

The Effectiveness of Employees Performance in Medan, North Sumatra, Indonesia

Nurti Nuryo^{1*}, Harmein Nasution², Nazaruddin², Muhamad Toyib Daulay⁴

¹Postgraduate Program, Magister Management, Universitas Sumatera Utara, Indonesia

²Faculty of Industrial Engineering, Universitas Sumatera Utara, Indonesia

*Corresponding author: Nurti Nuryo

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Abstract

The present study purpose is to examine the effect of interest, talent, work facilities, social environment and wage on the performance of P4TK employees in the building and electricity field in Medan. Research populations are employees of general functional, specialized functional, educational laboratories, and education personnel development. Sample selection by census method is sampling where all members of the population are samples totaling 66 employees. Data used are derived from primary data and secondary data. This research analyzes the influence of interest and talent, work facilities, social environment, wages on the performance of P4TK employees in the field of building and electricity. The research method uses multiple regression by controlling it from the classic assumption test. The results of this study have found that partially interest and talent, social environment, wages have no significant effect on employee performance while work facilities have a significant impact on employee performance. However, interest and talent, work facilities, social environment, wages have a significant effect on employee performance simultaneously. Among the five independent variables, work facilities have the most significant influence on employee performance.

Keywords: Interests, Talent, Facilities, Social Environment, Wages, Performance.

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INTRODUCTION

Civil servants are people who provide services to the public. Currently, civil servants are required to improve their performance in the face of the bureaucracy reform era. Adequate competence is needed to resolve each problem correctly and adequately. For employees with functional positions, they must be able to perform functions and tasks related to the service functions. For what should be the primary concern of the organization is the employee's job satisfaction because employees in work do not feel comfortable, less appreciated, cannot develop all the potential possessed, then auto employees cannot focus and concentrate fully on their work.

P4TK in the building and electricity field with the task of carrying out educator development and empowerment services and education personnel are aware of the importance of employee satisfaction in carrying out activities and work on their respective work units.

The government made a policy on granting performance allowances to raise civil servant salaries. The institute also arranges the assignment map for employees who are responsible for implementing the training of facilitators for "widyaiswara" and committee

for employees. With the provision of performance allowances, employees are expected to get job satisfaction that will motivate every employee to work more effectively and actively. Also, the rule of performance benefits is expected to improve the well-being of employees. However, there are still many employees who have not performed well yet. Some employees complain about the given grade assignment. Many P4TK employees in the building and electric field are late in which the attendance rate of employees is one of the performance indicators [1]. Based on interviews and problem identification, the author formulated some hypotheses in this study as follows:

H1: Interest has a significant effect on employees performance.

H2: Talent has a significant effect on employees performance.

H3: Facility has a significant effect on employees performance.

H4: Social environment has a significant effect on employees performance.

H5: Wages has a significant effect on employees performance.

H6: Interest, talent, facility, social environment, and wages have a significant effect on employees performance simultaneously.

LITERATURE REVIEW

Performance

Performance is a result of work achieved by a person within a specified period based on established work standards, operational variables from employee performance, which is a result of work achieved by an employee over a specified period based on predetermined work standards. Performance has a broader meaning, not just as a result of work, but also how the work process takes place. Implementation of performance is performed by human resources that have the ability, competence, motivation, and importance. Sedarmayanti [2], performance is the result of work that can be achieved by someone or group of people in an organization, by their respective authority and responsibility, in the framework for achieving the objectives of the organization is legally and following morals and ethics. Domestic 2009 explains that employee performance is the result of work in quality and quantity achieved by an employee in performing his duties in accordance with the responsibilities given to him. Its duties following the responsibilities provided by the organization include a. Quality, b. Quantity, c. Timeliness, d. Attendance, e. Self-esteem and f. Work Commitment.

