


The Influence of Digital Technology and Work Facilities on Performance Through Employee Job Creativity at the Inspectorate of East Java Province

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Article Info	ABSTRACT
<p>Keywords: Digital Technology, Work Facilities, Employee Performance, Job Creativity, Inspectorate of East Java Province</p>	<p>The study aims to examine the direct influence of digital technology and work facilities on job creativity and, subsequently, their combined effect on employee performance. This research utilizes a quantitative research type with a structured survey will be used as the main method of data collection. The survey questionnaire will include items designed to assess the perceived impact of digital technology and work facilities on job creativity and employee performance. The questionnaire will be distributed electronically to ensure efficiency and timely responses from the employees at the Inspectorate of East Java Province. The data collected through the survey and interviews will be subjected to rigorous statistical analysis Data collected through surveys and interviews will go through rigorous statistical analysis. The data analysis used is by validity test, reliability test, classical assumption test (normality test, heterogeneity test, multicollinearity test, and auto correlation test), and hypothesis test (t-test), which allows a comprehensive examination of the relationship between the variables under study. The use of statistical techniques will provide robust evidence to support the study's findings and contribute to the overall rigor of the research. The integration of survey responses, interview insights, and statistical analyses will yield a holistic understanding of how digital technology and work facilities impact job creativity and, subsequently, employee performance at the Inspectorate of East Java Province. The findings are expected to provide insights into the intricate relationships between digital technology, work facilities, job creativity, and employee performance, contributing valuable knowledge for organizations seeking to enhance their workforce productivity in the digital era.</p>
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INTRODUCTION

The current technological development tends to increase over time, driven by the ongoing digital transformation in various industries and sectors. This phenomenon is crucial and unavoidable, requiring every organization and institution to adapt to dynamic conditions. To face such circumstances, it is essential to have human resources capable of adapting to the

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massive technological advancements. The human resources possessed by an institution, such as the Inspectorate of East Java Province, are a key asset (Dama & Ogi, 2018). This is because human resources play a vital role in ensuring the smooth operation of the institution's activities. Employee performance significantly influences the quality of an organization. An organization is deemed effective when it can achieve its targets efficiently and is achieved through the optimal and good performance of its employees (Hikam, 2023).

Employee performance can be enhanced by various supporting factors, such as the provision of work facilities, digital technology, performance incentives, and more. Digital technology, characterized by its ability to operate automatically and connect with all computers, has become a tool widely used by the public for various daily purposes. The advancement of digital technology allows easy access to online information, facilitating and expediting task completion. Therefore, human resources capable of adapting to the massive digital development in society are essential to ease the workload for employees (Eskak, 2020).

Employee performance, aided by digital technology, can be optimized. Research (Gunawan, 2022) indicates that digital technology influences employee performance as it stimulates innovations that contribute to optimal employee performance in achieving organizational or institutional goals. Moreover, progress in digital technology, offering numerous features, assists employees in easily accomplishing job targets. The global impact of globalization supported by technological advances has transformed contemporary business systems with the aim of surviving and achieving maximum results.

Not only digital technology but also work facilities play a crucial role in driving employee performance. Work facilities encompass all forms of support, equipment, or services provided by an organization or company to enhance the productivity and comfort of employees in carrying out their job tasks. These facilities create an efficient, safe, and enjoyable working environment, enabling employees to work optimally (Indrajita et al., 2021). Research (Armiani & Basuki, 2017) shows that work facilities have a significant positive impact on employee performance.

In line with this, a comfortable work environment contributes to employee performance. Research emphasizes that improving employee performance not only requires supportive work facilities but also a conducive office environment. A comfortable work environment creates a sense of calmness, allowing employees to perform their tasks effectively. Physical and non-physical facilities, such as incentives, can significantly impact employee performance (Iryani et al., 2022).

