The Effect of Work Facilities, Work Motivation and Education Level on Employee Performance at J&T Express Sampang
(A Study at Four J&T Branches in Sampang Regency)

Hendra Gunawan[1], Siti Mujanah[2]
[1,2]Faculty of Economic and Business, Universitas 17 Agustus 1945 Surabaya, Indonesia
1262200001@mail.untag-sby.ac.id[1], sitimujanah@untag-sby.ac.id[2]

Abstract

This study aims to examine the influence of work facilities, work motivation and level of education on employee performance. The approach used in this research is a quantitative approach. The sample used in this study was J&T employees in the Sampang area, Madura, East Java, totaling 60 respondents. Research data were obtained from the results of filling out questionnaires and analyzed using SEM analysis techniques with the help of the AMOS 22 program. The results of this study indicate that (1) work facilities have a positive and significant effect on employee performance; (2) Work motivation has a positive and significant effect on employee performance; (3) The level of education has a positive and significant effect on employee performance.

Keywords: *work facilities, work motivation, level of education, employee performance.*

INTRODUCTION

Human resources have an important role both individually and in groups, and human resources are one of the main drivers for the smooth running of an organization's activities, even the success of a company is determined by the existence of its human resources. For this reason, every company needs to pay attention to and regulate the whereabouts of its employees in an effort to improve good performance.

The success of an organization is strongly influenced by the performance of individual employees. Every company or agency will always try to improve employee performance, with the hope that the goals of the company or agency will be achieved. One of the ways taken by companies or agencies in improving the performance of their employees, for example through education, training, providing good compensation, providing motivation, and creating a conducive work environment. Performance is an important thing that must be achieved by every agency, including employees of PT. J&T EXPRESS, because performance is a reflection of an agency's ability to manage and allocate its employees,

Proceeding International Conference on Economic Business Management, and Accounting (ICOEMA)-2023
Economics Doctoral Study Program
University of 17 August 1945 Surabaya-2023

ICOEMA
2023

In the current era of globalization, service improvements and community demands are a condition that cannot be avoided, this clearly demands professionalism in the bureaucracy. PT. J&T EXPRESS is a product delivery service provider company.

J&T Express is a goods delivery service company, both in the form of documents and packages. J&T Express is a new company that also uses IT in offering its services, they offer the advantage of picking up goods so customers don't have to come to the J&T office

J&T Express which is committed to continuously innovating to meet customer needs. Continuously creating Operating Standards. We are optimistic that the route and minimize transportation costs to provide customer needs for more efficient, timely and secure express delivery services. The presence of J&T Express in the logistics market in Indonesia since August 2015 has made this market even more competitive. This Indonesian company also comes with a competitive advantage that cannot be underestimated.

The company's work facilities that are still low are indicated by the lack of availability of computers with inadequate computer conditions, office desks that are starting to break down and when it's time to replace them, insufficient parking space, inadequate office building conditions, and lack of transportation availability. This can have an impact on the less than optimal performance of employees. The decline in employee performance can be influenced by several factors, one of which is the condition of inadequate work facilities, low employee motivation, and low level of employee education.

According to Moenir (Munawirsyah, 2017:47) work facilities areeverything that is used, used, occupied, and enjoyed by employees both in direct relationship with work and for the smooth running of work.

According to Mangkunegara (2017: 67) "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."

LITERATURE REVIEW
Human Resource Management

According to Hasibuan (2013) "Human resource management is the science and art that regulates the relationships and roles of the workforce so that they are effective and efficient in helping the realization of company, employee and community goals". Meanwhile, according to Mangkunegara (2013: 2) states that "Human resource management is a planning, organizing, coordinating, implementing and supervising procurement, development, remuneration, integration, maintenance and segregation of workforce in order to achieve organizational goals".

Work Facilities

Work facilities are everything that is used and used by employees to carry out tasks that can facilitate and expedite the implementation of all work. Work facilities are very important for companies and organizations, because they can support employee performance, such as in completing tasks. According to Moenir (Munawirsyah, 2017: 47) work facilities are everything that is used, used, occupied, and enjoyed by employees both in direct relationship with work and for the smooth running of work.

