

# The Influence of Workload and Work Facilities on the Performance of the Firefighting and Rescue Field of BPBD Karawang

Hera Silviyana<sup>1</sup>, Budi Rismayadi<sup>1\*</sup>, Wike Pertiwi<sup>1</sup>, Norliana Sarpin<sup>2,3</sup>

<sup>1</sup> Management Study Program, Faculty of Economics and Business, Universitas Buana Perjuangan Karawang, Jln. HS Ronggowaluyo Telukjambe Timur, Karawang, 41361, INDONESIA

<sup>2</sup> Department of Construction Management, Faculty of Technology Management and Business, Universiti Tun Hussein Onn Malaysia, Parit Raja, Johor, 86400 MALAYSIA

<sup>3</sup> Centre of Sustainable Infrastructure and Environmental Management (CSIEM), Faculty of Technology Management and Business, Universiti Tun Hussein Onn Malaysia, Parit Raja, Batu Pahat, Johor 86400, MALAYSIA

\*Corresponding Author: [budi.rismayadi@ubpkarawang.ac.id](mailto:budi.rismayadi@ubpkarawang.ac.id)

DOI: <https://doi.org/10.30880/rmtb.2024.05.02.009>

## Article Info

Received: 30 September 2024

Accepted: 01 November 2024

Available online: 01 December 2024

## Keywords

Cost of goods manufactured, activity based costing, full costing, and tofu factory

## Abstract

The aim of the research is to determine and discover the influence of workload and work facilities on the performance of the Karawang BPBD fire and rescue sector, both variable and simultaneous. Because this research data is numerical, it uses a quantitative approach. To collect data, namely using a questionnaire, consisting of a number of questions asked to respondents to be answered based on actual conditions. The research design used in this research is verification research with quantitative data analysis and data collection using a closed questionnaire. Based on data analysis, it is proven that employee performance is very positively influenced by workload and work facilities, and there is a close relationship between the two. And it was found that the greater the employee's workload, the more significant the influence on their performance. Apart from that, good work facilities can improve employee performance positively. The study results show that workload conditions and work facilities are able to offer a simultaneous contribution to employee performance levels.

## 1. Introduction

Human resources act as an important component related to assessing the success of an institution or agency in achieving its goals. The success of an institution is not only influenced by factors such as contemporary equipment, complete facilities and infrastructure, but is determined by the role of the human being responsible for the task. Individual employee performance has a significant influence on the success of an organization, thus encouraging ongoing efforts by organizations and companies to develop employee performance in pursuing organizational goals.

The field of firefighting and disaster management is included in the scope of the Regional Disaster Management Agency (BPBD) of Karawang Regency, which carries responsibility as a regulatory agency tasked with formulating and implementing disaster management policies which are guided by regent regulations Karawang No. 79 of 2021 regulating the position, organizational structure, functions, duties, and the Karawang Regency BPBD operations plan.

This is an open access article under the CC BY-NC-SA 4.0 license.



In assessing the success of the Karawang BPBD Fire and Rescue Sector in achieving strategies, it can be seen through the Work Plan.



**Fig. 1** Level of Work Program Realization (%) Fire and Rescue Sector BPBD Karawang

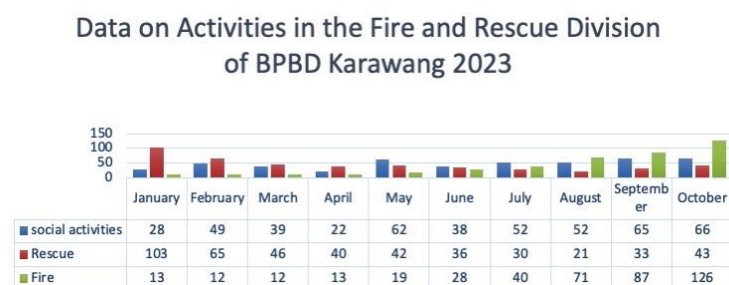
Based on the data on the level of realization in the fire and rescue sector in 2023 above, there is a decline, in this case there are several factors that cause the level of realization in the Fire and Rescue Sector of BPBD Karawang to decrease, namely internally, such as workload and work facilities in the field of Fire and Rescue.

