



## The Effect of Work Facilities, Work Space Layout, and Team Building on Employee Performance

Rizky Maulana Fadillah<sup>1</sup>, Andriya Risdwiyanto<sup>2</sup>

<sup>1</sup>Management, Universitas Proklamasi 45, Sleman, Indonesia,

<sup>2</sup>Management, Universitas Proklamasi 45, Sleman, Indonesia, [andriya.risdwiyanto@up45.ac.id](mailto:andriya.risdwiyanto@up45.ac.id)

**Abstract.** This study aims to identify the influence of work facilities, workspace layout, and team building on employee performance. Using descriptive quantitative research methods, this study involved employees from two companies: PT Borobudur, Prambanan, and Ratu Boko Temple Tourism Park and PT Naisha Inspirasi Muslimah Yogyakarta. The sample consisted of 80 people, with 40 employees from each company. Data were collected through questionnaires distributed in the form of a paper survey. Analyses were conducted using Statistical Product and Service Solutions (SPSS) version 23.0 to test validity, reliability, multicollinearity, basic assumptions, and multiple linear regression. The research findings show that (1) work facilities have a positive and significant effect on employee performance, (2) work layout has a negative and insignificant effect, (3) team building has a positive and significant effect, and (4) the three variables simultaneously have a significant effect on employee performance.

**Keywords:** Work Facilities, Work Space Layout, Team Building, Performance.

***Abstrak.** Penelitian ini bertujuan untuk mengidentifikasi pengaruh fasilitas kerja, tata ruang kerja, dan team building terhadap kinerja karyawan. Menggunakan metode penelitian kuantitatif deskriptif, studi ini melibatkan karyawan dari dua perusahaan: Kantor Pusat Taman Wisata Candi Borobudur, Prambanan, dan Ratu Boko serta PT. Naisha Inspirasi Muslimah Yogyakarta. Sampel terdiri dari 80 orang, dengan 40 karyawan dari masing-masing perusahaan. Data dikumpulkan melalui kuesioner yang disebarkan dalam bentuk survei kertas. Analisis dilakukan menggunakan Statistical Product and Service Solutions (SPSS) versi 23.0 untuk menguji validitas, reliabilitas, multikolinieritas, asumsi dasar, dan regresi linier berganda. Temuan penelitian menunjukkan bahwa (1) fasilitas kerja berpengaruh positif dan signifikan terhadap kinerja karyawan, (2) tata ruang kerja memiliki pengaruh negatif dan tidak signifikan, (3) team building berpengaruh positif dan signifikan, serta (4) ketiga variabel tersebut berpengaruh signifikan secara bersamaan terhadap kinerja karyawan.*

**Kata kunci:** Fasilitas Kerja, Tata Ruang Kerja, Team Building, Kinerja.

### BACKGROUND

The company must be able to display the performance of its employees as a means of achieving the company's goals and expectations in today's competitive environment.

According to Setiyaarti et al. (2023), the progress of a company is determined by the human energy sources contained within it, if the existing human energy sources are managed well so that they will have a positive impact on the company. On the other hand, poor management can reduce employee productivity and performance, which ultimately leads to increased turnover. Therefore, companies must be able to manage their human energy sources well, so that the company is successful in achieving its goals. According to Voon et al. (2011), one of the efforts that can be tried by the company is by using the method of empowering each employee so that they can realize each vision and mission that is the company's goal.

Work facilities are one of the important elements that help employees in carrying out the responsibilities given by the company. Adequate work facilities equipped with the right equipment can create a more supportive work environment, which in turn can increase the efficiency and effectiveness of employee performance (Jufrizen, 2021). Work facilities are important in carrying out operational activities. The availability of work facilities greatly influences the efficiency, accuracy, and speed of implementing organizational tasks (Prawira, 2020).

Work space layout is an essential need in the context of today's modern office. Office space layout design makes a positive contribution to company activities. Conversely, if the office layout is not ideal, employees may experience boredom and loss of motivation in carrying out their duties (Kharis et al., 2021). Company management can create an effective and beneficial office layout by considering various factors, such as efficient use of space, creating a comfortable working environment, reflecting a positive image of the company, ensuring smooth workflow, increasing employee productivity, and planning space flexibly to anticipate future company growth (Al-Bara, 2021).

Team building is a group activity designed to improve effective communication, with the aim of increasing employee productivity in completing tasks that require teamwork (Maulidia & Rahman, 2021). The main objective of this activity is to achieve predetermined results through a series of well-planned activities. Apart from that, team building also aims to develop the performance of individuals who are part of the team (Mahardika et al., 2023). Team training building is a learning process that uses an experimental approach to improve the function of interactions between groups, such as

increasing cooperation among team members, improving the quality of communication, and reducing unproductive conflicts (Sidiq & Abdullah, 2022).

Employee performance is the result of work that has been done by an employee in a certain period of time, compared to standards, goals, or criteria that have been set and agreed upon together (Rivai, 2020). This employee performance includes both quality and quantity aspects of the work carried out by Human Resources (HR), in accordance with the responsibilities that have been set (Wibowo et al., 2022). From this description, this study aims to identify the influence of work facilities, work space layout, and team building on employee performance.