There are several indicators of work facilities according to (Moenir, 2016: 120), namely:
1. Work tool facilities
2. Work equipment facilities
3. Social facilities

Work motivation

Hafidzi et al (2019: 52) state that motivation is the provision of driving force that creates enthusiasm for one's work so that they are able to work together, work effectively, and have integrity with all their efforts to achieve satisfaction. Motivation is something that is the main thing that encourages someone to work. According to Sedarmayanti (2017: 154) motivation is the force that drives a person to take an action or not which is essentially positive or negative internally and externally, work motivation is something that gives rise to encouragement/enthusiasm for work/enthusiasm for work. Wilson Bangun (2012: 312) Motivation is a desire in a person to cause that person to take an action. Someone takes action for something in achieving goals.

Therefore, motivation is the driving force that leads to goals and it rarely appears in vain. Every organization certainly wants to achieve its goals. To achieve this goal, the role of humans involved in it is very important. In order to move people to conform to what the organization wants, it is necessary to understand the motivation of the people working in the organization, because it is this motivation that determines the behavior of people to work, or in other words, behavior is the simplest reflection of motivation.

Indicators of Work Motivation according to Anwar Prabu Mangkunegara (2009:93) in Bayu Fadillah, et all (2013:5) as follows:
1. Responsibility
   Has a high personal responsibility towards his work
2. Work performance
   Do something / work as well as possible
3. Opportunity To Advance
   Desire to get fair wages according to work
4. Recognition of Performance
   Desire to earn higher wages than usual.

Proceeding International Conference on Economic Business Management, and Accounting (ICOEMA)-2023
Economics Doctoral Study Program
University of 17 August 1945 Surabaya-2023

ICOEMA 2023

5. Challenging job
   Desire to learn to master his work in his field.

Level of education

The level of education according to Lestari in Wirawan (2016: 3) is an activity of a person in developing abilities, attitudes, and forms of behavior, both for future life which is through a certain organization or not organized.

Education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and the skills needed by themselves, society, nation and state. Republic of Indonesia, 2003. Law No. 20 of 2003 concerning Education, No. 1.)

Education level indicators according to Lestari in Edy Wirawan (2016: 3), namely:

(1) Formal education
   The indicator is in the form of the last education completed by each worker which includes elementary school, junior high school, high school and college.

(2) Informal education
   The indicators are in the form of attitudes and personality that are formed from family and environment.

METHOD

Population and Sample

The population in this study were J&T employees located in Sampang, Madura, East Java. By using a purposive sampling technique, where employees who are included as sample criteria are (1) employees who have worked at J&T for more than 1 year, (2) work at the J&T Sampang branch, (3) have high school education or above and (4) are permanent employees, then obtained a total sample of 60 respondents.

Instrument Design

This study used an instrument in the form of a questionnaire. All variables studied, namely work facilities, work motivation, education level, employee performance are measured by question items that have gradations of answers Strongly Disagree (STS), Disagree (TS), Neutral (N), Agree (S) and Very Agree (SS). The work facility variable instrument has 3 question items, the work motivation instrument has 5 question items, the educational level instrument contains 2 question items and the employee performance instrument contains 5 question items. All question items have gone through the testing process and are declared valid because they have r count > r table, as well as the reliability test results showing all constructs are reliable with cronbachs alpha > 0.7.

Data Analysis Techniques

The data in this study were analyzed using the SEM PLS analysis technique which was carried out with the help of the SmartPLS version 3 program. The reason for using the SEM PLS in this study is because the research model to be estimated is quite complex because the model contains mediating and moderating variables, besides that the SEM PLS also

Proceeding International Conference on Economic Business Management, and Accounting (ICOEMA)-2023
Economics Doctoral Study Program
University of 17 August 1945 Surabaya-2023

ICOEMA 2023

does not require minimum and maximum number of samples, so it will be very good if the sample obtained is small, although PLS SEM also works very well on large samples (Hair, et al, 2000). Apart from these two reasons, the reason is because the researcher wants to avoid bias in the analysis results caused by abnormal data. SEM PLS with SmartPLS is a robust analysis technique for the issue of data abnormalities (Hair et al, 2000).

RESULTS AND DISCUSSION
Respondent Demographics

This research involved 60 respondents, all of whom were J&T employees in the Sampang area, Madura, East Java. Based on the results of data collection in this study, the following describes the characteristics of respondents according to gender, age, position and length of service.

