The Effect of Human Resource Development, Facilities and Work Environment on Employee Performance at the Makassar City DPRD Secretariat

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ABSTRACT

This study is intended to determine the effect of the development of human resources, infrastructure, and work environment on the performance of employees at the Makassar City DPRD secretariat, this research was conducted at the Makassar City DPRD Office by taking 60 employees of the Makassar City DPRD secretariat. as the research sample. The results of this study prove that it is partially proven that the development of human resources, infrastructure, work environment has an effect on employee performance at the secretariat of the Makassar City DPRD. This study also proves that the simultaneous development of human resources, infrastructure, work environment has an effect on employee performance. The results of this study produce a coefficient of determination of 59.2% which indicates that this research model can explain that the determination of the variable (X) affects the variable (Y) with the r-square value influenced by this research variable and is 59.2% while the rest is influenced by other variables not examined in this study.

Keywords: Human resource management; Infrastructure; work environment; employee performance.

INTRODUCTION

Human Resource Development (HR) is carried out by developing quality Human Resources (Armstrong & Taylor, 2020; Leatherbarrow & Fletcher, 2014; Thoman & Lloyd, 2018), both in terms of knowledge and skills and mentally in the hope that it will create Good Governance which is desired by all organizations as assets and main elements in the organization, and plays a very decisive role. in achieving organizational goals (Addink, 2019; Rotberg, 2014; Rothstein, 2012; Sundaram & Chowdhury, 2012). All elements of organizational resources will not function without being handled by humans who are the main movers of the organization (Albrecht et al., 2018; Stan & Vîrgă, 2021; Wicker & Breuer, 2013). Each activity must be timely and acceptable in accordance with the work plan set, or in other words have high effectiveness and performance (Kumar & Gulati, 2010; Mihaiu et al., 2010; Tung et al., 2011).

The need for quality human resources cannot be delayed any longer (Elarabi & Johari, 2014; Petrick, 2017; Werdhiastutie et al., 2020). All organizations, both government and private, are expected to be able to provide quality human resources, who are able to answer all the

challenges faced in realizing good and responsible governance. The quality of human resources needed can be met by carrying out developments that lead to education and training of human resources. Education and training is an effort to develop human resources (HR), especially to develop intellectual abilities and human personality. Education and training are interrelated as determinants of the success of employee development. The success of employee development is determined by the performance produced by employees in carrying out the tasks they perform. The human resources development highlighted in this study is the human resources of the Makassar City DPRD secretariat employees.

The pattern of employee development is also harmonized with education and training because it is interrelated with the pattern of employee development. includes planning, organizing, coordinating, and implementing activities, and supervising work to achieve maximum results. Human resource development (PSDM) is all systematic and planned efforts in order to realize and improve the quality of human resources, both concerning physical and non-physical aspects, so that they can produce high performance for themselves and their organizations. Human resource development can be reviewed in macro and micro. The development of human resources (human resources development) on a macro basis, is a process of improving the quality or human capabilities in order to achieve a nation-building goal. The improvement process here includes planning, development, and human resource management. Meanwhile, the development of human resources on a micro basis, is a process of planning education, training and management of personnel or employees to achieve an optimal result.

In addition to HR development factors that affect employee performance, other factors are work infrastructure factors, according to Sedarmayanti 2016, that facilities and infrastructure are very vital and very important things in supporting the smoothness or ease of work, in relation to work that requires facilities and infrastructure. infrastructure and its use both in terms of intensity and creativity in its use by employees. Infrastructure facilities are all facilities needed in the work process, both movable and immovable so that the achievement of goals can run smoothly, regularly, effectively and efficiently.

Management of facilities and infrastructure is very important because with the management of infrastructure facilities will be maintained and clear use. In its management, an agency must be able to be responsible for infrastructure facilities (Cindy et al., 2022; Marmoah et al., 2019; Sholihah, 2019; Siswanto & Hidayati, 2020)., especially those directly dealing with the management of these infrastructure facilities. and the employees can maintain and pay attention to the existing infrastructure. So with the infrastructure, employees can maximize and efficiently on their work performance. With the management of infrastructure, it is possible to plan and record what infrastructure facilities must be used in the agency. If all management has gone well as expected, it will have a positive impact on the entire work process. effectively and efficiently. Another phenomenon that occurs is that the management of infrastructure in an office is managed with inadequate knowledge, so that inaccuracies in management often occur. Inaccuracy in the management of facilities and infrastructure concerns the way of procurement, storage, distribution, maintenance and care, as well as elimination. In fact, many managers do not understand the standards of the management of facilities and infrastructure needed. Several cases prove that many facilities are purchased, even though they are not the main priority scale. Sometimes organizations can only afford to buy, but are unable to maintain these facilities and infrastructure. Based on the description above, the authors can take the title: "The influence of human resource development, work infrastructure and work environment on employee performance at the secretariat of the Makassar City DPRD.

