ANALYSIS OF THE INFLUENCE OF WORK DISCIPLINE, WORK FACILITIES AND WORK COMPETENCIES ON PERFORMANCE ACHIEVEMENT WELL SERVICE FUNCTION EMPLOYEES AT PT PERTAMINA HULU ROKAN PANGKALAN MILK FIELD

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Abstract

This research aims to determine and analyze the influence of Work Discipline, Work Facilities and Work Competence on the performance of Well Service employees at PT Pertamina Hulu Rokan Pangkalan Susu Field. The method used in this research is a descriptive method with a quantitative approach using multiple linear regression techniques. The population in this study was 96 employees with a sample of 66 respondents. The data analysis used is Validity Test, Reliability Test, Classic Assumption Test (Normality Test, Heteroscedasticity Test and Multicollinearity Test), Hypothesis Test (T Test, F Test), Determination Test and Multiple Linear Regression Analysis. The results of this research show that partially Work Discipline has a positive and significant effect on performance with a value of tcount > ttable, namely $3,393 > 1.998$ and a Sig < α value, namely $0.001 < 0.05$. Meanwhile, partially, Work Facilities do not have a positive and significant effect on performance with a value of tcount < ttable, namely $1.089 < 1.998$ and a value of Sig > α, namely $0.280 > 0.05$. Partial Job Competence also shows that there is no positive and significant influence on performance with a value of tcount < ttable, namely $0.635 < 1.998$ and a value of Sig > α, namely $0.528 > 0.05$. Simultaneously, Work Discipline, Work Facilities and Work Competence have a positive and significant effect on performance with a value of fcount > ftable, namely $17.594 > 2.751$ and a value of Sig < α, namely $0.000 < 0.05$. The contribution of Work Discipline, Work Facilities and Work Competence to performance together is 43%, while the remaining 57% is influenced by other variables not examined in this research.

Keywords: *Work Discipline, Work Facilities, Work Competence, Performance*

1. INTRODUCTION

In facing global challenges, of course there are many obstacles such as intense competition and managing human resources to continue to develop and progress. In the midst of rising world oil prices which have an impact on increasing fuel production costs, of course companies must carry out various efficiency programs. Increasing company efficiency is made with the aim of maintaining organizational sustainability. One of the things that must be done to increase company efficiency is to improve the performance of company employees, so that the human resources they have can play an important role in this process. This is confirmed by Tessalonika et al, (2021) who state that the definition of efficiency is how to use various existing resources well so that it will provide maximum results. Work efficiency is one of the factors that can influence employee performance. So basically employees carry out their work based on efficiency. If employees are obedient to work, employee performance tends to increase, but employee performance can also decrease if employees are less efficient at work. Work efficiency can be seen from increasing time savings which show good results, working by following established procedures or effective and efficient work methods, compliance, compliance, neatness and thoroughness of work, satisfactory work volume and quality, and so on.

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Musawir Da'i, Yeni Absah, Syafrizal Helmi Situmorang

Afandi (2021) suggests that there are several factors that influence performance, namely ability, personality and work interest, clarity and acceptance of a worker, level of worker motivation, competence, work facilities, work culture, leadership and work discipline. Work discipline among employees can be one of the incentives for workers to be able to complete every job they carry out in a timely and optimal manner. Work discipline is a significant foundation for organizations to develop organized human resources. This statement is supported by Irawan and Handayani (2018) who stated that through good discipline you can achieve the goals set from the start. Discipline must be applied to employees to support employee performance so that work can be completed on time. This statement is strengthened by Rukhayati (2018) who states that discipline greatly contributes to employee performance where work discipline is an attitude, behavior and actions that are in accordance with both written and unwritten regulations to be obeyed by every employee so that if there are employees who If you violate the rules, there will be sanctions for the violation.

Apart from work discipline, what is important in performance is the availability of supporting work facilities at the company. Pratiwi et al, (2019) stated that an employee or worker cannot carry out the work assigned to him without work tools. The better the work facilities, the higher the level of employee performance at work. In simple terms, performance can be interpreted as the results of an employee's work, whatever the results, it does not mean good or bad, or whether someone's work results are high or low. Work facilities really support the company in providing encouragement to employees to facilitate employee performance. Work facilities also have an impact on worker efficiency and the level of organizational success, so leaders must provide facilities that can be implemented in the company. Facilities that are determined according to the company's employees can make employees more organized and company productivity will automatically increase. This statement is strengthened by Koyong in Monde et al, (2019) that work facilities are a form of company service to employees to support performance in meeting employee needs, so as to increase employee work productivity.