Indicators for measuring employee performance alone have six indicators, namely [3]: (1). Quality is measured from employee perceptions to the quality of the resulting work as well as the perfection of duties on the skills and capabilities of the employees. (2). Quantities are the resulting amount expressed in terms such as the number of units, the number of activity cycles completed (3). Timeliness, it is the level of activity completed at the beginning of the stated time, viewed from the point of coordination with output and maximizing the time available for other activities (4). Effectiveness, it is maximized by the use of organizational resources (energy, money, technology, raw materials) with the aim of raising the yields of each unit in the use of resources. (5). Independence is the level of an employee who will be able to perform the work function. (6). Work commitments is a level where employees commit to the agency and the employee's responsibility to the office.

Interest

Interest is a tendency to be absorbed in experience and develops it. Interest is a high inclination toward a desire or passion. From the psychological aspect of interest shows some kinds of symptoms, such as feelings of pleasure, a person's tendency or awareness of something, curiosity about something, participation, and participation. Interest is a persistent tendency to pay attention to and remember some of the activities of a person who is interested in the activity will consistently with the pleasure of learning something that can affect further learning and affect the acceptance of new interests [4]. With the interest of encouraging individuals to learn and pursue everything

related to their interests. Interest gained through the existence of a learning process is developed through the process of assessing an object which then produces specific assessments of the object that creates a person's interest. Assessments to the objects acquired through the learning process, then result in a decision about the attraction or the absence of a person against the object he encountered.

Hurlock [5] states interest is a result of experience or learning process. Furthermore, he points out that interest has two aspects, namely: (1) Cognitive development. This case is based on a person's advanced concept of interest-related fields. The concept that builds cognitive aspects is based on experience and what is being learned from the environment. (2) Affective. This case effective expression is a concept that builds cognitive concepts and is expressed in attitude toward an activity or object that creates interest. While the function of interest according to Hurlock there are four kinds (1) Interest can affect the form and intensity of aspiration. (2) It should be as a driver. (3) Interest can affect performance. (4) Interest developing in childhood can be anxiety forever.

With the placement of qualified employees, it is expected to improve performance. With the interests of one will pay attention to his activity or work consistently with pleasure because it comes from within a person based on the likes and absence of coercion from outsiders because interest is a feeling of preference and a sense of interest in a thing or activity, without anyone asking [6].

Talent

Talent is a unique capacity or potential capability formed at birth that a person has in learning and performing tasks or work. Talent is closer to its understanding of Aptitude which means the ability to acquire that is about certain potentials [7]. According to Suparjiyanta [8], a person's talent distribution is classified into eleven as follows: (1) Intelligence = G Ability to learn in general. (2) Verbal Aptitude = V Ability to understand the meaning of words and words use it effectively. (3) Numerical Aptitude = N Ability to perform arithmetic operations quickly and accurately. (4) Spatial Aptitude = S Ability to think and visualize the geometric shape, to understand images of 3-dimensional objects. (5) Form Perception = P Ability to perceive the relevant details in the object or image or graphic material (6). Clerical (Q) Study ability Ability to perceive related details in verbal objects or tables. (7). Motor Coordination = K The ability to coordinate eyes, hands, and fingers quickly and accurately in order to move and retaliate carefully and quickly. (8). Finger Dexterity = F Ability to move the finger and move the small object with a finger quickly, accurately and correctly. (9). Manual Dexterity = M Ability to move hands easily and skillfully. (10). Eye, Hand-Foot Coordination = E Ability to move limbs coordinatively

with each other by visual stimulation. (11). Color Discrimination = C The ability to combine and distinguish the original, sparkling colors, special colors or combinations by remembering them and being able to understand the harmonic or contrast colors

Facilities

In order to achieve the company's goals, there are many supporting factors, one of which is the working facility according to Moekijat [9] that the facility is a physical facility that can process input to the desired output. The facility is a means of launching and facilitating the execution of functions. The facility is an individual component of an offer that is easily grown or reduced without changing the quality and model

According to Moenir [10], facilities are everything used, employed, occupied, by employees both with the environment with work and for the smooth work. Facilities are also a tool to distinguish one institution's educational program from another competitor [11]. With the provision of work facilities, employees will more easily complete their work so that they can improve their performance. Research conducted by Dahlius and Ibrahim [12] found that work facilities had a significant effect on job satisfaction of PT. Bank Riau. Amidst job satisfaction on the facility, it will improve performance. Research conducted by Purnama [13] found that the facilities could have a positive and significant influence on employees performance.

