

The effect of job description and work facilities Toward the performance of employees in class II routes B Sigli Pidie Regency

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Abstract

This study aims to determine Effect of Job Description and Work Facilities toward Employee Performance in Rutan Class II B, Sigli, Pidie Regency". Where is the independent variable, namely *Job Description* (X₁) and Work Facilities (X₂) and Employee Performance (Y) as the dependent variable. Data were collected using a survey method through a questionnaire filled out by respondents. Then the data obtained were analyzed using multiple regression analysis. This analysis includes Validity Test, Reliability Test, Multiple Regression Analysis, Classical Assumption Test, Hypothesis Test through F Test and t Test, and Analysis of the Coefficient of Determination (R₂). Based on the research results, the regression equation is obtained: $Y = 4,641 + 0.392 X_1 + 0.435 X_2$. Based on the results of the above analysis, it can be concluded that of the two variables studied, it turns out that the Work Facilities variable (X₂) has the most dominant influence of 43.5% on Employee Performance at Class II B Prison in Sigli, Pidie Regency. The relationship between the dependent and independent variables, namely each variable Job Description (X₁) and Work Facilities (X₂) on Employee Performance di Rutan Class II B Sigli, Pidie District with a correlation index of 92.9%. This means that the relationship is very strong. Then the determination index of each variable Development of the Job Description variable (X₁) and Work Facilities (X₂) is 86.3%, this means that it has a significant effect on Employee Performance.i Rutan Class II B Sigli, Pidie District and 13.7% which is influenced by other variables not examined in this study.

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1.Introduction

In an organization, whatever the form and purpose, the organization is made based on various visions for the benefit of humans. The importance of human resources in an organization demands that each organization get qualified and productive employees in running the organization.

In an organization that is formed, of course, has set a specific goal which is a direction for the leadership and all employees of the company. This is because organization is a place to achieve certain goals. The success or failure of achieving an organizational goal is largely influenced by human resource factors.

Human resources have a very important role in various sectors, because human resources are a key factor in mobilizing other resources within the company. The importance of the role of human resources results in an organization having to allocate a large enough amount of funds to increase these human resources. The success of an organization in achieving its goals also depends on human resource factors, where it takes an interaction and coordination designed to connect tasks, both individuals and groups in order to achieve organizational goals.

For this reason, each section or level of position should complete with a clear job description of the employee that relates to company standards. A job description is a written statement about what an incumbent does, how the job is done, and why the job is done.

Job descriptions are outputs resulting from job analysis, which is a process of research and information gathering to create descriptions related to the operations and responsibilities of a particular position. The job description can be assumed as an entire brief review of job information and contains the main tasks of the description. Job descriptions do not address the problem of the person or worker, but the issue of the scope of activities, basic functions or main tasks, job names, powers and obligations, responsibilities, assessment criteria and results.

Organizations / companies should provide pleasant facilities for employees. For example, facilities for places of worship, medical insurance, old age insurance and so on. If the organization / company is able to provide these facilities, the organization / company is able to increase the enthusiasm and pleasure of employees, so that their enthusiasm and enthusiasm for work can also be increased. Facility itself can be interpreted as convenience and can also mean tools or physical form (facilities and infrastructure).

Work facilities are everything that is contained in an organization / company that is occupied and enjoyed by employees, both in a direct relationship with work and for the smooth running of work. Islam views that work facilities are the fulfillment of the rights and needs given by leaders to improve the welfare of their workers. With the facility, it is possible to improve employee performance in order to achieve the

goals set by management with all the potential effectively and efficiently. This is a form of appreciation and placing the human position in glory that exceeds other creatures.

Employee performance is a description of the level of achievement of implementing an activity program or policy in realizing the goals, objectives, vision and mission of the organization as outlined in the strategic planning of an organization. Performance can be known and measured if an individual or group of employees has criteria or benchmarks of success that have been established by the organization. Therefore, if there are no goals and targets set in the measurement, it is impossible for a person's performance or organizational performance to be known if there is no measure of success.

