The Effect of Work Facilities on Employee Performance Through Work Motivation as a Mediation Variable at PT Nusa Ina Group Afdeling I Central Maluku

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This study aims to analyze the influence of work facilities on employee performance, the influence of work facilities on work motivation, the influence of work motivation on employee performance, and the role of work motivation in mediating the relationship between work facilities and employee performance at PT Nusa Ina Group Afdeling I Central Maluku. The study used a quantitative approach with an associative method. The population and sample of the study were all 45 employees of Afdeling I selected through saturated sampling or census techniques. Data were collected through a Likert-scale questionnaire and analyzed using Partial Least Squares–Structural Equation Modeling (PLS-SEM) with the help of SmartPLS. The results of the measurement model evaluation showed that the indicators met the criteria for convergent validity, the AVE value of each construct was greater than 0.50, the HTMT value was below 0.90, and Cronbach's Alpha and Composite Reliability met the reliability criteria. The results of the structural test showed that work facilities did not have a direct significant effect on employee performance (T = 0.782; p = 0.434). Work facilities have a positive and significant effect on work motivation (T=8.958; p<0.001), while work motivation has a positive and significant effect on employee performance (T=2.417; p=0.016). The indirect effect of work facilities on performance through work motivation is also positive and significant (T=2.241; p=0.025). The R-square value for work motivation is 0.422 and for employee performance is 0.325. These findings confirm that work motivation is a mediating mechanism that explains how facility support can translate into improved employee performance.

Keywords: Work Facilities; Work Motivation; Employee Performance;

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1. Introduction

Human resources are a crucial element in the sustainability and achievement of a company's goals. The availability of capital, technology, and physical resources must be accompanied by the workforce's ability to manage all of these resources. In the context of a palm oil plantation, employee performance is directly related to the smooth running of the harvesting process, plant maintenance, harvesting, and transportation of fresh fruit bunches. The quality of task execution, the quantity of work produced, and timeliness are all factors that determine the effectiveness of operational activities.

Employee performance can be understood as the work results achieved by individuals in carrying out their responsibilities, both in terms of quality and quantity (Mangkunegara, 2014). Wibowo (2010) emphasized that performance is not only related to the final result, but also the process of carrying out the work. Therefore, efforts to improve performance are not only carried out through setting targets but also need to consider the conditions that enable employees to carry out their work effectively.

One such supporting condition is work facilities. Work facilities include the tools, infrastructure, equipment, and supplies that help employees complete their tasks. Hasibuan (2014) views facilities as supporting factors for work performance, while Agustini (2019) defines work facilities as tools and equipment that assist organizational activities. Facilities that are appropriate to needs, easy to use, and well-placed can reduce operational obstacles and help utilize time and energy more efficiently.

Work facilities also have a psychological dimension. Providing adequate facilities can signal that the company cares about employee needs and safety. This support can foster a sense of appreciation, security, and a willingness to exert greater effort. In this regard, work motivation has the potential to bridge the gap between company-provided facilities and employee work behavior. Motivation is an internal and external drive that directs the intensity, persistence, and direction of an individual's behavior toward achieving goals.

The object of this research is PT Nusa Ina Group Afdeling I in the Kobi area, North Seram Timur Kobi District, Central Maluku Regency. The company operates in the oil palm plantation sector, and the Afdeling's operational activities involve employees in harvesting and plantation maintenance. The source thesis states that Afdeling I has 45 employees, all of whom were selected as respondents through a census.

Based on the description of field conditions in the thesis, the company has provided several facilities, including safety equipment, work tools, water drums and tanks, employee dormitories, a prayer room, and operational vehicles. However, the study also outlined several facility constraints, such as limited water availability, poorly managed plantation areas, and damaged and muddy road access. These conditions have the potential to increase physical burdens and work time, particularly during spraying, harvesting, and transporting produce.