According to one of the staff in the fire and rescue sector, he stated that apart from handling fire disasters, this sector also has to carry out rescue efforts as reported on Instagram media belonging to the Karawang fire department.



**Fig. 2** Community Rescue Evacuation Activities

The large number of evacuation reports such as rescues, and social activities carried out by firefighters with limited human resources makes the workload of firefighters increasingly high.



**Fig. 3** Data on Activities in the Fire and Rescue Division of BPBD Karawang 2023

Based on the data above, firefighters have three types of activities, namely, social activities, rescue and fire handling. In this increased activity, employees on duty often have to experience overtime, especially if handling fires takes more than the employee's duty hours

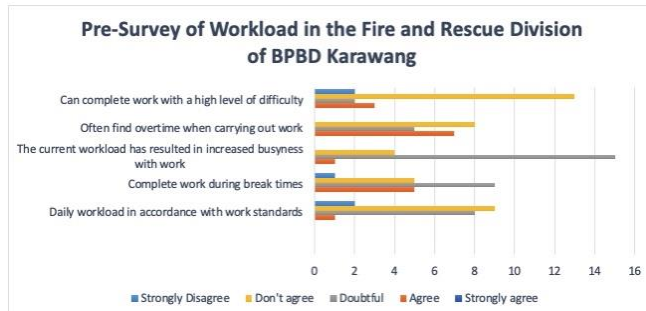


Fig. 4 Workload Variable Presurvey Results

Then we can see that in the pre-survey results regarding the workload variable, there are still respondents who feel bad about overtime when working and the level of difficulty in tasks and work and then regarding tasks during rest time.

Apart from workload, there is another thing that needs to be considered, namely regarding work facilities. The phenomenon that researchers found was related to the lack of fire prevention facilities in the Fire and Rescue Division of BPBD Karawang. As in several articles issued by Alexanews.id.



Fig. 5 The phenomenon of lack of firefighting facilities

This was also acknowledged by Mr. Yosafat as a skilled firefighter that there are still many facilities supporting firefighting activities that need to be improved.

The following is data that affects work facilities in the Fire and Rescue Sector of BPBD Karawang.

Data on Facilities & Infrastructure Requirements				
NO	NAME OF GOODS	QUANTITIES AVAILABLE	AMOUNT OF REQUIREMENT	Unit
1	Fire Jacket	95	170	pcs
2	Trouser	95	170	pcs
3	Fire Helmet	22	170	pcs
4	Heat Resistant Boots	6	170	tide
5	Wearpack Rescue	9	20	tide
6	Rescue Helmet	9	20	pcs
7	wasp protective suit	7	20	pcs
8	Senter (Head Lamp)	0	20	pcs
9	Snake Claw	6	12	pcs
10	Mini Grinder	6	12	pcs
11	Axe	3	6	pcs
12	Y Connection	6	20	pcs
13	2.5 Inch Fire Hose	25	50	pcs
14	1.5 Inch Fire Hose	20	60	pcs
15	Chainsaw	3	10	pcs
16	Safety Gloves	95	170	pcs
17	Nozzle Gun 1,5 Inch	6	40	pcs
18	Nozzle Gun 2,5 Inch	2	20	pcs
19	Flashlight	0	4	pcs
20	Sigmat	0	2	pcs
21	Tachometer	0	2	pcs
22	Sound Meter	0	2	pcs
23	Flow Meter	0	2	pcs
24	SCBA	2	12	Set

Fig. 6 Data on Facilities and Infrastructure Needs for the Fire and Rescue Sector of BPBD Karawang

The data presented is the basis for identifying the amount available and the amount of demand that is still large. This means that this shows that work facilities in the Fire and Rescue Division of BPBD Karawang still need to be improved because the available facilities are still very minimal.

Furthermore, based on previous research, related to workload variables and work facilities by (Bunga *et al.*, 2023) stated that these variables have a significant influence on employee performance, then according to the study (Abaharis, 2023), stated that work facilities and workload have significance positive influence on performance, while research (Tomasoa *et al.*, 2023) suggests that work facilities do not influence employee performance variables.