The facilities used by each company of various forms, types, and benefits. The higher activity of a company, the more complete facilities and supporting facilities in the process of activities to achieve that goal. According to Hartanto [14], the characteristics of supporting facilities in the company's activity process are: (1). Physical form used actively in the normal activities of the company. Useful life or relative permanent life from one accounting period of more than one year. (2). The benefit in the future. From the above view, it can be seen that the facilities of supporting facilities in corporate activities are in the form of physical and used in the normal activities of the company, have a relatively useful life span and provide benefits for the future.

According to Sofyan [15, 16], the types of work facilities consist of: (1). Machines and equipment that are the full equipment used to support existing production processes in a company. (2) Infrastructure, the supporting facilities used to facilitate company activities, including bridges, roads, fences, and others. (3) Office supplies, facilities that support office activities such as office furniture (desks, chairs, cabinets, etc.), laboratory equipment and electronic equipment (computers, copiers, printers, and other counting tools). (4) Company inventory, which is

considered as equipment used in the company such as vehicle inventory, office inventory, factory inventory, laboratory inventory, warehouse inventory, and others. (5) Land, which is a broadly owned asset used in the building, or is a vacant land used for corporate activities. (6) Buildings, which are facilities that support the central activities of major enterprise activities such as offices and warehousing. (7) Transport tools, i.e., all types of equipment used to assist in implementing company activities such as vehicles (trucks, tractors, cars, motors, and others).

Social Environment

Nitisetimo [17] defines a work environment that is all around the worker, which can affect a worker in performing tasks assigned. According to Nitisetimo [17], the working environment consists of a non-physical working environment, namely: (1) Use of music in the office. (2) Work environment safety level. (3) Workspace noise level. (4) The workplace in normal condition will support the worker to do their job well, so satisfied with their work, while inadequate conditions can lower their motivation in completing their work, so job satisfaction is also negative.

Furthermore, Sedarmayanti [2] describes the types of work environment: (1) Physical work environment is all around the workplace that can affect employees either directly or indirectly. (2) Non-physical working conditions are all situations occurring in connection with the employment relationship, either with the employer or with co-workers or with a subordinate. Successful work relationships between subordinates and supervisors will showcase the atmosphere amongst others: (1) The employees' respect, appreciate the leadership of their superiors. (2) The reason is considered as a co-worker whose whole policy needs to be supported, not a scary employer. (3) There is numerous concern from the superior to the minor problem to find its solution path. (4) There is a superior effort to show the equalization of work for subordinates. (5) The subordinates always feel motivated to work because of the rewards for their achievement.

The application of good working relationships among employees will be seen in the working environment: (1). There is no conflict between employees. (2) Every employee is eager and passionate about completing the work that is his job. (3) Every problem can be solved with family. (4) A relaxed atmosphere and intimacy cover work execution is not a threatening atmosphere. (5) There are mutual respect and trust between employees. With a harmonious working environment and communication, employees will feel at home at work so that the work can be done well, efficiently and effectively.

Research by Andriani [18] finds that the working environment (physical, social and

psychological) positively affects the discipline where if the employee has disciplined then performance will be good. The social environment is something that relates to social interactions among employees in the form of attitude: (1) Reverence is a sense of respect for fellow employees. (2) Other beliefs are mutual trust between employees. (3) Careful employees are working together and helping each other

Wages

Conditions that can encourage and enable workers to develop and improve their skills and abilities in an optimal way, one of which is to provide a satisfactory pay reward. It is one form of compensation, where workers receive rewards from employers for work or services that have been done to meet the needs of his life. For some workers, the hope of earning money or wages is the only reason to work, although others think that money or wages are just one of the many needs fulfilled through work.

