The Influence of Office Layout on Employee Performance at the Barombong District Office

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ABSTRACT

Performance is the result of work and work behavior that has been achieved in completing the assigned tasks and responsibilities within a certain period. The purposes of this study are: 1) To find out the description of office layout at the Barombong District Office, 2) To find out how the performance of employees at the Barombong District Office, 3) To find out whether there is an influence of office layout on employee performance at the Barombong District Office. Data collection used primary data obtained from employees of the Barombong sub-district office who were then used as respondents using a saturated sample where all members of the population were used as samples from the results of primary data collected through distributing questionnaires. Methods of data analysis using descriptive statistical analysis techniques and inferential statistical analysis. The results showed that partially good office layout had a positive and significant effect on employee performance so that the proposed hypothesis was accepted. This study has a strong influence between the two variables compared to previous studies which only had a moderate effect.

Keywords: Office, Spatial Planning, Employee Performance

INTRODUCTION

The progress of an organization or office today is very dependent on the performance of employees in the organization or office. This is inseparable from the ability of the organization to improve facilities and infrastructure which will then increase and maximize employee performance. Employee performance is the result of achieving employee tasks that have been assigned by the office or organization. Not all employee performance in an office can be maximized, there are several problems that occur in an office (Arhas et al., 2022; Suganda, 2019)

Creating high performance needs to pay attention to various factors that can affect employee performance, it requires optimal attention and being able to use the potential of human resources in achieving organizational goals, so that it will make a positive contribution to organizational development (Niswaty et al., 2021; Pratiwi et al., 2019). In addition, it is necessary to have an organizational role in increasing motivation and performance by creating a conducive work environment by utilizing work environment arrangements, especially good office layouts to encourage the creation of professional attitudes and actions in completing work in accordance with their respective fields and responsibilities.

The term performance is intended as a translation of the term "performance". According to Sedarmayanti (2011), performance is not a characteristic of a person, such as talent or ability, but is a manifestation of the talent or ability itself. This opinion shows that performance is a manifestation of ability in the form of real work. Performance in relation to the position is defined

as the results achieved related to the function of the position within a certain period of time. Employee performance is the result of the synergy of a number of factors. These factors are internal organizational environmental factors, external environmental factors, and internal factors of employees or employees(Masram, 2017; Niswaty et al., 2022; Suprianto & Arhas, 2022)

Office spatial conditions can have an influence on the work results of employees in an agency which will later have a separate impact on the organization. An effective office layout is able to provide satisfaction to employees with the work done, as well as give a deep impression to employees.

Office layout is one important factor in determining the smooth running of work . It can be seen that in various organizations or agencies, not a few employees work by walking back and forth from one table to another with great distances. This can disrupt the smooth running and reduce the speed of work, if it is not arranged as well as possible, then a good office layout will be beneficial for its use in the office concerned in completing work. An effective and efficient office space is not created by itself, but is the result of proper planning. A person or team who is responsible for designing an office space must understand that the use of an office space is an ongoing process following various needs and demands.

The layout of the office must be prepared scientifically and this requires knowledge of the flow of work, about individual requirements, what work will be done and the best way to do it; foresight of what may be required in the future is also required. Office layout is an important aspect of the job of an office manager (Lee, 2010; Zerella et al., 2017)

This study aims to find out the description of the office layout at the Barombong District office, to find out how the performance of employees at the Barombong District office, and to find out whether there is an influence of office layout on employee performance at the Barombong District office. The office layout indicators according to Asnar 2013 include: 1) The effectiveness of the types of office layouts contribute well to each other, 2) the accuracy in placing office equipment, 3) the accuracy of the distance between employees and office furniture, 4) the accuracy of the number of employees. Furthermore, indicators of interest in learning according to Robbins 2016 include: 1) Quality of work, 2) Quantity of work, 3) Timeliness, 4) Effectiveness. The hypothesis in this study is that it is suspected that there is a positive and significant effect of office layout on the performance of Barombong sub-district office employees.