METHOD

This study uses quantitative research, with an associative research approach which is a study that seeks a relationship or influence between one variable and another. The research sample was 60 respondents (sixty). The data analysis technique used multiple linear regression analysis which was preceded by validity and reliability tests. Hypothesis testing used t-test to test the partial relationship, while to test simultaneously using F-test. Significance analysis in this study was used through the coefficient of determination test (R square).

RESULTS AND DISCUSSION

Validation Test

Table 1
Validity Test

Variable	Items	R_{count}	R_{table}	Sig	Information
Employee Performance (Y)	1	0.82	0.21	0.00	"Valid
	2 4	0	0		"Valid
	3	0.72	0.21	0.00	"Valid
	4 6	0	0		"Valid
		0.84	0.21	0.00	
HR Development (X$_1$)	1 9	– 0	0		"Valid
	2 0.712		0.21	0.00	"Valid
	3	0	0		"Valid
	4	0.78			"Valid
Infrastructure(X$_2$)	7	– 0.21	0.00		
	1 0.724	0	0		"Valid
	2	0.68	0.21	0.00	"Valid
	3 4	0	0		"Valid
	4	0.83	0.21	0.00	"Valid
	4 _	0	0		
Work Environment (X$_3$)	1		0.21	0.00	
	2	0.78 0	0		"Valid
	3 8				"Valid
	4	0.87	0.21	0.00	"Valid
	4	0	0		
		0.75	0.21	0.00	
	4 _	0	0		
		0.82	0.21	0.00	
	4	0	0		
		0.62	0.21	0.00	
	3	0	0		
		0.83			
	4	– 0.21	0.00		
	0.762	0	0		
		0.21	0.00		
	0	0			
		0.21	0.00		
	0	0			

	0.21	0.00
	0	0

In the Validity Test above, it can be concluded that all variables (X) namely HR Development, Infrastructure, and the work environment are valid because all r-counts of the three variables above are greater than r-table so that it can be interpreted that the validity test is valid, and can be continued in the research.

Reliability Test

Reliability test is intended to determine the consistency of the instrument, the instrument is said to be reliable or has a high level of confidence, if the instrument gives constant results even though repeated measurements are made. Reliability testing with *internal consistency* is done by testing the instrument, then the data obtained is analyzed using *Cronbach's Alpha with a number > 60%.*

Table 2
Reliability Test

Variable Name	Alpha Coefficient	Information
Employee Performance (Y)	0.782 _	Reliable
HR Development (X $_1$)	0.806 _	Reliable
Infrastructure (X $_2$)	0.8 24	Reliable
Work Environment (X $_3$)	0.784 _	Reliable

Source: Processed Data, 202 2

In the table above, namely the reliability test, it can be said that all variables, both independent variable (X) and dependent variable (Y) have results above > 0.60 so it can be said that the instrument used is reliable and reliable, so it can be continued on test the hypothesis in this study .

Analysis Multiple Linear Regression

Multiple linear regression analysis in this study was used to determine the effect of the independent variable on the dependent variable .

Table 3
Analysis regression multiple

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	4 ,0 79	2 . 519.		.645	. 002
HR Development (X1)	. 664	. 404	. 737	3.9 9 2	.000
Means Infrastructure (X2)	. 576	. 857	. 495	4 . 687	000

Work Environment (X3)	. 465	. 511	. 207	2 . 8 0 2	00 1

Source 2022 data processing

In accordance with table the on so get it drawn equality based on with table standardized coefficient with see number on variable (X) and Variable (Y), where analysis regression multiples that can seen on explanation as following :

$$Y= 4, 079 + 0.664 + 0.576 + 0.465 + e$$

The regression equation can be explained as follows:

1. If The constant is 4.079 then can be interpreted if the HR development variable as variable (X1) , and variable Means infrastructure (X2), and environment work as variable (X3) occurs 1 point increase so performance reach score of 4.079 with the assumption that other independent variables are considered constant.
2. If Variable regression coefficient HR development has a positive direction towards performance employee Makassar City DPRD secretariat with The coefficient value of 0.664 indicates that if there is an increase of one unit in variable HR development (X1) then (Y) as performance will increase by 0.664, assuming other independent variables are considered constant.
3. If Variable regression coefficient Means infrastructure has a positive direction towards performance employee Makassar City DPRD secretariat with The coefficient value of 0.576 indicates that if there is an increase of one unit in variable means infrastructure (X 2) then (Y) as performance will increase by 0.664, assuming other independent variables are considered constant.
4. If Variable regression coefficient environment work has a positive direction towards performance employee Makassar City DPRD secretariat with The coefficient value of 0.576 indicates that if there is an increase of one unit in variable environment work (X 2) then (Y) as performance will increase by 0.576, assuming other independent variables are considered constant.