The development of digital technology and the provision of supportive work facilities can enhance employee performance when coupled with the creativity possessed by employees. Creativity can help leverage the influence of digital technology and work facilities in improving employee performance. Creativity, defined as an individual's ability to create something new, plays a significant role in fostering innovations to solve job-related challenges.

Research (Jufrizen & Hadi, 2021) explains that creativity is influenced positively by digital technology. The continuous development of digital technology facilitates quick access to necessary information, aiding individuals in enhancing their creativity. Similarly, digital technology simplifies certain tasks, allowing individuals to complete their work easily and enhance their creative abilities (Saepulrohman et al., 2023).

Work facilities that are well-provided for employees can also positively influence creativity. Research shows that available facilities significantly enhance employee creativity. Comfortable work facilities encourage creative thinking and problem-solving (Kurniawan et al., 2021). Therefore, proper work facilities can inspire employees to approach their work creatively. High creativity contributes to optimal employee performance, as highly competent employees possess creativity. Research (Lakuy, 2015) affirms that creativity positively influences employee performance significantly. Therefore, creativity is a crucial aspect for employees to improve their performance.

Previous research conducted by (Gultom & Nurbaeti., 2023) stated that the application of information technology has a positive effect on the performance of human resources. Social factors are the most influential indicators in the application of technology. The need for information technology will be high when supported by others to use it. Information technology continues to develop, so that in order to be able to provide good performance they are required to be able to adapt to updates of these types of information technology. (Choirinisa & Ikhwan, 2017) also explained that technological developments in the world of work involving a number of workers to help achieve the goals of the company / business owner, such as the application of digitalization in the form of applications to facilitate employee work needs to be done, because as a form of facing competition in the era of reform 4.0, because digital applications help employees get the job done faster because they can do more than one job in one place in a shorter time through a computer (Simeru & Ambiyar., 2018).

In conclusion, the provided digital technology and work facilities by the Inspectorate employees can help enhance employee performance through the creativity possessed by each individual. Thus, this research will delve into the impact of digital technology and work facilities on employee performance, with creativity as a mediating variable. Therefore, the title of this research is: "The Influence of Digital Technology and Work Facilities on Performance Through Employee Job Creativity at the Inspectorate of East Java Province."

Based on the explanations above, the problem statements to be investigated in this research can be outlined as follows. First, does digital technology significantly influence the performance of employees at the Inspectorate of East Java Province? Second, to what extent does digital work facilities impact the performance of employees at the Inspectorate of East Java Province? Third, is there a correlation between the use of digital technology and the level of creativity among employees at the Inspectorate of East Java Province? Fourth, how much do work facilities influence the level of creativity among employees at the Inspectorate of East Java Province? Fifth, to what extent does individual creativity contribute to the performance of employees at the Inspectorate of East Java Province?

Furthermore, sixth, can creativity act as a mediator between the influence of digital technology and the performance of employees at the Inspectorate of East Java Province? Lastly, seventh, can creativity function as a mediator between the influence of work facilities and the performance of employees at the Inspectorate of East Java Province?

The objectives of this research are designed to address the following research questions. First, this study aims to evaluate and determine the extent of the influence of digital technology on the performance of employees at the Inspectorate of East Java Province. Second, the research objectives also involve assessing the impact of digital work facilities on the performance of employees at the Inspectorate of East Java Province. Third, the study will explore and analyze the extent to which the use of digital technology affects the level of creativity among employees at the Inspectorate of East Java Province. Fourth, the research also aims to assess how work facilities impact the level of creativity among employees at the Inspectorate of East Java Province. Fifth, the research objectives include an analysis of how individual creativity impacts the performance of employees at the Inspectorate of East Java Province. Furthermore, the sixth and seventh objectives of this research involve identifying the mediating role of creativity in connecting the influence of digital technology and work facilities to the performance of employees at the Inspectorate of East Java Province.