METHOD

The type of research used in this research is quantitative data by using respondents through a questionnaire. This study focuses on knowing the effect of office layout on employee performance at the Barombong sub-district office. The research approach in this study is to use a descriptive approach. Descriptive method is a method that functions to describe or give an overview of the object under study through data or samples that have been collected as they are without carrying out analysis and making conclusions that apply to general types. The operational definition of this research consists of office layout and employee performance. Office Layout is all the physical factors, which together constitute a physical atmosphere that surrounds a workplace. The indicators used are (1)The effectiveness of the types of office layouts contribute well to each other.(2)Accuracy in the placement of office supplies.(3)Accurate distance between employees and office furniture.Employee Performance namelyresults of work related to organizational goals such as quality, efficiency, and other effectiveness criteria. The indicators

used are (1)Work quality. (2) Working Quantity. (3) Punctuality. (4) Effectiveness. (5)Accurate number of employees.

The population in this study were employees of the Barombong District Office, where there were 22 employees. in determining the sample size, namely using the Krejcie table. Krejcie in calculating the sample size is based on an error of 5%. So the sample obtained has 95% confidence in the population. Then taking the number of samples refers to the Krejcie table, namely with a population of 22 employees, the sample used is 21 employees.

Data collection techniques consist of questionnaires, observations, and documentation of research implementation. Before distributing the research questionnaire to the respondents, validity and reliability tests were first carried out on all questionnaire items. After all the questionnaire items are valid and reliable, the questionnaire can be distributed to the respondents.

Data analysis techniques in this study consisted of descriptive statistics using percentage, mean and standard deviation analysis. Inferential statistics consist of normality test, product moment correlation analysis test, and simple linear regression analysis. The statistical tool used in analyzing the results of this study is the Software Statistical Standard Solution (SPSS).

RESULTS AND DISCUSSION

The results of this study include an overview of office layout, employee performance, and an overview of the effect of office layout on employee performance at the Barombong District office. The results of this study consisted of descriptive statistical analysis and inferential statistical analysis.

Descriptive statistics

Descriptive research results provide an explanation of the results of the answers or responses of each respondent in relation to the statements submitted with research weighting. The research variable in question is the independent variable (free) as a variable that influences the dependent (tied) variable.

Overview of office layout

The layout and location of furniture in an office will be an influence on the performance of each employee. Office spatial planning must be considered from all sides, from the biggest to the smallest things. Even though the planning has not been maximized, the enthusiasm and cooperation will help in the implementation of the office space. The results of the descriptive analysis of each office layout indicator are presented in Table 1:

Table 1.
Descriptive Analysis Per Indicator Variable Office Layout (X)

Indicator/Variable	N	N	Achievements (%)	Category
The Effectiveness of Types of Office Layouts Contribute Well to Each Other	246	315	78,10	Well
Accuracy in Placement of Office Supplies	250	315	79,37	Well
Accurate Distance Between Employees With Office Furniture	249	315	79.05	Well
Accuracy of Number of Employees	257	315	81.59	Very good
Office Layout Variables	1002	1260	79.52	Well

Source: Data Processed in 2022

Based on this indicator, the effectiveness of the types of office layouts that contribute well to each other is obtained with the highest score of 315 and the lowest score of 246. The percentage of 78.10% shows the effectiveness of the types of office layouts that contribute well to each other in the good category. Shows that the types of office layouts are effective and contribute well to each other in the Barombong sub-district office. Based on the second indicator, accuracy in placing office equipment is obtained with the highest score of 315 and the lowest score of 250 while the percentage is 79.37% indicating accuracy in determining office equipment in the good category. This shows that the Barombong sub-district office has placed office equipment appropriately. Based on the third indicator, the accuracy of the distance between employees and office furniture is obtained with the highest score of 315 and the lowest value of 249 while the percentage is 79.05% indicating the accuracy of the distance between employees and office furniture in the good category. This shows that the distance between employees and office furniture in the Barombong sub-district office is correct. Based on the fourth indicator, the accuracy of the number of employees is obtained with the highest score of 315 and the lowest score of 257 with a percentage of 81.59 indicating the accuracy of the number of employees in the very good category. This explains that the number of employees in the Barombong sub-district office is correct. Based on the explanation above, the office layout variable is obtained with the highest value of 1260 and the lowest value of 1002 with a percentage of 79.52,

Employee Performance Overview

Performance is the result of a person as a whole during a certain period in carrying out tasks, such as work standards, targets or target criteria that have been determined in advance and have been mutually agreed upon. Employee performance is not just information to be able to do promotions or determine salaries for the company. However, how companies can motivate employees and develop a plan to improve performance degradation can be avoided. The results of the descriptive analysis of each employee performance indicator are presented in Table 2:

Table 2.
Descriptive Analysis Per Employee Performance Variable Indicator (Y)