Hypothesis Test

Hypothesis testing is to establish a basis so that it can collect evidence in the form of data in determining the decision whether to reject or accept the truth of the statements or assumptions that have been made. Hypothesis testing can also provide confidence in objective decision making.
Test hypothesis can also be said is for knowing results study with test influence by partial (t test) and influence by simultaneous (F test) and knowing test determination you too results test the has been processed with use test statistics , with use tools , namely SPSS version 25 which after processing could seen on table ; under this ;

Table 4
t test

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	4,079	2 .519		.645	.002

HR Development (X1)	. 664	.404	. 737	3.992	.000
Means Infrastructure (X2)	. 576	.857	. 495	4.687	000
Work Environment (X3)	. 465	.511	. 207	2.802	001

Source Data : Results 2022 data processing

T test (Partial)

To test the variables partially or individually against the independent variable or variable (X) which includes the HR development variable as a variable (X1), the means variable infrastructure as a variable (X2) and environmental variables work as a variable (X3) to the dependent variable or the dependent variable (Y), namely performance,) or the sign value <0.05 to see the results of the t test, the results can be seen in the table based on results like mentioned below;

1. **Influence _ HR development** (X_1) , based on the table above, the value of the processed data is obtained, namely t-count > t-table (3.992> 1,670) and the value of sig. (0, 000 < 0.05) then it can be concluded that H1 is accepted and H0 is rejected , meaning that HR development (X1) take effect positive and significant on performance (Y) . employee Makassar City Council Secretariat .

2. **Means Influence infrastructure** (X_2) , based on the table above, the processed value is obtained ; t-count >t-table (4,687 > 1,670) and the value of sig. (0, 000 < 0.05) then it can be concluded that H1 is accepted and H0 is rejected , meaning that the variable means infrastructure (X 2) take effect positive and significant on performance (Y) . employee Makassar City Council Secretariat .

3. **Environmental Influence work** (X_3) , based on the table above, the processed value is obtained ; t-count > t-table (2.802 > 1.670) and the value of sig.t (0.001 < 0.05) then it can be concluded that H1 is accepted and H0 is rejected , meaning that the variable means infrastructure (X 3) take effect positive and significant on performance (Y) . employee Makassar City Council Secretariat .

So it can be concluded that from the ji t results of the three variables (X 1), namely HR development , Sarana infrastructure , and environment work take effect to performance employee Makassar City DPRD secretariat ,

F Test (Simultaneous Test)

In order to fully prove the hypothesis Simultaneous use of the F test is intended to prove that the variables simultaneously Simultaneous has a significant effect on the dependent variable. This F test is used to see how much influence the independent variable has on the dependent variable, namely with

Table 5
F . Test

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	170.120	3	62.505	3 5. 321	.000b
1 Residual	1 40. 230	56	2.450		

Total	3 67 .200	59

Source data : Results Processed Data 2022

The F test can be seen in the table above, namely the value i F table obtained is 35,321 .> F t table is 3.150 . (35,321 > 3,150) which means HR Development , Facilities Infrastructure , Environment work , by together (simultaneously) effect on performance . Who can interpreted if third variable in work by together will produce maximum performance . _

Determination Test

According to Ghozali (21 2) the coefficient of determination aims to measure how far the ability of the model can explain on dependent variable variation. In testing the hypothesis the coefficient of determination is seen from the value of R Square (R2). The value of R2 has an interval between 0 to 1 (0 R2 1). If the value of R2 is large (close to 1), it means that the independent variable can provide almost all the information needed to predict the dependent variable. Meanwhile, if R2 is small, it means that the ability of the independent variable in explaining the dependent variable is very limited

Table 6
Coefficient of Determination

Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	. 605 a	. 5 9 2	.479	1.581

See from results table on where This *R Square* value can be said that the Work Morale variable can be explained as showing figure 59.2% by so could said that variable HR Development , Facilities infrastructure , Work Environment by 59.2 %, while in other variables were not observed by the researcher .

The Effect of HR Development on Performance

Human Resources Development (X3) has a positive and significant effect on the performance of the Makassar City DPRD secretariat employees, this is because employees have a desire to advance in developing their careers, many employees continue to study both in the undergraduate program, as well as in the postgraduate education program, this shows a desire for employees to develop themselves. Likewise, the Makassar City DPRD secretariat BKD facilitates employee development through training, education, seminars and technical guidance both at the regional and provincial and central levels. This shows that BKD makes human resource development programs and implements education and training programs in order to improve the quality of its employees so that they are able to carry out their respective duties and responsibilities well.

