

INFLUENCE OF INFRASTRUCTURE , CONDITIONS PLACE WORK AND ATMOSPHERE WORK TO SATISFACTION EMPLOYEE WORK AND PERFORMANCE AT THE PERSONNEL AND DEVELOPMENT AGENCY HUMAN RESOURCES SOUTH BARITO REGENCY

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Abstract

This research aims to analyze the influence of infrastructure, workplace conditions and work atmosphere on employee performance by job satisfaction. This quantitative research uses intervening variables. Respondents in the research were 41 people using saturated sample technique. This research uses data collection method by questionnaire, interview and direct observation. The method of analysis used in this research is using descriptive and path analysis by Smart PLS version 3.3.2. The results of this research indicated direct influences are (1) infrastructure has positive correlation and significant influence to job satisfaction; (2) workplace conditions have positive correlation and significant influence to job satisfaction; (3) work atmosphere has positive correlation and significant influence to job satisfaction; (4) infrastructure has positive correlation and significant influence to employee performance; (5) workplace condition uncorrelation significantly influences employee performance; (6) work atmosphere uncorrelation has a significant influence on employee performance; (7) job satisfaction has positive correlation and significant influence to employee performance. Meanwhile indirect influences are: (1) infrastructure uncorrelation significantly influences employee performance by job satisfaction; (2) workplace conditions have positive correlation and significant influence to employee performance by job satisfaction; (3) work atmosphere has positive correlation and significant influence to employee performance by job satisfaction in personnel and human resources development agency of South Barito.

Keywords: infrastructure, workplace conditions, work atmosphere, job satisfaction, employee performance.

1. Introduction

The form of delegation of authority from the Central Government to the Regional Government through the Regional Autonomy Law Number 22 of 1999 has been implemented nationally. In order to improve good and satisfactory service, it is necessary to have the support of quality human resources (Fauzi, 2019). In an effort to improve employee performance at the Barito Selatan Regency Human Resources Development and Personnel Agency (BKPSDM), especially in regional autonomy like today, the work environment around employees will greatly depend on the ability of the local government to facilitate and provide adequate work facilities and work environments so that employees on duty can carry out their duties properly and in accordance with the work program planned by the local government (Umam, 2019).

Theoretically, many factors influence employee performance in an organization. For this reason, the Barito Selatan Regency Human Resources Development and Personnel Agency, which functions as a technical implementing unit, must also look at the physical conditions of the environment where these conditions will affect employee performance, including the availability of adequate facilities and infrastructure, comfortable work conditions, a pleasant work atmosphere, so that employees get satisfaction in working and can improve employee performance. If these factors are considered and improved by the Barito Selatan Regency Human Resources Development and Personnel Agency, employee performance will increase so that the goals of the regional government in particular will be achieved. With the existence of quality human resources, it is hoped that they can provide the best quality of service provided to the community so that the community feels satisfied and proud of the

services provided. After all, the community is a consumer who has dynamic needs and needs to be satisfied by the service.

Literature Review

Facilities and Infrastructure

Abdulllah Adri, (2017) researched employee performance from both internal and external factors. Employee performance greatly helps the agency to realize short-term and long-term goals. The hope is that if you hire good employees, the agency's performance will also be good. The type of research used in this study is quantitative research with an associative/relationship research approach. The sample selection method in this study is random sampling, namely taking samples from the population randomly without considering the strata in the population. The data collection method uses a questionnaire while the analysis method used is descriptive statistics, validity and reliability tests, classical assumption tests, multiple regression analysis, correlation coefficients, determination coefficients, F tests and t tests. The results of this research hypothesis are that infrastructure and organizational commitment have an equally important role both individually and together in improving employee performance.

The Influence of Work Atmosphere on Performance

Arta Adi Kusuma, (2013) conducted an initial survey to determine weaknesses in employee performance as seen from the high level of employee absence that can affect company performance. The problem studied is how employee motivation, work atmosphere and performance, whether there is a partial or simultaneous influence. The sample was determined by proportional random sampling technique, the data collection method used in this study was the questionnaire and documentation method. The data analysis method used in this study was the percentage description analysis method and multiple linear regression with data processing using the SPSS 16 application.

