THE INFLUENCE OF WORK SHIFTS AND WORK FACILITIES ON EMPLOYEE PERFORMANCE AT PT INDOBEST ARTHA KREASI

Reza Maulana
School of Management, Muhammadiyah Tangerang University
E-mail: rezamaulanaxmm2@gmail.com

Abstract

To optimize Employee Performance, all resources need to be managed optimally including Work Shifts as a work system and Work Facilities. With good resource management, of course, companies can optimize the performance of their employees to maximize company performance. The purpose of this study was to determine the effect of Work Shifts and Work Facilities on Employee Performance partially or simultaneously. The research method used is quantitative method so that the direction and magnitude of the influence of exogenous variables on endogenous variables can be clearly described. The research data used primary data with a sample size of 70 employees at PT Indobest Artha Kreasi. The sampling method taken using nonprobablity sampling using saturated samel technique and using a questionnaire instrument for data collection. The results showed that: 1). Work Shift has a significant effect on Employee Performance, 2). Work Facilities have a significant effect on Employee Performance, 3). Work Shift and Work Facilities simultaneously have a significant effect on Employee Performance. The research implication shows that there is an influence of Work Shift and Work Facilities on Employee Performance.

Keywords: Employee Performance, Work Facilities, Work Shift

INTRODUCTION

Business development in the digital era is accelerating. Increasingly competitive business competition also requires companies to provide customer needs more responsively in the technology industry and digital payment services. The increasing demand for products and services, encouraging companies to operate for a full 24 hours, this certainly affects the lives of employees. Employees will perform continuous shift rotations to work alternately with other coworkers.

PT Indobest Artha Kreasi is a start-up company that manages its business in the field of digital payment services by providing various mobile-based digital products and services. Efforts to improve service quality are carried out through an evaluation of the work system used, namely the Work Shift and Work Facilities that have been provided.

Based on data received from the company, Employee Performance is still not optimal as seen from the high number of employee absences. In the period January 2023 - July 2024 the total employee absence reached 346 absences which may affect productivity. This phenomenon may occur due to improper management of

Work Shifts so that employees lack rest and stress so that they need more rest time to recover their bodies. In addition, Work Facilities play an important role in improving Employee Performance because inadequate Work Facilities make employees feel less valued and cause frustration while working.

LITERATURE REVIEW

Work-Life Balance

Work-life balance is one of the benefits provided by companies and sought after by employees. Through a good work-life balance, workers are able to improve their performance without worrying about their personal lives being disrupted. Regular Work Shifts and Work Facilities such as rest rooms are factors that help employees get a good work-life balance so that they can maintain their personal health. get a good work-life balance so that they can maintain their physical and mental health and be able to improve their performance.

Mandasari & Irawanto (2024) defines work-life balance as an effort to establish a healthy and supportive work environment, and allows workers to have space to balance work and personal activities so as to increase employee loyalty and output at work.

Windika Putri & Frianto (2023) Work-life balance is defined as a series of actions taken by employees that can support them to fulfill all work duties and responsibilities, family roles, and social roles.

Arifin & Muharto (2022) Work-life balance is also a way for employees to have a healthy and rewarding lifestyle, which can affect their performance improvement.

Employee Performance

Dwi et al. (2023) Employee Performance is generally defined as the amount of work performed by an employee.

Alvita et al. (2024) Employee Performance is the achievement of employees in completing their work tasks and targets.

Ulhaq & Wardhani (2024) stated that Employee Performance refers to the achievement of performance, both in quantity and quality, obtained by an employee in carrying out his duties in accordance with the responsibilities given by the company.

Work Facilities

Gunawan (2021) Work Facilities are facilities and infrastructure prepared or provided by the company to employees to support their work in order to create good work productivity for the achievement of company goals.

Saudin & Polim (2023) Work Facilities are facilities provided by the organization to support the running of the wheels of the organization in achieving the goals set by the controllers, the available Work Facilities will have a positive impact on employees in improving Employee Performance.

Dwi et al. (2023) Good Work Facilities with the right tools are one of the components that help an employee complete the tasks assigned by the company.

Work Shift

Arini (2021) stated that literally, a Work Shift is a group of workers who work according to a certain schedule and for a certain period of time.