## **THEORETICAL STUDY**

### **Work Facilities**

Facilities are one of the important elements that help employees complete tasks given by the company. Adequate work facilities equipped with appropriate equipment can improve employee performance, allowing them to work more effectively and efficiently (Jufrizen, 2021). Support for work facilities that continue to develop in technology can simplify and speed up the work process. Work facilities that can be accessed and utilized properly by the company can also help achieve optimal performance (Abaharis & Dwinanda, 2023).

### **Work Space Layout**

Office space layout involves various facilities such as equipment, furniture, and office supplies that are systematically arranged according to work needs, in order to support the smooth running of office activities (Kharis et al., 2021). According to Sipahutar and Al-Bara (2021), the preparation of office layout includes determining detailed space requirements and their use, to design the physical layout needed in carrying out office work with controlled expenses. Good arrangement of office layout and office equipment can increase employee productivity and produce work results that meet the standards desired by the company, thereby helping to achieve company goals according to the targets that have been set (Kharis et al., 2021).

### **Team Building**

Team building is a group activity that aims to improve employee work effectiveness through intensive interaction, especially in completing tasks that require teamwork. This activity includes a series of activities that are systematically designed to achieve predetermined goals. (Maulidia & Rahman, 2021). Meanwhile, team training building is a learning process that applies an experimental approach to improve the internal functioning of a group, such as cooperation between team members, communication quality, and reducing unproductive conflicts (Sidiq & Abdullah, 2022).

## **Performance**

Performance is the result of work done by an employee within a certain period of time, compared to standards, targets, or criteria that have been set and agreed upon in advance (Rivai, 2020). Employee performance includes work results in terms of quality and quantity achieved by Human Resources (HR) during the period of carrying out tasks in accordance with the responsibilities that have been given (Wibowo et al., 2022). Employee performance is a crucial aspect in every organization because it reflects work results, work quality, cooperation between employees, and discipline in completing tasks according to their individual capacity, which has an impact on individual satisfaction. So the higher the performance achieved, the better the results obtained (Hakim, 2020).

## **Hypotheses Development**

According to a study conducted by Jufrizen (2021), and Simanjuntak and Edy (2022) found that work facilities have a positive and significant influence on employee performance. Thus, the first hypothesis in this study is formulated:

H1: Work facilities have a positive influence on employee performance.

According to the results of research conducted by Sipahutar and Al-Bara (2021) and Kharis et al. (2021) showed that spatial planning has a significant influence. Therefore, the second hypothesis in this study is formulated:

H2: Workspace layout has a positive influence on employee performance.

According to the research results conducted by Mahardika et al. (2023), and Maulidia and Rahma (2021) emphasized that there is a positive influence on the implementation of teamwork. building on employee performance. Thus, the third hypothesis in this study is formulated:

H3: Team Building has a positive impact on Employee Performance.

Based on description above, the fourth hypothesis is formulated that:

H4: Work Facilities, Work Space Layout, and Team Building simultaneously have a positive effect on Employee Performance.

**Research Model**

In order to provide a structured and detailed view, the conceptual framework that forms the basis for all research conducted has been presented in Fig. 1 (Prawira, 2020).

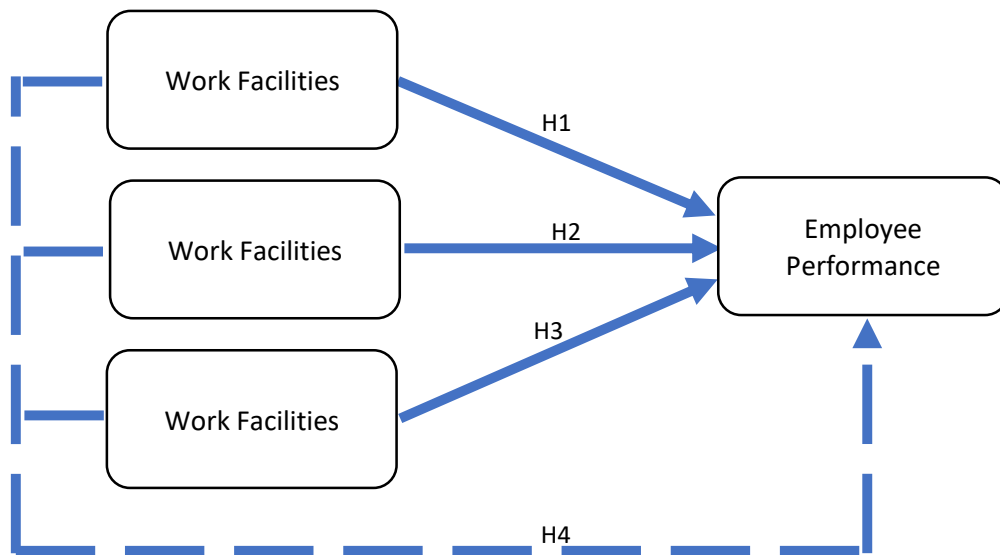


Figure 1. Research Model

**RESEARCH METHODS**

This descriptive research method applies a quantitative approach, considering that the research data is in the form of numbers and is analyzed using statistics. The research objects include PT Taman Wisata Candi Borobudur, Prambanan, and Ratu Boko, as well as PT Naisha Inspirasi Muslimah Yogyakarta. In this study, there are the following variables: 1) Independent variables: Work Facilities (X1), Work Space Layout (X2), Team Building (X3), and 2) Dependent variables: Employee Performance (Y). The population of this study were employees of the Head Office of PT TWC, as well as PT NIM. In this study, the sampling technique was determined by the company in accordance

with applicable regulations. The sample consisted of 40 employees of the Head Office of PT TWC, as well as 40 employees of PT NIM Yogyakarta. Inclusion criteria include employees who have worked for at least one year, work indoors, fill out the questionnaire as many as 80 people, in accordance with the recommendation of Kumar (1999) who suggests that a large sample size in quantitative research can produce more accurate statistical calculations compared to small samples, Kerlinger and Lee (2000) recommend a minimum of 30 samples in quantitative research (Nurazizah & Mildawani, 2022), and employees who are willing to fill out the questionnaire without coercion.