The benefits of this research materialize in outcomes that can have an impact on relevant parties both theoretically and practically. Practically, the results of this research provide a significant contribution to human resources management as a source of information and input. This information can be used as considerations to understand the views and experiences of employees, both civil servants and non-civil servants, at the Inspectorate of East Java Province. Thus, management can design strategies to improve employee job satisfaction, which is expected to enhance their performance quality at the Inspectorate of East Java Province.

Theoretically, the results of this research provide valuable contributions in an academic context. This research introduces new knowledge insights that can influence employee performance and enhance their productivity. Furthermore, this research can serve as a theoretical basis that proves or identifies factors contributing to employee performance improvement, positively contributing to the development of human resources management theory.

METHOD

Research Type

This research employs a quantitative approach as it is presented with numerical data. This aligns with Arikunto's (2010) opinion that quantitative research demands the use of numbers, starting from data collection, interpretation of the data, to presenting the results. This study falls under the category of cross-sectional research, where information from a portion of the population (sample respondents) is directly collected from the location

empirically to understand the opinions of a segment of the population regarding the researched object.

Population and Research Sample

Research Population

The population is a generalization area consisting of objects or subjects with specific qualities and characteristics set by the researcher for study and subsequent conclusions (Sugiyono, 2010). In this research, the population comprises all employees of the Inspectorate of East Java Province, totaling 112 individuals (Central Bureau of Statistics, 2023).

Research Sample

The sampling technique using the simple random sampling method is simple random sampling. Simple random sampling is a technique of determining the location and sample randomly by determining the number of samples to be studied, giving sequential numbers to all sample units taken and can represent the research area in sampling as a whole (Puspastiowati, 2022). Samples are simply defined as part of the population that is the actual source of data in a study. In other words, the sample is part of the population to represent the entire population (Waskito, 2019). The sample used in this study was 53 employees of the Inspectorate of East Java Province.

Data Collection Sources and Methods

a. Data Sources

This study utilizes two data sources: primary and secondary data. Primary data is directly obtained by the researcher from informants who possess the relevant information, in this case, employees of the Inspectorate of East Java Province. Additionally, secondary data from existing sources, such as previous studies related to this research, is also utilized. The advantage of seeking secondary data is the time and cost savings in acquiring information (Hidayat et al., 2019).

b. Data Collection Method

The data collection method employed in this research is through the use of questionnaires. The questionnaire distributed consists of questions measuring digital technology, work facilities, job crafting, and performance variables. Data collection is conducted using Google Forms to facilitate the researcher in obtaining respondent data remotely.

Data analysis

- a. Validity Test
- b. Reliability Test
- c. Classical Assumption Test
 - 1) Normality Test
 - 2) Multicollinearity Test
 - 3) Heterogeneity Test
 - 4) Autocorrelation Test
- d. Hypothesis Test (t Test)

RESULTS AND DISCUSSION

Research Instrument Analysis

The research is conducted using a questionnaire measuring digital technology, work facilities, job crafting, and performance. Instrument testing is carried out by examining the validity and reliability of each question on the research questionnaire.

Validity Test

The validity test is performed to determine whether the questionnaire's item questions are valid or not. The validity test is conducted using Pearson correlation on 30 respondents. Questions on the questionnaire are considered valid if the correlation coefficient (r) value is greater than the tabled r (0.361). The results of the validity test can be presented in Table 1 as follows.

Table 1 Validity Test of Research Instrument

Variable	Item	Correlation coefficient (r)	p	Information
Digital Technology (X_1)	X1.1	0,601	0,000	Valid
	X1.2	0,894	0,000	Valid
	X1.3	0,873	0,000	Valid
	X1.4	0,908	0,000	Valid
	X1.5	0,807	0,000	Valid
	X1.6	0,697	0,000	Valid
	X1.7	0,748	0,000	Valid
Work Facilities (X_2)	X2.1	0,735	0,000	Valid
	X2.2	0,685	0,000	Valid
	X2.3	0,748	0,000	Valid
	X2.4	0,767	0,000	Valid
Creativity (Z)	Z1	0,744	0,000	Valid
	Z2	0,902	0,000	Valid
	Z3	0,867	0,000	Valid
	Z4	0,684	0,000	Valid
Performance (Y)	Y1	0,540	0,000	Valid
	Y2	0,509	0,000	Valid
	Y3	0,641	0,000	Valid
	Y4	0,793	0,000	Valid
	Y5	0,799	0,000	Valid
	Y6	0,743	0,000	Valid
	Y7	0,688	0,000	Valid
	Y8	0,334	0,015	Valid