Workplace Conditions, Work Atmosphere and Facilities and Infrastructure on Employee Job Satisfaction and Performance

Arto Suharto Prawirodirdjo, (2007) conducted a study aimed at analyzing factors that influence employee performance. This study focused on examining the work environment including workplace conditions, work atmosphere and infrastructure on job satisfaction and its impact on improving employee performance. The results of the data analysis show that the hypothesis proposed in this study can be accepted, meaning that there is a positive and significant influence between work environment variables including workplace conditions, work atmosphere and facilities and infrastructure on job satisfaction and employee performance, which is expected to improve employee performance so that they can improve their services to the public.

2. Method

The research conducted at the Civil Service and Human Resources Development Agency of South Barito Regency used a questionnaire method distributed to 41 respondents, using 5 (five) variables consisting of Facilities and Infrastructure (X1), Workplace Conditions (X2), Work Atmosphere (X3) and Job Satisfaction (Z) and Employee Performance (Y). The variable assessment used a Likert Scale with the following categories:

Strongly Disagree (STS), weight=1

Disagree (TS), weight=2

Undecided/Neutral (N), weight=3

Agree (S), weight=4

Strongly Agree (SS), weight=5

For statistics/analyzing data using *Smart Partial Least Square (Smart PLS) version 3.0* is very suitable for estimating path models that use latent constructs with multiple indicators besides it can also help obtain latent variable values for prediction purposes. In PLS the assumption of multinormal distribution is not needed because direct estimation uses *bootstrapping techniques*. Evaluation/assessment in the Smart PLS method consists of outer model evaluation (measurement model) and inner model evaluation (structural model).

3. Result And Discussion

Research Results

Data analysis in the study used Path Analysis with the application of the PLS (Partial Least Square) program version 3.0. This method is to estimate the path model using latent constructs with multiple indicators. PLS is a powerful factor indeterminacy analysis method because it does not assume new data with a certain scale measurement, a small number of samples but can also be used to confirm the theory. The path analysis model of all latent variables in PLS consists of three sets of relationships: a). Inner model, b). Outer model and c). Weight relation.

Outer Model (Measurement Model Evaluation)

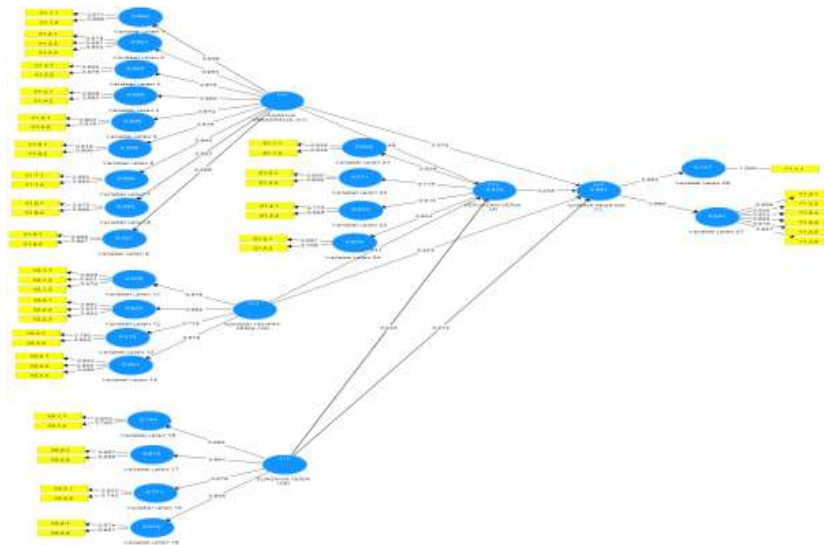
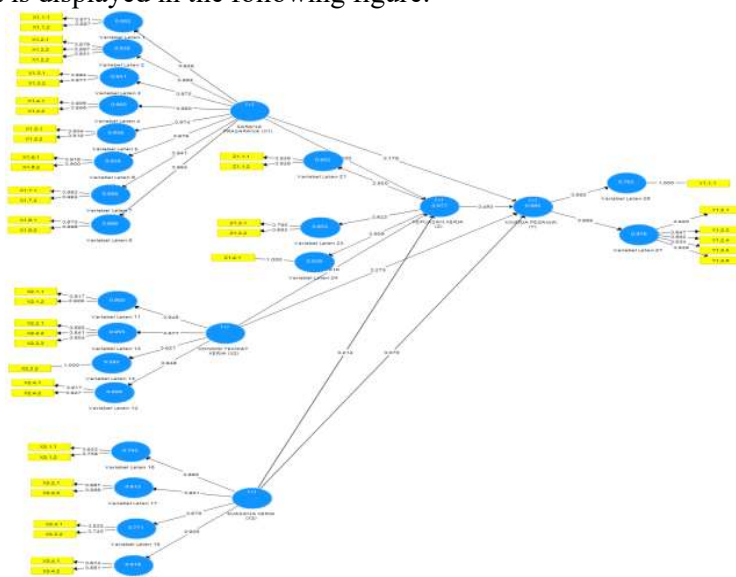