Nurbaity et al. (2019) stated that shift work is any arrangement of working hours, in lieu of or in addition to the usual morning and afternoon work.

Yani Elviani Lestari et al. (2020) stated that Work Shifts are a pattern of work time given to employees to do something and are generally divided into morning, afternoon and night work.

THEORITICAL FRAMEWORK

The conceptual framework is a model of research logic and is the foundation of a thought process. The conceptual framework contains the relationship between the variables studied. Before determining the research variables, the authors conducted a theoretical and empirical review in the field. The research

variables will be described in the form of a chart to facilitate their depiction.

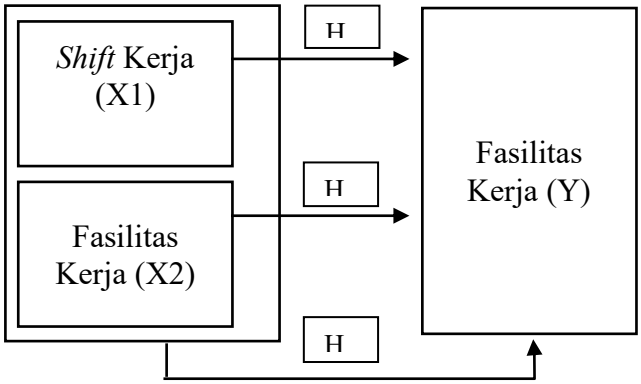


Figure 1. Research Designe

The Effect of Work Shift on Employee Performance

Shift work is the division of working hours that employees receive and its application is usually carried out alternately with a general duration of 8 hours for 24 hours. With Work Shifts, companies are able to carry out their operations without stopping and provide more flexible time to employees. Effective Work Shifts can be seen through indicators such as the division of shift time and shift changes. Its implementation is expected to increase work productivity so that it has an impact on increasing Employee Performance achievement. For example, effective Work Shift management provides employees with sufficient rest time due to regular shift patterns, thus they can improve their performance.

The results of research by Arini (2021) state that the variable Work Shift has a positive effect on Employee Performance. In line with research by Pabisa (2019) that there is an influence between Work Shifts on Employee Performance. Sari et al. (2024) also revealed that Work Shifts have a significant effect on Employee Performance. Based on the phenomenon and description above, the first proposed hypothesis is:

H1: Work Shifts have a significant effect on Employee Performance.

The Effect of Work Facilities on Employee Performance

Work Facilities are all company facilities and infrastructure provided to employees with the aim of supporting the ease of the work process. Good facilities are measured through the availability and condition of the facilities available in the company. Good facilities are expected to be able to support the work process of employees so that they can complete it more efficiently and improve the quality of results and have an impact on increasing Employee Performance. For example, for shift employees, most of them feel tired, especially for employees on the night shift, the existence of facilities such as a rest area can help employees reduce their fatigue so as to minimize the impact of a decrease in performance.

The results of research by Dwi et al. (2023) states that Work Facilities have a positive and significant effect on Employee Performance. In line with research by Refma & Al (2021) that Work Facilities have a positive and significant effect on Employee Performance. Likewise with research by Alvita et al. (2024: 991) revealed that Work Facilities have a positive and significant effect on Employee Performance variables. Based on the phenomenon and description above, the second proposed hypothesis is:

H2: Work Facilities have a significant effect on Employee Performance.

The Effect of Work Shifts and Work Facilities on Employee Performance

Shift work and Work Facilities together affect Employee Performance. Many companies in many industries today have implemented a shift work system, this is done of course to support dynamic company activities.

Shift work as a current work pattern has a direct impact on employee health and productivity which will affect the achievement of their performance.

Therefore, to minimize the impact arising from this shift work pattern, it is necessary to have work supports such as Work Facilities. The existence of Work Facilities can certainly reduce or prevent direct impact on employees. The availability of Work Facilities is also an indicator that the company still has attention to its employees. So it can be said, Employee Performance depends on how Work Shifts and Work Facilities are managed.