### **Instrument Test**

This study includes validity and reliability tests. Validity tests are used to assess the validity of a questionnaire. In theory, validity tests can be measured using product correlation. moment or Pearson correlation. If the  $r_{\text{calculated}}$  value obtained is greater than the  $r_{\text{table}}$ , then the instrument or question item is considered to be significantly correlated with the total score (valid). Reliability is a measure to evaluate the consistency or stability of a questionnaire as an indicator of the variable or construct being measured. Reliability testing is generally carried out using the Alpha method Cronbach's , where The instrument is considered reliable if the alpha value is greater than 0.50 (Manullang et al., 2022) . The operational table of variables can be seen in table 1.

### **Data collection technique**

The data used in this study are primary data. The data collection technique is carried out by distributing questionnaires in paper form (paper survey). The questionnaire is compiled based on research indicators regarding the influence of work facilities, work space layout and team building on the working environment of the Head Office of PT Taman Wisata Candi Borobudur, Prambanan, and Ratu Boko and PT Naisha Inspirasi Muslimah Yogyakarta.

**Table 1. Operational Variables**

No.	Variables	Operational Definition	Measurement Indicators
1.	Work Facilities	According to Prawira, (2020) , work facilities play a very vital role in increasing the efficiency, accuracy and speed of implementing organizational operations.	<ol style="list-style-type: none"> <li>1. Work tool facilities.</li> <li>2. Work equipment facilities.</li> <li>3. Social facilities.</li> </ol>
2.	Workspace Layout	Office space planning involves analyzing space requirements and their use in detail to create an efficient layout of the physical factors required to carry out office activities at an appropriate cost (Al-Bara, 2021) .	<ol style="list-style-type: none"> <li>1. Closed office layout</li> <li>2. Open office layout</li> <li>3. Panoramic office layout</li> <li>4. Partitioned/separate office layout</li> </ol>
3.	Team Building	According to Maulidia & Rahman, (2021) , the team building is a group activity that involves high interaction to increase employee productivity in completing tasks that have dependencies with others. This activity includes a series of activities that are carefully designed to achieve previously set goals.	<ol style="list-style-type: none"> <li>1. Coordination</li> <li>2. Communication</li> <li>3. Cohesion</li> <li>4. Make decision</li> <li>5. Problem management</li> <li>6. Social relations</li> <li>7. Performance feedback</li> </ol>
4	Employee performance	According to Harahap and Tirtayasa (2020) , performance refers to the implementation of work and the results achieved from that implementation.	<ol style="list-style-type: none"> <li>1. Work result</li> <li>2. Job knowledge</li> <li>3. Initiative</li> <li>4. Attitude</li> <li>5. Time and attendance discipline</li> </ol>

## Descriptive Analysis

Descriptive statistical analysis according to Sugiono (2016) is a statistical technique used to describe and explain data that has been collected without the intention of drawing generalizations or conclusions. SPSS software is used to process the multiple linear regression approach used in the analysis of this research data.

## Basic Assumption Test

### Normality Test

normality test is carried out to ensure that the other variables have the assumption that their residual values are normally distributed. In this study, the normality test used the Kolmogorov-Smirnov method with a significance level of 5%. If the significance value is more than 5%, it can be concluded that the data is normally distributed. Conversely, if the significance value is less than 5%, it can be concluded that the data is not normally distributed (Fitriyani, 2019) .

### **Linearity Test**

linearity test aims to determine whether the relationship between the two variables is linear. In this study, the linearity test was carried out by examining the scatterplot diagram. If the points on the graph form a pattern that points to the upper right, then the data relationship is considered linear. Conversely, if the graph pattern does not point to the upper right, the data relationship is considered nonlinear (Tetania & Susanto, 2022) .

### **Multicollinearity Test**

In this test, multicollinearity between the two independent variables is evaluated using the tolerance and Variance values. Inflation Factor (VIF). If the tolerance value exceeds 0.10 and the VIF value is less than 10, it can be concluded that there is no multicollinearity problem between the two independent variables (Fitriyani, 2019).