Furthermore, according to Rachmawati [19], wages are the most important reason why people work among other reasons, such as achieving, affiliating with others, developing or to actualize themselves. In business competition, the industry must be able to understand and can be used by the industry is wages, Rivai [20]. If the wage system is fair and competitive by employees, the industry will be more natural to attract potential workers, maintain it and motivate it to improve its performance further. Law No. 5 of 2014 mandates that governments fair and proper to the civil servants and to guarantee the welfare of the civil servants. The salary component that the civil servants receive consists of three kinds of salaries, performance allowances, and benefits allowance. The satisfaction of employees on acceptable wages it will improve

employees performance. Research by Akmal [21] found that the impact has a significant effect on worker satisfaction in the manufacturing industry, Makassar Industrial Estate.

RESEARCH METHODS

This research is a correlational study based on the method used. Correlational research is conducted with the aim of detecting the extent to which variation in related factors or correlates with one or more other factors based on the correlation coefficient [22]. This research is a hypothesis test with the population is a general and specialized functional officer, educational laboratory and developer of P4TK education power plant in Medan. Sample selection was made by using census method or saturated sampling, sampling technique where all members of the population were used as a sample of 66 people. The research method used is multiple regression by doing classical assumption test first. In the data processing process, the author uses the SPSS data processing application.

RESULTS & DISCUSSION

Results

Validity Test

With a total sample of 66 respondents, the correlation analysis was conducted between the questionnaire score and the validity value (r -critical). For the r product moment (r -critical), at 66 samples, with a significant level of 5% is 0.361, if the r -count value is higher or equal to 0.361, then it can be stated that the instrument is valid. Thus the whole question in the questionnaires is declared valid [23]. The following table of validity test results of the research instrument is as follows:

Table-1: Validity Test Results

Variables & Items Statement		r-count value	r-critical value	Description
(X1)	Interest 1	0,494	0,361	Valid
	X1-2	0,701	0,361	Valid
	X1-3	0,708	0,361	Valid
	X1-4	0,663	0,361	Valid
	X1-5	0,473	0,361	Valid
	X1-6	0,609	0,361	Valid
	X1-7	0,707	0,361	Valid
	X1-8	0,681	0,361	Valid
(X2)	Talent 1	0,650	0,361	Valid
	X2-2	0,693	0,361	Valid
	X2-3	0,712	0,361	Valid
	X2-4	0,733	0,361	Valid
	X2-5	0,551	0,361	Valid
	X2-6	0,655	0,361	Valid
	X2-7	0,641	0,361	Valid
(X3)	Facility 1	0,774	0,361	Valid
	X3-2	0,792	0,361	Valid
	X3-3	0,737	0,361	Valid
	X3-4	0,794	0,361	Valid
	X3-5	0,680	0,361	Valid
	X3-6	0,711	0,361	Valid
	X3-7	0,759	0,361	Valid
	X3-8	0,539	0,361	Valid
(X4)	Social Environment 1	0,685	0,361	Valid
	X4-2	0,770	0,361	Valid
	X4-3	0,588	0,361	Valid
	X4-4	0,795	0,361	Valid
	X4-5	0,667	0,361	Valid
	X4-6	0,685	0,361	Valid
	X4-7	0,720	0,361	Valid
	X4-8	0,593	0,361	Valid
	X4-9	0,847	0,361	Valid
	X4-10	0,663	0,361	Valid
	X4-11	0,862	0,361	Valid
(X5)	Wages 1	0,800	0,361	Valid
	X5-2	0,660	0,361	Valid
	X5-3	0,640	0,361	Valid
	X5-4	0,771	0,361	Valid
	X5-5	0,908	0,361	Valid
	X5-6	0,910	0,361	Valid
	X5-7	0,897	0,361	Valid
	X5-8	0,897	0,361	Valid
(Y)	Performance 1	0,708	0,361	Valid
	Y2	0,839	0,361	Valid
	Y3	0,699	0,361	Valid
	Y4	0,779	0,361	Valid
	Y5	0,824	0,361	Valid
	Y6	0,781	0,361	Valid
	Y7	0,681	0,361	Valid
	Y8	0,783	0,361	Valid
	Y9	0,711	0,361	Valid
	Y10	0,756	0,361	Valid
	Y11	0,774	0,361	Valid
	Y12	0,707	0,361	Valid

Reliability Test

In this study, the Cronbach alpha coefficient calculated as the average correlation between the items

in the set. If the alpha Cronbach coefficient value is closer to value one, then the stronger internal consistency reliability [24].