This is supported by research by Arini (2021) which reveals that Employee Performance is influenced by internal factors including the nature of a person and external factors are factors that come from the environment such as the actions of colleagues, subordinates or leaders, Work Facilities and organizational climate and according to Yani Elviani Lestari et al. (2020) one of the realizations of the company to make continuous improvement is to improve and improve Employee Performance. So that the third hypothesis can be proposed:

H3: Work Shifts and Work Facilities simultaneously have a significant effect on Employee Performance.

METHODOLOGY

Research approach

The author uses a quantitative approach as a research method. Sugiyono (2024) stated that uantitative methods can be interpreted as research methods based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, data analysis is quantitative/statistical, with the aim of describing and testing predetermined hypotheses. Researchers want to know the effect of Work Shifts and Work Facilities on Employee Performance. Therefore, this research uses quantitative research methods at PT Indobest Artha Kreasi. The main instrument in this study was the results of a questionnaire distributed to all respondents totaling 70 employees. The data population in this study were all employees of PT Indobest Artha Kreasi with a saturated sample of 70 employees. The data collection method used in this research is the premier data collection method. The reason for selecting a sample using a saturated sample is to get a more comprehensive view of the population under study. By selecting all members in a particular group, researchers can explain the variations and characteristics that exist.

Variable Definition

1. **Independent variables**
   Sugiyono (2024) stated that independent variables are variables that affect or cause changes or the emergence of dependent variables (bound). This research is measured through two independent variables, namely Work Shift (X1) and Work Facilities (X2).
2. **Dependent Variables**
   Sugiyono (2024) stated that dependent variable or in Indonesian is the dependent variable is the variable that is influenced or the result, because of the independent variable. This research is measured through the dependent variable, namely Employee Performance (Y).

Variable Measurement

The variables above are measured using a Likert scale. Sugiyono (2024) stated that the Likert scale is used to measure the attitudes, opinions and perceptions of a person or group of people about social phenomena. With a Likert scale, the variables to be measured are translated into variable indicators. Then the indicator is used as a starting point for compiling instrument items which can be in the form of statements or questions. The variable operators that the author will use as a basis for making questions or questionnaires that will be distributed to respondents are as follows:

Table 1. Operator Variable

No.	Variabel	Indikator	Butir Pertanyaan	Skala
1.	*Shift* Kerja	Waktu istirahat	1,2	Skala Likert

	Arini (2021:486)	Arah rotasi *shift*	3,4,5	
		Kecepatan rotasi	6,7,8	
		Jumlah tim atau pekerja durasi *shift*	9,10	
2.	Fasilitas Kerja Saudin & Polim (2023:554)	Komputer	1,2	Skala Likert
		Meja Kantor	3,4	
		Parkir	5,6	
		Bangunan Kantor	7,8	
		Transportasi	9,10	
3.	Kinerja Karyawan Arini (2021:486)	Kualitas kerja (quality of work)	1,2,3	Skala Likert
		Kuantitas kerja (quantity of work)	4,5	
		Ketepatan waktu (timeliness)	6,7	
		Kerjasama (cooperation)	8,9,10	

POPULATION AND SAMPLE

Population

Sugiyono (2024) stated that population is a generalization area consisting of: objects/subjects that have certain quantities and characteristics set by researchers to study and then draw conclusions. The population in this study were all employees of PT Indobest Artha Kreasi, totaling 70 employees.

Sample

Sugiyono (2024) stated that sample is part of the number and characteristics of the population. Samples can represent research due to limitations on research such as funds, energy and time. The conclusions generated through this sample can be applied to the population. For this reason, the sample used must be truly representative or represent the population being studied.

There are several sampling techniques in the population. This study uses nonprobably sampling techniques with saturated sample types. Sugiyono (2024) stated that nonprobably sampling is a sampling technique that does not provide equal opportunities for each element or member of the population to be selected as a sample. Sugiyono (2024) stated that saturated sample is a sampling technique in which the researcher selects all members of the population who meet certain criteria until no more individuals can be added. Researchers took a saturated sample of 70 employees.

Data Collection Method

Sugiyono (2024) stated that data collection based on data sources is divided into two, namely primary sources and secondary sources. This study uses primary data with data collection techniques interviews, observations and questionnaires.