Another important factor that influences performance is work competency. This is confirmed by Mathis and Jackson in Busro (2018) who argue that work competency is a basic characteristic that can be linked to improving the performance of individual or team employees. Work competency is the ability that every employee must have to do something in accordance with company goals effectively. Clark in Busro (2018) stated that work competency is knowledge or knowledge of how to do work effectively. Kasmir (2019) stated that performance is the result of work and actions achieved by fulfilling the tasks and responsibilities given within a certain period of time. Afandi (2021) suggests that performance is the willingness of a person or group of people to carry out or improve activities in accordance with their responsibilities with the expected results.

If work discipline factors, work facilities and work competence are not good, of course it will have a negative impact on a company, such as creating instability in performance and reducing employee productivity. Therefore, every company must think about this in order to make the company more competent in its field. These factors are the problems currently being experienced at PT Pertamina Hulu Rokan (PHR) Pangkalan Susu Field. PT Pertamina Hulu Rokan (PHR) Pangkalan Susu Field is a subsidiary of PT Pertamina (Persero) as a State-Owned Enterprise (BUMN) located at Jl. Samudera No.1 District. Pangkalan Susu District. Langkat Prov. North Sumatra. As an economic actor in the world-class oil and gas economic system, PT Pertamina Hulu Rokan (PHR) wants to realize the Company's aims and objectives in managing oil and gas

activities by prioritizing steps to create added value for Stakeholders through the World Class Energy Industry paradigm. , including: Technological Innovation, Strong Business Fundamentals and Operational Excellence. In realizing this desire, the company provides one of the performance targets as a basis for achieving it. However, in realizing this desire, there is still a performance target value that has not been achieved from the predetermined target value.

Based on employee performance achievement data for the Well Service function of PT Pertamina Hulu Rokan Pangkalan Susu Field in 2022, there are several performance targets that have not reached 100%, namely: (1) Well Data Collection with 92% achievement, (2) Well Intervention with 54% achievement , and (3) Well Service with an achievement of 38%. According to observations and interviews conducted at the Well Service function of PT Pertamina Hulu Rokan Pangkalan Susu Field, several phenomena were found in the behavior of several employees. The first phenomenon is a lack of employee discipline, this is characterized by employees who do not comply with working hours regulations. This is because there is no KPI (Key Performance Indicator) perspective on attendance and weak monitoring of working hours, which currently still uses manual attendance (using paper) which is not accompanied by working hours, so attendance and working hours data are not recorded in the system.

The second phenomenon is the lack of several work facilities such as work equipment that does not have spare parts so that if damage occurs, it will hamper work because you have to wait for the equipment to be repaired or there is a lack of work facilities for mobilizing crew and heavy equipment at locations that require crossings by sea transportation. The third phenomenon found was poor work competency, such as employees being less prepared to face changes to the well work program from those previously determined, resulting in work implementation being disrupted and requiring time to re-prepare requirements such as equipment and coordination with other functions.

2. IMPLEMENTATION METHOD

Research methods

The method used in this research is descriptive research with a quantitative approach. Sinulingga (2021) states that descriptive research is a type of research with the aim of systematically, factually and accurately describing the facts and characteristics of a particular object or population. The aim of descriptive research is to obtain an overview of the relevant aspects of the phenomena that occur within the research object.

Research sites

This research was conducted on functionWell Service PT Pertamina Hulu Rokan Zone 1 Pangkalan Susu Field which is located at Jl. Samudera No.1 District. Pangkalan Susu District. Langkat Prov. North Sumatra with research time starting from May 12 2023 to June 12 2023 (one month).

Population and Sample
a. Population

Sugiyono (2019) stated that population is a generalized area consisting of: objects/subjects that have certain quantities and characteristics determined by researchers to be studied and then conclusions drawn. The population in this study numbered ninety-six (96) employees in the functionWell Service PT Pertamina Hulu Rokan Zone 1 Pangkalan Susu Field.