Table 1 Characteristics of Respondents

Characteristics	Category	Frequency	Percentage (%)
Gender	Man	48	80%
	Woman	12	20%
Age	< 30 years	12	20%
	30 - 40 years	30	50%
	40 - 50 years	12	20%
	>50 years	6	10%
Position	Staff	24	40%
	Head of Division	18	30%
	Manager	18	30%
Length of working	< 5 years	18	30%
	5-10 years	30	50%
	10 - 15 years	6	10%
	> 15 years	6	10%

Source: processed data (2023)

The results of the descriptive analysis of the characteristics of the respondents in Table 1 show that the majority of respondents are J & T employees who are male (80%), aged 30-40 years (50%), have positions as staff (40%) and have worked at J&T area of Sampang, Madura, East Java for 5-10 years (50%).

PLS SEM analysis

In this study, the influence test between variables will be analyzed using the PLS SEM analysis technique. The stages in the PLS SEM analysis consist of the outer model testing stage and the inner model testing stage (Hair et al; 2019). In the outer model testing phase, all indicators in each construct are tested for validity and each construct is tested for its level of reliability, while testing the inner model is used to test the relationship between variables.This research model contains 4 latent variables, namely work facilities, work motivation, level of education, employee performance. All of these variables are 1st order latent constructs as measured by

Proceeding International Conference on Economic Business Management, and Accounting (ICOEMA)-2023
Economics Doctoral Study Program
University of 17 August 1945 Surabaya-2023

ICOEMA
2023

several measurement indicators. The work facility construct is a 1st order construct with 3 measurement indicators, the work motivation construct is a 1st order construct with 5 measurement indicators, the Education level construct is a 1st order construct with 2 measurement indicators and the employee performance construct is a 1st order construct with 5 measurement indicators. Based on this operational definition, the specifications for the PLS SEM model to be estimated in this study are as follows:
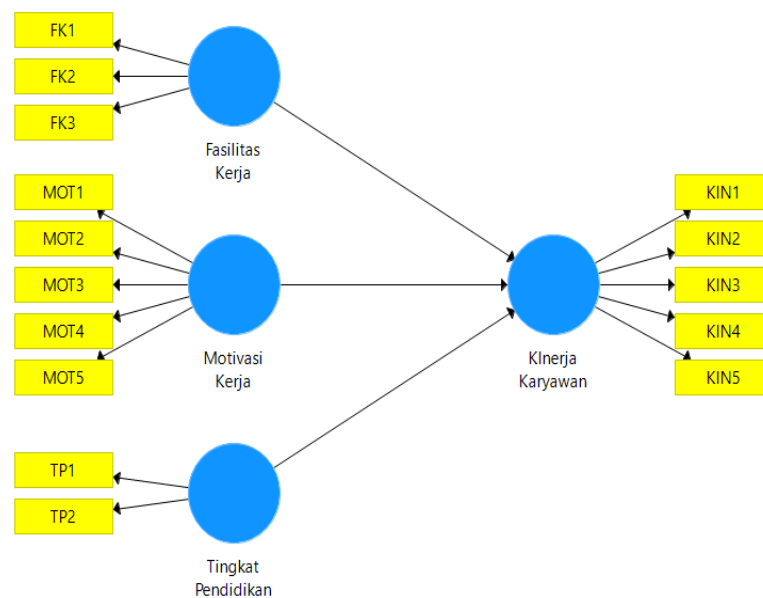

Figure 1 PLS SEM model which contains the construct and its indicators

Outer Model Testing

The measurement model testing phase includes testing for Convergent Validity, Discriminant Validity and Composite Reliability. The results of the PLS analysis can be used to test the research hypothesis ifall indicators in the PLS model have met the requirements of convergent validity, discriminant validity and composite reliability. To bring up the results of the outer model test, the PLS model must be estimated using an algorithm technique. The following is the estimation result of the PLS SEM model after being estimated using the algorithm technique:
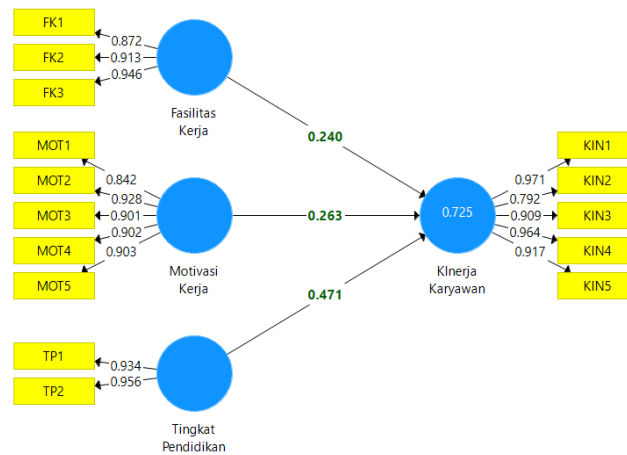
Figure 2 Estimation Results of the SEM PLS Algorithm Model