### **Multiple Linear Regression Analysis**

This analysis aims to measure the extent to which independent variables, such as Work Facilities (X1), Work Space Layout (X2), and Team Building (X3), affect the dependent variable, namely employee performance (Y). The multiple linear regression equation is formulated as follows, in accordance with research conducted by Sulistyono & Sulistiyowati, (2017) :

$$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Description:

Y	= employee performance
a	= constant
$\beta_1, \beta_2, \beta_3$	= regression coefficients of independent variables
X <sub>1</sub>	= work facilities
X <sub>2</sub>	= work space layout
X <sub>3</sub>	= team building
e	= random error

## **RESULTS AND DISCUSSION**

### **Descriptive Analysis of Respondent Demographics**

Descriptive demographic analysis was conducted based on research data that had been collected from the results of questionnaire responses given to 80 respondents. The collected research data had been converted into a numeric table so that it could be easily understood and interpreted. Researchers used descriptive demographic analysis to present



information about the demographic characteristics of respondents. Some of the results of the descriptive analysis include:

**Table 1. Respondent Demographic Descriptives**

Data	Information	Frequency	Percentage (%)
Gender	Man	23	28.7%
	Woman	57	71.3%
	Amount	80	100.0%
Age	≤20 years	0	0.0%
	21-30 years	58	72.5%
	30-40 years	8	10.0%
	40-50 years	7	8.8%
	>50 years	7	8.8%
	Amount	80	100.0%
Last education	High school/equivalent	15	18.8%
	Diploma 1	0	0.0%
	Diploma 2	0	0.0%
	Diploma 3	4	5.0%
	S1	58	72.5%
	S2	3	3.8%
	Amount	80	100.0%
Working Time	<1 year	14	17.5%
	1-4 years	38	47.5%
	4-7 years	9	11.3%
	7-10 years	2	2.5%
	>10 years	17	21.3%
	Amount	80	100.0%

Based on the table above, it can be seen that based on gender, the majority of respondents were female, as many as 57 people (71.3%), based on age, the majority of respondents were 21-30 years old, as many as 58 people (72.5%), regarding their last education, the majority answered S1, as many as 58 people (72.5%), and regarding length of service, the majority answered working for 1-4 years, as many as 38 people (47.5%).

## Instrument Test

Table 2. Validity Test

Question Items	r count	r table 0.05	Results
<b>Facility Work</b>			
X1_1	0.537	0.2199	Valid
X1_2	0.710	0.2199	Valid
X1_3	0.716	0.2199	Valid
X1_4	0.685	0.2199	Valid
X1_5	0.636	0.2199	Valid
X1_6	0.676	0.2199	Valid
<b>Workspace Layout</b>			
X2_1	0.474	0.2199	Valid
X2_2	0.536	0.2199	Valid
X2_3	0.174	0.2199	Not valid
X2_4	0.310	0.2199	Valid
X2_5	0.492	0.2199	Valid
X2_6	0.591	0.2199	Valid
X2_7	0.623	0.2199	Valid
X2_8	0.536	0.2199	Valid
<b>Team Building</b>			
X3_1	0.730	0.2199	Valid
X3_2	0.560	0.2199	Valid
X3_3	0.731	0.2199	Valid
X3_4	0.693	0.2199	Valid
X3_5	0.659	0.2199	Valid
X3_6	0.513	0.2199	Valid
X3_7	0.480	0.2199	Valid
X3_8	0.655	0.2199	Valid
X3_9	0.679	0.2199	Valid
X3_10	0.713	0.2199	Valid
X3_11	0.765	0.2199	Valid
X3_12	0.634	0.2199	Valid
X3_13	0.660	0.2199	Valid
X3_14	0.721	0.2199	Valid
<b>Employee performance</b>			
Y_1	0.561	0.2199	Valid
Y_2	0.385	0.2199	Valid
Y_3	0.609	0.2199	Valid
Y_4	0.452	0.2199	Valid
Y_5	0.541	0.2199	Valid
Y_6	0.701	0.2199	Valid
Y_7	0.667	0.2199	Valid
Y_8	0.703	0.2199	Valid
Y_9	0.682	0.2199	Valid
Y_10	0.553	0.2199	Valid

Based on the results of the validity test, there is one question item X2\_3 from the Work Space Layout questionnaire that is not valid so it will not be used for the next test, and the other question items are declared valid because the calculated r obtained  $>$  r table.

**Table 3. Reliability Test**

Variables	Cronbach's Alpha	Criteria	Information
Facility Work	0.736	0.5	Reliable
Workspace Layout	0.573	0.5	Reliable
Team Building	0.893	0.5	Reliable
Employee performance	0.784	0.5	Reliable

Based on the results of the reliability test, the Cronbach's value Alpha for each research variable exceeds 0.5, which indicates that each variable in this study can be considered reliable.