ANALYSIS OF THE INFLUENCE OF WORK DISCIPLINE, WORK FACILITIES AND WORK COMPETENCIES ON PERFORMANCE ACHIEVEMENT WELL SERVICE FUNCTION EMPLOYEES AT PT PERTAMINA HULU ROKAN PANGKALAN MILK FIELD

Musawir Da'i, Yeni Absah, Syafrizal Helmi Situmorang

b. Sample

This research uses a probability sampling technique because the representativeness factor of the sample towards the population is very much needed, and uses a simple random sampling approach because each element of the population has the same opportunity or opportunity to be selected as a member of the sample. Sampling for testing the validity of this research instrument is based on the opinion of Singarimbun and Efendi in Miysell and Wasisto (2020) which states that the minimum number of trial samples is 30 respondents and the instrument can be said to be valid if r count > r table, with r table of 0.361. Therefore, the number of samples taken in this research was sixty-six (66) samples/respondents from a population of 96 employees, while another thirty (30) samples were used to test the validity and reliability of the instrument.

Operational Definition of Variables

Operational definitions are systematic explanations of the concepts and variables that form a theoretical framework. The aim of the operational definition is not to emphasize the understanding or meaning of a term as it is known in the ordinary sense but to explain the measurement of indicators of related variables (Sinulingga, 2021). In this research the author uses two types of variables, including independent variables and dependent variables.

Data collection technique

The data obtained in this research from primary sources is called primary data, namely data obtained by searching/digging directly from the source by the researcher concerned. Secondary data is data that has been collected and processed by other parties so that it no longer needs to be extracted/searched by the researcher concerned but only quotes or retrieves it.

Data analysis method

This research uses a descriptive method with a quantitative approach, namely research to test and want to know and provide an accurate picture of the influence of work discipline (X1), work facilities (X2) and work competency (X3) on employee performance (Y) of PT Pertamina Hulu Rokan Pangkalan Susu Field.

Classic assumption test

According to Ghozali and Dwi (2018) the classical assumption test is the initial stage used before multiple linear regression analysis. This test is carried out to provide certainty that the regression coefficients are not biased and are consistent and have accuracy in estimation. In this research, the assumption test can be said to be a good model if it meets the assumption of data normality and is free from basic assumptions, both multicollinearity and heteroscedasticity so that the test can be carried out using linear regression analysis.

3. RESULTS AND DISCUSSION

Classic assumption test

This test is carried out to provide certainty that the regression coefficients are not biased and are consistent and have accuracy in estimation. In this research, the assumption test can be said to be a good model if it meets the assumption of data normality and is free from basic assumptions,

both multicollinearity and heteroscedasticity so that the test can be carried out using linear regression analysis.

a. Normality test

This normal image test was also carried out using the Kolomogrov-Semirnov approach. Situmorang (2019) stated that the value of asymp. Sig (2-tailed) is 0.200 where this figure is above significant (0.05) and the Kolomgrov-Semirnov value of 0.082 is smaller than 1.97. Thus the residual variable is normally distributed.

One-Sample Kolmogorov-Smirnov Test		Unstandardized Residual
N		66
Normal Parameters[a,b]	Mean	,0000000
	Std. Deviation	2,87424960
Most Extreme Differences	Absolute	,085
	Positive	,085
	Negative	-,067
Test Statistic		,085
Asymp. Sig. (2-tailed)		,200[c,d]

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Figure 1. Kolmogorov-Smirnov Test Results

