


## The Influence Of Facilities And Infrastructure, Competency, Training On The Performance Of Employees Of The Women's Empowerment And Child Protection Office Of Samarinda City

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Article Info	ABSTRACT
<p><b>Keywords:</b>            Performance Employees ,            Competence,            Training,            Facilities,            Infrastructure</p>	<p>There is findings , based on plan strategic 2021-2026 about inadequate facilities and infrastructure adequate in support walk maximum performance employee development Study This aim to see the impact facilities and infrastructure on performance , competency on performance , influence training on performance and which variables influence it most performance Samarinda City Women 's Empowerment and Child Protection (DP2PA ) employee . This research uses approach quantitative with 44 samples of all employees . Method data collection using offline and online questionnaires . Data analysis in research This is multiple linear regression . Acquisition study shows that Facilities and Infrastructure variables influential positive significant to performance employee , variable competencies and variables training No influential significant to performance employee . Then dominant variable is variable competence , and so on coefficient determination with mark 0.438 (43.8%) whereas the rest amounting to 0.562 (56.2%) influenced by variables other.</p>
<p>This is an open access article under the <a href="#">CC BY-NC</a> license</p> 	<p><b>Corresponding Author:</b>            Anis Qomariyah            Student at Muhammadiyah University, East Kalimantan  <a href="mailto:2011102431426@umkt.ac.id">2011102431426@umkt.ac.id</a></p>

### INTRODUCTION

Human resources (HR) play an important role in an organization. The efficacy or ineffectiveness of an organization or company depends on the quality of its human resources. Organizations utilize the quality of their human resources to meet growing market demands with efficiency and effectiveness ( Kanafiah et al ., 2021) . A company's human resources are the strongest link in the chain because of how important their role is for the success of an organization. The growth and progress of companies is influenced by this, therefore human resources are a major problem for the business world and government organizations in Indonesia, especially in Samarinda. According to Marlina et al. ,(2022c118) Human resources are vital to the smooth running of any organization, and effective resource management is the most important factor in a company or organization's profitability.

According to (Zahari, Yunan Surono, & Sufiyanto , 2022)him, infrastructure is all types of equipment, work equipment and facilities that function as main or auxiliary tools in carrying out work and also for purposes related to the work organization. Facilities and

Infrastructure, namely all movable and fixed equipment facilities needed so that the work process can run smoothly, regularly, effectively and efficiently ( Asih.P, 2023) . According to (Aula & Nugraha,J., 2020)If the work infrastructure is good, it can also influence good employee performance and if the infrastructure is bad, then employee performance will not be optimal. According to the Minister of Women's Empowerment and Child Protection Regulation Number 11 of 2021 concerning Standards for Office Facilities and Infrastructure within the Ministry of Women's Empowerment and Child Protection 2021 that for increase performance as well as smoothness maintenance task in a way professional , accountable , and purposeful increase service public needed management effective and efficient facilities and infrastructure .

According to Khaeruman, et al ., (2021:114) , Competency is the ability to carry out an activity or work task using knowledge, abilities and work attitudes determined by that task or job. Competence is someone who is also looked at expert in field and mastery of skills broad and deep so that can stated as professional and enabling employees guide colleague Work For fulfil obligations and fulfill them standard Asih.P (2023) . Therefore, competency is often used as the main criterion in recruiting employees. Work competency is a map of employee capacity based on the attributes of the work they do (Marlinda, 2021). When employees' abilities increase, they can work more efficiently, improve the quality and maintain the quantity of products and services produced, thereby helping the company/agency achieve better goals in the future. According to the Minister of Public Works and Public Housing Regulation Number 2 of 2023 concerning Competency Development of State Civil Service Employees in article 2, namely as guidelines in preparation needs , implementation , and realizing maintenance Development Competence Effective and orderly ASN employees administration.Improve knowledge , skills , attitudes and behavior in interact with public For obtain results Work in accordance with roles , functions and positions . This shows that ability is the basis for a worker in carrying out a job so that he can get a job according to his educational background.