Table-2: Reliability Test Results

Variables	Alpha Cronbach value	Description
Interest (X ₁)	0,784	Reliable
Talent (X ₂)	0764	Reliable
Facility (X ₃)	0,849	Reliable
Social Environment (X ₄)	0939	Reliable
Wages (X ₅)	0,924	Reliable
Performance (X ₆)	0,974	Reliable

Hypothesis Test

Simultaneous Test Results (F-Test)

Table-3: Simultaneous Test Results

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	1.338	5	.268	3.403	.009 ^a
	Residual	4.717	60	.079		
	Total	6.055	65			
a. Predictors: (Constant), Wages, Social Environment, Facility, Talent, Interest						
b. Dependent Variable: Performance						

Partial test (T-Test)

Table-4: Partial Test Results

Model	t	Sig.
(Constant)	1.944	.057
Interest	.074	.941
Talent	.314	.754
Facility	2.206	.031
Social Environment	1.469	.147
Wages	.806	.423
Dependent Variable: Performance		

- The effect of interest on performance: t-count < t-table (0,074 < 1,997) and sig value is 0.941 > 0.05. It can be stated that the interest variable does not have a significant influence on performance.
- The effect of the talent on performance: t-count < t-table (0.754 < 1,997), and sig value is 0,314 > 0,05. It can be concluded that talent does not have a significant effect on performance.
- The effect of facility on performance: t-count > t-table (2,202 > 1,997), and sig value is equal to 0,031 < 0,05. It can be concluded that facility has a significant effect on performance.
- The effect of social environment on performance: t-count < t-table (1,469 < 1,997), and sig value is equal to 0,147 > 0,05. Hence, it can be stated that the social environment does not have a significant effect on performance.
- The effect of wages on performance: t-count < t-table (0,806 < 1,997), and sig value is equal to 0,423 > 0,05). Thus, it concluded that the labor wage does not have a significant effect on performance.

- Interest, talent, facility, social environment and wages have significant effect on employees performance simultaneously: F-count > F-table (3.403 > 1.997) and sig value is 0.009 < 0.05. Thus, it concluded that all variables have a significant effect on performance simultaneously.

Discussion

The effect of interest and talents on performance

Based on the data analysis result shows that there is no positive and significant influence of interest and talent toward employee performance. This case suggests that interest and talent do not affect the performance of employees because there are still employees working on sections that have not been based on employee interests and talent. The absence of significant influence of interest and talent on this performance is incompatible with the theory presented earlier. A person who has the interests and talents that fits his or her job must be motivated to work. It will increase the spirit and become energy in one's self. Motivation is a fundamental impetus that can encourage one to eliminate all its ability to achieve a goal.

Therefore, to achieve the expected performance the company needs motivation to employees. With motivation and performance appraisal of the company's goals can be achieved. However, because placement that is not in line with interests and talents makes employees motivated in work, so the performance of employees is not maximal. If a person works following his or her interests and talents, he/she will be able to generate benefits and benefits for himself and the company.

In order to know employee talent can be done with the employee assessment process. The evaluation process should be based on the core competence of a company so that it is in line with the needs of the company. Competency assessment results are then incorporated into talent matrices or commonly called talent reservoir or talent pool [25]. The data in this reservoir talent is then referred to in the employee development program. Development programs vary, for example; coaching, development meetings, rotation, temporary and emergency assignments, task force, internal education and training, executive programs and external workshops, reading the guidance, teaching as learning, extracurricular activities, E-learning, etc. It can be concluded that interest and talent have an essential role in improving one's performance in a company. It can be seen that although interest and talent have no significant effect on partial performance. However, simultaneously, interest and talent along with other variables have an impact on employee performance. It should continue to improve the placement of employees according to the interests and talents owned by employees.

