



## Employee Performance at the Inspectorate of East Java Province: Factors Affecting Performance

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### ABSTRACT

Digital technology that is developing now makes it very easy for many people to do their activities, one of which facilitates the performance of employees in an agency. Service delivery becomes fast, affordable, and up to date, making it very easy for an agency to survive and achieve maximum goals. Apart from technology, work facilities are also a factor that can encourage employee performance. Adequate work facilities can create an efficient work environment and work can be completed optimally. Therefore, the study aims to examine the effect of digital technology and work facilities on employee performance. The population in this study were all employees of the inspectorate of East Java Province totaling 112 people. Data testing was carried out using multiple linear regression analysis techniques as a hypothesis tester. The results of this study are digital technology and work facilities have the same direct effect on employee performance.

Keywords: job performance, employee, factors, digital technology, work facilities

### 1. Introduction

Current technological developments tend to increase over time, this is due to digital transformation occurring in various industries and various sectors. This phenomenon is an important phenomenon that cannot be avoided and every organization or agency must be able to adapt to dynamic conditions. To deal with such conditions, it is necessary to have human resources employees who are able to adapt to massive technological developments. The human resources owned by the Agency are one of the main assets owned by the East Java Province Inspectorate Agency, this is because human resources can provide performance so that the activities owned by the Agency can continue to run well. The performance of employees will have an influence on the quality of the organization. An organization that is considered good is one that is able to achieve company targets effectively and efficiently, of course this can be achieved with good and optimal employee performance.

Performance is the process and results of work in terms of quality and quantity achieved by employees in carrying out the responsibilities of the work and tasks given to employees (Mangkunegara, 2018). The performance of East Java Provincial Inspectorate employees can be improved by several supporting factors, namely providing work facilities (Jufrizen & Hadi, 2021), digital technology (Armiani & Basuki, 2017), provision of performance allowances (Iryani et al., 2022), leadership style, motivation (Parmawati & Rahayu, 2020), and rewards in the form of compensation and career development training for employees (Rahayu et al., 2023).

Digital technology is a tool whose operation no longer requires human power and tends to be a system that can automatically connect to all computers. Digital technology can be in the form of digital devices that can be used by people for various daily purposes. The development of digital technology makes it easy for people to get various information online which can be used to make work easier and faster (Purwani, 2021). For this reason, there is a need for human resources who are able to adapt to the massive digital developments in society, so that employees as human resources for an agency can make their work easier.

Employee performance can be optimal, assisted by digital technology to make the work carried out by employees easier. Research conducted (Kurniawan et al., 2021) explained that digital technology can influence employee performance, this is because increasingly developing digital technology will encourage innovations owned by employees which will make employee performance more optimal in achieving the targets of the organization or agency. Research conducted by (Gunawan, 2022) explained that the advancement of digital technology which provides various features can help employees to achieve work targets easily. Then research conducted by (Armiani & Basuki, 2017) explained that information technology on a global, resource-based scale has an impact on company performance, this is because technology can provide fast, affordable services and update information faster than competitors, so that digital technology has an impact on performance. The impact of globalization, supported by technological advances, has changed the business system in the contemporary world, with the aim of surviving and achieving maximum results.

Not only digital technology can encourage employee performance, there is another factor that can encourage employee performance, namely work facilities. Work facilities are all forms of support, equipment or services provided by an organization or company to support the productivity and comfort

of employees in carrying out their work duties. Work facilities aim to create an efficient, safe and enjoyable work environment so that employees can work optimally. Work facilities provided to employees can be used as a tool to support employee performance. Research conducted by (Umar et al., 2021) shows that work facilities have a significant positive influence on the employee's performance.

In line with research conducted by (Wahyuni, 2014) which explains that improving employee performance is not enough just to provide facilities that support the implementation of work, but a conducive office environment also plays a big role in supporting employee performance. A comfortable work environment will create a feeling of calm in employees when carrying out their work so that with this feeling of calm employees can work well. Non-physical facilities can also be provided in the form of incentives to employees as incentives to work better. Physical facilities are basically supporting facilities for the smooth implementation of tasks, especially what is emphasized in this case is service to the community (Hikam, 2023). Without the support of adequate work facilities, the work implementation process will be slow. Research conducted by (Puspastiwati, 2022) shows that having adequate work facilities for employees will have a significant positive influence on the performance of employees in the agency. This research aims to test several variables that are considered to influence performance, namely digital technology and work facilities. So this research has the following hypothesis:

Hypothesis 1: Digital technology can influence employee performance

Hypothesis 2: Work facilities can influence employee performance.

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## 2. Literature Review

### 2.1 Digital technology

Technology is a rational method that leads to the efficiency of every human activity. Digital is a complex and flexible method used to make something basic in human life. Digital is closely related to media, because digital is an electronic tool that displays visual images (Miarso, 2016). Digital technology is a tool whose operation no longer requires human power and tends to be a system that can automatically connect to all computers. Digital technology literacy also brings various conditions regarding awareness of digital use, one of which is about social change, because digital technology can provide a virtual public, as well as fast information transmission. Almost every day, humans are always in contact with various kinds of digital technology, from the internet to smartphones. The development of digital technology makes it easy for people to get various related information about completing work online (Purwani, 2021), this can utilize social media as a tool to encourage employee performance such as Instagram and YouTube (Sundjoto et al., 2022). Digital technology has its own function and role (Prisgunanto, 2014), that is:

- 1) Digital technology as a marketing tool

Increasingly sophisticated digital technology makes it easier for companies to market their products effectively. Digital technology will become a more attractive prospect in marketing products through various applications and marketing research that is suitable for the product to be marketed. The use of digital technology will reach all areas connected to the internet and can be useful for increasing the number of muzaki and fundraising

- 2) As a tool to make work easier

With digital technology, it will be easy for people to carry out work wherever they are and at any time. Several uses of digital technology to make work easier. First, sending messages (email). Second, to transfer data. Third, for browsing or searching. Fourth, to send, store and present information.