Figure 1 above shows that the Facilities and Infrastructure variable (X1) has 9 (nine) indicators, the Workplace Conditions variable (X2) has 4 (four) indicators, the Work Atmosphere variable (X3) has 4 (four) indicators, the Job Satisfaction variable (Z) has 4 (four) indicators and the Employee Performance variable (Y) has 2 (two) indicators. If there are indicators that do not meet the requirements of convergent validity with an outer loading value of less than 0.60 (Ghozali, 2014) and are not significant, then the model is re-estimated by eliminating the indicators using the Smart PLS application. then it is displayed in the following figure:



Based on Figure 2 above, the final measurement results show that the factor loading results have met convergent validity, which is greater than 0.60 (Ghozali, 2014), so it can be concluded that the construct has good convergent validity.

Table 1 Output Average Variance Extracted

No	Research Variables	AVE Value
1	Infrastructure (X1)	0.685
2	Workplace Conditions (X2)	0.556
3	Working Atmosphere (X3)	0.541
4	Job Satisfaction (Z)	0.553
5	Employee Performance (Y)	0.606

From Table 1 above shows the *Average Variance Extracted (AVE)* value above 0.50. The infrastructure variable (X1) with an AVE output value of 0.685, the workplace condition variable (X2) with an AVE output value of 0.556, the work atmosphere variable (X3) with an AVE output value of 0.541, the job satisfaction variable (Z) with an output value of 0.553 and the employee performance variable (Y) with an output value of 0.606.

Discriminant Validity

Discriminant validity testing is carried out to prove whether the indicators in a construct will have the largest *loading factor* on the construct it forms than the *loading factor* with other constructs. In addition, the way to test discriminant validity with reflective indicators is by looking at the *cross loading value* for each construct must be greater than 0.70 (Ghozali, 2014).

Cronbach's Alpha

The Cronbach's Alpha value using Smart PLS version 3.3.2 Professional obtained the following data:

Table 2 Cronbach's Alpha Output

No	Research Variables	Cronbach's Alpha Value
1	Infrastructure (X1)	0.971
2	Workplace Conditions (X2)	0.917
3	Working Atmosphere (X3)	0.879
4	Job Satisfaction (Z)	0.880
5	Employee Performance (Y)	0.884

Table 2 above shows the Cronbach's Alpha value above 0.70.

Composite Reliability

Table 3 Output Composite Reliability

No	Research Variables	Composite Reliability
1	Infrastructure (X1)	0.975
2	Workplace Conditions (X2)	0.929
3	Working Atmosphere (X3)	0.903
4	Job Satisfaction (Z)	0.904
5	Employee Performance (Y)	0.911

Table 3 above shows the Composite Reliability value above 0.70.

From the results of processing the questionnaire data distributed by the researcher, if the above requirements are met, it can be said that the indicators used are Valid and Reliable.

a. Inner Model (Structural Model)

After the measurement evaluation is fulfilled, an evaluation of the structural model is carried out by looking at the R-square which is a goodness-fit test of the model (to see the magnitude of the exogenous variables together or simultaneously can explain the endogenous variables), then to see the significance of the influence (which is hypothesized) by looking at the parameter coefficient and the significant value of the t-statistic.

b. R-Square Test

Testing the structural model by looking at R-Square, the smart PLS output results using *Calculate Bootstrapping* as follows:

Table 4 R-Square Output

	R-Square
Job Satisfaction Variables	0.977
Employee Performance Variables	0.984

The table above shows that the R-Square on the influence of infrastructure, workplace conditions and work atmosphere on job satisfaction gives a value of 0.977, meaning that the job satisfaction construct variable that can be explained by the infrastructure construct variable, workplace conditions and work atmosphere is 97.7%, while the remaining 2.3% is explained by other variables outside those studied. Furthermore, the influence of the infrastructure construct variable, workplace conditions, work atmosphere and job satisfaction on employee performance variables gives an *R-square value* of 0.984, meaning that the employee performance construct variable that can be explained by the infrastructure construct variable, workplace conditions, work atmosphere and job satisfaction is 98.4%, while the remaining 1.6% is explained by other variables outside those studied.