The effect of the facility on performance

Based on the result of data analysis, it has been shown that there is a positive and significant influence between the work facilities and the performance of P4TK employees. The results of this study are in line with experts' opinion, as according to Wirawan [26], which states that performance is influenced by several factors, namely internal environmental factors, external environment, employees. A comfortable working environment will have a direct impact on its employees, especially concerning the completion of the work given. The influence of work facilities on employee performance has a high level of employee willingness to work if the facilities for their work are complete, so their working facilities are motivated to work, this leads to much work to be done well and quickly so their performance can be said to be good. From answers to respondents about office supplies (tables, chairs, computers, printers, and other counting tools) and office stationery are essential facilities for improving performance. If office supplies and office stationery are not or will not work, employees cannot do their job. Followed by the need for comfortable workspace can improve performance. With a comfortable work space, employees will feel at ease and can do the job well. The

uncomfortable workplace makes employees feel lazy at work. Facilities that are not less important are the availability of internet facilities. With the internet then employees will work easier. Through internet employees in training units, training will be easier to access the trainees' data. The Internet is needed as a source of education and improvement because it is an educational and training institution. By the availability of good and adequate work facilities then employees will work well. This can be seen from the results of performance questionnaires that most of the employees can work with optimal, quality and quantity of work output and attendance at the time of work has a very good tendency, timeliness of results and cooperative capabilities also have a reasonable tendency, if added with availability good work facility, its performance will increase.

The Effect of Social Environment on Performance

Based on hypothesis testing, there is no positive and significant influence between social work environment and employee performance. From respondents' questionnaires in respondent content, most employees work on their job without motivation from co-workers and little guidance from superiors. This case is in line with Jayana Salesti's [27] research that relationships with colleagues do not have a significant effect on job satisfaction. Similarly, Subakti S [28] research shows that relative satisfaction does not affect performance. Educators from their tendency to do their work are not much related to each other, in this case, colleagues have no significant influence on job satisfaction. Officers tend to do their work because every employee has set their duties and functions. They have coupled with the division of employees with Functional, Functional Functional General, and Functional positions. Officers consider that a job is just an employee with a task that can work, it does not require support, help, motivation from a co-worker. Peer-to-peer relationships tend to be only social-related but unrelated to the performance of their work, whether peer-to relationships do not necessarily contribute to their performance. Relationship with supervisor also does not have a significant effect on job satisfaction.

Although the social work environment does not have a significant effect on partial performance but simultaneously the social work environment along with other variables affects employee performance. It should continue to improve the relationship between superiors and employees as well as between colleagues. The boss must provide supervision, attention, and motivation to the subordinate's work. Co-workers should also be established, motivated, and created a harmonious work environment so that good performance will also be created. An employee should also know the work his colleagues do. When co-workers are absent, it will be easier to replace them.

The Effect of Wages on Performance

Based on the results of this study, there was no positive and significant effect between salary on employee performance of P4TK. This condition indicates that wages do not affect employees to improve performance. This work is in line with Subakti S [28] research that satisfaction variables in working conditions including compensation received do not affect performance. Through monthly salary does not affect performance because employees may have the opinion that although they do not perform then salaries will be accepted. At the beginning of the performance benefit there was a performance improvement, but over time it became commonplace and returned to the initial performance stance. This work is also possible because there is no standard measure to place an employee at a certain level where the value will be the size of a small number of benefits received so that the employee does not compete to improve performance. Performance allowances will be filed for disbursement if recruitment is absent and employee's target employment assessment is completed. However, SKP assessment is enough to assess the SKP's assessment on E-SKP online. So even if the work is not performed but if it has done SKP assessment, it will still be diluted with performance allowances, cash receipts are just enough with the fingerprint signing present. So for absent employees will earn money even after meeting with employees who are not at work

Honor activities also do not affect the performance of employees. When employees work less competitively, they are still involved in activities that cause competent employees to be treated equally with those who lack competence, and employees are not performing well. Must be between rewards and penalties to be clear, employees are more motivated to perform well. Similarly, salaries are 13 and 14. All employees will receive if they are before going to religious holidays.