The main objective of this research is to investigate and assess how workload and availability of work facilities influence the performance of the Karawang BPBD Fire and Rescue Division. This research will assess the contribution of each workload variable and work facilities to performance, as well as the influence of both simultaneously. With this basic context, the author intends to conduct comprehensive research with the title "The Influence of Workload and Work Facilities on the Performance of the Karawang BPBD Fire Fighting and Rescue Sector".

## 2. Theory Review

### 2.1 Human Resource Management (HRM)

HRM is a realm of research or techniques intended to control the ties and functions of the workforce (HR) in an effective and efficient manner, and utilize it optimally to achieve common goals between the company, employees and society, (Pratiwi *et al.*, 2023).

Meanwhile, according to (Malasari *et al.*, 2023) HRM is a planning and development field studying how to optimize human abilities through training and career development to help companies develop.

Based on this opinion, it can be synthesized that HRM is one of the company's efforts in the form of planning and development science to make workers more productive.

### 2.2 Organizational Behavior

Organizational Behavior Organizational behavior is a branch of science that studies and investigates the way humans behave in an organization or group (Tebay, 2021). Meanwhile, according to Fitri & Saifullah (2021) Organizational behavior is a field of research that focuses on human behavior in organizational structures, the dynamics between individuals and organizations, and the characteristics of these organizations.

Based on previous research findings, organizational behavior is the study of how individuals and groups interact within an organization, as well as how the organizational structure itself influences their behavior and the effectiveness of the organization's work.

### 2.3 Workload

According to Santoso & Widodo (2022) workload is the number of tasks or activities completed by employees using time-based abilities, measured using the dimensions: body load; emotional burden; time weight, with gauges: physiological physiology and biomechanics; attention; focus; working on two or more tasks at once; the speed. Meanwhile, according to Rohman *et al.* (2023) workload is an employee's perception of the tasks completed in a given time period and the amount of effort expended in resolving current problems in their workplace.

### 2.4 Work Facilities

According to Ragil Anandita *et al.* (2021) work facilities are all the facilities and infrastructure used to support the implementation of employee duties, so as to increase efficiency in completing work. Apart from that, work facilities are tools that help companies carry out their operational activities in the form of physical forms, are used routinely in company activities, have a relatively fixed lifespan, and provide long-term benefits for the future (Manullang *et al.*, 2022).

Based on this explanation, it is synthesized that work facilities are all the tools and infrastructure used in the work environment to support the implementation of employee duties and company operations as a whole. This includes everything from the workplace, equipment, technology, social support, to employee wellness programs provided by the company to create an efficient, productive and comfortable work environment.

### 2.5 Performance

It is an achievement obtained from an employee in carrying out his responsibilities, and is measured using certain standards (Haryanto *et al.*, 2023). Supardi & Aulia Anshari (2022) stated that, performance refers to the implementation of tasks or responsibilities by individuals or collectives in an organization, in accordance with the

authority and tasks that have been determined, with the aim of fulfilling the achievements and goals of the organization concerned.

Based on several of these descriptions, it is synthesized that a person's performance is what they do for the company that is assigned to them and is based on several things, including ability, this is done in order to achieve organizational goals.

### 3. Framework of Thought

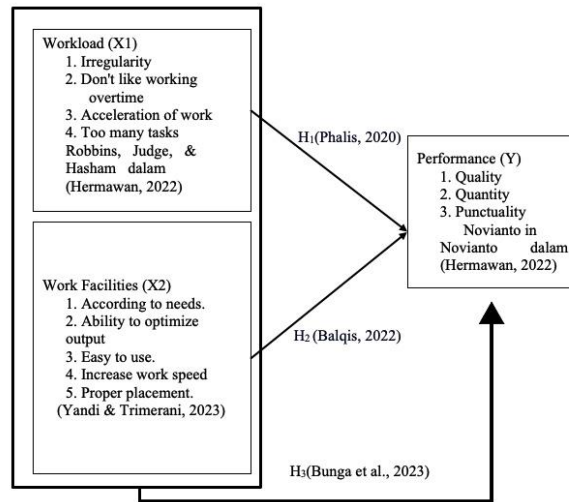


Fig. 7 Framework

### 3.1 Research Hypothesis

A hypothesis is a temporary answer to making conclusions about a research problem and is structured in the form of a question (Qoyyimah *et al.*, 2020). Based on the framework, the author makes the following hypothesis.