These facility-related conditions are particularly relevant to plantation employees because their daily activities involve harvesting, maintenance, spraying, and transporting fresh fruit bunches. Limited water availability may affect the continuity of certain work activities, while damaged and muddy road access may increase the time and physical effort required to transport produce. These operational constraints indicate that the effectiveness of work facilities should not be assessed solely based on their availability, but also on their suitability, condition, and ability to support employees' actual work requirements. Therefore, examining the relationship between work facilities and employee performance is important in understanding how operational support can contribute to more effective work activities.

These issues demonstrate that the presence of facilities does not automatically result in higher performance. Facilities can facilitate work, but the end result is also influenced by how employees respond to that support, whether they feel encouraged, appreciated, and motivated to achieve their goals. Therefore, work motivation deserves attention as a possible variable that explains the relationship between work facilities and performance.

Previous research referenced in this thesis yielded inconsistent results. Some studies found that work facilities influence performance, while others found an insignificant direct effect. These differing findings prompted a reexamination of the relationship in the operational context of oil palm plantations in Central Maluku, incorporating work motivation as a mediating variable.

The inconsistent findings of previous studies indicate that the relationship between work facilities and employee performance may not be uniform across organizational settings. While adequate facilities are generally expected to support employees in completing their tasks, their availability may not always translate directly into improved performance. This may occur because employees' responses to organizational support, including their work motivation, also influence how facilities are utilized in daily activities. Accordingly, the present study examines work motivation as a mediating variable to provide a more comprehensive explanation of the relationship between work facilities and employee performance in the palm oil plantation sector.

The contribution of this study lies in examining the mediating role of work motivation in the relationship between work facilities and employee performance within the operational context of PT Nusa Ina Group Afdeling I, Central Maluku. The study provides empirical evidence on whether work facilities are associated with employee performance directly or indirectly through work motivation. This perspective is relevant because the availability of physical facilities may provide operational support, while employees' motivation may determine how effectively such support is translated into work behavior and performance.

Based on this background, this study aims to: (1) analyze the influence of work facilities on employee performance; (2) analyze the influence of work facilities on work motivation; (3) analyze the influence of work motivation on employee performance; and (4) analyze the influence of work facilities on employee performance through work motivation. Practically, the results of this study are expected to be input for companies in managing employee motivation facilities and policies.

2. Literature Review

Work Facilities

Work facilities are supporting tools provided by an organization to assist employees in carrying out their work activities. Facilities encompass not only production tools but also infrastructure and social amenities related to the smooth and comfortable work environment. According to Hasibuan (2014), facilities are a supporting factor for employees in carrying out their duties. Agustini (2019) explains that work facilities include equipment, supplies, and other facilities that assist in the implementation of work and social functions within the organization.

In this study, work facilities were measured using five operational indicators listed in the thesis: suitability to needs, ability to optimize work results, ease of use, ability to accelerate work processes, and proper facility arrangement (Syarif et al., 2017). These five indicators position facilities as practical support that must be relevant to employee tasks.

Adequate facilities help employees avoid unnecessary extra work. Easy-to-use equipment can reduce physical strain, while proper placement of facilities supports workflow. Therefore, facility management must consider the adequacy, condition, safety, maintenance, and suitability of facilities to the characteristics of field work.

Work Motivation

Work motivation is the drive that makes someone willing to exert effort to achieve a specific goal. Jufrizen (2017) defines motivation as a determinant of human behavior that drives desires and encourages

individuals to act actively. Mujiatun (2015) also views motivation as a driving factor that triggers desires and helps individuals fulfill their needs through directed action.

Motivation can originate from within the individual or from the organizational environment. Intrinsic motivation relates to satisfaction, responsibility, and the desire for self-development. Extrinsic motivation can arise from support facilities, rewards, incentives, working conditions, and leadership attention. In this study, work motivation is operationalized through five needs: physiological, safety, social, self-esteem, and self-actualization, referring to Robbins and Judge (2018).

In a plantation environment, motivation plays a role in maintaining employee persistence in tasks that require physical strength, coordination, and precision. Adequate facilities can reinforce the perception that the company provides conditions conducive to achieving targets. This perception has the potential to boost employee morale and commitment.

