the process of managing the clearance in and clearance out of the ship agency at PT. Eka Nusantara. Bahari Eka Nusantara Samarinda branch.

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