According to lchsan et al ., (2019:66) Training is a series of deliberate actions carried out by someone with the aim of improving someone's competence, skills, experience or views. One of the many ways training helps businesses is by increasing work productivity. ensuring efficient task completion, accuracy in carrying out tasks, increasing collaboration between work units in carrying out diverse and even unique activities, increasing determination to achieve set goals, and effective and smooth synchronization to move as one cohesive unit (Akbar, Mada Faisal , 2021:73) . The provisions of Law Number 13 of 2003 explain job training as "any activity that aims to provide, obtain, improve and develop work skills, productivity, discipline, attitudes and work ethic at a certain level of skills and knowledge in accordance with the level and qualifications of the position or job That." Employee training before starting work is carried out to provide provisions. Apart from that, Article 9 of Law Number 13 of 2003 concerning Employment states that job training is structured and aims to equip, improve and develop work skills in order to increase skills, production and welfare. (Syafriada, 2023:67) . Basically, increasing productivity, higher

quality products and services, as well as maximizing or optimizing resources are the real results of training and development. In accordance with Minister of Manpower and Transmigration Regulation Number 38 of 2015 concerning the Implementation of Education and Training for State Civil Service Employees, namely the vision training employment is realization ASN Employment employees who have competence in carry out task general governance and development in the field employment for its realization good and clean government in accordance with condition their respective positions . In the training and development process, apart from achieving results in the form of additional skills, knowledge and abilities, it also provides intangible or intangible results such as high self-esteem, increased work morale and satisfaction. Thus, training is one of the most effective tools for improve employee performance and to achieve organizational goals and objectives effectively and efficiently (Garavan, McCarthy, A, & Carbery.R, 2020).

Performance is results from work in a way the quality and quantity achieved by a person employee in carry out his task in accordance with Not quite enough the answer given to her its performance is results work that has connection strong with him objective strategic organization , satisfaction customers and deliver contribution (Herwina, 2022). Performance is about do work and results achieved from work That . Performance is about what to do and how do it do it (Marlinda, 2021). Employee with good performance every individual No free from various factor affecting individual the (Tahir, et al., 2023).Performance is guided by definition behavior is set consistent characteristics with what do you want? achieved organization or part organization place individual That Work Kanafiah et al ., (2021) Civil servants, who are essentially technical implementers, have set goals and action plans called Employee Performance Targets (SKP). Follow the guidelines contained in Government Regulation (PP) Number 30 of 2019 concerning Evaluation of the Performance of Public Services of the Republic of Indonesia. ( Kanafiah et al ., 2021) .

Among the various problems currently being faced by the Samarinda City Women's Empowerment and Child Protection Service based on the RENSTRA are the lack of adequate infrastructure and facilities, inappropriate employee competency with position placement, lack of training that supports updating skills.

## METHOD

Sugiono (2006:135) stated that "the accuracy of testing a hypothesis about the relationship between variables in research is very dependent on the quality of the data obtained and used in testing". The quality of the data obtained is determined by the seriousness of the respondents in answering all research questions, and whether the measuring instruments (in the form of questionnaires) used to collect data have high validity and reliability. If the data used to test a hypothesis is invalid and unreliable, then hypothesis testing will not achieve its goals. Before processing data for testing hypotheses, researchers need to test the validity and reliability of the data whether it meets valid and reliable criteria.

### Validity Test

Validity test according to Ghazali (2011:45) is used For measure legitimate or whether it is valid or not something questionnaire. In matter This mark its significance not enough of 5% (level of significance) shows that statements the Already legitimate as shaper indicator . Basic analysis used For testing validity as as follows (Ghozali , 2011:53), namely :

1. If  $r_{count} > r_{table}$  then item or the variable is valid.
2. If  $r_{count} < r_{table}$  so item or variable the invalid.

### Reliability Test

Reliability is stability For something evaluation will something variables that will tested as something evaluation . In the questionnaire can said reliable or Good in choose answer is in tune or consistent to choice answer from question to question others ( Ghazali 2011:47). Testing reliability tools that can research matter This can used with method :

1. Cronbach's Alpha where tool the Can interpreted good ( reliable ) if own mark good coefficient / Alpha  $> 0.6$ .
2. If Alpha number  $< 0.6$  because That instrument said unreliable

### Classical Assumptions

Test assumptions classic used For fulfil condition before Multiple linear regression tests were carried out to test assumptions classic among them is :

#### Normality Test

According to Sugiyono (2022:435) the normality test is a test to understand whether in the regression method the independent variable and dependent variable have a normal distribution or not. A good regression model is normal or almost normal data. In detecting data normality according to Syahir, SH (2022:69) , namely using statistical tests with the following conditions:

1. If the significance score is  $> 0.05$  then the hypothesis is accepted because the data is normally distributed.
2. If the significance score is  $< 0.05$  then the hypothesis is rejected because the data is not normally distributed.