Based on Figure 1, the significance value is 0.200 and is greater than $\alpha = 0.05$ and the Kolomgrov-Semirnov value is 0.085, which is smaller than 1.97. This means that the residual data is normally distributed. Apart from the Kolmogorov-Smirnov model for normality testing, you can also use the P-Plot model. The basis for making decisions about normality testing using the PP Plot model is: If the data spreads around the diagonal line and follows the direction of the diagonal line, then the regression model meets the normality assumption. However, on the contrary, if the data spreads far from the diagonal line and does not follow the direction of the diagonal line, then the regression model does not meet the assumption of normality.
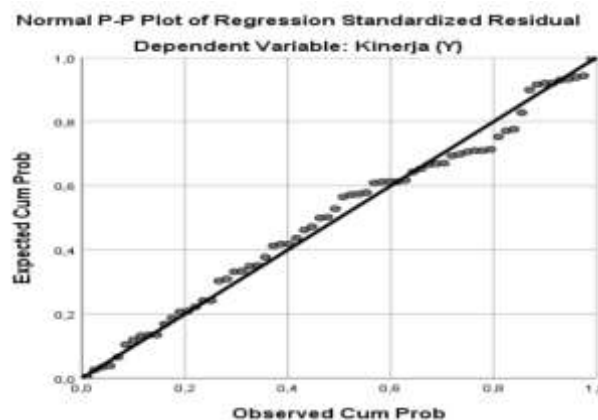
Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja (Y)

Figure 2. Probability-Plot Test Results

ANALYSIS OF THE INFLUENCE OF WORK DISCIPLINE, WORK FACILITIES AND WORK COMPETENCIES ON PERFORMANCE ACHIEVEMENT WELL SERVICE FUNCTION EMPLOYEES AT PT PERTAMINA HULU ROKAN PANGKALAN MILK FIELD

Musawir Da'i, Yeni Absah, Syafrizal Helmi Situmorang

Based on Figure 2, it can be seen that the data spreads around the diagonal line and follows the direction of the diagonal line, so the regression model meets the normality assumption.

b. Multicollinearity Test

The multicollinearity test was carried out by looking at the tolerance value and variance inflation factor (VIF). The general cutoff value used to indicate the presence of multicollinearity is a Tolerance value ≥ 0.10 or the same as a Variance Inflation Factor (VIF) value ≤ 10. This can be detected using Pearson Correlation, seen from the size of the Tolerance Value and Variance Inflation Factor (VIF).

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	12,101	5,422		2,232	,029		
	Disiplin Kerja (X1)	,547	,149	,493	3,668	,001	,486	2,058
	Fasilitas Kerja (X2)	,218	,158	,208	1,380	,173	,386	2,592
	Kompetensi Kerja (X3)	,033	,151	,030	,222	,825	,480	2,085

a. Dependent Variable: Kinerja (Y)

Figure 3. Multicollinearity Test Results

Based on Figure 3, it shows that in the regression model in this study there were no symptoms of multicollinearity between the independent variables, namely by looking at the tolerance value of all variables ≥ 0.10 and the variance inflation factor (VIF) value ≤ 10.

c. Heteroscedasticity Test

The heteroscedasticity test was carried out using a graphical approach. Situmorang (2019) stated that the scatterplot graph presented shows that the points are spread randomly and do not form a clear pattern and are distributed both above and below zero on the Y axis, this means that heteroscedasticity does not occur in the regression model, so the model regression is suitable for prediction.
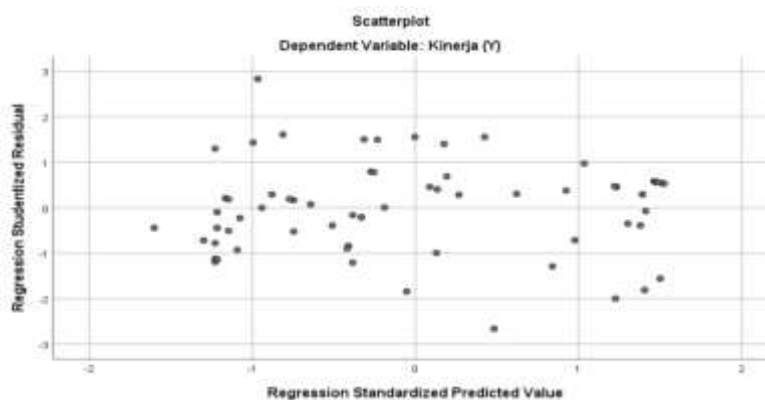

Figure 4. Scatterplot of Heteroscedasticity Test Results

From Figure 4, it can be seen that the distribution of the plot (points) is irregular or forms a pattern and is spread above and below the number 0 (zero) on the Y axis, so it can be concluded that the multiple linear regression model is free from heteroscedasticity.