Employee Performance

Employee performance is an individual's work achievements in carrying out their responsibilities. Mangkunegara (2014) links performance to work results in terms of quality and quantity. Wibowo (2010) adds that the work process is also part of performance. Therefore, performance should be viewed as a combination of results and how employees complete their work.

Performance measurement in this study uses three indicators as stated in the operational definition of the thesis: quality, quantity, and work time (Jufrizen, 2020). In departmental activities, these indicators can be reflected in the quality of harvesting and maintenance, the amount of work or results completed, and the timeliness of tasks.

3. Method

This study uses a quantitative approach with an associative method. The quantitative approach is used to measure the relationship between variables through numerical data obtained from respondents' answers. The associative method is aimed at examining the relationship between work facilities as the independent variable (X), work motivation as the mediating variable (Z), and employee performance as the dependent variable (Y).

The research was conducted at PT Nusa Ina Group Afdeling I, located in Kobi, Seram Utara Timur Kobi District, Central Maluku Regency, Maluku Province. The study population was all 45 employees of Afdeling I. Due to the relatively small population, all members of the population were sampled using a saturated or census sampling technique. Thus, the study sample size was 45 respondents.

Primary data was obtained through a questionnaire administered to employees. The instrument used a five-point Likert scale, ranging from strongly disagree to strongly agree. Secondary data was obtained through documents and literature relevant to the research topic. Work facilities were measured using five indicators, work motivation using five indicators, and employee performance using three indicators, as presented in Table 1.

Data analysis was performed using Partial Least Squares–Structural Equation Modeling (PLS-SEM) with the help of SmartPLS. Evaluation of the measurement model (outer model) includes convergent validity

through outer loading and Average Variance Extracted (AVE), discriminant validity through Heterotrait-Monotrait Ratio (HTMT), and construct reliability through Cronbach's Alpha and Composite Reliability. Evaluation of the structural model (inner model) was performed by looking at the R-square value and testing the path coefficient. The significance of the relationship was tested using a bootstrapping procedure based on the T-statistic and p-value.

An indirect effect test was conducted to determine whether work motivation mediates the relationship between work facilities and employee performance. The hypothesis decision in this thesis uses the criteria of a T-statistic greater than the comparison value of 1.687 and a p-value less than 0.05. The p-value displayed as 0.000 in the research output is reported as $p<0.001$ to avoid being interpreted as a true probability of zero.

4. Results and Discussion

Overview and Characteristics of Respondents

PT Nusa Ina Group is a palm oil plantation company that began operating on Seram Island in 2009. The research focused on Afdeling I, which manages plantation operations, including harvesting and plant maintenance. These activities require supporting work facilities and employee motivation to ensure safe, orderly, and productive work.

Of the 45 respondents, 25 (55.6%) were male and 20 (44.4%) were female. Based on length of service, the largest group had worked for 1–5 years, namely 25 people (55.6%), followed by 6–10 years of service, namely 10 people (22.2%). Based on age, the largest number of respondents were in the 20–35 year group, namely 21 people (46.7%). This composition shows that respondents include employees with varying lengths of service and age groups.

Table 1. Overview and Characteristics of Respondents

Characteristics	Category	Frequency	Percentage
Gender	Man	25	55.6%
	Woman	20	44.4%
Years of service	<1 year	5	11.1%
	1–5 years	25	55.6%
	6–10 years	10	22.2%
	11–15 years	4	8.9%
	>15 years	1	2.2%
Age	20–35 years	21	46.7%
	36–45 years	10	22.2%
	46–60 years	14	31.1%

Description of Research Variables

Respondents' assessments were scored using a five-category Likert scale. The mean interpretation follows the intervals listed in the thesis: 1.00–1.80 is very poor; 1.81–2.60 is poor; 2.61–3.40 is adequate; 3.41–4.20 is good; and 4.21–5.00 is very good.