#### Multilinearity Test

Multicollinearity test own function to be able to study that regression model has obtained exists harmony is in the variable free ( independent ). Multicollinearity Can found through tolerance and resistance figures Variance Inflation Factor (VIF) figures ( Ghazali 2011:105-106).

1. If the VIF score is  $< 10$  then there is no multicollinearity between the independent variables
2. If VIF  $> 10$  then multicollinearity occurs between the independent variables.

#### Heteroscedasticity Test

The heteroscedasticity test is to find out whether the residual variances from different observations are not the same in the regression model. Homoscedasticity occurs when there is no change in residual variance between observations. This test is designed to see whether the variation in the residuals, whether there is an inequality in the variance of the

residuals, differs from one observation to another . Syahir, SH(2022:69) . The basis for making decisions is to consider the probability numbers, below :

1. If the significance score is  $> 0.05$ , the hypothesis is accepted because there is no indication that the data is heteroscedastic.
2. If the significance score is  $< 0.05$  then the hypothesis is rejected because there are indications that the data is heteroscedastic.

### Linearity Test

Testing objectives This For see are two variables own linear linkage or no , testing This used so inspect is specifications of the model used has in accordance or no (Ghozali, 2011:166) . This test is generally used as a requirement for relationship analysis or linear regression. Connection between two variables stated significance if :

1. The probability score is  $0.05 < \text{Sig score}$  , then the regression model is accepted
2. Probability score  $0.05 > \text{Sig}$  , then the regression model is rejected.

### Data Analysis Model

Analysis results . Multiple regression analysis is carried out when there are at least two or more independent variables. According to Sugiyono (2022:307) the aim of multiple linear regression is to determine whether there is a functional relationship between two independent variables (X) or several dependent variables (Y) by predicting the impact of two or more independent factors on one dependent variable. This is done to describe whether there is a relationship or not. The following formula may be used to provide an explanation of the multiple linear regression model equation:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3$$

Is known:

Y = ASN performance

X 1 = Infrastructure

X 2 = Competence

X 3 = Training

a = Constant or parameter which is the average of the Y scores when the scores of X 1 and X 2 are equal to 0

b 1 = Regression coefficient or variable coefficient parameter X 1

b 2 = Regression coefficient or variable coefficient parameter X 2

b 3 = Regression coefficient or variable coefficient parameter X 3

## RESULTS AND DISCUSSION

### Data Analysis Results

#### Validity Test Results

Table 1 Validity Test Results

Variable	Question Items	r count	r table	Note
Facilities and infrastructure	X1.1	0.878	0.2973	Valid
	X1.2	0.914	0.2973	Valid
	X1.3	0.705	0.2973	Valid
	X1.4	0.914	0.2973	Valid
	X1.5	0.679	0.2973	Valid
	X1.6	0.718	0.2973	Valid
	X1.7	0.673	0.2973	Valid
	X1.8	0.585	0.2973	Valid
	X1.9	0.770	0.2973	Valid
	X1.10	0.812	0.2973	Valid
Competence	X2.1	0.660	0.2973	Valid
	X2.2	0.781	0.2973	Valid
	X2.3	0.840	0.2973	Valid
	X2.4	0.642	0.2973	Valid
	X2.5	0.684	0.2973	Valid
	X2.6	0.707	0.2973	Valid
	X2.7	0.742	0.2973	Valid
	X2.8	0.772	0.2973	Valid
	X2.9	0.772	0.2973	Valid
	X2.10	0.695	0.2973	Valid
Training	X3.1	0.686	0.2973	Valid
	X3.2	0.707	0.2973	Valid
	X3.3	0.745	0.2973	Valid
	X3.4	0.721	0.2973	Valid
	X3.5	0.791	0.2973	Valid
	X3.6	0.717	0.2973	Valid
	X3.7	0.836	0.2973	Valid
	X3.8	0.842	0.2973	Valid
	X3.9	0.683	0.2973	Valid
	X3.10	0.740	0.2973	Valid
Employee Performance	Y1	0.638	0.2973	Valid
	Y2	0.720	0.2973	Valid
	Y3	0.809	0.2973	Valid
	Y4	0.760	0.2973	Valid
	Y5	0.771	0.2973	Valid
	Y6	0.698	0.2973	Valid

The table above shows that testing validity from all over indicator variable facilities and infrastructure, variables competence , variable training , and variables performance employee declared valid with mark  $r \text{ count} > r \text{ table}$  , so declared valid.