## Basic Assumption Test

### 1. Normality Test

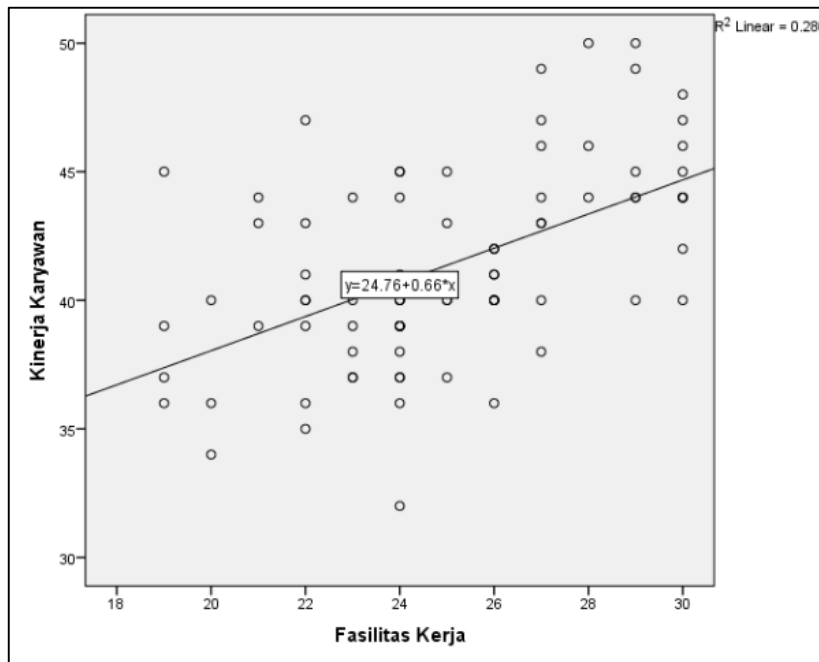
**Table 4. Normality Test**

One- Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		80
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.73948011
Most Extreme Differences	Absolute	.083
	Positive	.083
	Negative	-.051
Test Statistic		.083
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

The significance value of the normality test is 0.200, which is greater than 0.05. Therefore, it can be concluded that the residual value has a normal distribution.

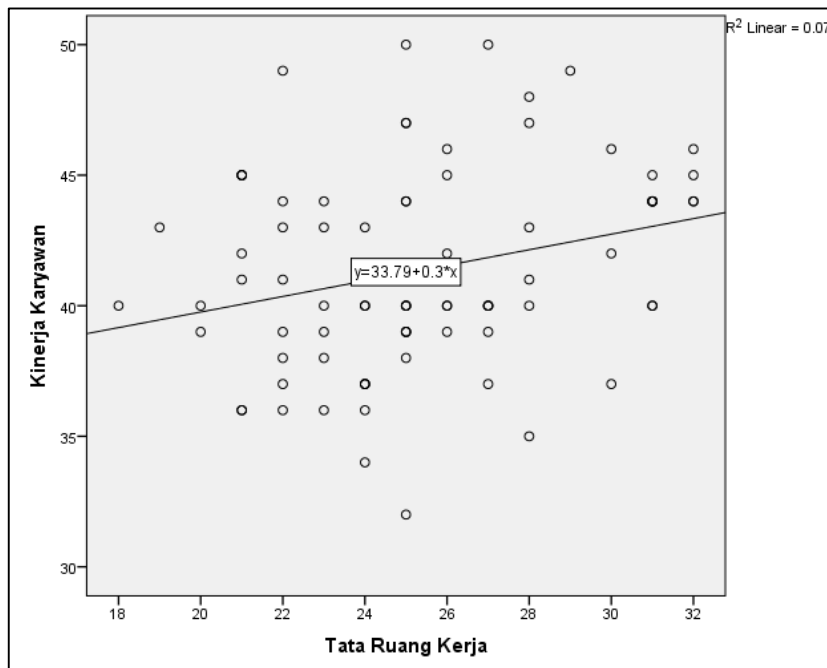
### 2. Linearity Test

Based on the display of Figure 2, the data points form a straight line pattern that moves from the bottom left to the top right. This indicates a positive and unidirectional relationship between the work facility variable (X1) and employee performance (Y). The positive correlation indicates that improvements in work facilities can encourage increased employee performance.



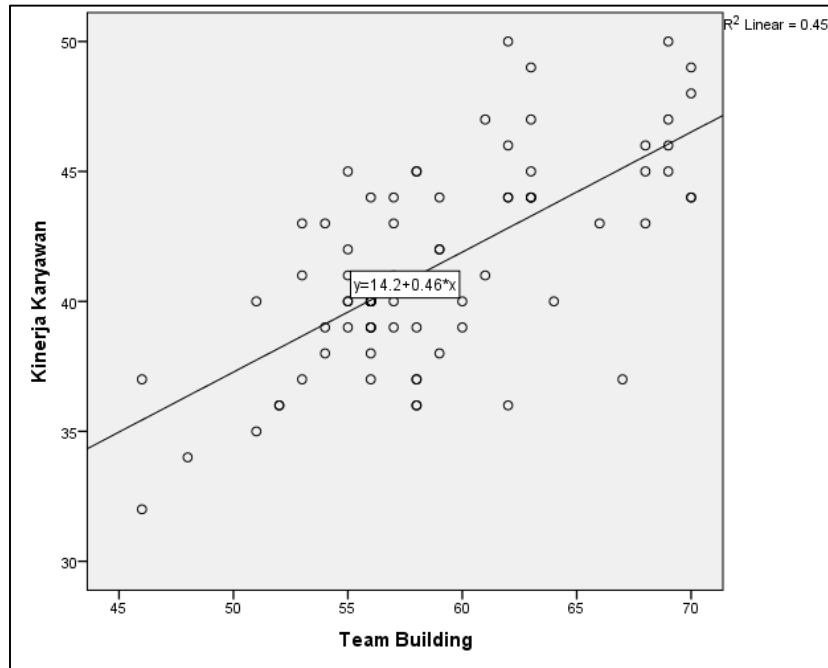
**Figure 2. Linearity Test of X1 against Y**  
**Source: SPSS 23 Output (2024)**

In Figure 3, the straight line pattern formed from the bottom left to the top right shows a linear and positive relationship between the workspace layout variable (X2) and employee performance (Y). This positive relationship indicates that improvements in workspace layout can improve employee performance.