Source: SPSS Output 27, Processed (2023)

The results of the validity test indicate that all questions on the questionnaire have correlation coefficients exceeding 0.361, and the significance values are below 0.05 ($p < 0.05$). This indicates that all questions on the questionnaire are valid.

Reliability Test

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The reliability test is conducted to measure the consistency of the questionnaire in the research used to measure the variables of digital technology, work facilities, job crafting, and performance. Before reliability testing, there must be a decision-making basis, which is alpha at 0.60. A variable is considered reliable if the Cronbach's alpha value for that variable is greater than > 0.60 .

Table 2 Research Instrument Reliability Test

Variable	N	Cronbach's Alpha	Information
Digital Technology (X_1)	7	0,910	Reliabele
Work Facilities (X_2)	4	0,708	Reliabele
Productivity (Z)	4	0,817	Reliabele
Performance (Y)	8	0,764	Reliabele

Source: SPSS Output 27, Processed (2023)

Based on the reliability analysis results, each of the four variables has a Cronbach's alpha value above 0.6. This indicates that the research questionnaire used to measure these four variables is reliable.

Respondent Characteristics

The characteristics of respondents in this study can be identified based on gender, age, and education level. These characteristics can be analyzed descriptively to determine the quantity and percentage of each group.

a. Gender of Respondents

The quantity and percentage of respondents based on gender are presented in Table 5.3 below.

Table 3 Number of Respondents based on Gender

Gender	Amount (n)	Percentage (%)
Man	18	34,0%
Woman	35	66,0%
Total	53	100,0%

Source: SPSS Output 27, Processed (2023)

The number of male respondents is 18 (34.0%), and female respondents are 35 (66.0%). This indicates a balanced number of male and female respondents.

b. Age of Respondents

Based on age, respondents are divided into four categories: 25 to 30 years, 31 to 40 years, 41 to 50 years, and above 50 years.

Table 4 Number of Respondents based on Age

Age	Amount (n)	Percentage (%)
25 – 30 Years	6	11,3%
31 – 40 Years	15	28,3%
41 – 50 Years	8	15,1%
> 50 Years	24	45,3%
Total	53	100,0%

Source: SPSS Output 27, Processed (2023)

Respondents aged 25 to 30 years are 6 (11.3%), 31 to 40 years are 15 (28.3%), 41 to 50 years are 8 (15.1%), and above 50 years are 24 (45.3%). This indicates that most respondents in this study are over 50 years old.

c. Education of Respondents

Respondents consist of those with bachelor's and master's degrees. Characteristics regarding the respondents' final education can be explained in Table 5 below.

Table 5 Education of Respondents

Education	Jumlah (n)	Percentage (%)
Bachelor	46	86,8%
Masters	7	13,2%
Total	53	100,0%

Source: SPSS Output 27, Processed (2023)

Based on Table 5, it shows that respondents with a bachelor's final education are 46 (86.8%), and those with a master's education are 7 (13.2%). This indicates that the majority of respondents have a bachelor's final education.

Research Variable Descriptions

a. Description of Digital Technology Variable

The digital technology variable is measured using seven questions. Each question can be analyzed descriptively to determine the average and standard deviation to measure employee integrity.