Table 2. Description of Research Variables

Variables	Indicator	Mean	Category
Work facilities	FK1	3.93	Good
	FK2	3.84	Good
	FK3	4.31	Very good
	FK4	4.29	Very good
	FK5	4.18	Good
Work motivation	MK1	4.11	Good
	MK2	4.00	Good
	MK3	3.96	Good
	MK4	3.73	Good
	MK5	3.89	Good
Employee performance	KK1	3.78	Good
	KK2	3.80	Good
	KK3	3.73	Good

For the work facilities variable, the average indicator is in the good to very good category. FK3 obtained the highest average of 4.31, while FK2 had the lowest score of 3.84. For the work motivation variable, all indicators are in the good category; MK1 has the highest average of 4.11 and MK4 the lowest at 3.73. For the employee performance variable, all indicators are also in the good category, with KK2 at 3.80 as the highest score and KK3 at 3.73 as the lowest score. Descriptively, respondents gave positive assessments to all three constructs.

Evaluation of the Measurement Model (Outer Model)

Convergent validity was evaluated through outer loading and AVE values. Based on the SmartPLS results reported in this thesis, all indicators had outer loadings above 0.60. These values ranged from 0.684 to 0.926, thus meeting the acceptance limits used in the study.

Table 3. Evaluation of the Measurement Model (Outer Model)

Construct	Indicators and outer loading
Work facilities (X)	FK1=0.877; FK2=0.765; FK3=0.774; FK4=0.858; FK5=0.760
Work motivation (Z)	MK1=0.684; MK2=0.845; MK3=0.751; MK4=0.789; MK5=0.784
Employee performance (Y)	KK1=0.908; KK2=0.915; KK3=0.926

The AVE value for work facilities is 0.654, work motivation is 0.596, and employee performance is 0.840. All are greater than 0.50, indicating that the construct is able to explain more than half of the variance of its indicators on average. Discriminant validity was examined through HTMT. The HTMT value for work facilities–employee performance is 0.504; work facilities–work motivation is 0.754; and work motivation–employee performance is 0.624. All values are below 0.90, thus meeting the criteria used.

Table 4. Reliability results

Construct	Cronbach's Alpha	Composite Reliability	Decision
Work facilities	0.867	0.880	Reliable
Work motivation	0.839	0.839	Reliable
Employee performance	0.905	0.910	Reliable

Reliability results showed all Cronbach's Alpha values above 0.60 and Composite Reliability above 0.70. Thus, the instruments for all three constructs were deemed reliable based on the research criteria. Overall, the outer model results support the use of constructs and indicators to further evaluate the structural model.

The measurement model results indicate that the indicators met the criteria applied in this study. The outer loading values ranged from 0.684 to 0.926, while the AVE values for work facilities, work motivation, and employee performance were 0.654, 0.596, and 0.840, respectively. These results indicate that the constructs demonstrated acceptable convergent validity according to the criteria used. The HTMT values were also below 0.90, supporting the discriminant validity of the constructs. In addition, the reliability results showed that Cronbach's Alpha and Composite Reliability met the study's acceptance criteria.

Structural Model Evaluation (Inner Model)

The structural model examines the relationship between work facilities (X), work motivation (Z), and employee performance (Y). In this model, work facilities are positioned as an exogenous construct that influences work motivation and employee performance. Work motivation acts as a mediating construct linking work facilities and employee performance.