**Figure 3. Linearity Test of X2 against Y**  
**Source: SPSS 23 Output (2024)**

Figure 4 also displays a straight line pattern from bottom left to top right, which indicates a linear and positive relationship between the team variables. building (X3) and employee performance (Y). This positive relationship indicates that an increase in team building activities building will likely contribute to improved employee performance.



**Figure 4. Linearity Test of X3 against Y**  
Source: SPSS 23 Output (2024)

### 3. Multicollinearity Test

**Table 5. Multicollinearity Test**

Coefficients <sup>a</sup>			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Work Facilities	.651	1,536
	Workspace Layout	.814	1,229
	Team Building	.681	1,467

The tolerance value exceeds 0.10 and the VIF value is below 10, which concludes that there is no multicollinearity problem.

### Multiple Linear Regression Analysis

#### 1. Coefficient of Determination

**Table 6. Coefficient of Determination**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.706 <sup>a</sup>	.499	.479	2,793

a. Predictors: (Constant), TEAM BUILDING, WORK SPACE LAYOUT, WORK FACILITIES

With an Adjusted R Square value of 0.479, it can be concluded that the variables of work facilities, work space layout, and team building simultaneously contributed 47.9% to employee performance variables.

## 2. F-test

**Table 7. F Test**  
ANOVA <sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	589,612	3	196,537	25.194	.000 <sup>b</sup>
	Residual	592,875	76	7,801		
	Total	1182,488	79			

a. Dependent Variable: EMPLOYEE PERFORMANCE

b. Predictors: (Constant), TEAM BUILDING, WORK SPACE LAYOUT, WORK FACILITIES

With a significance value ( sig .) of 0.000, it can be concluded that the variables of work facilities, work space layout and team building has a significant effect on employee performance variables simultaneously.

## 3. t-test (Hypothesis Test)

**Table 8. t-Test (Hypothesis Test)**  
Coefficients <sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12,302	3,538		3.477	.001
	WORK FACILITIES	.300	.125	.242	2.402	.019
	WORK SPACE LAYOUT	-.025	.100	-.022	-.246	.806
	TEAM BUILDING	.377	.067	.553	5.625	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

The significance value (sig.) for variable X1 (work facilities) is 0.019, which is less than 0.05, and the calculated t value is 2.402, which is greater than the t table of 1.665. This shows that variable X1 (work facilities) has a significant effect on variable Y. On the other hand, the significance value (sig.) for variable X2 (work layout) is 0.806, which is greater than 0.05, and the calculated t value is -0.246, which is less than the t table of 1.665. This concludes that variable X2 (work layout) does not have a significant effect on variable Y. For variable X3 (team building), the significance value (sig.) is 0.000, which is less than 0.05, and the calculated t value is 5.625, which is greater than the t table of 1.665. This shows that the variable X3 (team building) has a significant effect on variable Y.

#### 4. Multiple Linear Regression Analysis

- a. The resulting regression equation:  
$$Y = 12.302 + 0.300X_1 - 0.025X_2 + 0.377X_3$$
- b. With a constant value of 12.302, this means that if the independent variable has a value of 0 (constant), then the dependent variable will have a value of 12.302.
- c. The regression coefficient for variable  $X_1$  is positive (+) at 0.300, which indicates that if variable  $X_1$  increases, then variable  $Y$  also increases, and vice versa.
- d. The regression coefficient for variable  $X_2$  is negative (-) at -0.025, which indicates that if variable  $X_2$  increases, variable  $Y$  tends to decrease, and vice versa.
- e. The regression coefficient for variable  $X_3$  is positive (+) at 0.377, which indicates that if variable  $X_3$  increases, then variable  $Y$  also tends to increase, and vice versa.

#### 5. Discussion

- a. The Influence of Work Facilities on Employee Performance

The research analysis shows that work facilities have a positive and significant effect on employee performance. The calculated  $t$  value (2.402) which is greater than the  $t$  table (1.665) and the significance value (0.019) less than 0.05 confirm that the hypothesis is accepted. According to Jufrizen, (2021), good work facilities increase employee productivity and effectiveness, which in turn improves their performance and helps the company achieve its goals.

- b. The Influence of Workspace Layout on Employee Performance

Workspace layout does not show a significant effect on employee performance. The calculated  $t$  value (-0.246) which is smaller than the  $t$  table (1.665) and the significance value (0.806) is greater than 0.05 indicating that the hypothesis about workspace layout is rejected. This study is supported by the study of Ahmad et al., (2020) which found no effect of layout on employee productivity, this is in contrast to the study of Sipahutar and Al-Bara (2021) which stated that layout has a significant effect on employee productivity.

- c. The Influence of Team Building On Performance Employee

Team building has a positive and significant effect on employee performance. The calculated  $t$  value (5.625) which is much greater than the  $t$  table (1.665) and the significance value (0.000) less than 0.05 supports this hypothesis. According to Sidiq and Abdullah (2022) and Mahardika et al. (2023) who stated

that team building has a positive and effective influence on employee performance.

d. The Influence of Work Facilities, Work Space Layout and Team Building on Employee Performance

Overall, the work facilities, work space layout, and team building together have a significant influence on employee performance. The significance value of the F test (0.000) shows that there is a simultaneous influence of these three variables, and the Adjusted R Square value (0.479) shows that the three variables have an influence of 47.9% on employee performance, while the rest is influenced by other factors not studied.