Table 6 Description of Digital Technology Variable

No	Question	Min	Max	Mean	Standard Deviation	Category
1	The information technology strategies and infrastructure used in your company can help you improve the quality and speed of completing work	2,00	5,00	4.302	0.799	Very High
2	The information technology that you use can make it easier to coordinate with everyone related to your work	3,00	5,00	4.396	0.689	Very High
3	The information technology that you use already has software that makes decision making easier so that it helps in decision making.	2,00	5,00	4.208	0.885	Very High
4	The type of technology used has connections with other agencies	2,00	5,00	4.302	0.868	Very High
5	Information technology at your company can provide very detailed data from central data to meet work needs	2,00	5,00	4.076	0.805	High
6	Information technology in companies makes it easy to report according to your needs	2,00	5,00	3.660	0.876	High

7	The type of technology used can be upgraded/updated to the program to suit job needs	1,00	5,00	3,849	0,818	High
	Digital Technology			4,116	0,614	High

Source: SPSS Output 27, Processed (2023)

Based on Table 6, it can be seen that overall, the perception of employees of the Inspectorate of East Java Province regarding digital technology has an average of 4.116, which falls into the high category. This indicates that the digital technology supporting the work of Inspectorate of East Java Province employees is good.

b. Description of Work Facilities Variable

Work facilities in this study are measured using four questions. Descriptive analysis of these four questions can be presented in Table 7 as follows.

Table 7 Description of Work Facilities Variable

No	Question	Min	Max	Mean	Standard Deviation	Category
1	Work facilities in the form of technological equipment such as computers are provided in good condition	3,00	5,00	4,359	0,623	Very High
2	Having health insurance facilities in the form of insurance makes me feel safe at work.	3,00	5,00	4,377	0,596	Very High
3	Incentives or all the benefits provided increase enthusiasm for work	2,00	5,00	4,302	0,799	Very High
4	Work facilities in the form of technological equipment such as computers are provided in good condition	3,00	5,00	4,396	0,689	Very High
	Working Facilities			4,359	0,492	Very High

Source: SPSS Output 27, Processed (2023)

The description of the work facilities variable shows an overall average of 4.359, indicating that the work facilities for employees in the Inspectorate of East Java Province are very good. All four statements show average values classified as very good.

Description of Job Crafting Variable

The job crafting variable is measured using four questions. Each question can be analyzed descriptively to determine the average and standard deviation to measure employee creativity.

Table 8 Description of Job Crafting Variable

No	Question	Min	Max	Mean	Standard Deviation	Category
1	I try to learn new things while working	3,00	5,00	4,208	0,631	Very high
2	I ensure that my work is not harmful either	2,00	5,00	4,019	0,720	High

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No	Question	Min	Max	Mean	Standard Deviation	Category
	emotionally or mentally					
3	I organize my work in such a way that I don't have to deal with people I have problems with emotionally and people whose expectations are unrealistic	3,00	5,00	4,151	0,718	High
4	I like asking my coworkers to provide feedback on my performance	3,00	5,00	4,359	0,623	Very high
	<i>Job Crafting</i>			4,184	0,542	High

Source: SPSS Output 27, Processed (2023)

Based on Table 8, it can be seen that overall, job crafting by employees in the Inspectorate of East Java Province has an average of 4.184, which falls into the high category. This indicates that employees in the Inspectorate of East Java Province have good work creativity or job crafting. The statement with the lowest average is in the second question, stating that employees can ensure that the work they do is not harmful emotionally or mentally.

Description of Performance Variable

Employee performance in this study is measured using four questions that can be analyzed descriptively with the following results.

Table 9 Description of Performance Variable

No	Questioner	Min	Max	Mean	Standard Deviation	Category
1	I carry out work in accordance with existing Standard Operating Procedures (SOP).	3,00	5,00	4.377	0.596	Very high
2	The results of my work so far have been in accordance with the goals expected by the organization	3,00	5,00	4.396	0.566	Very high
3	I know the target results I want to achieve	2,00	5,00	4.396	0.660	Very high
4	I understand how to achieve the desired results	3,00	5,00	4.415	0.633	Very high
5	I complete work on time	2,00	5,00	4.264	0.836	Very high
6	I can still complete my work even though I am interrupted by vacation time and holidays	2,00	5,00	4.396	0.743	Very high
7	I have the awareness to work together to achieve organizational goals	2,00	5,00	4.208	0.717	Very high
8	I create maximum work results by working together to develop ideas and concepts	1,00	5,00	3.755	0.979	High
	<i>Kinerja</i>			4,276	0,447	Very high