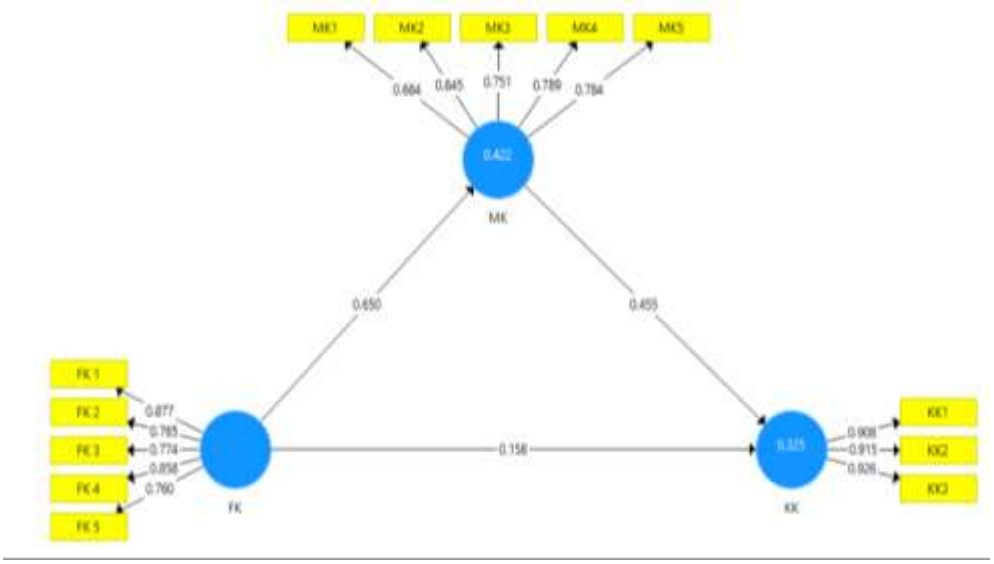


Figure 1. Results of the inner model (path analysis) of PT Nusa Ina Group Afdeling I.

Figure 1 shows three structural relationships. The path coefficient from work facilities to work motivation is 0.650; from work motivation to employee performance is 0.455; and the direct path from work facilities to employee performance is 0.158. The values for the endogenous constructs indicate an R-square of 0.422

for work motivation and 0.325 for employee performance. The path coefficients in the figure represent estimates of the relationships in the model, while significance decisions are determined through bootstrapping results presented in Table 5.

Table 5. Path Coefficients

Endogenous variables	R-square	Interpretation
Work motivation (Z)	0.422	42.2% of the variation in work motivation is explained by work facilities.
Employee performance (Y)	0.325	32.5% of performance variation is explained by work facilities and work motivation.

The R-square value of 0.422 indicates that work facilities explain 42.2% of the variation in work motivation, while the remaining 57.8% is related to other factors outside the model. The R-square value of employee performance of 0.325 indicates that work facilities and work motivation together explain 32.5% of the variation in employee performance, while the remaining 67.5% is explained by other factors not included in the model. These values illustrate the model's explanatory power on endogenous constructs, not the percentage of a single causal influence of each variable.

The R-square value of 0.422 indicates that work facilities explain 42.2% of the variance in work motivation. Meanwhile, the R-square value of 0.325 indicates that work facilities and work motivation jointly explain 32.5% of the variance in employee performance. These results suggest that the research model provides a partial explanation of the two endogenous constructs. The remaining variance may be associated with other factors that were not included in the model, such as employee ability, supervision, work experience, or organizational conditions. These factors should be considered as potential variables for future research rather than interpreted as findings directly established by the present study.

Hypothesis Testing

Table 6. Hypothesis Testing

Hypothesis	Connection	T-statistic	P-value	Decision
H1	Work facilities → Employee performance	0.782	0.434	Rejected
H2	Work facilities → Work motivation	8,958	<0.001	Accepted
H3	Work motivation → Employee performance	2,417	0.016	Accepted
H4	Work facilities → Work motivation → Employee performance	2,241	0.025	Accepted

The hypothesis testing results indicate that the direct relationship between work facilities and employee performance was not statistically significant ($T = 0.782$; $p = 0.434$). In contrast, work facilities had a positive and significant relationship with work motivation ($T = 8.958$; $p < 0.001$), and work motivation had a positive and significant relationship with employee performance ($T = 2.417$; $p = 0.016$). The indirect effect of work facilities on employee performance through work motivation was also significant ($T = 2.241$; $p = 0.025$). These findings indicate that the relationships among the variables should be interpreted by considering both the direct and indirect pathways in the research model.