Hypothesis Testing

To see the significance of the influence of infrastructure, workplace conditions and work atmosphere on job satisfaction and its impact on employee performance, namely by looking at the parameter coefficient value and the significance value of *P-Value*. The calculation results using the *Smart PLS application* have a direct effect if the *P-Value* is less than 0.05 and there is no direct effect if the *P-Value* is greater than 0.05.

Direct Influence

To assess the significance of the prediction model in testing the structural model, it can be seen from the *P-Value* between the independent variables to the dependent variables in the Path Coefficient table in the *Smart PLS output* below:

Table 5 Path Coefficients

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P-Values
Infrastructure (X1) -> Job Satisfaction (Z)	0.182	0.198	0.090	2.034	0.042
Workplace Conditions (X2) -> Job Satisfaction (Z)	0.623	0.608	0.116	5.356	0.000
Work Atmosphere (X3) -> Job Satisfaction (Z)	0.217	0.215	0.068	3.193	0.001
Infrastructure (X1) -> Employee Performance (Y)	0.200	0.209	0.102	1.968	0.050
Workplace Conditions (X2) -> Employee Performance (Y)	0.299	0.269	0.158	1.890	0.059
Work Atmosphere (X3) -> Employee Performance (Y)	0.053	0.060	0.104	0.509	0.611
Job Satisfaction (Z) -> Employee Performance (Y)	0.460	0.473	0.150	3.071	0.002

The table above explains the results of the hypothesis test on the direct influence of infrastructure, workplace conditions and work atmosphere on employee job satisfaction and performance, as follows:

- The influence of the infrastructure variable (X1) on job satisfaction (Z) shows an Original Sample value (O) of 0.182 and P-Values of $0.042 < 0.05$. Thus, the infrastructure variable has a positive and significant effect on the job satisfaction variable. Based on the regression results, it can be concluded that hypothesis 1 (one) is accepted.
- The influence of the workplace condition variable (X2) on job satisfaction (Z) shows an Original Sample value (O) of 0.623 and P-Values of $0.000 < 0.05$. Thus, the workplace condition variable (X2) has a positive and significant effect on the job satisfaction variable (Z). Based on the regression results, it can be concluded that hypothesis 2 (two) is accepted.

- c. The influence of the work atmosphere variable (X3) on job satisfaction (Z) shows an Original Sample value (O) of 0.217 and P-Values of $0.001 < 0.05$. Thus, the work atmosphere variable has a positive and significant effect on the job satisfaction variable (Z). Based on the regression results, it can be concluded that hypothesis 3 (three) is accepted.
- d. The influence of the infrastructure variable (X1) on employee performance (Y) shows the Original Sample value (O) of 0.200 and P-Values of 0.050 is equal to 0.05. Thus, the infrastructure variable has a positive and significant effect on employee performance variables. Based on the regression results, it can be concluded that hypothesis 4 (four) is accepted.
- e. The influence of the workplace condition variable (X2) on employee performance (Y) shows an Original Sample (O) value of 0.299 and P-Values of $0.059 > 0.05$. Thus, the workplace condition variable does not have a significant effect on employee performance variables. Based on the regression results, it can be concluded that hypothesis 5 (five) is rejected.
- f. The influence of the work atmosphere variable (X3) on employee performance (Y) shows an Original Sample (O) value of 0.053 and P-Values of $0.611 > 0.05$. Thus, the work atmosphere variable does not have a significant effect on employee performance variables. Based on the regression results, it can be concluded that hypothesis 6 (six) is rejected.
- g. The influence of the job satisfaction variable (Z) on employee performance (Y) shows an Original Sample (O) value of 0.460 and P-Values of $0.002 < 0.05$. Thus, the job satisfaction variable has a positive and significant effect on the employee performance variable. Based on the regression results, it can be concluded that **hypothesis 7 (seven) is accepted**.