Indicator/Variable	n	N	Achievements (%)	Category
Work quality	243	315	77,14	Well
Working Quantity	256	315	81,27	Very good
Punctuality	243	315	77,14	Well
Effectiveness	245	315	77,78	Well
Employee Performance	987	1260	78,33	Well

Source : SPSS Version 23 (2022)

Based on this indicator, the quality of work is obtained with the highest score of 315 and the lowest score of 243 with a percentage of 77.14% showing the quality of work in the good category. This means that the quality of work of employees at the Barombong sub-district office is of high quality. Based on the quantity of work indicator, the highest value is 315 and the lowest value is 256 with a percentage of 81.27% indicating the quantity of workin very good category. This shows that the quantity of work of employees in the Barombong sub-district office is able to complete work with a large volume of work and on time. Based on the punctuality indicator, the highest score was 315 and the lowest value was 243 with a percentage of 77.14% indicating punctuality in the good category. This shows that employees at the Barombong sub-district office are always on time in completing work. Based on the effectiveness indicator, the highest score is 315 and the lowest is 245 with a percentage of 77.78% indicating effectiveness in the good category. This shows that the facilities and infrastructure provided at the Barombong sub-district office are always used according to their functions. Of the four indicators, the highest score was 315 and the lowest score was 245 with a percentage of 78.33%, which indicated that the employee's performance was in the good category. This shows that employees are able to complete the work given both in quantity and quality. From the office layout variables and employee performance, the results of the analysis of the average and standard deviation are as follows in table 3:

Inferential Statistics

Inferential statistical analysis on the results of this study consisted of a normality test, product moment correlation analysis test, and simple linear regression analysis.The data normality test is used to determine whether the data is normally distributed or not. The testing technique used is technique *Kormogorov-Smirnov-Z.*

Table 3.
Kormogorov-smirnovz Normality Test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residuals
N		21
Normal Parameters, b	Means	.0000000
	std. Deviation	2.54257147
Most Extreme Differences	absolute	.146
	Positive	083
	Negative	-.146
Test Statistics		.146
asymp. Sig. (2-tailed)		.200c,d

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

Source : SPSS Version 23

Table 4 shows that the results of the normality test on office layout variables and employee performance are normally distributed. With reference to the significance value, if the value (Sig 2-tailed) > 0.05 then the data is normally distributed. The results of the analysis show a significance value of 0.200 (Sig > 0.05). Based on the test results through the Kolmogorov-Smirnovz non-parametric statistical test, the simple linear regression model is feasible to use in this study because it meets the assumption of normality. The product moment correlation test is a parametric test to find out how close the relationship between office layout variables is to employee performance. The results of the correlation analysis are presented in Table 5:

Table 4.
Product Moment Correlation Analysis

correlations

		Employee Performance	Office Layout
Pearson Correlation	Employee Performance	1,000	.913
	Office Layout	.913	1,000
Sig. (1-tailed)	Employee Performance	.	.000
	Office Layout	.000	.
N	Employee Performance	21	21
	Office Layout	21	21

Source: SPSS version 23

From the output table above, it can be said that the correlation coefficient between office layout (X) and employee performance (Y) is (r) = 0.913 with a significance of 0.000. Based on the decision criteria above, it can be concluded that the correlation of the two variables is

significant, because the significance that accompanies it is less than 0.05 (0.000 <0.05) which means that the relationship between office layout and employee performance is 91, 3%. The correlation that occurs is positive, meaning that if the independent variable increases, it will be accompanied by an increase in the dependent variable, the correlation that occurs is in the strong category.

After carrying out instrument testing and fulfilling the normality and correlation tests, a simple linear regression analysis can be performed. Simple linear regression analysis is an analysis that aims to predict or predict the value of the dependent variable in the future, if the value of the independent variable is increased or decreased, or to find out how much the change in the independent variable can affect the dependent variable. in this study only consisted of 1 independent variable (office layout) and 1 dependent variable (employee performance), the regression model used was simple linear regression analysis. The t statistical test basically shows how far the influence of one independent variable partially or individually influences the dependent variable. The results of the t test can be seen in Table 5:

Table 5
Simple Linear Regression Analysis (t test)

	Coefficientsa				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	std. Error	Betas	t	Sig.
1 (Constant)	.097	.394		.247	.808
Office Layout	.961	.098	.913	9,761	.000

a. Dependent Variable: Employee Performance
Source: Data processed in 2022

From the results of the t test, it can be seen from the significance value of 0.000 <0.05, it can be explained that there is an influence between the independent variables on the dependent variable.