H1: There is a significant influence between workload on the performance of employees in the Fire and Rescue Division of BPBD Karawang.

H2: There is a significant influence between work facilities on the performance of employees in the Fire and Rescue Division of BPBD Karawang.

H3: There is a significant influence between variables X1 and X2 on Y simultaneously.

### 4. Research Methods

The design used this time is verification research with quantitative data analysis and data collection using a closed questionnaire. The population studied was 180 employees in the Fire and Rescue Division of BPBD Karawang in 2023. The Slovin formula was used with an error rate of 5%. In this research, probability sampling was used using the Simple Random Sampling method. The primary data for this research comes from respondents' responses through observation and distributing questionnaires to employees of the Karawang BPBD Fire and Rescue Division. Secondary data sources are through employees of the Fire and Rescue Division of BPBD Karawang as well as documents in the Fire and Rescue Division of BPBD Karawang. This research uses multiple linear regression analysis.

## 5. Results and Discussion

### 5.1 Validity Analysis

Variable	Rcount	Table	Information
1.	0.685	0.3120	Valid
2.	0.727	0.3120	Valid
3.	0.758	0.3120	Valid
4.	0.639	0.3120	Valid
5.	0.886	0.3120	Valid
6.	0.612	0.3120	Valid
7.	0.779	0.3120	Valid
8.	0.685	0.3120	Valid
9.	0.727	0.3120	Valid
10.	0.758	0.3120	Valid
11.	0.779	0.3120	Valid
12.	0.886	0.3120	Valid
13.	0.311	0.3120	Valid
14.	0.483	0.3120	Valid
15.	0.311	0.3120	Valid

**Fig. 8** Workload Variables

Test the validity of the R Calculated Question Variable *Pearson correlation*> R Table (0.3120) with 15 question items. So, all the question variables show their validity.

#### *Workload Validity*

Test the validity of the R Calculated Question Variable *Pearson correlation*> R Table (0.3120) with 15 question items, it can be explained that all questions are considered valid, due to the fact that, using a sig level of 0.5 or 5%,  $r\text{-count} > r\text{-table}$ .

Variable	Rcount	Table	Information
1.	0.766	0.3120	Valid
2.	0.846	0.3120	Valid
3.	0.821	0.3120	Valid
4.	0.718	0.3120	Valid
5.	0.755	0.3120	Valid
6.	0.677	0.3120	Valid
7.	0.811	0.3120	Valid
8.	0.811	0.3120	Valid
9.	0.757	0.3120	Valid
10.	0.704	0.3120	Valid
11.	0.757	0.3120	Valid
12.	0.677	0.3120	Valid
13.	0.413	0.3120	Valid
14.	0.353	0.3120	Valid
15.	0.755	0.3120	Valid

**Fig. 9** Work Facilities Variable

#### *Validity of Work Facilities*

Test the validity of the R Calculated Question Variable *Pearson correlation*> R Table (0.3120) with 15 question items. So, all the question variables show their validity.

Variable	Rcount	Table	Information
1.	0.685	0.3120	Valid
2.	0.727	0.3120	Valid
3.	0.758	0.3120	Valid
4.	0.639	0.3120	Valid
5.	0.886	0.3120	Valid
6.	0.612	0.3120	Valid
7.	0.779	0.3120	Valid
8.	0.685	0.3120	Valid
9.	0.727	0.3120	Valid
10.	0.758	0.3120	Valid
11.	0.779	0.3120	Valid
12.	0.886	0.3120	Valid
13.	0.311	0.3120	Valid
14.	0.483	0.3120	Valid
15.	0.311	0.3120	Valid

Fig. 10 Performance Variables

*Performance Validity*

Test the validity of the R Calculated Question Variable *Pearson correlation* > R Table (0.3120) a total of 15 question items. So, all the question variables show their validity.