The development of most of the prisoners is trained in the correctional institutions / detention centers. Actually, prisoners should be sentenced and fostered only in correctional institutions, not in detention centers (State Detention Centers). Because the prison is only for prisoners. However, because not every regency city has a correctional facility, some of the prisoners have to be sentenced to prison at the local detention center. Especially for prisoners with a sentence of less than one year, or prisoners whose remaining sentence is only a few months, are transferred from the correctional facility to the detention center where the prisoner comes from, in order to prepare themselves before the release / expiration of their sentence

Pidie District Class IIB State Detention Center is one of the state detention centers which in addition to providing guidance to prisoners but also providing guidance to prisoners. In principle, imprisonment in Indonesia is currently not intended as a means of revenge for criminals but as an attempt to re-popularize the perpetrators of these crimes with the guidance they will later undergo.

According to Ardana, (2012: 32), states that a job description is a written statement which includes duties, authorities, responsibilities, and line relationships both up and down. Job descriptions are factual statements concerning the duties and responsibilities of a particular job. Meanwhile, according to Sedarmayanti (2009: 150), providing an explanation, namely a job description is a systematic and regular record of the duties and responsibilities of a position, based on the reality of what, how, why, when and where the work is carried out, and the qualifications of the person who occupies the position. In addition, according to Rivai (2009: 367), a job description is a written statement of what is done by the executor of the job and how the job is done and why it is done.

A job description is a factual and organized statement of the obligations and responsibilities of a particular job. Briefly the job description states what is done, how to do it, and why it is done. The job description is a systematic summary of the information collected in a job analysis. Priyono (2010: 71).

According to Priyono (2010: 99). Every job is different, each requires different experience and knowledge. Before starting to analyze what types of employees are needed, at least you have to look at

what is required of each job in the organization. The first and immediate result obtained from the job analysis process is a job description. A job description or job description is an accurate and concise statement of what employees are expected to do in their job.

Sofyandi (2008: 96), a job description, is defined as a brief, carefully written description of the duties, obligations, responsibilities and authorities in a certain position. Meanwhile, Gary Dessler (2006: 12) states that a job description is a written statement of what a worker should do, how that person does it, and what the working conditions are. And one definition says that a job description is an identification of the duties, obligations and responsibilities of a job, which is stated by Robbins (2005: 214).

Benefits of Job Description

According to Stone, 2005: (127) The benefits of a job description include:

1. Helping superiors and subordinates understand: Why a position was held and what its main purpose is.
2. As a management tool to integrate functions: Performance Management, Staffing & Selection, Organization Design, Reward System, Career Development & Training.
3. As a material to make comparisons between tasks and jobs in a company with the duties and jobs in other companies (including the applicable compensation system).
4. As a basis for determining the compensation system in the company through a job evaluation process.
5. As a basis for the formation of a performance appraisal system for the preparation of programs for human resource development, promotion, recruitment, and so on.
6. Helping someone to better understand the duties, authorities and responsibilities of their position. In this case it will also assist in providing material for position orientation for new positions.
7. Explain and clarify the scope of positions in an organization so that the possibility of misinterpretation, overlapping, and so on can be avoided.
8. Assist in planning and organizational development programs including training programs, rearranging work systems and procedures and others.

While the benefits of job descriptions according to Rivai (2009: 116): The benefits of job descriptions to determine:

1. *Job summary and duties,*
2. *Working situation and conditions,*
3. *Approvals.*

Dale Yoder in (Moekijat, 2008: 117) states that job descriptions can be used for various purposes as follows:

- 1. The job description provides a detailed set of rules for prospecting and screening.*
- 2. Job descriptions provide an outline of job opportunities and are thus useful in providing job guidelines and advice.*
- 3. Job descriptions can provide suggestions for job descriptions and job simplification.*
- 4. Job descriptions are essential to all job appraisal systems in wage and salary administration.*
- 5. Job descriptions can help improve morale by influencing each employee about the importance of the employee's position and helping establish fairness in compensation.*
- 6. Job descriptions are important for planning changes in an organization and for reorganization.*
- 7. Job descriptions help improve administration and supervision through the objective outlining of the responsibilities of supervision and the relationship between positions.*

Job Description Indicator

According to Rivai (2009: 36), job description indicators state the general job description indicators, namely:

a. What is being done

After occupying a position, it is determined what is done with the duties, powers and responsibilities of an employee to carry out the company's organizational activities.

b. Proficiency

The ability of an employee to carry out the tasks assigned to him and the ability to build relationships with colleagues or superiors.

c. Education required

Each existing position requires education what is required to occupy the position.

d. Condition

Where the position is carried out, an employee who sits in a position must be able to see the situation, information about the material

Job description indicators according to Hasibuan (2007: 36) are:

1. What is being done

After occupying the assigned position, what is done with the duties, powers and responsibilities of an employee to carry out the company's organizational activities.