Hypothesis test

Hypothesis testing carried out in this research aims to test a statement using statistical methods so that the test results can be declared statistically significant and can decide whether the hypothesis can be accepted (data does not provide evidence to reject the hypothesis) or rejected (data provides evidence to reject hypothesis). This hypothesis testing consists of partial hypothesis testing (T Test) and simultaneous hypothesis testing (F Test). The results of the test are as follows:

a. Partial Test (T)

A partial test is a test used to determine whether or not the independent variable has a significant effect on the dependent variable. The significance level that will be used in this research is 95% or in other words the significance level (alpha) is 5%. The criteria used are as follows:

1) H1 is accepted if t count > t table and the significance of $\alpha < 0.05$.
2) H0 is accepted if t < t table and the significance of $\alpha > 0.05$.

Determination of test criteria is based on a comparison between the calculated t values obtained with the t table. If the calculated t value is greater than the t table then H0 is rejected and H1 is accepted. where the t-table value is obtained from:

$$T\ table = t(\alpha/2\ ;\ nk-1)$$

Information :
α = significance 5% (0.05)
n = Number of samples
k = Research Variables (independent)
T table = $t(0.025;66-3-1) = t(0.025;\ 62) = 1.99897$

Coefficients[a]		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	12,101	5,422		2,232	,029
	Disiplin Kerja (X1)	,547	,149	,493	3,668	,001
	Fasilitas Kerja (X2)	,218	,158	,208	1,380	,173
	Kompetensi Kerja (X3)	,033	,151	,030	,222	,825
a. Dependent Variable: Kinerja (Y)						

Figure 5. T Test Calculation Results

Based on Figure 5, the partial hypothesis testing of this research can be explained as follows:

1) The influence of the work discipline variable (X1) on performance from the table above shows that t-count > t-table is 3.668 > 1.99897 and the Sig value < α is 0.001 < 0.05. So, it can be stated that H0 is rejected and H1 is accepted, which means that Work Discipline has a positive and significant effect on the performance of PT Pertamina Hulu Rokan's Well Service employees.

ANALYSIS OF THE INFLUENCE OF WORK DISCIPLINE, WORK FACILITIES AND WORK COMPETENCIES ON PERFORMANCE ACHIEVEMENT WELL SERVICE FUNCTION EMPLOYEES AT PT PERTAMINA HULU ROKAN PANGKALAN MILK FIELD

Musawir Da'i, Yeni Absah, Syafrizal Helmi Situmorang

2) The influence of the work facility variable (X2) on performance from the table above shows that t-count < t-table is 1.380 < 1.99897 and the Sig > α value is 0.173 > 0.05. So it can be stated that H0 is accepted and H1 is rejected, which means that work facilities do not have a positive and significant effect on the performance of PT Pertamina Hulu Rokan's Well Service employees.

3) The influence of the work competency variable (X3) on performance from the table above shows that t-count < t-table is 0.222 < 1.99897 and the Sig value > α is 0.825 > 0.05. So it can be stated that H0 is accepted and H1 is rejected, which means that work competency does not have a positive and significant effect on the performance of PT Pertamina Hulu Rokan's Well Service employees.

b. Simultaneous Test (F)

The F statistical test basically shows whether all the independent variables included in the model have a joint influence on the dependent variable.

The significance level that will be used in this research is 95% or in other words the significance level (alpha) is 5%. The criteria used are as follows:

1) H1 is accepted F count > F table at α = 5%
2) H1 is rejected if F count < F table at α = 5%

F table= F(k ; nk)

Information :

n   =   Number of samples
k   =   Research Variables (independent)
F table =   F(3 ; 66-3)= F(3; 63)= 2.751

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	451,500	3	150,500	17,377	,000[b]
	Residual	536,985	62	8,661		
	Total	988,485	65			

a. Dependent Variable: Kinerja (Y)

b. Predictors: (Constant), Kompetensi Kerja (X3), Disiplin Kerja (X1), Fasilitas Kerja (X2)

Figure 6. F Test Calculation Results

Figure 6 shows that the Fcount > Ftable value is 17,377 > 2,751 and the Sig < α value is 0.000 < 0.05, so it can be concluded that H0 is rejected and H1 is accepted, which means that work discipline, work facilities and work competency jointly or simultaneously have an effect. positive and significant towards achieving the performance of PT Pertamina Hulu Rokan's Well Service function.

c. Coefficient of Determination (R2)

The coefficient of determination (R2) is used to see whether there is a perfect relationship or not, which is shown by changes in the independent variable being followed by the dependent variable in the same proportion. A small R2 value means that the ability of the independent variables to explain variations in the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict variations in the dependent variable.