Source: SPSS Output 27, Processed (2023)

Based on Table 9, it can be seen that overall, employee performance in the Inspectorate of East Java Province has an average of 4.276, which falls into the very high

category. This indicates that employees in the Inspectorate of East Java Province have excellent performance. The statement with the lowest average is in the eighth question, stating that employees create maximum work results by collaborating in developing ideas and concepts.

Classic Assumption Test

This study employs multiple linear regression analysis to determine the influence of integrity, career development, and job crafting on performance, both directly and through mediating variables. Before conducting regression analysis, it is essential to perform classic assumption tests, including normality test, multicollinearity test, heteroskedasticity test, and autocorrelation test.

a. Normality Test

The normality test aims to examine whether the residual distribution of the regression model is normal. In this study, the normality test uses the One-Sample Kolmogorov-Smirnov Test. The decision criterion in this research is if the asymp.sig. (2-tailed) value is above the 5% significance level (0.05), it can be concluded that the variable has a normal distribution. Conversely, if asymp.sig. (2-tailed) is below the 5% significance level (0.05), it can be inferred that the variable does not have a normal distribution. Based on the data processing, the normality test results can be seen in the following table:

Table 10 Normality Test

	Kolmogorov Smirnov Z	p
Unstandardized Residual	0,082	0,200

Source: SPSS Output 27, Processed (2023)

Based on Table 10 above, the results of the One-Sample Kolmogorov-Smirnov (K-S) Normality Test show that the test statistic Kolmogorov-Smirnov is 0.128, and the significance value (p) is 0.200 > 0.05. Therefore, it can be concluded that the residual data in the regression model in this study has a normal distribution.

b. Multicollinearity Test

Multicollinearity test is used to determine whether there is a relationship or correlation between independent variables. Multicollinearity indicates a relationship among independent variables. A good regression model should not have correlations among independent variables. The presence or absence of multicollinearity in the regression model can be observed from the values of VIF (Variance Inflation Factor) and tolerance. Regression is free from multicollinearity if the VIF value is < 10, and tolerance value is > 0.10.

Table 11 Multicollinearity Test

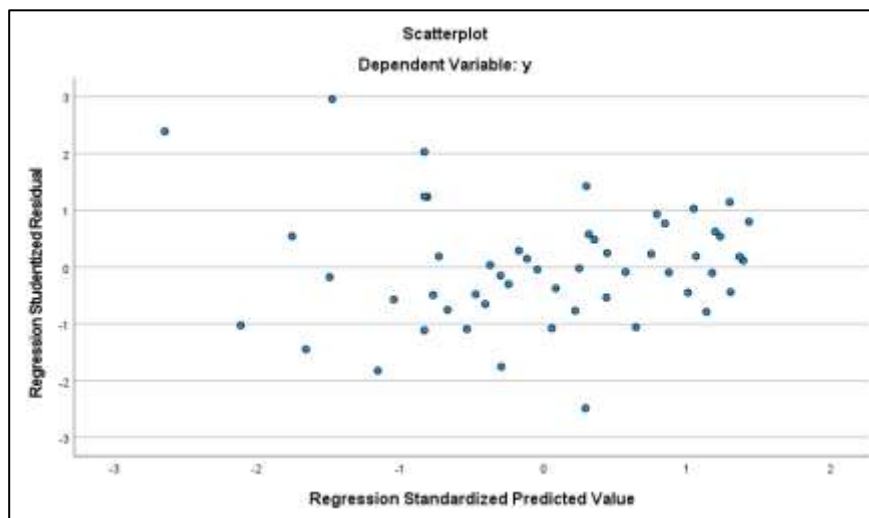
Variable	Tolerance	VIF	Information
Integrity	0,430	2,326	Multicollinearity does not occur
Career development	0,347	2,883	Multicollinearity does not occur
<i>Job crafting</i>	0,592	1,688	Multicollinearity does not occur