2. Proficiency

The ability of an employee to carry out the tasks assigned to him and the ability to build relationships with colleagues or superiors.

3. *Education required*

Each existing position requires education what is required to occupy the position.

4. *Condition*

Where the position is carried out, an employee who sits in a position must be able to see the situation, information about the materials used, and be able to understand what must be done within the organization as well as in the outside of the organization.

5. *The types and qualities of people required for the position.*

In the information above, a person who will take a position must meet the criteria determined by the company.

Work Facilities and Definition of Work Facilities

According to Moekijat (2011: 155) simply what is meant by facility is a physical means that can process an input (input) to the desired output (output). Furthermore, according to Buchari (2001: 12) a facility is a provider of physical equipment to provide convenience to its users, so that the needs of the facility users can be met.

Added by Bary (2012: 67) work facilities are a means provided by the company to support the company's tone in achieving the goals set by the control holder.

Pandjojo and Husnan (207: 37), "services that provide facilities are activities that normally need to be taken care of by the employees themselves in their daily life".

Meanwhile, according to Tjiptono (2006: 19) facilities are physical resources that must exist before a service is offered to consumers.

Harmizar (2008: 155) adds that simply a facility is a physical facility that can process an input into an output.

Characteristics and indicators of work facilities

According to Hartanto (2000: 501) the characteristics of the supporting facilities in the process of company activities are

- 1) Has a physical form
- 2) Is used or used actively in the normal activities of the company
- 3) Has a relatively permanent useful life of more than one accounting period or more than one month.
- 4) Provide benefits in the future.

Work facility indicators must be in accordance with what employees need in order to increase work productivity. Facility indicators according to Faisal (2005; 22) are:

- 1) As needed,
- 2) Able to optimize work results,
- 3) Easy to use,
- 4) Speed up the work process,
- 5) The placement is properly laid out

From the theory above, it can be seen that work facilities are means or vehicles or tools to facilitate company activities and also for the welfare of employees so that employees can carry out their work properly. So work facilities are something that must be provided by the company, both facilities provided directly and supporting facilities for the convenience and comfort of employees in doing work. Realizing the importance of work facilities for employees, companies are required to provide and provide work facilities because the success of a company is never separated from the provision of work facilities.

Types of Work Facilities and their purpose.

According to Sofyan (2011: 22) the types of work facilities consist of:

- 1) Machines and equipment which are all equipment whose purpose is used to support the existing production process in the company.
- 2) Infrastructure, namely supporting facilities used to facilitate company activities, including bridges, roads, and others.
- 3) Facilities that support activities in offices, such as office furniture (desks, chairs, cabinets, etc.).
- 4) Inventory equipment, which is equipment that is considered as tools used in companies such as vehicle inventories whose purpose is to facilitate employee transportation.
- 5) Land, which is a large area of assets that is used in a building area or which is an empty land used for company activities.
- 6) Buildings, namely facilities whose purpose is to support the central activities of the main company activities such as offices and warehousing.
- 7) Transportation, which is all types of equipment used for the purpose of helping the implementation of company activities such as trucks, tractors, cars, motorbikes, and others.

Meanwhile, Alex S. Nitisemito (2000: 181) can interpret the types of pleasant facilities broadly, including cafeteria recreation areas, sports venues, medical centers, places of worship, clean toilets, education for children and so on.

Employee Performance and Definition of Employee Performance

According to Helfert in Rivai and Sagala, (2009: 604) "performance is a complete display of the state of achievement which is influenced by the company's operational activities in utilizing the resources it has. Behavior is a real behavior that is collected by everyone as a work performance that is produced by employees in accordance with the role in the company.

According to Rivai (2009: 548) suggests that performance is a real behavior that is displayed by each person as a work achievement produced by employees according to their role in the company. Employee performance is very important in the company's efforts to achieve goals.

According to Sedarmayanti (2008: 147) performance is the result of work that can be achieved by a person or group of people in an organization in accordance with their respective authority in an effort to achieve organizational goals illegally, not violating the law, in accordance with morals and ethics.

According to Hasibuan (2006: 95) there are 5 benchmarks for employee performance, namely:

1. So bad

Loyalty, which is a measure of employee loyalty to their work, office, and organization. This loyalty is reflected by the willingness of employees to protect and defend the organization both inside and outside of work from undermining irresponsible people.