## CONCLUSIONS AND SUGGESTIONS

### Conclusions

Based on the results of the study, the validity test found that the X2\_3 questionnaire was invalid so that it was not used in the next test and discussion. Work facilities showed a positive and significant effect on employee performance, indicating that the hypothesis was accepted. This has the potential to improve employee performance and support the achievement of company goals. Workspace layout has a negative and insignificant effect on employee performance, indicating that the hypothesis cannot be accepted so that it does not support the hypothesis in this research study. However, this is supported by research by Ahmad et al. (2020). Team building gives a positive and significant influence on employee performance, indicating that the hypothesis is accepted. Thus, it can be concluded that increasing team activities building is related to improving employee performance. The results of the research conducted showed that work facilities, work space layout, and team building has a significant influence simultaneously on employee performance, the rest is influenced by other variables not included in this study.

### Suggestions

Based on the results of research on employees of PT Taman Wisata Candi Borobudur, Prambanan, and Ratu Boko and PT Naisha Inspirasi Muslimah, it was found that the work space layout variable did not have a positive and insignificant effect on employee performance. Therefore, companies are advised to pay more attention to



determining space requirements and their use in detail. This is expected to improve the quality and quantity of work, as well as directly improve employee performance.

This study has limitations, such as focusing only on service companies and manufacturing companies, limited number of respondents, and limitations of place and time of research. Therefore, researchers who are interested in conducting similar research are expected to conduct in-depth observations and further exploration related to the problems faced by the company, as well as other research objects in general.

## REFERENCES

- Adha, R. N., Qomariah, N., & Hafidzi, A. H. (2019). Pengaruh Motivasi Kerja, Lingkungan Kerja, Budaya Kerja Terhadap. *Jurnal Penelitian Ipteks*, 4(1), 47–62.
- Ahmad, N., Jamin, A., Beta, R. M. D. M., Ismail, S., Sakarji, S. R., & Zain, Z. M. (2020). The Importance of Office Layout for Employee Productivity. *Dinamika Pendidikan*, 15(2), 164–171. <https://doi.org/10.15294/dp.v15i2.26081>
- Al-Bara, S. &. (2021). Pengaruh Tata Ruang Kantor Terhadap Produktivitas Kerja Karyawan Pada PT. Bank Sumut KC. Syariah Medan. *Al-Sharf: Jurnal Ekonomi Islam*, 2(3), 157–169. <https://doi.org/10.56114/al-sharf.v2i3.225>
- Amanda, L., Yanuar, F., & Devianto, D. (2019). Uji Validitas dan Reliabilitas Tingkat Partisipasi Politik Masyarakat Kota Padang. *Jurnal Matematika UNAND*, 8(1), 179. <https://doi.org/10.25077/jmu.8.1.179-188.2019>
- Fitriyani, H. A. (2019). *Pengaruh Net Profit Margin (NPM) Dan Biaya Operasional Pendapatan Operasional (BOPO) Terhadap Return On Assets (ROA)*. 4(2), 94–106.
- Hakim, A. (2020). Pengaruh Kemampuan, Fasilitas Kerja Dan Kompetensi Terhadap Kinerja Pegawai Puskesmas Rantau Kecamatan Rantau Kabupaten .... *Tijarah: Jurnal Ekonomi Dan Bisnis*, 2(20), 31–37. <https://jurnal.uisu.ac.id/index.php/tjh/article/view/2743>
- Harahap, S. F., & Tirtayasa, S. (2020). Pengaruh Motivasi, Disiplin, Dan Kepuasan Kerja Terhadap Kinerja Karyawan Di PT. Angkasa Pura II (Persero) Kantor Cabang Kualanamu. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 3(1), 120–135. <https://doi.org/10.30596/maneggio.v3i1.4866>
- Hendra, M. (2022). Pengaruh Lingkungan Kerja dan Disiplin Kerja Terhadap Kinerja Karyawan Perusahaan Daerah Air Minum (PDAM) Kota Padang. *Jurnal Pundi*, 5(3), 325. <https://doi.org/10.31575/jp.v5i3.366>
- Henryanto Abaharis, & Suchi Dwinanda. (2023). Pengaruh Lingkungan Kerja, Fasilitas Kerja dan Beban Kerja Terhadap Kinerja Karyawan pada PT. Lembah Karet Padang.

*SAMMAJIVA: Jurnal Penelitian Bisnis Dan Manajemen*, 1(2), 91–104.  
<https://doi.org/10.47861/sammajiva.v1i2.189>