Data Analysis Method

In quantitative research, data analysis is carried out after all data from respondents or other sources are collected. The analysis process includes grouping data based on the type of variable and category of respondents, compiling data into tables according to variables from all respondents, presenting information for each variable studied, and performing calculations to answer problem formulations and test hypotheses that have been proposed. The data analysis method in this study was assisted by using statistical software, namely SPSS V.29.

RESULT AND DISCUSSIONS

Respondent characteristics

Table 2. Respondent Characteristics

Statistics

		Jenis Kelamin	Usia	Pendidikan Terakhir
N	Valid	70	70	70
	Missing	0	0	0
Mean		1.33	2.70	4.59
Minimum		1	1	3
Maximum		2	6	6

The mean results show that the majority of respondents are male, the average respondent is around 22-25 years old and the dominant respondent has the latest education in Strata 1.

Descriptive static analysis

Descriptive statistical measurement of this variable needs to be done to see a general description of the data such as the average value (Mean), highest (Max), lowest (Min) and standard deviation of each variable, namely Work Shifts (X1), Work Facilities (X2) and Employee Performance (Y).

Table 3. Descriptive Statistics

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Shift Kerja	70	28	50	41.67	6.164
Fasilitas Kerja	70	25	50	40.26	6.777
Kinerja Karyawan	70	33	50	44.26	5.383
Valid N (listwise)	70				

Based on the results of the descriptive statistical measurements above, it can be described that the distribution of data obtained by researchers is:

1. The Work Shift variable (X1), from the data it can be described that the minimum value is 28 while the maximum value is 50, the average value is 41.67 and the standard deviation of the Work Shift is 6.164.
2. Work facility variable (X2), from these data it can be described that the minimum value is 25 while the maximum value is 50, the average value is 40.26 and the standard deviation of Work Facilities is 6,777.
3. Employee Performance variable (Y), from the data it can be described that the minimum value is 33 while the maximum value is 50, the average value is 44.26 and the standard deviation of Employee Performance is 5,383.

Validity Test

The validity of the instrument was tested using Pearson correlation analysis with the help of the SPSS V.29 program. The significance test is carried out by comparing the calculated r value with the r table for degree of freedom (df) = n-2, where n is the number of samples. If r count is greater than r table and the value is positive, the item or statement is declared valid, and vice versa, if r count is smaller than r table, it is declared invalid. To find r table, the number of samples (n) = 70 and the amount of df can be calculated 70-2 = 68 with df = 68 and alpha 0.05 obtained r table = 0.198. The validity test in this study obtained the following results:

Table 4. Validity Test Results Work Shift (X1), Work Facilities (X2) and Employee Performance (Y)

Variabel	No Item	r Hitung	r Tabel	Keterangan
Shift Kerja (X1)	X1.1	0.779	0.198	Valid
	X1.2	0.777	0.198	Valid

Variabel	No Item	r Hitung	r Tabel	Keterangan
	X1.3	0.822	0.198	Valid
	X1.4	0.781	0.198	Valid
	X1.5	0.827	0.198	Valid
	X1.6	0.810	0.198	Valid
	X1.7	0.715	0.198	Valid
	X1.8	0.722	0.198	Valid
	X1.9	0.404	0.198	Valid
	X1.10	0.344	0.198	Valid
Fasilitas Kerja (X2)	X2.1	0.618	0.198	Valid
	X2.2	0.696	0.198	Valid
	X2.3	0.817	0.198	Valid
	X2.4	0.760	0.198	Valid
	X2.5	0.679	0.198	Valid
	X2.6	0.589	0.198	Valid
	X2.7	0.746	0.198	Valid
	X2.8	0.713	0.198	Valid
	X2.9	0.631	0.198	Valid
	X2.10	0.655	0.198	Valid
Kinerja Karyawan (Y)	Y.1	0.787	0.198	Valid
	Y.2	0.843	0.198	Valid
	Y.3	0.760	0.198	Valid
	Y.4	0.786	0.198	Valid
	Y.5	0.831	0.198	Valid
	Y.6	0.883	0.198	Valid
	Y.7	0.882	0.198	Valid
	Y.8	0.844	0.198	Valid
	Y.9	0.689	0.198	Valid
	Y.10	0.741	0.198	Valid

Table 4 above shows that the value of r count> r table based on a significance test of 0.05, meaning that the statement items on each variable are declared valid and can be used as a research data collection tool.