Source: SPSS Output 27, Processed (2023)

Based on Table 11 above, in multicollinearity testing, it can be seen that the regression model in this study does not have multicollinearity in its independent variables because all VIF values are < 10 , and tolerance values are > 0.10 .

c. Heteroskedasticity Test

Heteroskedasticity test aims to determine whether there is a deviation from the classic assumption of heteroskedasticity, meaning the inequality of residual variances for all observations in the regression model. In this study, heteroskedasticity test uses a scatterplot.



Scatterplot Figure 1

Figure 1 above shows that there is no clear pattern, and the points are scattered above and below the zero (0) on the Y-axis, indicating that there is no heteroskedasticity in the model.

d. Autocorrelation Test

Autocorrelation in the regression model means there is a correlation between sample members sorted by time. To determine the presence of autocorrelation in a regression model, testing is done through the Durbin Watson (DW) test. A model is said to be free from autocorrelation if the calculated value (Durbin Watson) is between -2 and 2. Based on the Durbin Watson test results, a calculated value of 1.357 is obtained. According to the theory mentioned earlier, if the calculated value (Durbin Watson) is between -2 and 2 or $-2 < 1.357 < 2$, it can be concluded that there is no autocorrelation in the regression model.

Hypothesis Testing

1. Influence of Digital Technology and Work Facilities on Job Crafting

The regression analysis results for the first and second hypotheses regarding the influence of integrity and career development on employee performance can be presented in Table 12 as follows:

Table 12 Influence of Digital Technology and Work Facilities on Job Crafting

Track	Coefisient	t	P
Digital Technology → <i>Job Crafting</i>	0,067	0,458	0,649
Work Facilities → <i>Job Crafting</i>	0,639	3,498	0,000

Source: SPSS Output 27, Processed (2023)

The regression coefficient value for the influence of digital technology on job crafting is 0.067, with a t-statistic value of 0.458 ($t < 1.96$), and a significance value of 0.649 ($p > 0.05$). This indicates that digital technology does not significantly influence job crafting. Therefore, the first hypothesis is rejected. For the second hypothesis analyzing the influence of work facilities on job crafting, it has a coefficient value of 0.639 with a t-statistic value of 3.498 ($t > 1.96$) and a significance value of 0.000 ($p < 0.05$). This indicates that work facilities significantly influence job crafting. Therefore, the second hypothesis is accepted.

2. Influence of Digital Technology, Work Facilities, and Job Crafting on Performance

The regression analysis results for the subsequent hypotheses regarding the influence of digital technology, work facilities, and job crafting on employee performance can be presented in Table 13 as follows:

Table 13 Influence of Digital Technology, Work Facilities, and Job Crafting on Performance

Track	Coefficient	t	P
Digital Technology → Performance	0,430	7,610	0,000
Work Facilities → Performance	0,281	3,576	0,000
<i>Job Crafting</i> → Performance	0,112	2,051	0,046

Source: SPSS Output 27, Processed (2023)

CONCLUSION

Conclusion obtained from this research can be summarized as follows. First, there is a direct influence of digital technology on job crafting of employees in the Inspectorate of East Java Province. Second, working facilities also have a direct impact on the job crafting of these employees. Third, digital technology directly affects the performance of employees in the Inspectorate of East Java Province. Fourth, working facilities have a direct impact on the performance of these employees. Fifth, job crafting plays a direct role in improving the performance of employees in the Inspectorate of East Java Province. Furthermore, sixth, job crafting can mediate the influence of digital technology on employee performance. Lastly, seventh, job crafting can also mediate the influence of working facilities on the performance of employees in the Inspectorate of East Java Province.

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