**5.2 Reliability Analysis**

Workload Reliability Table (X1)	
Reliability Statistics	
Cronbach's Alpha	N of Items
,795	15

Work Facility Reliability Table (X2)	
Reliability Statistics	
Cronbach's Alpha	N of Items
,926	15

Performance Reliability Table (Y)	
Reliability Statistics	
Cronbach's Alpha	N of Items
,906	15

Fig. 11 Reliability Test Results

Based on the results of the reliability test show that all variables have Cronbach Alpha coefficient values, with Cronbach Alpha values of 0.795, 0.926 and 0.906 respectively. Based on the results in the table above with a value > 0.6, it can be concluded that this variable is considered the same or reliable in terms of measurement.

### 5.3 Normality Test

		Unstandardized Residuals
N		40
Normal Parameters, b	Mean	,0000000
	Std. Deviation	3.57064079
Most Extreme Differences	Absolute	,093
	Positive	,093
	Negative	-,066
Statistical Tests		,093
Asymp. Sig. (2-tailed)		,200 <sub>d</sub>

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

Fig. 12 Normality Test Results

Based on this table, the results of the Kolmogorov-Smirnov (KS) test show Asymp. Sig. (2-tailed) > 0.05, namely 0.200. With sig 0.200 > 0.05, this research data shows a normal distribution.

### 5.4 Simultaneous F Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	512,670	2	256,335	19,074	,000 <sup>b</sup>
	Residual	497,230	37	13,439		
	Total	1009,900	39			

a. Dependent Variable: Performance  
 b. Predictors: (Constant), Work Facilities, Work Load

Fig. 13 Simultaneous F Test Results

It is obtained that  $F_{count} = 19,074$  while  $F_{table} (dk = n - k - 1 = 40 - 2 - 1 = 37)$  is 3.252 and sig 0.000 < 0.05 (5%) and  $F_{count} > F_{table} (19.074 > 3.252)$  so it is proven that workload (X1) and work facilities (X2) have a simultaneous impact on performance (Y).

### 5.5 Parsial T Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,472	8,539		1,695	,098
	Workload	,476	,131	,469	3,632	,001
	Work Facilities	,339	,120	,366	2,836	,007

a. Dependent Variable: Performance

Fig. 14 Partial T Test

Shows the following analysis:

- The workload variable has a significance value of 0.001 < 0.05 and t count 3.632 > 2.024 t table, so the workload variable has a positive and significant impact on the performance variable.

- b. The work facilities variable has a significance of  $0.007 < 0.05$  and t count is  $2.836 > 2.024$  t table, so the work facilities variable influences the performance variable.

### 5.6 Multiple Linear Regression Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,472	8,539		1,695	,098
	Workload	,476	,131	,469	3,632	,001
	Work Facilities	,339	,120	,366	2,836	,007

a. Dependent Variable: Performance

**Fig. 15 Multiple Linear Regression Test**

Based on Fig. 15, the regression equation obtained is  $Y=14.472+ 0.476X1+0.339X2$   
 Next, this equation is interpreted as follows:

1. Based on the equation above, the constant value (a) is 14.472, which means that if the Work Load and Work Facilities variables have a value = 0 then performance is 14.472.
2. The coefficient value of the Workload variable (X1) is 0.476, meaning that performance will increase by 0.476 if provision increases by 1. The regression coefficient is positive between performance and workload. Shows that if the workload increases, performance will also increase.
3. The coefficient value of the Work Facilities variable (X2) is 0.339, meaning that with an increase of 1 in work facilities, performance increases by 0.339. The regression coefficient is positive between work facilities and performance. This shows that if work facilities increase, performance will also increase.

### 5.7 Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,712a	,508	,481	3.66587

a. Predictors: (Constant), Work Facilities, Work Load  
 b. Dependent Variable: Performance

**Fig. 16 Coefficient of Determination Test**

From the Fig. 16 above it can be seen that the R value is 0.712 which means a strong correlation between the independent variable and the dependent variable, namely 0.712 or 71.2% and R Square is 0.509 with this value meaning the correlation between the performance variable (Y) and the workload variable (X1), the work facilities variable (X2), meaning strong and the Adjusted R Square value of 0.481 or 48.1%, meaning the workload and work facilities variables, can influence the performance variable by 48.1%. And there is 51.9% influence from additional components outside the independent variables in this study.