Reliability Test

The reliability of the instrument was tested using reliability analysis with the help of the SPSS V.29 program. A questionnaire is said to be reliable or reliable if the respondent's answer to the statement is consistent or stable over time. A construct or variable is said to be reliable if it provides a Cronbach Alpha value> 0.70. The reliability test in this study obtained the following results:

Table 5. Reliability Test Results Work Shift (X1), Work Facilities (X2) and Employee Performance (Y)

Variabel	Cronbach Alpha	Standar Cronbach Alpha	Keterangan
Shift Kerja (X1)	0.768	0.70	Reliabel
Fasilitas Kerja (X2)	0.765	0.70	Reliabel
Kinerja Karyawan (Y)	0.782	0.70	Reliabel

From table 5 the reliability test results above show that the Work Shift variable (X1), Work Facilities (X2) and Employee Performance (Y) are declared reliable as evidenced by the Cronbach Alpha value on each variable> 0.70.

Normality Test

Normality testing in research using the Kolmogorov-Smirnov (K-S) test with a significance level of 0.05.

Residual data is normally distributed if Sig count> 0.05 and vice versa if <0.05 then the residual data is not normally distributed. The normality test in this study obtained the following results:

Table 6. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

			Unstandardized Residual
N			70
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		3.91543210
Most Extreme Differences	Absolute		.079
	Positive		.079
	Negative		-.068
Test Statistic			.079
Asymp. Sig. (2-tailed)[c]			.200[d]
Monte Carlo Sig. (2-tailed)[e]	Sig.		.328
	99% Confidence Interval	Lower Bound	.316
		Upper Bound	.340

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

From table 6, the normality test results obtained an Asymp.Sig (2-tailed) value of 0.200> 0.05. Thus the data is assumed to come from a normally distributed population.

Multicollinearity Test

Multicollinearity testing in this study was carried out by looking at the tolerance value and variance inflation factor (VIF). A low tolerance value is equal to a high VIF value (because VIF = 1/Tolerance). The cutoff value commonly used to indicate the presence of multicollinearity is a tolerance value ≤ 0.10 or the same as a VIF value ≥ 10. The multicollinearity test in this study obtained the following results:

Table 7. Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	17.700	3.473		5.096	<.001		
	Shift Kerja	.398	.096	.455	4.160	<.001	.659	1.517
	Fasilitas Kerja	.248	.087	.312	2.853	.006	.659	1.517

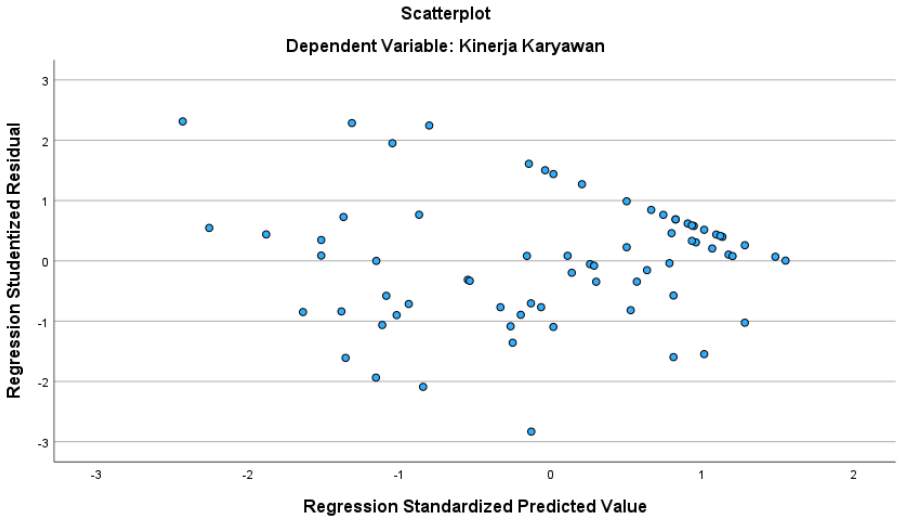
a. Dependent Variable: Kinerja Karyawan

Based on table 7, the multicollinearity test results show that the VIF value of the Work Shift variable (X1) and Work Facilities (X2) is 1,517 ≤ 10, and the tolerance value is 0.659 ≥ 0.10, so the data is assumed not to occur multicollinearity.