The convergent validity test is carried out by looking at the loading factor value of each indicator against the construct. For confirmatory research, the loading factor limit used is 0.7, while for exploratory research the loading factor limit used is 0.6 and for development research, the loading factor limit used is 0.5. Because this research is a confirmatory study, the loading factor limit used is 0.7.

Based on the estimation results of the SEM model in Figure 3, all remaining variables in the model are valid in measuring them so that testing can be continued at the AVE test stage. The loading factor and AVE model values are more clearly seen in the following table:

Table 2 Convergent Validity Test Results

Variable	Indicator	Loading factor	Cut Value	AVE	Convergent Validity
Work Facilities (FK)	FK1	0.872	0.7	0.830	valid
	FK2	0.913	0.7		valid
	FK3	0.946	0.7		valid
Employee Performance (KIN)	KIN1	0.971	0.7	0.833	valid
	KIN2	0.792	0.7		valid
	KIN3	0.909	0.7		valid
	KIN4	0.964	0.7		valid
	KIN5	0.917	0.7		valid
Work Motivation (MOT)	MOT1	0.842	0.7	0.802	valid
	MOT2	0.928	0.7		valid
	MOT3	0.901	0.7		valid
	MOT4	0.902	0.7		valid
	MOT5	0.903	0.7		valid
Education Level (TP)	TP1	0.934	0.7	0.894	valid
	TP2	0.956	0.7		valid

Source: processed data (2022)

**Proceeding International Conference on Economic Business Management, and Accounting (ICOEMA)-2023
Economics Doctoral Study Program
University of 17 August 1945 Surabaya-2023**

ICOEMA
2023

The results of the assessment of the loading factor and AVE values of each construct in table 2 show that all constructs are valid and have AVE > 0.5, which means that in terms of loading factor and AVE values, all constructs have met the required convergent validity.

Discriminant validity done to ensure that each concept of each latent variable is different from other variables, discriminant validity can also be done by looking at the HTMT (Heterotrait-Monotrait Ratio) values between constructs. HTMT is the recommended alternative method for assessing discriminant validity. This method uses a multitrait-multimethod matrix as the basis for measurement. The HTMT value must be less than 0.9 to ensure discriminant validity between the two reflective constructs (Henseler et al., 2015). In this test, the construct in the PLS model is declared to have met discriminant validity if the HTMT value between the construct and the other constructs does not exceed 0.9.

Table 4 HTMT between Latent Constructs

	FK	KIN	MOT	TP
FK				
KIN	0.718			
MOT	0.759	0.771		
TP	0.581	0.836	0.708	

Source: processed data (2023)

Based on the results of the discriminant validity test in Table 4.16 above, the value of HTMT between constructs does not exceed 0.9, which means that all constructs in the PLS model have met the required discriminant validity criteria.

Construct reliability can be assessed from the crombachs Alpha value and the Composite Reliability value of each construct. The suggested value of composite reliability and cronbachs alpha is more than 0.7, but in development research, because the loading factor limit used is low (0.5), the low composite reliability and crombachs alpha values can still be accepted as long as the requirements of convergent validity and validity discriminant has been met.

Table 5 Composite Reliability

Construct	Cronbach's Alpha	Composite Reliability	reliability
FK	0.898	0.936	Reliable
KIN	0.949	0.961	Reliable
MOT	0.939	0.953	Reliable
TP	0.882	0.944	Reliable

Source: processed data (2022)

Based on the results of the analysis in table 4.17 above, the composite reliability and cronbachs alpha values of all constructs have also exceeded 0.7, this indicates that all constructs have met the required reliability.

Based on the overall results of the validity and reliability tests at the outer model testing stage, it is concluded that all indicators are valid in measuring their

constructs and all constructs are reliable, so that testing can be continued at the next stage, namely testing the inner model.