Indirect Influence

To assess the significance of the prediction model in testing the structural model, it can be seen from the *P-Values* between the independent variables to the dependent variables in the Specific Indirect Effects table on *the Smart PLS output* below:

Tabel 6 Specific Indirect Effects

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T-Statistic (O/STDEV)	P- Values
Infrastructure (X1) -> Job Satisfaction (Z) -> Employee Performance (Y)	0.084	0.095	0.057	1.469	0.142
Workplace Conditions (X2) -> Satisfaction (Z) -> Employee Performance (Y)	0.287	0.286	0.098	2.914	0.004
Work Atmosphere (X3) -> Job Satisfaction (Z) -> Employee Performance (Y)	0.100	0.102	0.050	2.018	0.044

The table above explains the results of the hypothesis test on the indirect influence of facilities and infrastructure, workplace conditions and work atmosphere on employee performance through job satisfaction, as follows:

- a. The influence of the infrastructure variable (X1) on employee performance (Y) through job satisfaction (Z) shows an Original Sample (O) value of 0.084 and P-Values of $0.150 > 0.05$. Thus, the infrastructure variable does not have a significant effect on employee performance through job satisfaction.
- b. The influence of workplace condition variables (X2) on employee performance (Y) through job satisfaction (Z) shows an Original Sample (O) value of 0.287 and P-Values of $0.005 < 0.05$. Thus, the workplace condition variables have a positive and significant influence on employee performance through job satisfaction.
- c. The influence of the work atmosphere variable (X3) on employee performance (Y) through job satisfaction (Z) shows an Original Sample (O) value of 0.100 and P-Values of $0.044 < 0.05$. Thus, the work atmosphere variable has a positive and significant influence on employee performance through job satisfaction.

Discussion

Direct Influence

- a. The Influence of Facilities and Infrastructure (X1) on Job Satisfaction (Z) of the Civil Service and Human Resources Development Agency of South Barito Regency.

Based on the results of the hypothesis test conducted, it can be concluded that infrastructure has a positive and significant effect on job satisfaction. According to Nanik Darsini (2009) facilities and infrastructure are everything that is the main support for the implementation of a process and facilities are everything that can be used as a tool in achieving goals. Facilities and infrastructure are work facilities owned by members of the organization. Facilities and infrastructure can also be said to be work facilities. According to Lupiyaodi (2006), facilities are means to facilitate and facilitate the implementation of functions. Facilities are individual components of an offering that are easy to grow or reduce without changing the quality and model of services. Facilities are also a tool to differentiate one educational institution program from another competitor.

An organization or company requires adequate facilities and infrastructure so that employees can feel satisfied in their work. An employee works not only because of demands from the leadership but also has a sense of responsibility towards the work. Therefore, in working, employee job satisfaction will be created. This is according to Hasibuan (2005), A person can be relatively satisfied with one aspect of the job and dissatisfied with one or more other aspects. Job satisfaction is a (positive) attitude of workers towards their work, which arises based on an assessment of the work situation. The assessment can be carried out on one of his jobs, the assessment is carried out as a sense of appreciation in achieving one of the important values in the job.

The results of this study are also in accordance with the research conducted by Arto Suharto Prawirodirdjo (2007) which states that work environment variables including workplace conditions, work atmosphere and infrastructure as well as organizational changes, organizational culture have a positive and significant influence on employee job satisfaction and employee performance at the Modern Administration-Based Tax Service Office.

- b. The Influence of Workplace Conditions (X2) on Job Satisfaction (Z) of the Civil Service and Human Resources Development Agency of South Barito Regency

Based on the results of the hypothesis test conducted, it can be concluded that workplace conditions have a positive and significant effect on job satisfaction. According to Sedarmayanti (2001), workplace conditions are conditions or everything that is around workers and can affect them in carrying out their responsibilities. The physical work environment is everything around the workplace that can affect employees either directly or indirectly. A good workplace condition can affect the employee's work performance. Meanwhile, Manullang (1990:122), states that working conditions are good equipment conditions, comfortable work space, protection against danger, good ventilation, adequate lighting and cleanliness, not only can increase work performance but can also increase work efficiency.

The results of this study are also in accordance with research conducted by Arto Suharto Prawirodirdjo in 2007 which stated that work environment variables including workplace conditions, work atmosphere and infrastructure as well as organizational changes, organizational culture have a positive and significant influence on employee job satisfaction and employee performance at the Modern Administration-Based Tax Service Office.