The test results indicate that H1 is not supported. The direct effect of work facilities on employee performance has a t-statistic of 0.782 and a p-value of 0.434, making it insignificant at the 5% level. This means that improving work facilities in this model has not been proven to be directly related to improved employee performance. This result does not mean that facilities are unimportant, but rather that the direct path is not significant in the data and model tested.

H2 was accepted because work facilities had a positive and significant effect on work motivation (T=8.958; p<0.001). This finding indicates that more appropriate and supportive facilities for task execution are associated with increased employee work motivation. Facilities that help ease work, speed up processes, and provide a sense of support can increase motivation.

H3 was accepted because work motivation had a positive and significant effect on employee performance (T=2.417; p=0.016). This means that the stronger the work motivation, the better the employee's performance. Work motivation helps employees maintain their efforts, fulfill their responsibilities, and maintain the quality and accuracy of their work.

H4 was accepted because the indirect effect of work facilities on employee performance through work motivation was positive and significant (T=2.241; p=0.025). This finding demonstrates the mediating role of work motivation. Work facilities are related to increased motivation, and motivation is subsequently related to performance. Thus, although the direct effect of work facilities on performance is insignificant, the indirect path through work motivation is significant. Based on the reported results, work motivation functions as a mediator in this relationship.

Discussion

The Influence of Work Facilities on Employee Performance

The results of the study indicate that work facilities do not have a significant direct effect on the performance of employees of PT Nusa Ina Group Afdeling I. This finding shows that the availability of work facilities does not necessarily automatically encourage better work results. Facilities are a supporting factor that enables work to take place, but performance achievement is also influenced by psychological motivation, ability, supervision, target setting, and managerial support. In the context of afdeling, equipment and infrastructure can assist work, but their utilization still depends on the willingness and enthusiasm of employees to use them optimally.

This finding aligns with the research cited in the thesis, namely Rasyad and Puspasari (2025) and Lajutuma et al. (2017), which found that work facilities had no significant effect on performance. This finding differs from the common view that facilities always directly improve performance. This difference suggests that the relationship between facilities and performance may depend on the work context and other accompanying variables.

The Influence of Work Facilities on Work Motivation

Work facilities have been shown to have a positive and significant impact on work motivation. In the context of plantation work, adequate equipment, support for transporting produce, and available supporting facilities can reduce the difficulty of carrying out tasks. Employees may interpret this support as a sign of

company concern for their needs and safety. This perception of support can foster a sense of appreciation and increase their willingness to work harder.

The implication of these findings is that the provision of facilities should not be viewed solely as an operational cost, but also as part of human resource management. Companies need to ensure that the facilities provided truly meet job requirements, function properly, and are equitably accessible. These findings align with the thinking of Mujiatun (2015) and Daulay et al. (2017) regarding motivation as a psychological drive that directs individuals to act to achieve goals.

The positive and significant relationship between work facilities and work motivation indicates that employees' perceptions of organizational support are associated with their motivation to perform work activities. In the plantation context, facilities that support safety, ease of work, and operational continuity may help employees feel that their work requirements are being considered. This finding suggests that facility management should be viewed not only as an operational responsibility but also as a factor related to employee motivation. The company should therefore evaluate facilities based on their actual usefulness and employees' work requirements.

The Influence of Work Motivation on Employee Performance

Work motivation has a positive and significant impact on employee performance. These results confirm that employees with a higher work drive tend to demonstrate greater effort in completing tasks. In harvesting and maintenance activities, motivation can help maintain work consistency, diligence, quality results, and punctuality. Therefore, management needs to create an environment that encourages employees to feel their work is meaningful and their contributions are appreciated.

These findings support Mangkunegara's (2014) performance concept, which places quality and quantity as components of work results, as well as Wibowo's (2010) view that the work implementation process is also an element of performance. The results of this study also align with the research of Marjaya and Hasibuan (2019), Hasibuan and Handayani (2017), Jufrizen (2017), Rozalia et al. (2015), Astuti and Suhendri (2019), and Siahaan and Bahri (2019) referenced in this thesis.