### 5.8 Discussion

- 1) According to the findings of research conducted on 40 respondents, it can be seen that the test results show that the t value for the workload variable partially shows  $Tcount > Ttable$   $3.632 > 2.024$ . The significant value obtained was  $0.001 < 0.05$ . This shows that the workload variable has a positive and significant effect on the performance variable.
- 2) From this research, the test results show that the t value for the work facility variable partially shows that  $t count > t table$   $2.836 > 2.024$  sig  $0.007 < 0.05$ . Shows that work facility variables have a positive effect on performance variables.
- 3) This research was carried out on 40 respondents and it was shown that the variables workload and work facilities together had a positive and significant effect on employee performance. The test simultaneously

obtained a calculated  $f$  value of  $19,074 > 3.252$   $f$  table with a sig level of  $0.000 < 0.05$ , so workload and work facilities simultaneously affect performance.

- 4) The  $R$  value is 0.712 or 71.2% and  $R$  Square is 0.509, which means that workload, work facilities and performance have a strong relationship. Apart from that, the Adjusted  $R$  Square was obtained at 0.481 or 48.1%, so the workload and work facilities variables influenced the performance variable by 48.1% and there was 51.9% influence from outside the independent variables.

## 6. Conclusion and Implication

### 6.1 Conclusion

Based on previous research findings, there are several conclusions about how workload and work facilities affect employee performance:

- 1) Effect of Workload

Based on data analysis, it appears that workload has a positive and significant influence on employee performance. And it was found that the high workload experienced by employees also had a significant impact on their performance.

- 2) Effect of Work Facilities

Work facilities have also been proven to have a significant influence on employee performance and good work facilities can increase employee productivity positively.

- 3) The Relationship Between Workload, Work Facilities, and Employee Performance

There is a close relationship and shows that workload conditions and work facilities can contribute simultaneously to employee performance levels.

### 6.2 Implication

Based on the conclusions and discussion regarding Workload and Work Facilities on Employee Performance in the Fire and Rescue sector of BPBD Karawang. So, if the researcher's suggestions are useful for progress in the field of firefighting and rescue, the Karawang BPBD is suggesting to the Karawang City government that if they add more employees or pay more attention to the availability of human resources in the Fire and Rescue Sector, especially employees who work in the field, it is hoped that the performance of current employees will be improved by additional staff and reducing workload as well as paying more attention to the availability of work facilities such as existing facilities and infrastructure in the field of Fire and Rescue at BPBD Karawang or even maintaining old facilities. As a recommendation for further research, research can be more in-depth on specific elements that influence workload and work facilities, as well as consider additional variables that have not been previously researched which may also influence employee performance.

### Acknowledgement

The authors would like to thank University Buana Perjuangan Karawang and Universiti Tun Hussein Onn Malaysia for its support.

### Conflict of Interest

Authors declare that there is no conflict of interests regarding the publication of the paper.

### Author Contribution

*The authors confirm contribution to the paper as follows: **study conception and design:** H.S., B.R., W.P. and N.S.; **data collection:** H.S., B.R., W.P. and N.S.; **analysis and interpretation of results:** H.S., B.R., W.P. and N.S.; **draft manuscript preparation:** H.S., B.R., W.P. and N.S. All authors reviewed the results and approved the final version of the manuscript.*

### References

- Abaharis, H. (2023). *Pengaruh Lingkungan Kerja, Fasilitas Kerja dan Beban Kerja Terhadap Kinerja Karyawan pada PT. Lembah Karet Padang*. 1(2).
- Bunga, Y. F., Olivia, Y., & Silva, D. (2023). *Pengaruh Fasilitas Kerja dan Beban Kerja Terhadap Kinerja Pegawai Dinas Kependudukan dan Pencatatan Sipil Kabupaten Sikka*. 1(1).
- Fitri, S. R. N., & Saifullah, S. (2021). *Pengaruh Perilaku Organisasi Terhadap Peningkatan Produktivitas Kerja*