- c. The Influence of Work Atmosphere (X3) on Job Satisfaction (Z) of the Civil Service and Human Resources Development Agency of South Barito Regency

Based on the results of the hypothesis test conducted, it can be concluded that the work atmosphere has a positive and significant effect on job satisfaction. The working atmosphere is a condition that exists in the structure and process of organizational or company activities that reflects a sense of satisfaction with employees who are directed towards achieving the desired ideals (Shiftung, 1981: 10). A comfortable and attractive working atmosphere for employees is an atmosphere that can cause employees to be strong in carrying out work activities in an unlimited time. According to Sedarmayanti (2001: 31), states that "non-physical working environment is all conditions that occur that are related to work relationships, both with superiors and with fellow co-workers or relationships with subordinates".

The results of this study are also in accordance with the research conducted by Arto Suharto Prawirodirdjo (2007) which states that work environment variables including workplace conditions, work atmosphere and infrastructure as well as organizational changes, organizational culture have a positive and significant influence on employee job satisfaction and employee performance at the Modern Administration-Based Tax Service Office.

d. The Influence of Facilities and Infrastructure (X1) on Employee Performance (Y) of the Civil Service and Human Resources Development Agency of South Barito Regency

Based on the results of the hypothesis test conducted, it can be concluded that infrastructure has a positive and significant effect on employee performance. Facilities and infrastructure according to Sri Mulyani (2008) states that facilities are anything that can be used as a tool in achieving goals and objectives. Facilities are more intended for moving objects such as computers and machines. Infrastructure is anything that is the main support for the implementation of a process (business, development, project). Infrastructure is more intended for non-moving objects such as buildings, rooms, land. According to Moekijat (2001: 155) simply, what is meant by facilities is a physical facility that can process an input to the desired output.

This is in accordance with research conducted by Abdullah Adri in 2017 which showed research results that facilities and infrastructure and organizational commitment together have a positive and significant effect on employee performance and facilities and infrastructure have a positive and significant effect on employee performance at the South Sulawesi Provincial Inspectorate Office, Makassar .

e. The Influence of Workplace Conditions (X2) on Employee Performance (Y) of the Civil Service and Human Resources Development Agency of South Barito Regency

Based on the results of the hypothesis test conducted, it can be concluded that workplace conditions do not have a significant effect on employee performance. Based on the results of observations and direct interviews with employees, several problems were obtained that were not in accordance with their expectations, namely frequent power outages during working hours which would cause lighting not to continue according to working hours. The duration of the power outage is sometimes uncertain. Power outages also cause the AC in the room to not function so that air circulation in the room is not smooth, the air is hot and stuffy and uncomfortable. In addition to the problem of power outages, employees also feel that the room is occupied with full work equipment such as chairs, tables and cabinets containing many employee files from South Barito Regency that are piling up. Workplace conditions like this certainly make employees uncomfortable to work optimally.

This is contrary to the research conducted by Nela Pima Rahmawanti, Bambang Swasto, Arik Prasetya in 2014, the results of multiple linear regression analysis showed that partially the physical work environment has a significant influence on employee performance and the non-physical work environment also has a significant influence on employee performance. The results of the simultaneous test showed that the physical work environment and non-physical work environment have a significant influence on employee performance at the North Malang Pratama Tax Service Office.

f. The Influence of Work Atmosphere (X3) on Employee Performance (Y) of the Civil Service and Human Resources Development Agency of South Barito Regency

Based on the results of the hypothesis test conducted, it can be concluded that the work atmosphere does not have a significant effect on employee performance. Based on the results of observations and direct interviews with employees, several problems were obtained that were not in accordance with their expectations, namely that there was often a need for adaptation with new employees because in South Barito Regency, rotation or mutations were often carried out between government agencies including the Barito Selatan Regency Human Resources Development and Personnel Agency. This certainly has an impact on harmonious relations between colleagues and the need to re-learn about the division of tasks for each employee.

In fact, a comfortable and attractive working atmosphere for employees is an atmosphere that can cause employees to be strong in carrying out work activities in an unlimited time. According to Sedarmayanti (2001: 31), states that "non-physical work environment is all conditions that occur related to work relationships, both with superiors and with fellow co-workers or relationships with subordinates". A

conducive environment can be created if there is good communication in the company environment, interaction between employees, high work motivation, no mutual suspicion, and contributing to the orientation of each employee (Bagus Kisworo, 2012: 64). This is contrary to research conducted by Arta Adi Kusuma in 2013 at the Muria Hotel Semarang which stated that the work atmosphere has an influence on employee performance with a contribution of 8.88 %.