2. Work performance

Job performance, namely an assessment of the work results both in quality and quantity that the employee can produce from his job description.

3. Honesty

Honesty in carrying out their duties, fulfilling agreements both for themselves and for others such as to their subordinates.

4. Discipline

Employee discipline in complying with existing regulations and doing work according to the instructions given to them.

5. Responsible

Responsibility, namely the willingness of employees to be accountable for their policies, work, and work results, the facilities and infrastructure used, and their work behavior.

Based on the description above, it can be concluded that performance is the activity of employees in doing work and the results achieved from the work or about what is done and how to do it.

Performance Appraisal

According to Dessler (2007: 72), said that the usual performance appraisal is defined as any procedure which includes: setting performance standards, assessing the actual performance of employees in relation to standards, and giving feedback to employees with the aim of motivating that person to eliminate decline in performance or continue to perform higher. The criteria for performance appraisal can be seen through several dimensions, namely functional utility, validity, empirical (empirical base), sensitivity, systematic development, and legal appropriateness.

According to Gomes (2011: 135), "A way of measuring the contributions of individual members of the organization to the organization." So, this performance appraisal is needed to determine the level of individual contribution to the organization. Performance appraisal provides an important mechanism for management to use in previous performance and to motivate individual performance improvement in the future. This performance appraisal generally includes all aspects of work implementation.

From the definition above, it can be concluded that performance appraisal is a process carried out by a company to assess the performance of its employees, with the general objective of providing feedback to employees, in an effort to improve their performance and increase company productivity, especially those related to policies towards employees such as for employee development, promotions, and compensation adjustments.

A person's performance can be seen from several indicators as suggested by Mondy, Noe and Pemeaux (2009: 347) as follows:

- a) Quantity of work: considering the volume of work, productivity at an organizational level,
- b) Quality of work: considering accuracy, precision, tidiness and completeness in handling tasks,
- c) Independence: considering which degree of employee capability can be entrusted to find employee commitment to their work,
- d) Initiative: consider independence, flexibility of thought, and willingness to accept responsibility.
- e) Adaptability takes into account the ability to react to changing needs and conditions,
- f) Cooperation: consider the ability to cooperate with others. Do assignments, cover overtime wholeheartedly.

Bernardine & Russell (2008: 243) revealed 6 main criteria for assessable performance which are almost the same as statements from Mondy, Noe and Pemeaux, namely:

- a) The quality level at which the process or result of a perfect activity in other words carries out activities in an ideal or appropriate way or accomplishes something with a set goal,
- b) Quantity: The amount produced, in terms of dollar value (cost), the number of units or the number of activities completed,
- c) Timeliness: the rate at which activities are completed or the results are completed in a time that is faster than specified and uses the time available for other activities,
- d) Cost-effectiveness: the degree to which the use of people's resources (including human resources, costs, technology, materials) is maximized to get the highest target or vice versa, the effectiveness is reduced,
- e) Requiring supervision is the level at which an employee can do work without having to be accompanied by a supervisor or without having to include the supervisor's intervention to produce good work results,
- f) Interpersonal influence: the degree to which employees show feelings of self-esteem, goodwill and cooperation between colleagues and subordinates.

Benefits and Performance Appraisal Objectives

The advantage of holding this performance appraisal depends on which side we look at, whether it is from the side being assessed, namely the employees, the appraisal side, namely the managers who do assessment, or from the organizational side (Anderson, 2013: 18).

1. In terms of employees:

- a) employees can get feedback on their past performance with accuracy,*
- b) can provide a standard description of the assessment they expect,*
- c) gain a better knowledge of his own strengths and weaknesses,*
- d) Can make self-development plans to improve their performance and minimize the weaknesses they have.*

2. Judging from the assessor's point of view:

- a) There is an opportunity to measure and identify trends in employee performance appraisals,*
- b) Can better understand their employees, c) Can develop the performance of their*

subordinates,

c) Identify opportunities to rotate or change employee duties.

3. *Viewed from the side of the organization:*

a) Improve communication,

b) Can provide motivation to employees,

c) A more harmonious relationship,

d) And from all that, the purpose of holding this performance appraisal is to improve organizational performance

According to Ruky, (2005: 22) The benefits of performance appraisal are:

a) Preparation of employee training and development programs, so that it can be identified and identified what additional training still needs to be provided to employees to help them achieve the set performance standards,

b) Preparation of succession and regeneration programs so that employees who have the potential to develop their careers can be identified by being nominated for positions with greater responsibility in the future.

c) Employee coaching, so that it can be a means of researching employee barriers to improve achievement.