- Pegawai Di Dinas Perpustakaan Dan Kearsipan Kabupaten Sidenreng Rappang. *JIA: Jurnal Ilmiah Administrasi*, 9(1), 49–53. <https://doi.org/10.55678/jia.v9i1.389>
- Haryanto, D. P., Rismayadi, B., & Pertiwi, W. (2023). Pengaruh Kompetensi dan Kompensasi terhadap Kinerja Pegawai pada UPTDPuskesmas Kotabaru Karawang. *Management Studies and Entrepreneurship Journal*, 4(5), 4989–4999.
- Hermawan, E. (2022). Pengaruh Lingkungan Kerja, Stres Kerja, dan Beban Kerja Terhadap Kinerja PT. Sakti Mobile Jakarta. *Jurnal Kajian Ilmiah*, 22(2), 1410–9794.
- Malasari, Rismayadi, B., & Pertiwi, W. (2023). Puskesmas Kotabaru Karawang Pengaruh Beban Kerja Dan Stres Kerja Terhadap Kepuasan Kerja Pegawai Pada UPTD Puskesmas Kotabaru Karawang. *Management Studies and Entrepreneurship Journal*, 4(6), 7338–7348.
- Manullang, W. T. A., Sinaga, R. V., & Silalahi, E. (2022). Pengaruh Disiplin Kerja, Fasilitas Kerja Dan Beban Kerja Terhadap Kinerja Karyawan Pada Pt. Hilon Sumatera. *KUKIMA : Kumpulan Karya Ilmiah Manajemen*, 1(1), 10–21. <https://doi.org/10.54367/kukima.v1i1.1806>
- Pratiwi, N., Rismayadi, B., & Pertiwi, W. (2023). *Analysis Of Training Needs To Increase The Creativity Of Human Resources For Small And Medium Industries In Karawang District At The Karawang Industry And Trade Office Analisis Kebutuhan Pelatihan Untuk Meningkatkan Kreativitas Sumber Daya Manusia Pada In.* 4(5), 4667–4675.
- Qoyyimah, M., Abrianto, T. H., & Chamidah, S. (2020). Pengaruh Beban Kerja, Stres Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan Bagian Produksi PT. INKA Multi Solusi Madiun. *ASSET: Jurnal Manajemen Dan Bisnis*, 2(1), 11–20. <https://doi.org/10.24269/asset.v2i1.2548>
- Ragil Anandita, S., Indriyani, S., & Mahendri, W. (2021). Pengaruh Fasilitas Kerja Dan Komunikasi Terhadap Kinerja Karyawan (Studi Pada Cv. Zam - Zam Jombang). *Jurnal Manajemen Universitas Bung Hatta*, 16(2), 881–890. <https://doi.org/10.37301/jmubh.v16i2.19047>
- Rohman, S. N., Ambarwati, D., & Saptaria, L. (2023). *Pengaruh Beban Kerja dan Lingkungan Kerja Terhadap Kinerja Karyawan PT. Karunia Ultima Kemasan Jatikalen Nganjuk.* 2(4), 22–38.
- Santoso, M. R., & Widodo, S. (2022). *Pengaruh Beban Kerja dan Lingkungan Kerja Terhadap Kinerja karyawan Dinas Perhubungan Provinsi DKI Jakarta.* 12(1), 84–94.
- Supardi, & Aulia Anshari. (2022). Pengaruh Kepemimpinan Transformasional Dan Budaya Organisasi Terhadap Kinerja Karyawan Ptpn Ix Batujamus. *Jurnal Publikasi Manajemen Informatika*, 1(1), 85–95. <https://doi.org/10.55606/jupumi.v1i1.243>
- Tebay, V. (2021). *Perilaku Organisasi* (Ilham (ed.)). Deepublish.
- Tomasoa, R., Magdalena, S., & Muskita, W. (2023). *Pengaruh Ketersediaan SDM Dan Fasilitas Kerja Terhadap Kinerja Pegawai Pada Kantor Dinas Pemadam Kebakaran ( DAMKAR ) Kota Sorong.* 1(3).
- Yandi, A., & Trimerani, R. (2023). Indikator Fasilitas Kerja dan Kinerja Karyawan di PT. Karya Makmur Langgeng Kalimantan Barat Working Facilities And Employee Performance Indicators At PT. Works Of Prosperous Langgeng West Kalimantan. *Jurnal Ilmiah Management Agribisnis (JIMANGIS)*, 4(1), 2776-107X.