Table 6.
Simple Linear Regression Analysis

	Coefficientsa				
	Unstandardized Coefficients		Standardized Coefficients		
Model	B	std. Error	Betas	t	Sig.
1 (Constant)	1,087	4,751		.229	.821
Office Layout	.962	099	.913	9,734	.000

a. Dependent Variable: Employee Performance
Source: Data processed in 2022

The results of the linear regression analysis illustrate that office layout variables have a positive and significant effect on employee performance in the Barombong District Office.

Forseeing the magnitude of the influence value between variables can be known based on the results of the correlation test analysis. The results of the analysis obtained the coefficient of determination (r square)

$$KD = r^2$$
$$KD = 0,913^2$$
$$= 0,833$$

The interpretation of the value of the coefficient of determination shows how much the contribution of the independent variable is able to explain the dependent variable. Based on the results of the acquisition of the coefficient of determination, it can be concluded that the office layout variable has an influence of 83.3% on employee performance, while the remaining 16.7% is influenced by other variables

based on the results of simple linear regression analysis in Table 7, a constant value of 0.097 is obtained while the coefficient value of the office layout variable is 0.961. Based on these values, the simple linear regression equation is:

Y = 1.087+ 0.962X

1. Based on the multiple linear regression equation above, it is known that the constant value is 1.087, meaning that if the independent variable of office layout is considered constant, it can be predicted that employee performance is 1.087 units.
2. The (+) sign indicates a unidirectional relationship, meaning that if the office layout variable increases, the employee's performance will also increase.
3. The office layout variable (X) in the simple linear regression model has a coefficient value of 0.962, meaning that if the office layout variable increases, it can be predicted that the employee performance variable will increase by 0.962.

The results of multiple linear regression analysis illustrate that the independent variables have a positive and significant relationship to the dependent variable, namely the level of influence indicated by a positive coefficient value so that it can be concluded that the office layout variable has a positive and significant relationship to employee performance at the Barombong sub-district office.

Discussion
Office layout overview

The results of the study show that the office layout in the Barombong sub-district office is included in the "very good" category, seen from indicators according to Asnar(2013:149)namely the effectiveness of the types of office layouts that contribute well to each other, the accuracy in placing office equipment, the accuracy of the distance between employees and office furniture and the accuracy of the number of employees. So it can be concluded that the facilities and facilities used by employees can support the work which is then used as needed, besides that The accuracy of the number of employees is based on the need for employees and the availability of office equipment.

Based on the distribution of questionnaires that have been distributed to respondents where the respondents' responses regarding office layout variables consider the arrangement to be good enough where the office layout variable has an average value (mean) of 3.97.

In the office layout variable, there are four indicators where the indicator that has the highest average value is the accuracy of the number of employees of 4.09. In this indicator, the dominant respondent agreed in giving a response was in the statement (X1.3.2) of 13 respondents or 59.09%, where the statement reads: The arrangement of office space in the Barombong sub-

district office is able to expedite the course of a job. It can be assumed that the arrangement of office space makes an effective contribution to the comfort of employees in completing work.

And the indicator that gets the second highest average score is the Accuracy Indicator in Placement of Office Supplies of 3.95. In this indicator, the dominant respondents who agreed in giving responses were in the statement (X1.2.1) of 13 respondents or 59.09%, where the statement reads: The area of the office space allows for changes when it causes saturation. It can be concluded that the arrangement of office space is flexible because it can change at any time depending on the situation and conditions.Office layout is the arrangement of office space such as the arrangement of office furniture and equipment on the available floor area to provide facilities for employees to carry out their work activities properly. The results of this study are supported by opinions Akhmad (2012), that a good office layout will provide benefits to employees and the company. These benefits can be in the form of financial and non-financial aspects.

Employee Performance Overview

Performance is the result of a person as a whole during a certain period in carrying out tasks, such as work standards, targets or target criteria that have been determined in advance and have been mutually agreed upon. The employee performance indicators include work quality, work quantity, timeliness and effectiveness.

Based on the distribution of questionnaires that have been distributed to respondents where respondents' responses regarding employee performance variables where employee performance is quite good where employee performance variables have an average value (mean) of 3.92.