- g. The Influence of Job Satisfaction (Z) on Employee Performance (Y) at the Civil Service and Human Resources Development Agency of South Barito Regency

Based on the results of the hypothesis test conducted, it can be concluded that job satisfaction has a positive and significant effect on employee performance. Greenberg and Baron (2003 in Yuniasanti & Setiawan, 2015) describe job satisfaction as a positive or negative attitude that individuals have towards their work. In addition, Gibson (1999 in Yuniasanti & Setiawan, 2015), states that job satisfaction is an attitude that workers have about their work. It is the result of their perception of the job. Job satisfaction is the way workers feel about their work. According to Robbins (1998: 149), states that from many literatures, important indicators of job satisfaction are mentally challenging work, appropriate rewards, supportive working conditions, and supportive coworkers.

According to Darma (1985: 1) performance as something that is done or a product of goods and services produced by a person to a group of people. The success of an organization can be achieved by efforts to improve the quality of human resources in the organization. Efforts made can be in the form of development, improvement of work systems, compensation and which are finally carried out on performance. Employee or staff performance is a driver for improving organizational performance. Performance is an action or implementation that can be measured (Seymour, 1994: 304). This is in accordance with research conducted by Rizki Damayanti, Agustina Hanafi and Afriyadi Cahyadi in 2018 which stated that the job satisfaction variable has a strong and significant influence on the performance of employees at the Siti Khadijah Islamic Hospital, Palembang, South Sumatra.

Indirect Influence

- a. The Influence of Facilities and Infrastructure (X1) on Employee Performance (Y) through Job Satisfaction (Z) at the Civil Service and Human Resources Development Agency of South Barito Regency

Based on the results of the indirect influence hypothesis test conducted, it can be concluded that infrastructure (X1) does not have a significant influence on employee performance (Y) through job satisfaction (Z). Facilities and Infrastructure according to Sri Mulyani (2008) states that facilities are anything that can be used as a tool in achieving goals and objectives. Facilities are more indicated for moving objects such as computers and machines. Infrastructure is anything that is the main support for the implementation of a process (business, development, project). Infrastructure is more indicated for immovable objects such as buildings, space, land.

According to Moekijat (2001: 155), in simple terms, facilities are physical means that can process input to the desired output. Facilities are means to facilitate and facilitate the implementation of task functions. Facilities are individual components of an offering that are easy to grow or reduce without changing the quality and model of services. Facilities are also tools to differentiate one educational institution program from another competitor (Lupiyaodi, 2006: 150).

Job Performance is the result of regular work and quantity achieved by employees in carrying out their duties in accordance with the responsibilities given to them (Mangkunegara, 2002: 67). Managing performance is a continuous process involving human resources to achieve the desired results. Because the process, performance is very dependent on the environmental conditions around it, it can play a major role in changes in performance, both decreasing performance and increasing performance. Performance measurement indicators: 1) initiative, 2) cooperation, 3) discipline, 4) responsibility.

However, in reality, infrastructure does not have a significant effect on employee performance through job satisfaction at the Personnel and Human Resources Development Agency of South Barito Regency. This is because the existing infrastructure is considered incomplete by employees, thus encouraging employees not to work optimally. The completeness of work facilities has not yet fully followed the development of technological progress as in big cities. In addition, the Personnel and

Human Resources Development Agency of South Barito Regency is still reviewing and analyzing the need for the necessary infrastructure.

Procurement of facilities and infrastructure is the first operational function in office facilities and infrastructure management. This function is essentially a series of activities to provide office facilities and infrastructure according to needs, both in terms of type and specifications, quantity, time and place, with prices and sources that can be accounted for. Completeness of work facilities and equipment will encourage the emergence of effective, efficient work results and encourage quality improvement, which is in line with existing work standards. Work facilities provided by the company must be adjusted to the needs of the company, so that the work provided by employees can run effectively (Hasibuan, 2007). Included in this facility are the completeness of work tools, the condition of work equipment and supporting facilities.