PLS Inner Model Testing

The inner model testing phase begins with the goodness of fit model testing stage. This test is a test carried out to ensure that the PLS model will be estimated to test the relationship between the research variables fit with the data being analyzed so that the sample used can explain the actual condition of the population.

Goodness of fit model assessment

*Goodness of fit models*PLS can be seen from the R Square, Q Square and SRMR values of the model. R Square model will show the strength of the model in predicting the dependent variable, while Q Square will show the level of predictive relevance of the model and SRMR model shows the level of goodness of fit model, whether in the category of perfect fit or bad fit. The results of the analysis in Table 6 show R square performance employees of 0.725 are in the strong category, meaning that the model is strong in predicting employee performance from its exogenous.

Table 6 R Square Value

Variable	R Square	Criteria
Employee performance	0.725	*strong*

Source: processed data (2023)

Q Square indicates the predictive relevance of the model, where a Q Square value of 0.02 – 0.15 indicates that the model has small predictive relevance, a Q Square of 0.15 – 0.35 indicates that the model has moderate predictive relevance and Q square > 0, 35 shows a large predictive relevance model (Chin, 1998). The results of the analysis in Table 7 show that the Q Square of employee performance is in the large category, meaning that the model has quite good predictive relevance.

Table 7 Q Square Model

Latent Variables	Q Square	Criteria
Employee performance	0.586	*Big Predictive relevance*

Source: processed data (2023)

Apart from being assessed from the R square and Q Square values, the goodness of fit of the model is also seen from the estimated SRMR value of the model, the model is declared perfect fit if the SRMR estimated model is <0.08 and the model is declared fit if the SRMR estimated model value is between 0.08 – 0. 10. The results of the analysis in the following table show the estimated model SRMR value of 0.069 in the perfect fit category.

Table 8 SRMR values

Component	SRMR	Estimated Model
Saturated Model	0.102	*perfect fit*
Estimated Model	0.102	

Source: processed data (2023)

In PLS analysis, after the model is proven fit, testing the effect between variables can be done. Testing the effect includes testing the direct effect, testing the indirect effect and testing the total effect. The following is the estimation result of the PLS SEM model using the bootstrapping method:
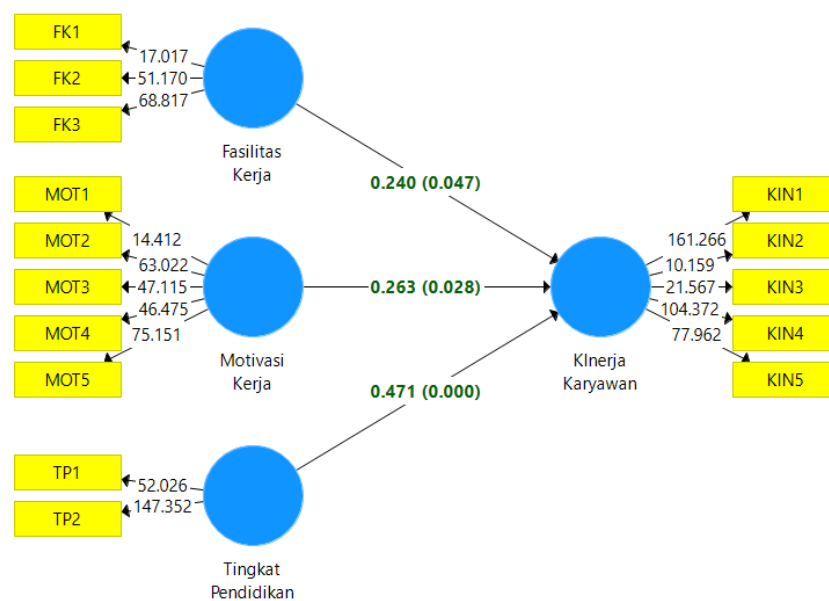

Figure 3. Bootstrapping model estimation results

Direct Effect Testing

The direct effect or often referred to as the direct effect is the influence of exogenous variables directly on endogenous variables without going through other variables (intervening). In PLS SEM analysis, the significance and direction of direct influence can be seen from the p value, t statistic and path coefficient for each path that connects endogenous and exogenous. If the p value obtained on the relationship between variables <0.05 and the T statistic > 1.96 (two tail t value, α 5%) and the T statistic > 1.65 in the one tail test, it is concluded that the exogenous variable has an effect on significant to endogenous with the direction of influence according to the sign attached to the path coefficient. Furthermore, if the p value is obtained > 0.05 and T statistic < 1.96 (two tail t value, α 5%) in the two tail test and T statistic < 1,