In the four indicator employee performance variables where the indicator that has the highest average value is the quantity of work 4.09. In this indicator the dominant respondent agrees in giving a response to the statement (Y1.2.2) of 11 respondents or 50.00% where the statement reads I am able to achieve the target set by the leadership. It can be assumed that every job given can be completed according to specified target and time. And the indicator that gets the second highest average value is the quality of work indicator of 3.88. In this indicator, the dominant respondents agreed in giving responses to the statement (Y1.1.2) of 16 respondents or 72.73%, where the statement reads: This employee meets the requirements or work standards set by the Barombong sub-district office. It can be concluded that in completing Work always refers to the applicable standard operating procedures.The results of this study are supported by Gibson's opinion in Pratiwi et al. (2019)every employee in the organization is required to make a positive contribution through good performance, considering that organizational performance depends on the performance of its employees.

The Effect of Office Layout on Employee Performance in the Barombong District Office

The first hypothesis was partially proposed, namely H1: Office layout has a positive and significant effect on employee performance at the Barombong sub-district office. The statistical results that have been carried out have a t value of 9.734 greater than a t value of 2.085 and the resulting significant value is 0.006 which is less than the value of 0.05 , then H is rejected and H is accepted. Thus the proposed hypothesis is accepted, it is proven that the resulting hypothesis shows that office layout has a positive and significant effect on the careers of employees at the Barombong sub-district office. So it can be interpreted that office layout is able to improve employee performance. The arrangement of office space can affect the material and psychological

aspects of the organization, therefore the organization must provide adequate office layout, because it has an impact on the physical environment (comfortable office layout, clean environment, good air exchange, color, good lighting). enough, appropriate music, work effectiveness and efficiency), as well as non-physical environment (employee work atmosphere, employee welfare, relations between fellow employees, relations between employees and leaders, and places of worship).

The office layout function does not only place equipment and tools in an office, but office layout must be able to be used to organize and facilitate the movement of employee workflow from one room to another. An effective and efficient office space is not created by itself, but is the result of proper planning. A person or team who is responsible for designing an office space must understand that the use of an office space is an ongoing process following various needs and demands. Each component of the work such as the work itself, the process, the equipment, the condition of the room, the surrounding physical environment, the use of technology, and the employees are an interconnected unit.

The R Square value obtained is 0.833. This means that 83.3% of the performance of Barombong sub-district office employees can be influenced by office layout, while the remaining 16.7% is influenced by other variables not included in this study. Meanwhile, the correlation coefficient value was 0.913 or 91.3 which means that the relationship between office layout variables and employee performance is 91.3%.

Based on the results of the study, the authors provide suggestions: improve the physical office environment facilities, such as: improve air ventilation, provide air conditioning, and air freshener so that the work space feels comfortable and not noisy. Adjustment of the number of employees in a work space with a desk that is designed according to the needs of employees and the utilization of good room area conditions. The priority scale of planned activity budgeting on office space planning, coaching and guidance regarding the main tasks of each to employees so that they know work standards, tasks and work targets (Du et al., 2021; Muther & Wheeler, 1994).

The results of this study are supported by opinion Haitham (2017)that the layout of the office will affect the interaction between employees in the company where they work. Interaction between employees that continues to occur will form a culture within the company environment.

CONCLUSION

The results of the study show that the application of office layout in the Barombong sub-district office is in the "very good" category. This can be seen based on the responses of respondents who tend to agree with existing statements regarding office layout as measured using indicators, namely the effectiveness of types of office layouts that contribute well to each other. , the accuracy in the placement of office equipment, the accuracy of the distance between employees and office furniture and the accuracy of the number of employees.

Office layout is an important factor that also determines the smooth work of employees. The level of performance and work results of employees in the Barombong sub-district office are in the "very high" category. This can be seen based on the responses of respondents who tend to agree with existing statements regarding employee performance as measured using indicators of work quality, work quantity, timeliness and effectiveness. The Barombong sub-district office always tries to take advantage of existing resources, one of which is human resources, so it is

expected that employees are able to provide good work results from the work given so that when employees are able to provide good work results, the company's performance can improve.

Based on partial analysis (t-test), it turns out that the results of the study prove that the independent variable, namely office layout, has a positive and significant effect on employee performance at the Barombong sub-district office so that the first hypothesis can be accepted. This can be indicated that the better the arrangement of office space, the better the performance of employees.

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