- b. The Influence of Workplace Conditions (X2) on Employee Performance (Y) through Job Satisfaction (Z) at the Civil Service and Human Resources Development Agency of South Barito Regency

Based on the results of the indirect influence hypothesis test conducted, it can be concluded that workplace conditions (X2) have a positive and significant effect on employee performance (Y) through job satisfaction (Z). Workplace conditions are the conditions or everything that is around the workers and can affect them in carrying out the tasks that are their responsibility. The physical work environment is everything that is around the workplace that can affect employees either directly or indirectly (Sedarmayanti, 2001: 21). According to Nitisemito (1996: 110), several things that can affect work enthusiasm and passion include the following: (1) Coloring; (2) Cleanliness; (3) Air Exchange; (4) Lighting; (5) Music; (6) Security; (7) Noise. In addition, according to Liang Gie (2000: 210-220), there are four important things that greatly affect efficiency in office work, namely: (1) Light; (2) Color; (3) Air; (4) Sound.

According to Cascio (1982: 310) performance measures can include production data of goods and services, personnel data and other data according to objectives. Performance is not an event but the result of an action which is an action consisting of several elements and not a result in an instant, performance is seen as a process. In reality in the field of the Civil Service and Human Resources Development Agency of South Barito Regency, the variable of workplace conditions has a significant effect on employee performance through job satisfaction. This is because employees feel high job satisfaction with the current workplace conditions. Good and safe workplace conditions will make employees feel calm and comfortable in working. Automatically, high employee performance will increase high productivity. Feelings related to job satisfaction and dissatisfaction tend to reflect the workforce's assessment of current and past work experiences rather than hopes for the future.

- c. The Influence of Work Atmosphere (X3) on Employee Performance (Y) through Job Satisfaction (Z) at the Civil Service and Human Resources Development Agency of South Barito Regency

Based on the results of the indirect influence hypothesis test conducted, it can be concluded that the work atmosphere (X3) has a positive and significant influence on employee performance (Y) through job satisfaction (Z). According to Sarwoto (2006), a good working atmosphere is produced especially in a well-structured organization, conversely, a poorly structured organization will also create a less good working atmosphere. Meanwhile, according to Shiftung (1981: 10), a working atmosphere is a condition that exists in the structure and process of company or organization activities that reflects a sense of satisfaction with the implementers or employees. Every employee must foster a harmonious relationship with fellow employees and with their superiors, be able to communicate in a work team and be friendly. As a result of good employee relations, employees will be able to avoid conflicts that may arise within the company.

According to Agus Ahyari, (1994: 192), the indicators of a non-physical work environment or work atmosphere are: (1) Harmonious relations between employees; (2) Good relations with superiors; 3) A clear task division system; 4) The existence of systems and procedures that serve as work guidelines. In reality in the field of the Barito Selatan Regency Human Resources Development and Personnel Agency, the variable of work atmosphere has a positive and significant effect on employee performance through job satisfaction. This is because employees feel high job satisfaction with the

current work atmosphere. A good and safe work atmosphere will make employees feel calm and comfortable in working. Automatically, high employee performance will increase high productivity. In government agencies/offices/departments, employee rotation or mutation is often carried out with the reason of refreshing employees, including at the Civil Service and Human Resources Development Agency of South Barito Regency. This certainly has an impact on the working atmosphere that employees must face to work. However, the management and leadership factors applied by the leaders here are very necessary to maintain a conducive and comfortable working atmosphere for employees to work.

4. Conclusion

Based on the research results and discussion, the following conclusions can be drawn from the research results: Infrastructure has a positive and significant influence on job satisfaction at the Civil Service and Human Resources Development Agency of South Barito Regency. Workplace conditions have a positive and significant influence on job satisfaction at the Civil Service and Human Resources Development Agency of South Barito Regency. The working atmosphere has a positive and significant influence on job satisfaction at the Civil Service and Human Resources Development Agency of South Barito Regency. Infrastructure has a positive and significant influence on employee performance at the Civil Service and Human Resources Development Agency of South Barito Regency. Infrastructure has a positive and significant influence on employee performance at the Civil Service and Human Resources Development Agency of South Barito Regency. The working atmosphere has no significant influence on employee performance at the Civil Service and Human Resources Development Agency of South Barito Regency. Job satisfaction has a positive and significant influence on employee performance at the Civil Service and Human Resources Development Agency of South Barito Regency.

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