Model Summary^{b}

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,676^{a}	,457	,430	2,943

a. Predictors: (Constant), Kompetensi Kerja (X3), Disiplin Kerja (X1), Fasilitas Kerja (X2)

b. Dependent Variable: Kinerja (Y)

Figure 7. Coefficient of Determination Test Results

Figure 7 shows that the Adjusted R square (R2) value is 0.430. This means that all independent variables, namely work discipline (X1), work facilities (X2) and work competence (X3), have a joint contribution of 43% to the dependent variable, namely performance (Y). Meanwhile, the remaining 57% is influenced by other variables not examined in this research.

Discussion

a. Multiple Linear Regression Analysis

Multiple linear regression analysis was carried out to observe the characteristics and magnitude of the influence of work discipline (X1), work facilities (X2) and Work Competency (X3) on Employee Performance (Y). Data processing using the multiple linear regression method with the help of SPSS Version 26 software produces a regression equation with the following formula:

$$Y = a + b1x1 + b2x2 + b3x3$$

Coefficients^{a}

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	12,101	5,422		2,232	,029
	Disiplin Kerja (X1)	,547	,149	,493	3,668	,001
	Fasilitas Kerja (X2)	,218	,158	,208	1,380	,173
	Kompetensi Kerja (X3)	,033	,151	,030	,222	,825

a. Dependent Variable: Kinerja (Y)

Figure 8. Linear Regression Test Results

ANALYSIS OF THE INFLUENCE OF WORK DISCIPLINE, WORK FACILITIES AND WORK COMPETENCIES ON PERFORMANCE ACHIEVEMENT WELL SERVICE FUNCTION EMPLOYEES AT PT PERTAMINA HULU ROKAN PANGKALAN MILK FIELD

Musawir Da'i, Yeni Absah, Syafrizal Helmi Situmorang

Based on the processed results in Figure 8, the following regression equation can be obtained:

$$Y = 12.101 + 0.547x1 + 0.218x2 + 0.33x3$$

Interpretation:
1) The coefficient a=12.101 is the average positive value of Y if Work Discipline (X1), Work Facilities (X2) and Work Competency (X3) are zero (constant). So, it can be interpreted that if work discipline, work facilities and work competence are higher, then employee performance will increase by one unit or one level of 12.101.
2) The regression coefficient for the Work Discipline variable (X1) of 0.547 is positive, meaning that the higher the work discipline of one unit, the employee performance (Y) will increase by 0.547.
3) The regression coefficient for the Work Facilities variable (X2) is 0.218 and is positive, meaning that the higher the work facilities per unit, the employee performance (Y) will increase by 0.218.
4) The regression coefficient for the Work Competence variable (X3) is 0.033 and is positive, meaning that the higher the work competence of a unit, the employee performance (Y) will increase by 0.033.

b. Hypothesis Analysis
1. The Influence of Work Discipline on Employee Performance

The results of hypothesis testing (H1) show that the Work Discipline variable has a positive and significant effect on the performance of employees in the Well Service function of PT Pertamina Hulu Rokan Pangkalan Susu Field. This is proven by the t-count value of the Work Discipline variable (X1) of 3.668 which is greater than t table 1.998, where the positive sign (+) indicates a positive direction of influence. The significance value of the Work Discipline variable is 0.001, which is smaller than 0.05, meaning it shows that the influence is significant. Thus, it can be concluded that H1 is accepted and H0 is rejected, which means that there is a positive and significant influence of work discipline on the performance of Well Service employees at PT Pertamina Hulu Rokan Pangkalan Susu Field.