Proceeding International Conference on Economic Business Management, and Accounting (ICOEMA)-2023 Economics Doctoral Study Program University of 17 August 1945 Surabaya-2023

ICOEMA 2023

Table 9. Results of the Direct Effect Test

Direct Effect (direct effect)					
Path	Path Coefficient	T Statistics	P Values	hypothesis	Conclusion
FK -> KIN	0.240	1,987	0.047	[H1]	*Supported*
MOT -> KIN	0.263	2,197	0.028	[H2]	*Supported*
TP -> KIN	0.471	5,781	0.000	[H3]	*Supported*

Source: processed data (2023)

In a structural model, the exogenous variables in the research model simultaneously affect the endogen. The contribution of all exogens toendogenous, it can be seen from the value of the coefficient of determination. Coefficientdetermination can be seen from the Adjusted R Square value. This value ranges from 0 – 1 or can also be interpreted in the form of a percentage (0 – 100%). The greater the coefficient of determination, the greater the endogenous variance explained by the exogenous exogenes, while the small coefficient of determination indicates the low influence of exogenes on the endogenes, this is because there are still quite a number of factors outside of these exogenous exogenes which can affect the endogenes.

Coefficient of Determination

Table 10. Coefficient of Determination

Variable	R Square Adjusted
Employee performance	0.710

Source: processed data (2023)

The results of the analysis in Table 4.23 show that the adjusted R square value of employee performance is 0.710, which meansthat71% of employee performance variance is influenced by work facilities, work motivation, level of education, while the remaining 29% of employee performance is influenced by other factors outside of work facilities, work motivation, level of education.

Hypothesis test

Testing the hypothesis in this study is based on the results of the PLS SEM analysis. The following is a summary of the results of hypothesis testing in this study:

Table 11. Hypothesis Testing Results

No	hypothesis	Regression Coefficient	Conclusion
1	The work facility variable has a positive and significant effect on employee performance variables	Path coefficient = 0.240; t = 1.987; p-value = 0.047	*supported*

2	The work motivation variable has a positive and significant effect on employee performance variables	Path coefficient = 0.263; t = 2.197; p-value = 0.028	*supported*
3	The education level variable has a positive and significant effect on employee performance variables	Path coefficient = 0.471; t = 5.781; p-value = 0.000	*supported*

Source: processed data (2023)

Hypothesis 1 in this study states that the work facility variable has a positive effect on employee performance. The results of the analysis in this study show that the p-value effect of work facilities on employee performance is 0.047, the T statistic is 1.987 and the positive path coefficient is 0.240, because the value value < 0 .05, T > 1.65 and the path coefficient is positive, it is concluded that work facilities have a positive effect on employee performance, this supports hypothesis 1 in the study so that hypothesis 1 is accepted. The results of this study are in line with the results of the study(Adji & Apriliani Ridwan, 2022; Erpurini & Asikin, 2022; Firman Fadilah & Al Banin, 2022; Gaol et al., 2020; Gunawan, 2021; Hazmi & Nugraha, 2021; Hidayat et al., 2022; Jufrizen, 2021; Moring et al., 2021. Oktavia, 2021;which also shows the result that the better the work facilities, the higher the performance.

Hypothesis 2 in this study states that the variable work motivation has a positive effect on employee performance. The results of the analysis in this study show that the p-value effect of work motivation on employee performance is 0.028, the T statistic is 2.197 and the positive path coefficient is 0.263, because the value value < 0 .05, T > 1.65 and the path coefficient is positive, it is concluded that work motivation has a positive effect on employee performance, this supports hypothesis 2 in the study so hypothesis 2 is accepted. The results of this study are in line with the results of the study(Anam, 2018; Badrun, 2021; Fatimah, 2017; Fitrianto, 2020; Hardi Pratama et al., 2019; Hartini et al., 2021which also shows the result that the higher the employee's work motivation, the higher the employee's performance.