- Ilhamsyah, & Maliah, H. (2020). Pengaruh Lingkungan Kerja Fisik dan Lingkungan Kerja Non Fisik Terhadap Kepuasan Kerja Karyawan Pada PT. PLN (Persero) Wilayah Sumatera Selatan. *Jurnal Kompetitif*, 9(2), 73–91.
- Jufrizen, J. (2021). Pengaruh Fasilitas Kerja Dan Disiplin Kerja Terhadap Kinerja Karyawan Melalui Motivasi Kerja. *Sains Manajemen*, 7(1), 35–54.  
<https://doi.org/10.30656/sm.v7i1.2277>
- Kharis, A. J., Anjarini, A. D., Mulyapradana, A., & Elshifa, A. (2021). Penataan Ruang Kantor dan Kinerja Karyawan Terhadap Produktivitas Kerja Karyawan di CV Andromeda Multi Sarana. *Public Service and Governance Journal*, 2(01), 47.  
<https://doi.org/10.56444/psgj.v2i01.1965>
- Mahardika, S., Urbani, W., Islamy, F., & Puspa, T. (2023). Pelaksanaan Team Building Terhadap Kinerja Pegawai Di Industri Perbankan. *Jurnal Ekonomi Trisakti*, 3(1), 1091–1100. <https://doi.org/10.25105/jet.v3i1.15350>
- Manullang, W. T. A., Sinaga, R. V., & Silalahi, E. (2022). Pengaruh Disiplin Kerja, Fasilitas Kerja Dan Beban Kerja Terhadap Kinerja Karyawan Pada Pt. Hilon Sumatera. *KUKIMA: Kumpulan Karya Ilmiah Manajemen*, 1(1), 10–21.  
<https://doi.org/10.54367/kukima.v1i1.1806>
- Maswar, Zikriati Mahyani, & Muhammad Jufri. (2020). Pengaruh Motivasi Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan. *Al-Idarah : Jurnal Manajemen Dan Bisnis Islam*, 1(1), 16–29. <https://doi.org/10.35316/idarah.2020.v1i1.16-29>
- Maulidia, A., & Rahman, T. (2021). Pengaruh Team Building Terhadap Productivity Melalui Safety Pada Pt X Di Kabupaten Balangan Kalimantan Selatan. *JAPB: Jurnal Mahasiswa Administrasi Publik Dan Administrasi Bisnis*, 4(1), 15–28.
- Mubaroq, S. idwan, Abidin, Z., & Hermanto, H. (2021). Pengaruh lingkungan kerja dan kompensasi terhadap kepuasan kerja PT. Narmada Awet Muda. *Unram Management Review*, 1(1), 42–50. <https://doi.org/10.29303/ju.v1i1.39>
- Nurdin, N., Wahyu, W., Sari, N. K., & Mawahda, I. (2021). Pengaruh Lingkungan Kerja Fisik, Lingkungan Kerja Non Fisik Dan Kompensasi Terhadap Kepuasan Kerja Karyawan Pada Rumah Jahit Akhwat (Rja) Cabang Makassar. *Jurnal Manajemen & Organisasi Review (Manor)*, 3(2), 92–106. <https://doi.org/10.47354/mjo.v3i2.300>
- Nurjaya, N. (2021). Pengaruh Disiplin Kerja, Lingkungan Kerja Dan Motivasi Kerja Terhadap Kinerja Karyawan Pada Pt. Hazara Cipta Pesona. *AKSELERASI: Jurnal Ilmiah Nasional*, 3(1), 60–74. <https://doi.org/10.54783/jin.v3i1.361>
- Prawira, I. (2020). Social Facilitation Theory Pengaruh Kompensasi. *Jurnal Ilmiah Magister Manajemen*, 3(1), 28–40.

- Rivai, A. (2020). *Pengaruh Kepemimpinan Transformasional dan Budaya organisasi Terhadap Kinerja Karyawan*. 3(September), 213–223.
- Rochman, A. S., & Rusdiyanto, R. (2022). Analisis Peningkatan Kinerja Karyawan Melalui Faktor Lingkungan Kerja Pada Pt. Xyz. *Jurnal Penelitian Multidisiplin*, 1(1), 1–7. <https://doi.org/10.58705/jpm.v1i1.4>
- Sidiq, W., & Abdullah, S. M. (2022). Efektivitas pelatihan team building untuk meningkatkan kohesivitas kelompok kerja. *Jurnal Psikosudia*, 11(1), 94–105. <https://doi.org/10.30872/psikostudia>
- Sihaloho, R. D., & Siregar, H. (2020). Pengaruh lingkungan kerja terhadap kinerja karyawan Pada PT. Super setia sagita medan. *Jurnal Ilmiah Socio Secretum*, 9(2), 273–281.
- Simanjuntak, F. A., & Edy, E. (2022). Pengaruh Fasilitas Kerja dan Penempatan Kerja terhadap Prestasi Kerja Karyawan PT. Masa Mitra Pratama Medan. *Lensa Ilmiah: Jurnal Manajemen Dan Sumberdaya*, 1(1), 62–68. <https://doi.org/10.54371/jms.v1i1.183>
- Sulistiyono, S., & Sulistiyowati, W. (2017). Peramalan Produksi dengan Metode Regresi Linier Berganda. *PROZIMA (Productivity, Optimization and Manufacturing System Engineering)*, 1(2), 82–89. <https://doi.org/10.21070/prozima.v1i2.1350>
- Tetania, N. selly, & Susanto, A. H. (2022). Pengaruh Gaya Kepemimpinan Situasional Dan Semangat Kerja Terhadap Produktivitas Karyawan Pt Zzz. *Jurnal Ilmiah Manajemen, Bisnis Dan Kewirausahaan*, 2(3), 46–60. <https://doi.org/10.55606/jurimbik.v2i3.254>
- Wibowo, F., Setiyanto, S., & Bahtiar, H. (2022). Pengaruh gaya kepemimpinan, loyalitas karyawan terhadap kinerja karyawan. *Journal of Management and Digital Business*, 2(3), 128–138. <https://doi.org/10.53088/jmdb.v2i3.587>