Although wages do not have a significant effect on partial performance but simultaneously wages work together with other variables affect the performance of employees. Part wages should be done with sound principles. With the wages, the employees receive must show their excellent performance. It is also part of the employee's responsibility that upon receipt of the right he/she must perform obligations.

CONCLUSION

Based on the previous analysis and discussion it can be concluded as follows: (1) Based on F test, it is recognized that interest, talent, work facility, social work environment, and working wage together have a significant effect on performance. (2). Partially, interest does not have a positive and significant effect on performance. However, simultaneously interest affects performance. This case means that interest is also necessary for improving performance, so it is necessary

for the placement of employees by their interests. By placing employees in line with their interests, employees will carry out their duties with ease, no pressure, give more service and demonstrate their loyalty. (3). Partially, talent does not have a positive and significant effect on performance. However, simultaneously the talent remains in effect on performance. This work means talent is also relevant in improving performance, so it is necessary for the placement of employees according to their talents. The employee needs numerical ability in the financial unit. Personnel with responsibilities related to the drawings, graphs, and tables are required in the evaluation unit of the training activity. (4). Partially, work facilities have a positive and significant effect on performance. This work means that if the work facilities are increasingly progressed, then it affects performance. With the availability of excellent and adequate work facilities then employees will work well. Needed and comfortable workspace, provision of office supplies, office supplies, internet, office supplies and transportation tools for employees can perform their duties well to improve performance. (5) Partially, the social work environment does not have a positive and significant effect on performance. However, simultaneously the social environment still affects performance. This work means the social environment is also necessary for improving performance. Peer-to-peer relationships need to be well established so that employees can continue to work together, help each other, motivate each other in carrying out tasks so that employees can continue to improve performance. Similarly, the relationship between superiors and subordinates should continue to be built so that each will feel mutually needed despite having different job status. (6) Partial wages do not have a positive and significant effect on performance. This case means that if the wage increases, it affects the performance. However, simultaneously the wages of work still affect the performance, so it needs improvement in the distribution of wages, especially on the award. (7) Based on the value of a coefficient of determination (R^2) influence among interest variable, talent, work facility, environment social work and wage on performance is equal to 0.721. It is known that 72.1% performance can be explained by interest, talent, work facility, social work environment, and working wage, while the remaining 27,9%. It can be explained by other factors that are not discussed in this study. (8) This study aims to enable the agency to benefit from the results of this study. The institution can make measures and policies to create employee satisfaction so that employees' satisfaction will improve performance.

Suggestions

Based on the analysis and the conclusions that have been obtained, the researchers can suggest P4TK as follows: (1). Employee interest should be noted in the job placement of the officer so that employees will perform their duties with pleasure. Employees with

technical capabilities can be placed on fieldwork units. In the 2013 curriculum training, employees with good computer skills can be assigned tasks as admins who process the data of training participants. (2) The employee's talents must be kept in mind in the placement of employees so that employees will carry out their duties by the education and skills they possess. To know about employee talent can be done by the employee assessment process. Then the development program is done for example; coaching, development meeting, rotation, internal education and training, executive programs and external workshops, E-learning, and more. (3) Work facilities need to be considered to improve performance because work facilities have a positive effect on employee performance. Institutions need to pay attention to work facilities for employees, especially the provision of office supplies (tables, chairs, closets, computers, printers, and other counting tools), the availability of good working space of good internet facilities. (4) The social work environment is the relationship between employees, employers and subordinates should continue to be well established so that they grow up and need each other. The boss should always be prepared to listen to the subordinate's complaints, as well as the subordinate must keep reporting the job with the boss. A particular schedule can be made for the top and subordinate meetings such as morning tea. (5) The performance of the employee should make wages given in respect to the honor of activities. Giving a reward for good performing employees in the form of incentives and career development (6) The management should improve supervision and guidance on performance either regularly or regularly using the list of controls that have been prepared.

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