Based on the results of the study, it can be interpreted that the concept of HR development is directed at increasing employee competence in order to anticipate the future needs of the organization that continues to grow and change. HR development is the process of preparing individuals in the organization to prepare employees to accept higher responsibilities, receive promotions to higher positions than previous positions, therefore employees must be developed with increased intellectual abilities to carry out better jobs. Includes improvement consisting of planning, education and training and management (management) Steps and Training and development of human resource capabilities.

The Influence of Infrastructure on Employee Performance

Infrastructure has a positive and significant effect on the performance of the Makassar City DPRD secretariat employees, this is because every year the meeting rooms or court rooms are renovated and maintained, as well as the faction rooms and commission rooms are renovated and maintained so that the Makassar DPRD secretariat employees can carry out His job is to prepare facilities for DPRD members for meetings or receive aspirations calmly, while the facilities at the Makassar DPRD office are well maintained because technicians are prepared to control usage such as computers/laptops for CTV facilities, as well as car facilities are maintained and service schedules are monitored so that cars in DPRD can be used at any time. The results of the research above are compared with the theory that supports the research, it can be concluded that, infrastructure is very important in carrying out tasks at the Makassar DPRD office. as representatives of the people. With adequate infrastructure, employees at the Makassar DPRD secretariat can work varied and creative, not monotonous in accordance with existing infrastructure. According to Asmani (2015), that adequate infrastructure will be able to improve performance and employees can work well and produce high performance.

Effect of work environment on employee performance

The work environment has a positive and significant effect on the performance of the Makassar City DPRD secretariat employees, this is due to the placement of the meeting room position for each commission facing each other making it easier for each Makassar City DPRD secretariat employee to communicate with DPRD members, employees can provide services easily because the meeting room The commissions are close to each other so that the Makassar City DPRD secretariat employees can easily provide the necessary administrative completeness. Likewise with lighting and accompanied by cool air temperatures or air temperatures with air conditioning that has been standardized. if there is humidity in the courtroom, it is immediately repaired, another factor that makes a positive impact on the work environment is the safety factor that is prioritized is a large parking lot that can accommodate vehicles for all SKPD when the plenary meeting takes place.

According to Sedarmayanti (2016), the work environment is the sum of all living and inanimate objects and all conditions in the office that systematically implement a healthy environment program that will help employees to develop their potential. So the environment is "everything that is in the natural surroundings that has meaning or influence on the character or nature of a person directly or indirectly or it can be said that the work environment is a space that is used as a whole by the secretariat employees of the Makassar City DPRD. meeting rooms must be standardized in order to obtain the expected results as a whole.

Influence of HR Development, Infrastructure, Work Environment (simultaneous)On Performance.

Based on the results of the research above, it can be interpreted that in general if the work is done together, both in the application of HR development management, infrastructure and work environment will produce performance that affects simultaneously the performance of the Makassar City DPRD Secretariat, the results of the study in line with previous research researched by Aprianti 2018, the effect of developing human resources in the work environment and infrastructure on performance.

The results of the research above are in line with the theory, namely Human Resources Development Faizal Karim, (2015), that the development of human resources must be developed at any time so that there are potential employees who will occupy vacant positions. Meanwhile, according to Sofyan Hadi 2014, infrastructure is the availability of support in the form of government office infrastructure to facilitate work, with adequate and suitable conditions for use and well maintained will help smooth the work process in an organization. Meanwhile, according to Sedarmayanti 2016, the work environment is how an office has an environment that can support work and can give birth to productive individuals who work as drivers of an organization, both in the office and outside the office. **C ONCLUSION**

After processing the data, it can be concluded that learning achievement in Indonesian using objective tests is better than those using essay tests. Because based on the results of data processing calculations, the following figures are obtained: With a significance level of 5%, the ratio to: tt = 3.037: 2.093 . is obtained. With a significance level of 1% obtained a comparison to: tt = 3.037: 2.861. Thus the value of to is greater than tt (to > tt), then the research hypothesis is accepted. So the hypothesis which reads: "Indonesian learning achievement using objective tests is better than using essay tests for class XI students of SMK Gita Kirtti I Jakarta for the 2020/2021 Academic Year, is accepted as true.

CONCLUSIONS

The results of this study indicate that of the three variables used for the partial test, it can be concluded that the HR Development variable (X1) has a positive and significant impact on employee performance, as well as the Infrastructure variable (X2) has a positive and significant effect on performance, then on the variable work environment (X3) has a positive and significant effect on employee performance. it can be concluded that in managing the performance of employees, it is obligatory to pay attention to the development of human resources as well as infrastructure and the work environment to be a concern. Based on the results of research using the F test above, it can be concluded that simultaneously the variables of HR Development, Infrastructure and Work Environment, which if done simultaneously (simultaneously) will result in better performance, so that it can affect the performance of the City DPRD Secretariat Makassar.

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