The positive and significant relationship between work motivation and employee performance indicates that motivation is an important behavioral factor in the research model. Employees who are motivated may be more willing to maintain effort, fulfill their responsibilities, and complete tasks according to established standards. In harvesting and plantation maintenance activities, such behavioral consistency is relevant to work quality, quantity, and timeliness. The result supports the importance of maintaining employee motivation alongside the provision of operational facilities.

The Mediation Role of Work Motivation

The indirect effect of work facilities on performance through work motivation was proven positive and significant. This finding is an important finding of the study because it explains why the direct effect of work facilities was insignificant, while the mediation pathway proved significant. Work facilities can create supportive conditions and foster motivation. Furthermore, motivation acts as a driving force that directs employees to utilize these facilities and translates organizational support into more productive work behavior.

Thus, work facilities and motivation should not be managed separately. Companies need to combine facility improvements with policies that boost morale, such as performance-based rewards, effective communication, attention to employee needs, and development opportunities. This finding aligns with the research by Mustaqimah et al. (2022) and Sukaesih et al. (2019) cited in this thesis, demonstrating the role of motivation in mediating the relationship between facilities and performance.

The significant indirect effect provides evidence that work motivation plays a mediating role in the relationship between work facilities and employee performance. The result helps explain why the direct relationship between work facilities and performance was not statistically significant, while the indirect pathway through work motivation was significant. This suggests that facilities may be associated with performance through their relationship with employees' motivation. Accordingly, facility improvements should be accompanied by management practices that support motivation, including clear communication, recognition of employee contributions, and attention to employees' operational needs.

Managerial Implications

First, the company needs to map facility needs based on the type of work in Division I. Priority can be given to facilities directly related to safety, smooth harvesting, plantation maintenance, water availability, and road access. Regular maintenance should be accompanied by a mechanism for reporting damage and determining repair priorities.

Second, the provision of facilities must be accompanied by communication to employees regarding their functions, usage standards, and safety procedures. Employees can also be involved in facility evaluations to provide the company with information about real-world challenges.

Third, companies need to strengthen motivation through transparent rewards, recognition of work results, clear incentives, superior support, and training opportunities. Rewards should be based on measurable performance indicators so that employees perceive them as fair.

Fourth, performance evaluations should combine quality, quantity, and timeliness indicators, taking into account facility conditions and job characteristics. This approach helps companies distinguish between issues stemming from work behavior and operational obstacles requiring facility improvements.

5. Conclusion

Work facilities did not have a significant direct effect on employee performance at PT Nusa Ina Group Afdeling I, Central Maluku (T=0.782; p=0.434). Thus, the availability of facilities has not been proven to directly improve performance in this research model. Work facilities have a positive and significant effect on work motivation (T=8.958; p<0.001). Facilities that support task performance are associated with increased employee work motivation. Work motivation has a positive and significant effect on employee performance (T=2.417; p=0.016). Motivation is a crucial factor that drives employees to maintain their efforts and complete their work. Work facilities have a positive and significant effect on employee performance through work motivation (T=2.241; p=0.025). These results indicate that work motivation acts as a mediating variable in the relationship between work facilities and employee performance. The contribution of this study is to demonstrate the relevance of work motivation in explaining the relationship between work facilities and employee performance in the operational context of PT Nusa Ina Group

Afdeling I, Central Maluku. The findings indicate that work facilities were significantly associated with work motivation, and work motivation was significantly associated with employee performance. The significant indirect effect further supports the mediating role of work motivation in the research model. From a managerial perspective, the results emphasize the importance of providing facilities that meet employees' actual work requirements while maintaining practices that support motivation. However, this study is limited to 45 employees from one organizational unit and uses questionnaire-based data. Future research may involve employees from several plantation units, examine additional organizational and behavioral variables, and combine questionnaire data with operational performance records to provide a broader understanding of the relationships investigated.

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