## Reliability Test Results

**Table 2** Reliability Test Results

Variable Study	Cronbach's Alpha	Value	Results	Description
Facilities and Infrastructure (X1)	0.924	0.60	Reliable	Continued
Competency (X2)	0.896	0.60	Reliable	Continued
Training (X3)	0.912	0.60	Reliable	Continued
Performance (Y)	0.824	0.60	Reliable	Continued

Source : Processed by researchers , 2024

From table on show mark Cronbach Alpha from Facilities and Infrastructure variable (X1) is 0.924 . temporary variable Competency (X2) is equal to 0.896. variable Training (X3) is 0.912. Performance Variable (Y) is 0.824 . So it can be concluded that the variables of facilities and infrastructure, competency, training and performance are all declared reliable because mark Cronbach Alpha more big from 0.6 so questionnaire can next .

## Assumptions Classic

### Normality Test Results

**Table 3** Normality Test Results  
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		44
Normal Parameters <sup>a, b</sup>	Mean	0.0000000
	Std. Deviation	2.07015682
Most Extreme Differences	Absolute	0.121
	Positive	0.094
	Negative	-0.121
Statistical Tests		0.121
<u>Asymp . Sig. (2-tailed)</u>		0.113 <sup>c, d</sup>

- Test distribution is Normal.
- Calculated from data.
- Lilliefors Significance Correction.
- This is a lower bound of the true significance.

Based on above in the normality test through use method One-Sample Kolmogorov-Smirnov Test significant exact at a value of  $0.113 > 0.05$  then it can be concluded that it is technique regression in research This has in accordance assumption normality .

### Multicollinearity Test Results

**Table 4** Multicollinearity Test Results

No	Variable	Tolerance	VIF	Information
1	Facilities and Infrastructure (X1 )	0 .683	1,463	Not occur <u>Multicollinearity</u>
2	Competence (X2 )	0.471	2,124	Not occur <u>Multicollinearity</u>
3	Training (X3 )	0 .6 06	1.65 0	Not occur <u>Multicollinearity</u>

Multicollinearity test calculation results the known in the Facilities and Infrastructure variables have VIF value is 1.463 , so concluded that  $1,463 < 10$ , then No happen multicollinearity in regression . On variables competence own VIF value 2.124 , so concluded that  $2.124 < 10$ , then No happen multicollinearity in regression . On variables training has VIP 1. 65 0 ,so concluded that  $1.65 0 < 10$  then No happen multicollinearity in regression . So it can be said that No There is multicollinearity between variable independent in the regression model , then the regression model can be used .

### Heteroscedasticity Test Results

**Table 5** Heteroscedasticity Test Results

Variable	Sig.	Information
Facilities and Infrastructure (X1)	0.379	Not occur <u>Heteroscedasticity</u>
Competency (X2)	0.929	Not occur <u>Heteroscedasticity</u>
Training ( X3)	0.1 06	Not occur <u>Heteroscedasticity</u>

The table above shows that sig. on the Means variable and Infrastructure (X1) the value is above 0.05 then stated No happen heteroscedasticity , then sig on the variable Competency (X2) value above 0.05 then stated No happen heteroscedasticity , and on variables Training (X3) value above 0.05 then stated No happen heteroscedasticity .

### Linearity Test Results

**Table 6** Linearity Test Results

Variable	F value	Sig value.	Information
Means and Infrastructure (X1)	21,001	0,000	Linear
Competency (X2)	20,006	0,000	Linear
Training ( X3)	14,609	0.001	Linear

Table above show that mark significant variable facilities and infrastructure as big as 0.000 ,  $0.000 < 0.05$  then variable facilities and infrastructure to variable performance is linear. Significant Value variable competence as big as 0.000,  $0.000 < 0.05$  then variable competence to performance is linear . Significant value variable training of 0.001, then  $0.001 < 0.05$  that means variable training to variable linear performance .