Heteroscedasticity Test

Heteroscedasticity testing in this study was carried out through the SPSS V.29 program by looking at the plot graph between the predicted value of the dependent variable, namely ZPRED with the residual SRESID. The heteroscedasticity test obtained the following results:

Table 8. Multicollinearity Test Results



Based on table 8 of the heteroscedasticity test results, it is known that the regression model is assumed to have no heteroscedasticity, as evidenced by the points spreading above and below the number 0 on the Y axis.

Simple Regression Analysis

The regression test in this study is intended to determine the tendency of changes in the dependent variable (Employee Performance), if the independent variables (Work Shifts and Work Facilities) change. The test was conducted through the SPSS V.29 program. The regression test of each independent variable obtained the following results:

Table 9. Linear Regression Test Results Work Shift (X1) on Employee Performance (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	21.050	3.436		6.126	<.001
	Shift Kerja	.557	.082	.638	6.827	<.001

a. Dependent Variable: Kinerja Karyawan

Based on the calculation results of table 9, a linear regression equation Y = 21.050 + 0.557X can be obtained. From this equation, it can be concluded as follows:

1. The constant value (a) shows a value of 21,050, this value indicates that when the Work Shift (X1) is 0 or does not increase, the Employee Performance (Y) will remain at 21,050.
2. The regression coefficient (b) value of 0.557 (positive), which shows a unidirectional effect, which means that if the Work Shift increases by one unit, it will increase Employee Performance by 0.557 units.

Table 10. Linear Regression Test Results Work Facilities (X2) on Employee Performance (Y)

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	25.771	3.208		8.034	<.001
	Fasilitas Kerja	.459	.079	.578	5.843	<.001

a. Dependent Variable: Kinerja Karyawan

Based on the calculation results of table 10, a linear regression equation Y = 25.771 + 0.459X can be obtained. From this equation, it can be concluded as follows:

1. The constant value (a) shows a value of 25,771, this value indicates that when the Work Shift (X1) is 0 or does not increase, the Employee Performance (Y) will remain at 25,771.
2. The regression coefficient (b) value of 0.459 (positive), which shows a unidirectional effect, which means that if the Work Shift increases by one unit, it will increase Employee Performance by 0.459 units.

Multiple Regression Analysis

Multiple regression tests were conducted with 2 independent variables (Work Shifts and Work Facilities) as predictor factors to see how the dependent variable (Employee Performance) rises and falls. The test was conducted through the SPSS V.29 program. The regression test obtained the following results:

Table 11. Multiple Regression Test Results Work Shift and Work Facilities (X2) on Employee Performance (Y)

Coefficients[a]

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	17.700	3.473		5.096	<.001
	Fasilitas Kerja	.248	.087	.312	2.853	.006
	Shift Kerja	.398	.096	.455	4.160	<.001

a. Dependent Variable: Kinerja Karyawan

Based on the calculation results of table 4.16, a linear regression equation Y = 17,700 + 0.248X1 + 0.398X2 can be obtained. From this equation, it can be concluded as follows:

1. The value a of 17,700 is a constant or a state when the Employee Performance variable (Y) has not been influenced by other variables, namely Work Shifts (X1) and Work Facilities (X2), if the independent variable does not exist, the Employee Performance variable does not change.
2. The value of b1 (regression coefficient value X1) is 0.248, indicating that the Work Shift variable has a positive influence on Employee Performance, which means that every 1 unit increase in the Work Shift variable will affect Employee Performance by 0.248, assuming that other variables are not examined in this study.
3. The value of b2 (regression coefficient X2) is 0.398, indicating that the work facility variable has a positive influence on Employee Performance, which means that each unit increase in the work facility variable will affect Employee Performance by 0.398, assuming that other variables are not examined in this study.