2. The Effect of Work Facilities on Employee Performance

Hypothesis results (H2) show that the Work Facilities variable does not have a positive and significant effect on the performance of employees in the Well Service function of PT Pertamina Hulu Rokan Pangkalan Susu Field. This is proven by the calculated value of the Work Facilities variable (X2) of 1.380 which is smaller than ttable 1.998. The significance value of the Work Facilities variable is 0.173, which is greater than 0.05, meaning that this effect is not significant. Thus, it can be concluded that H0 is accepted and H2 is rejected, which means that there is no positive and significant influence of work facilities on the performance of Well Service employees at PT Pertamina Hulu Rokan Pangkalan Susu Field.

3. The Influence of Work Competency on Employee Performance

The results of hypothesis testing (H3) show that the Job Competency variable does not have a positive and significant effect on the performance of employees in the Well Service function of

PT Pertamina Hulu Rokan Pangkalan Susu Field. This is proven by the t-count value of the Work Discipline variable (X3) of 0.222 which is smaller than t table 1.998. The significance value of the Work Competency variable is 0.825, which is greater than 0.05, meaning that this influence is not significant. Thus, it can be concluded that H3 is rejected and H0 is accepted, which means that there is no positive and significant influence of work competition on the performance of Well Service employees at PT Pertamina Hulu Rokan Pangkalan Susu Field.

4. The Influence of Work Discipline, Work Facilities and Work Competence on Employee Performance Simultaneously

The results of hypothesis testing (H4) show that the Work Discipline variable, Work Facilities and Work Competencies on Employee Performance Simultaneously have a positive and significant effect on the performance of employees in the Well Service function of PT Pertamina Hulu Rokan Pangkalan Susu Field. This is proven by the fcount value of 17.594 which is greater than the ftable 2.751, where the positive sign (+) indicates a positive direction of influence. The significance value of the Work Discipline variable is 0.000, which is smaller than 0.05, meaning it shows that the influence is significant. Thus, it can be concluded that H4 is accepted and H0 is rejected, which means that there is a positive and significant influence between work discipline, work facilities and work competency simultaneously on the performance of Well Service employees at PT Pertamina Hulu Rokan Pangkalan Susu Field.

4. CONCLUSION

This research aims to determine and analyze the influence of work discipline, work facilities and work competency variables on the performance of PT Pertamina Hulu Rokan Pangkalan Susu Field Well Service employees. From the problem formulation proposed, based on the results of data analysis and discussion explained in the previous chapter, several conclusions can be drawn as follows :

1. Work Discipline (X1) has a positive and significant influence on the performance of employees in the Well Service function of PT Pertamina Hulu Rokan Pangkalan Susu Field. This was proven in the partial test (t test) where work discipline (X1) obtained a value of tcount > ttable, namely 3,393 > 1.998 and a value of Sig < α, namely 0.001 < 0.05.
2. Work facilities (X2) do not have a positive and significant effect on the performance of employees in the Well Service function of PT Pertamina Hulu Rokan Pangkalan Susu Field. This was proven in the partial test (t test) where work discipline (X1) obtained a value of tcount < ttable, namely 1.089 < 1.998 and a value of Sig > α, namely 0.280 > 0.05.
3. Work Competency (X3) does not have a positive and significant effect on the performance of employees in the Well Service function of PT Pertamina Hulu Rokan Pangkalan Susu Field. This was proven in the partial test (t test) where work discipline (X1) obtained a value of tcount < ttable, namely 0.635 < 1.998 and a value of Sig > α, namely 0.528 > 0.05.
4. Work Discipline, Work Facilities and Work Competence simultaneously have a positive and significant effect on the performance of Well Service employees at PT Pertamina Hulu Rokan Pangkalan Susu Field. This was proven in the simultaneous test (F test) where Work Discipline, Work Facilities and Work Competence simultaneously obtained a value of fcount > ftable, namely 17.594 > 2.751 and a Sig value < α, namely 0.000 < 0.05.

ANALYSIS OF THE INFLUENCE OF WORK DISCIPLINE, WORK FACILITIES AND WORK COMPETENCIES ON PERFORMANCE ACHIEVEMENT WELL SERVICE FUNCTION EMPLOYEES AT PT PERTAMINA HULU ROKAN PANGKALAN MILK FIELD

Musawir Da'i, Yeni Absah, Syafrizal Helmi Situmorang

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