## Multiple Linear Regression Test Results

**Table 7** Multiple Linear Regression Test Results a

Variable	Coefficient	T Count	Sig.	Description	Conclusion
Constant	4,935	1,279	0.208		
Facilities and Infrastructure X1	0.239	2,745	0.009	Significant	H <sub>1</sub> Accepted
Competency X2	0.134	1.2 05	0.471	Not significant	H <sub>2</sub> Rejected
X3 Training	0.118	1,319	0.606	Not significant	H <sub>3</sub> Rejected

F Count = 1 0.391

R Square = 0.438

From the table above you can arranged equality to see influence facilities and infrastructure, competency and training to performance employee of the Samarinda City Women's Empowerment and Child Protection Service . Formula multiple linear regression are :

$$Y = 4.935 + -0.239 X_1 + 0.134 X_2 + 0.118 X_3$$

From function mentioned above can explained that :

1. Constant value acquisition analysis is 4.935 , if consider Facilities and infrastructure, competency and training variables The same with zero , then mark variable performance is 4,935.
2. If Facilities and Infrastructure variables changed One unit so variable performance will changed -0.239 with assumption variable other still . With pattern positive relationship between facilities and infrastructure with performance , means if variable facilities and infrastructure increases, then variable performance also increases .
3. If variable Competence changed One unit so variable performance will changed 0.134 with assumption variable other still . With pattern positive relationship between variable competence with variable performance , That means if variable Competence increased so variable performance also increased .
4. If variable Training changed One unit so variable performance will changed 0.118 with assumption variable other still . With pattern positive relationship between variable training with variable performance , That means if variable training increased so variable performance also increased .

### Influence of Facilities and Infrastructure On Employee Performance

Influence of Facilities and Infrastructure on performance employee at the Women's Empowerment and Child Protection Service in Samarinda City with mark significant Facilities and Infrastructure (X1) is mark T count 2.745 > T table 1.68 2 . So it can be concluded that facilities and infrastructure in a way Partial influential positive significant on performance employee at the Women's Empowerment and Child Protection Service in Samarinda City . This result one way with research conducted by Sesunan , Hamsyah ., Osrita Hapsara ., and Sakinah , Muhammad Alkha ., Martha Suhardiyah ., and Tony Susilo Wibowo, Darwis, Tamsah, and Ilyas, as well as Arif, Darmawang, and Nahriana, according

to whom infrastructure and facilities significantly improve employee performance. Complete facilities and infrastructure support employee performance in showing maximum performance. Its significance results analysis This There is a number of influencing things , though minimal facilities and infrastructure support performance employee , employee capable optimizing condition , of side age , experience supportive work , position and work period .

#### **Influence Competence On Employee Performance**

Influence Competence on performance employee at the Women's Empowerment and Child Protection Service in Samarinda City with mark significant Competency (X2) is mark T count  $1.205 < T$  table 1.68 2 . With thereby it can be concluded that Competence in a way Partial No influential significant to performance employee at the Women's Empowerment and Child Protection Service in Samarinda City . This matter No one way with research conducted by Fitrio and Dewi, Aprilia et al , Chen and Kuo, Dewi et al . , Hu et al , Ibidunni et al , Muhara et al , Rehman et al , Syarif, that competence has no significant effect on employee performance. The things that influence it are that there are still employees who are high school graduates and the lack of employee human resource development.

#### **Influence Training On Employee Performance**

Influence Training to performance employee at the Women's Empowerment and Child Protection Service in Samarinda City with mark significant Training (X2) is mark T count  $1,319 < T$  table 1.68 2 . With thereby it can be concluded that Training in a way Partial No influential significant to performance employee at the Women's Empowerment and Child Protection Service in Samarinda City . This matter No one way with The results of research are in the same direction that training has an influence significant impact on employee performance is research conducted by Alawaid and Abdul Muthaliff, Hariyono et al , Kuruppu et al . , Alsama and Abunar , Radia and Bouzida , Khawaldeh , show that training has a significant effect on employee performance. The things that influence it are that there are still employees who are high school graduates and the lack of employee human resource development.

### **CONCLUSION**

From analysis discussions carried out can given conclusion as following, among them is : Variable facilities and infrastructure influential positive significant to performance employee of the Samarinda City Women's Empowerment and Child Protection Service. Variable Competence No influential significant to performance employee of the Samarinda City Women's Empowerment and Child Protection Service. Variable Training No influential significant to performance employee of the Samarinda City Women's Empowerment and Child Protection Service. Facilities and Infrastructure (X1), Competency (X2 ), Training (X3) and performance ( Y) variables simultaneous influential significant to performance employee Samarinda City Women's Empowerment and Child Protection Service. variable Competence is the most influencing variable performance employee Samarinda City Women's Empowerment and Child Protection Service. Influence variables Facilities and infrastructure,

competency , training to performance employee Samarinda City Women's Empowerment and Child Protection Service amounting to 0.438 (43.8%), the remainder amounting to 0.562 (56.2%) is influenced by other variables that are not researched in study This .

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