Hypothesis 3 in this study stated that the education level variable had a positive effect on employee performance. The results of the analysis in this study showed that the p-value effect of education level on employee performance was 0.000, the T statistic was 5.781 and the positive path coefficient was 0.471, because the value value < 0 ,05, T >1.65 and the path coefficient is positive, it is concluded that the level of education has a positive effect on employee performance, this supports hypothesis 3 in the study so that hypothesis 3 is accepted. The results of this study are in line with the results of research studies(Bahri & Sakka, 2021; Gratia, 2022; Harmawati et al., 2022; Hayati et al., 2020)which also shows that the better the employees are educated, the higher the employee performance.

CONCLUSION

The conclusions obtained from the results of this study are (1) work facilities have a positive and significant effect on employee performance; (2) Work

motivation has a positive and significant effect on employee performance; (3) The level of education has a positive and significant effect on employee performance.

REFERENCE

Adji, WZ, & Apriliani Ridwan, W. (2022). THE INFLUENCE OF WORK FACILITIES ON EMPLOYEE PERFORMANCE IN TEGALPANJANG VILLAGE OFFICE, GARUT DISTRICT. EKBIS (Economics & Business), 10(1). https://doi.org/10.56689/ekbis.v10i1.542

Anam, C. (2018). The Influence of Motivation, Competence, Leadership, Work Environment and Work Discipline on Teacher Performance in Vocational High Schools. Dirasat: Journal of Management and Islamic Education, 4(1).

Badrun, M. (2021). THE INFLUENCE OF MOTIVATION, LEADERSHIP, COMPETENCE, AND DISCIPLINE ON ASN PERFORMANCE AND JOB SATISFACTION. Journal of Information Systems Management Economics, 2(3). https://doi.org/10.31933/jemsi.v2i3.418

Bahri, D., & Sakka, W. (2021). LEVELS OF EDUCATION AND WORK MOTIVATION ON TEACHER PERFORMANCE. JBMI (Journal of Business, Management and Informatics), 17(3). https://doi.org/10.26487/jbmi.v17i3.10709

Erpurini, W., & Asikin, YYA (2022). The Effect of Internal Communication and Work Facilities on Employee Performance at the Center for Development and Empowerment of Educators and Education Personnel…. Research National Seminar….

Fatimah, S. (2017). The Effect of Motivation, Discipline and Physical Work Environment on Employee Performance with Employee Satisfaction as an Intervening Variable. In Diponegoro Journal of Management (Vol. 4, Issue 4).

Firman Fadilah, FF, & Al Banin, Q. (2022). THE INFLUENCE OF TRAINING, WORKING ENVIRONMENT, AND WORKING FACILITIES ON EMPLOYEE PERFORMANCE AT PUSKESMAS BANTARKAWUNG. Scientific Journal of Management and Business (JIMBis), 1(2). https://doi.org/10.24034/jimbis.v1i2.5362

Fitrianto, I. (2020). The Effect of Motivation, Discipline, and Job Satisfaction on Employee Performance at PT. Earth Rama Nusantara. Journal Stiemkop, 3(1).

Gaol, JL, Hutabarat, L., & Bate'e, EM (2020). THE INFLUENCE OF OFFICE FACILITIES AND WORK DISCIPLINE ON THE PERFORMANCE OF EMPLOYEE AT THE MEDAN CITY EMPLOYMENT DEPARTMENT. Darma Agung Journal, 28(2). https://doi.org/10.46930/ojsuda.v28i2.650

Purnawijaya, FM (2019). THE INFLUENCE OF WORK DISCIPLINE AND WORK FACILITIES ON EMPLOYEE PERFORMANCE AT SHOP 27 IN SURABAYA. Journal of Agora, 7(1).

Rahmania, ND Agustin, S. (2020). The Influence of Leadership, Work Discipline, Motivation, and Work Environment on the Performance of Dr. Vocational High

Proceeding International Conference on Economic Business Management, and Accounting (ICOEMA)-2023
Economics Doctoral Study Program
University of 17 August 1945 Surabaya-2023

ICOEMA 2023

School Teachers. Sutomo Surabaya. Journal of Management Science and Research, 3(12).

Rodi, M., Oktafiah, Y., & Wahyudi, P. (2020). THE INFLUENCE OF DISCIPLINE AND WORK FACILITIES ON TEACHER PERFORMANCE (STUDY AT SMKN 1 GRATI). EMA Journal, 4(2). https://doi.org/10.47335/ema.v4i2.40

Rumadas, L., Saptomo, YH, & Bopeng, LS (2022). Effect of motivation, training and work facilities on employee performance. Journal of Business Management, 5.