Performance appraisal in the service industry or service can be carried out by external parties, namely by involving consumers as performance appraisers. The perspective of service customers, is seen more as experiences in the form of core transactions and personal experiences, the positions of which differ between service outputs and service encounters. (service interactions, also known as moment of truth), and contribute differently to the experience of each individual customer. (Tjiptono and Chandra, 2005: 9)

Meanwhile, according to Parasuraman quoted from (Tjiptono and Chandra, 2005: 149) said that to measure the quality of service can be seen from five dimensions, namely: reliability / reliability, namely:

a) The company's ability to provide the promised services promptly, accurately, on time and satisfactorily / reliably and can keep records and documents without errors,

b) Responsiveness, namely: the willingness of the company or the willingness of employees to help and respond to customers immediately to provide appropriate and responsive services and there is a certain time for service delivery,

- c) *Guarantee, namely: Company employees can foster customer trust, and make customers feel safe when making transactions by providing courteous service and being able to answer customer questions properly and satisfactorily,*
- d) *Empathy, namely: the special attention the company gives to each customer to make relationships, communicate well and understand customer needs,*
- e) *Physical evidence, namely: Covers the appearance of physical facilities, equipment or equipment, employees and communication equipment must be attractive, complete, clean and always well maintained.*

Factors Affecting Performance

Basically, performance is influenced by several factors. These factors according to Mangkunegara (2012; 13-14) are ability and motivation.

a. Ability

Psychologically, abilities consist of potential abilities and reality abilities. This means that leaders and employees who have an IQ above average, if the IQ is superior and genius with adequate education for their positions and skilled in doing daily work, it will be easier to achieve maximum performance.

b. Motivation

Motivation is defined as the attitude of leaders and employees to work situations within the organization. Those who have a positive attitude towards their work situation will show high work motivation and vice versa if they have a negative attitude towards their work situation, they will show low work motivation. The work situation in question includes, among others: work facilities, work climate, work relations, leadership policies and working conditions .

Furthermore, the income of Robert and Jackson, quoted by Umam (2010; 19), states that the factors that influence individual workforce performance are:

- a. Ability
- b. Motivation
- c. Support received
- d. The existence of the work they do
- e. Their relationship with the organization

Based on the above opinion, it can be concluded that officers or groups will be able to achieve maximum organizational performance (output) if supported by good abilities and high work motivation. The attitude of the leadership and employees as well as work facilities must be adequate so that the mamu

officers actualize themselves to achieve the desired goals. In addition, the factor of the relationship between officers and other officers and officers with the leadership (organization) also affects the work results of the officers.

Performance Indicators

Objectively and accurately, employee performance can be evaluated through performance level benchmarks. This measurement means providing an opportunity for employees to find out their level of performance. To facilitate the assessment of employee performance, Sedarmayanti (2009: 51) will discuss the employee performance indicators above to make it easier to understand employee performance, namely as follows:

1. Quality of work

is the quality of work achieved based on conditions of suitability and high readiness which in turn will give rise to appreciation and progress as well as organizational development through systematically increasing knowledge and skills in accordance with the increasingly rapidly developing demands of science and technology.

2. Constant Time (Pomptnees)

that is related to whether or not the completion time of the work is according to the planned target time. Attempted to finish every job according to plan so as not to interfere with other work.

3. Initiative

namely having self-awareness to do something in carrying out duties and responsibilities. Subordinates or employees can carry out tasks without having to depend continuously on their superiors.

4. Capability

that is, among several factors that affect a person's performance, it turns out that what can be intervened or treated through education and training is the ability factor that can be developed.

5. Communication (Communication)

is an interaction made by superiors to subordinates to express suggestions and opinions in solving the problems at hand. Communication will lead to better cooperation and more harmonious relationships between employees and superiors, which can also lead to a feeling of co-existence. This opinion states that to get optimal employee performance which is the goal of the organization, it must pay attention to aspects of work quality, timeliness, initiative, ability and communication.