Coefficient of Determination (R2)

The coefficient of determination analysis in this study is intended to obtain a percentage of the strength of the influence between the independent variable and the dependent variable. The coefficient of determination analysis obtained the following results:

Table 12. Test Results of the Determination Coefficient of Work Shift (X1) and Work Facilities (X2) on Employee Performance (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.686[a]	.471	.455	3.973

a. Predictors: (Constant), Shift Kerja, Fasilitas Kerja

Based on table 12, the amount of R Square (R2) is 0.471, meaning that 47.1% of Employee Performance is influenced and can be explained by the Work Shift and work facility variables, while the rest (100% - 47.1% = 52.9%) is explained or influenced by other variables not examined in this study.

T-Test

The t test in the study was conducted to test the effect of independent variables individually on the dependent variable. The t test obtained the following results:

Table 13. Test Results of The T Test of Work Shift (X1) and Work Facilities (X2) on Employee Performance (Y)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	17.700	3.473		5.096	<.001
	Shift Kerja	.398	.096	.455	4.160	<.001
	Fasilitas Kerja	.248	.087	.312	2.853	.006

a. Dependent Variable: Kinerja Karyawan

To obtain the t table, calculations are required with the formula:

T table = t (a / 2: n - k - 1)

T (0.05 / 2 : 70 - 2 - 1) = 0.025:67

T table = 1.996

From table 13 of the t test results (partial), the two variables entered into the regression model obtained the following results:

1. Work Shift (X1) has a significant effect on Employee Performance (Y) with a t value of 4.160> 1.996 and a significance value of 0.001 < 0.05. This shows that H0 is rejected and H1 is accepted.
2. Work Facilities (X2) has a significant effect on Employee Performance (Y) with a t value of 2.853> 1.996 and a significance value of 0.006 <0.05. This shows that H0 is rejected and H2 is accepted.

F-Test

The F test in the study was conducted to determine whether the Employee Performance variable (Y) was linearly related to Work Shift (X1) and Work Facilities (X2). The F test obtained the following results:

Table 14. Test Results of The F Test of Work Shift (X1) and Work Facilities (X2) on Employee Performance (Y)

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	941.559	2	470.780	29.818	<.001[b]
	Residual	1057.812	67	15.788		
	Total	1999.371	69			

a. Dependent Variable: Kinerja Karyawan

b. Predictors: (Constant), Fasilitas Kerja, Shift Kerja

To obtain the F table, calculations are needed with the formula:

F table = df1 = k - 1, df2 = n - k, where n is the number of respondents and k is the number of research variables.

F table = df1 = 3-1 = 2, df2 = 70 - 3 = 67.

Then obtained F table = 3.13

From table 14 the results of the F test (simultaneous) show that the calculated F value is 29.818> 3.13 and the significance value is 0.001 <0.05, so H0 is rejected and H3 is accepted. This means that Work Shift (X1) and Work Facilities (X2) simultaneously have a significant effect on Employee Performance (Y).

CONCLUSION

Based on the results of the research and discussion described in the previous chapters, the conclusions obtained from this study regarding the effect of Work Shift (X1) and Work Facilities (X2) on Employee Performance (Y) at PT Indobest Artha Kreasi are as follows:

1. Work Shift (X1) Has a Significant Effect on Employee Performance (Y)
   Evidenced by the value in the t (partial) hypothesis test results which shows that t count 4.160> t table 1.996 and significance 0.001 <0.05. From these results, it can be interpreted that good management of Work Shift (X1) can provide benefits for both parties. For the company, it can operate for a full 24 hours because employees are arranged alternately based on the shift given and for the employees, they have enough time between their personal life and their work.
2. Work Facilities (X2) Have a Significant Effect on Employee Performance (Y)
   Proven by the t (partial) hypothesis test which states that t count 2.853> t table 1.996 and significance 0.006 <0.05. From these results, it can be interpreted that the availability of Work Facilities is able to help employees complete their work properly. Work Facilities can also support employees who work with a shift system, especially employees who work on the night shift because it can reduce stress caused by fatigue at work.
3. Work Shift (X1) Work Facilities (X2) Simultaneously Significantly Affect Employee Performance (Y)
   Proven by the results of the F hypothesis test showing the value of F count 29.818> F table 3.13 and significance 0.001 <0.05. From these results, it can be interpreted that good management of Work Shifts (X1) and the availability of Work Facilities (X2) can provide comfort and reduce stress while working so that employees are able to improve their performance optimally.

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