Sabban, YES (2018). The Effect of Education Level and Work Discipline on Employee Performance at the Dalton Makassar Hotel. Journal of Business and Entrepreneurship, 4(1).

Sebayang, S., & Rajagukguk, T. (2019). The Influence of Education, Training and Work Motivation on Teacher Performance in Budi Murni 3 Private Elementary School and Middle School Medan. Journal of Management Science METHONOMIX, 2(2).

Sholihin, U., & Arida, RW (2021). The Impact of Work Loyalty Mediation on the Environment, Motivation, Compensation and Job Satisfaction on Employee Performance. JKBM (JOURNAL OF BUSINESS CONCEPTS AND MANAGEMENT), 8(1). https://doi.org/10.31289/jkbm.v8i1.5532

Sitompul, R. (2018). The Effect of Work Facilities on Employee Performance at the Education Office of the City of Palangka Raya. JISPAR Journal of Social Sciences, Politics and Government, 7(1).

Sri, SAH (2021). THE INFLUENCE OF WORK MOTIVATION, WORK DISCIPLINE, EDUCATION AND WORK EXPERIENCE ON EMPLOYEE PERFORMANCE AT THE REGIONAL BUSINESS SERVICE AND TRAINING AGENCY, JENEPONTO DISTRICT. Journal of Bina Bangsa Economics, 14(1). https://doi.org/10.46306/jbbe.v14i1.39

Suban, GS, Tewal, B., & Dotulong, L. (2020). The Effect of Individual Characteristics, Competence and Work Facilities on Employee Performance at PT. Tropica Cocoprima Lelema. EMBA Journal: Journal of Economics, Management, Business and Accounting Research, 8(4).

Sukidi, S., & Wajdi, F. (2017). THE INFLUENCE OF MOTIVATION, COMPENSATION, AND JOB SATISFACTION ON EMPLOYEE PERFORMANCE WITH JOB SATISFACTION AS AN INTERVENING VARIABLE. Journal of Competitiveness Management, 18(2). https://doi.org/10.23917/dayasaing.v18i2.4505

Sya'ban, R., & Meutia Mustika Suri, C. (2021). The Effect of Work Facilities on the Performance of Regional Company Office Employees. Transeconomics: Accounting, Business and Finance, 1(2). https://doi.org/10.55047/transeconomicka.v1i2.37

Tarwiyah, I., Putu, I., & Parma, G. (2022). The Influence of Education Level and Work Experience on Employee Performance at Hotel Taman Selini Pemuteran. Journal of Hospitality and Tourism Management, 5(2).

Umar, A., Yuliati, Y., & Wahyuningsih, S. (2021). Analysis of the Effect of Work Discipline, Work Facilities and Leadership Style on Employee Performance. Research, Economics, Accounting And Taxation (Associates), 2(2). https://doi.org/10.30812/rek.v2i2.1127

Wahyudi, A. (2016). The Effect of Performance Appraisal, Work Discipline, and Organizational Commitment on Employee Motivation at Matahari Department Store Tunjungan Plaza Surabaya. Performance Management, 2(1).

Wakhidah, N., Trihudiyatmanto, M., & Purwanto, H. (2021). THE EFFECT OF WORK EXPERIENCE, EDUCATIONAL BACKGROUND AND COMPENSATION ON EMPLOYEE PERFORMANCE IN SMALL INDUSTRY IN WONOSOBO. Journal of Economic, Business and Engineering (JEBE), 2(2). https://doi.org/10.32500/jebe.v2i2.1749

Wirawan, KE, Bagia, IW, & Susila, GPAJ (2019). The Effect of Education Level and Work Experience on Performance. Bisma Management Journal, 5(1).

Yudiono, U., & Marwia, F. (2017). THE INFLUENCE OF MOTIVATION, JOB SATISFACTION AND WORK COMMITMENT ON EMPLOYEE PERFORMANCE. Journal of Educational Inspiration, 7(1). https://doi.org/10.21067/jip.v7i1.1559

Yunita, Y. (2021). … Job Satisfaction and Employee Performance: Motivation, Leadership Style (Study of Human Resource Management Literature Studies). Journal of Education and Science Management …, 2 (1).