Furthermore, Mitchel in the book Sedarmayanti (2009: 51) suggests performance indicators, namely as follows:

- a. Quality of work
- b. Constant Time (Pomptnees)
- c. Initiative
- d. Capability
- e. Communication (Communication)

Meanwhile, according to Helmi, (2006: 193) suggests that the indicators in work discipline are as follows:

- a. Work discipline is not merely obedient and obedient to regulations regarding working hours, for example coming and going home according to schedule, not being absent while working, and not stealing time.
- b. Attempts to obey the rules are not based on fear or compulsion.
- c. Commitment and loyalty to the organization, which is reflected in how attitudes work. Are you serious or not? Loyal or not? Do employees never complain, don't pretend to be sick, don't get spoiled and work with high morale? On the other hand, behaviors that often show indiscipline or violating regulations can be seen from high levels of absenteeism, misuse of rest and lunch time, leaving work without permission, defiance, dishonesty, gambling, fighting, pretending to be sick, excessive spoilage, smoking on prohibited time and behavior that shows low work morale.

Previous Research

Previous research is very important as a basis for the preparation of this research. Its use is to find out the results that have been done by previous researchers. Previous research related to job descriptions and coordination of public services is as in the following table:

No.	Researcher	Title	Equation	difference	Research result
1.	Lubis (2009)	Analysis of the Effect of Job Descriptions on Employee Performance at	Job description as an independent variable	The location of the study time was different	Job descriptions have a significant influence on job performance and are also influenced by other factors not examined by researchers such as individual abilities, work passion, opportunities for achievement,

		PT. Pelta Nusa Perkasa			performance feedback and performance rewards.
2.	Nurul Widayati (2009)	Effect of Coordination on as an Independent variable Increasing Employee Work Effectiveness at PT. Perapen Prima Mandiri Banda Aceh		The place of research and the number of samples are different	The results of this study concluded that coordination has an influence on increasing employee work effectiveness. This means that there is a significant influence between coordination and work effectiveness. This shows that the initial hypothesis is accepted. If coordination is carried out properly, work effectiveness will increase. Coordination is able to explain the dependent variable, namely the work effectiveness of 51.90% and the remaining 48.10% is explained by other variables not included in this study.
3.	Ariza Luky Faraditha (2013)	The Influence of Training Programs (Training) and Organizational Commitment to Public Services at PT. Bank Rakyat Indonesia, Sigli Branch	Public Service as the dependent variable	The location, time and sample of the study were different	Based on the F test (simultaneous and significant test), it is concluded that the three training variables together have a positive and significant effect on public services. This can be seen from the value of $F_{count} (23,582) > F_{table} (2.90)$ at $\alpha = 5\%$. The determinant coefficient (R^2) is 0.832.

Table 2.1 Previous Research

2.6 Framework

The frame of mind is a diagram that outlines the logical flow of a study. The framework is made based on research questions, and represents a set of several concepts and the relationship between these concepts (Polancik, 2009: 51).

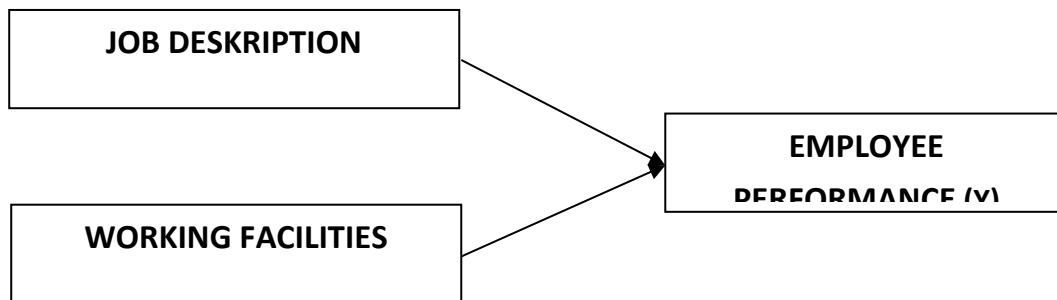


Figure 2.1 Framework

Source: Research results developed (2019)

2.Methods

This research was conducted at the Class II B Prison in Pidie Regency. WhileThe object of this study will discuss the company description, the respondent description, and the index analysis of respondents' answers per independent and dependent variable. Population is the whole element which is the object of research (Arikunto, 2006: 94). In this study the population of the study were employees who worked at Class II B Prison in Sigli, Pidie Regency is good employees fixed oremployees contract with a total of 36 people. According to Sudjana (2012: 6), the sample is a portion taken from the population or the sample is a part or representative of the population to be studied. To conduct a study, it is not necessary to examine all members of the population.

According to Arikunto (2008: 116) "The determination of sampling is as follows: If less than 100 is better taken all until the research is a population study. If the number of subjects is large it can be taken between 10-15% or 20-55% or more depending on the number of:

- 1) Researcher's ability is seen from time, effort and funds
- 2) The area of observation is narrow for each subject, because it involves the amount of funds.
- 3) The size of the risk borne by the researcher for the researcher who is the big risk, of course if the sample is large the results will be better.

Based on this theory, the authors take the entire population as a sample. With that this research is a population study.

3.Results

Characteristics of respondents examined in this study include gender, age, latest education, marital status, and monthly income of respondents. The results of data processing through a computerized process with the SPSS program are shown below:

No..	Description	Frequency	Percentage
1	Gender		
	Man	39 people	84.8%
	Women	7 people	15.2%
2	Age		
	20-30 years	13 people	28.3%
	31 - 40 years	21 people	45.7%
	41 - 50 years	9 people	19.6%
	> 50 years	3 people	6.5%
3	Last education		
	Junior high school equivalent	1 person	2,2%
	High School equivalent	30 people	65.2%
	Diploma III	1 person	2,2%
	Bachelor	14 people	30.4%
4	Marital status		
	Single	8 people	17.4%
	Married	38 people	82.6%
5	Monthly Income		
	Rp. 2,000,000 - Rp. 3,000,000	25 people	54.3%
	Rp. 3,100,000 - Rp. 3,500,000	12 people	26.1%
	Rp. 3,600,000 - Rp. 4,000,000	6 people	13.0%
	> Rp. 4,000,000	3 people	6.5%

Source: Primary Data Processed, (2019)

Table 4.1 Respondent Characteristics

Based on the results of the research from the table above, it can be explained that the characteristics of the respondents based on gender are explained that male respondents are 39 people or 84.8% and female respondents are 7 people or 15.2% of the total sample studied.

Characteristics based on age level can be explained that 13 people or 28.3% were between the ages 20-30 years, as many as 21 people or 45.7% were aged 31 - 40 years, as many as 9 people or 19.6% aged 41 - 50 years and as many as 3 people or 6.5% of respondents over the age of > 50 years of the total sample studied.

Regarding the last level of education of the respondent, it can be explained that as many as 1 person or 2.2% have the last education of Junior High School or equivalent, as many as 30 people or 65.2% have the last education of Senior High School or equivalent, as many as 1 person or 2.2% have the latest Diploma III education, as many as 14 people or 30.4% have a Bachelor's degree.

Meanwhile, regarding the marital status of the respondents, it can be explained that as many as 8 people or 17.4% of respondents were not married, and as many as 38 people or 82.6% of respondents were married.

Characteristics based on the income background of the respondents indicated that as many as 25 people or 54.3% had an income of Rp. 2,000,000 - Rp. 3,000,000, and as many as 12 people or 26.1 % earning Rp. 3,100,000 - Rp. 3,500,000, as many as 6 people or 13.0 % earning Rp. 3,600,000 - Rp. 4,000,000, as many as 3 people or 6.5 % income > Rp. 4,000,000 of the total sample studied.

4. Conclusion

The conclusion of the research results about "**Effect of Job Description and Work Facilities on Employee Performance in Rutan Class II B, Sigli, Pidie Regency**" is as follows:

- 1) Simultaneous test results obtained $F_{count} 134,874 > F_{table} 3,21$. Thus the results of this calculation can be taken a decision that accepts the alternative hypothesis (H_a) and rejects the null hypothesis (H_o), meaning that the variable Job Description (X_1) and Work Facilities (X_2) together have a significant effect on employee performance in detention centers. Class II B Sigli, Pidie Regency.
- 2) Job Description Variable (X_1) obtained $t_{count} 3,697 > t_{table} 1,681$, so that the Zero Hypothesis (H_o) is rejected and the Alternative Hypothesis (H_a) is accepted. From the results of this t-test, it can be concluded that the Job Description variable (X_1) has a significant effect on employee performance at the Class II B Rutan Sigli, Pidie Regency.
- 3) Work Facility Variable (X_2) obtained $t_{count} 4,428 > t_{table} 1,681$, so that the Zero Hypothesis (H_o) is rejected and the Alternative Hypothesis (H_a) is accepted. From the results of this t test it can be concluded that the Work Facilities variable has a significant effect on Employee Performance in Class II B Rutan Sigli, Pidie Regency.

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