From the function and role of digital technology above, it can be concluded that digital technology has an important role in fundraising for zakat, infaq and alms. Digital technology has become a tool to make it easier for muzaki to distribute zakat, infaq and alms without having to come to the office in person. Digital technology is an effective tool that is used to introduce institutions to the wider community. Digital technology itself has impacts of use which are divided into two, namely positive and negative impacts. Positive impacts include the following: Easier to obtain information in a short period of time, Easier to send data, As a communication medium for a wide reach, and as a source of income. One of the negative impacts of using digital technology is crime through digital media such as fraud, doxing, sexual harassment via chat or telephone on digital platforms and so on.

### 2.2 Work Facilities

Work facilities are all forms of support, equipment or services provided by an organization or company to support the productivity and comfort of employees in carrying out their work duties. Work facilities aim to create an efficient, safe and enjoyable work environment so that employees can work optimally. Hasibuan in (Umar et al., 2021) stated that facilities are one of the factors that support the work of an employee in carrying out the tasks assigned by a company, good work facilities with appropriate tools and supporting employee performance to be more conducive can make work more effective and efficient.

Adequate facilities can support employee performance, while service recipients can provide a sense of comfort and satisfaction during the service process. In the world of work, the facilities provided by the company are in physical form, used in the company's normal activities, and have a relatively permanent period of use and provide benefits for the future. Facilities provided by the company as a form of remuneration to employees are in the form of non-cash which can be enjoyed individually or as a group (Putra, 2018). Facilities are a means to expedite and facilitate the implementation of the work process. Facilities are individual components of an offering that can easily be grown or reduced without changing the quality or service model. Lupiyoadi &

Hamdani in(Umar et al., 2021)stated that facilities are also a tool to differentiate one educational institution's program from other competitors. The available work facilities will have a positive impact on employees in improving employee work performance. Thus, it can be concluded that work facilities are a driving force in helping employees' work to be more productive and can increase employee morale to achieve company goals. Types of work facilities according to Hasibuan in(Umar et al., 2021)provided to employees are as follows: (1) Prayer room/mosque; (2) Cafeteria; (3) Sports; (4) Arts; (5) Education/seminars; (6) Leave and maternity leave; (7) Cooperatives and; (8) permission. The work facility indicators put forward by Murtiningsih are as follows:

- 1) Availability of clean and adequate toilets,
- 2) Availability of a clean prayer place,
- 3) Availability of a large parking area,
- 4) Each employee gets a comfortable table and chair.

Work facilities play a very important role so that organizational operations can be carried out better, more precisely and faster. According to Moenir in(Puspastiwati, 2022)states that facilities are everything that is used, occupied, occupied by employees either in direct connection with work or for the smooth running of work. Work facilities are very useful for carrying out company or organization operations in achieving their goals(Puspastiwati, 2022)explained, Facilities are divided into 3 groups, namely work equipment facilities, work equipment facilities and social facilities.

#### 1. Work tool facilities

Work facilities refer to all the equipment, tools and resources needed by individuals or teams to carry out certain work or tasks, for example as follows: Computer, laptop, or other hardware. Printers, scanners and other reproduction devices. Telephone, fax, and other communication devices. Presentation equipment such as a projector or screen.

#### 2. Equipment facilities

Equipment facilities refer to all kinds of equipment, goods, and resources needed to support daily activities in an environment, such as a home, office, school, or public place. Amenity equipment includes a variety of items used for practical, aesthetic, and comfort purposes. Examples of equipment facilities are as follows: chair, table, etc

#### 3. Social facilities

Social facilities refer to infrastructure and services provided by the government, non-governmental organizations, or the community to meet social needs and community welfare. Social facilities aim to improve the quality of life and facilitate social interaction and participation in various activities. Some examples of social facilities are as follows:

##### 1. Rest and Recreation Area:

- a. Dining room or pantry for employees to eat lunch and rest.
- b. Recreation area with games such as pool table, darts or game console.
- c. Relaxing room or lounge to take a break from work.

##### 2. Sports Facilities:

- a. Fitness center or gym in the office for physical exercise.
- b. Sports fields such as basketball or table tennis courts.

##### 3. Meeting and Collaboration Spaces:

- a. Meeting or conference room for discussions and team meetings.
- b. Creative space to collaborate on brainstorming sessions or projects.

##### 4. Welfare Services:

- a. Employee wellness programs such as yoga classes, meditation, or counseling.
- b. Health clinic or breastfeeding mother's room.

##### 5. Mental Health Facilities:

- a. Quiet or meditation space for relaxation and mental health.
- b. Resources and information regarding mental health.

6. Child Care Center:

Daycare or child care facilities for employees with young children.

7. Treatment Facilities:

A sleeping room or rest area for employees who need to rest for a while, especially if they work overtime or on the night shift.

8. Social and Community Facilities:

- a. Social events such as parties or meetings to strengthen relationships between employees.
- b. Volunteer programs and joint social activities.

9. Service Services:

- a. Administrative services such as postal services or document delivery.
- b. Employee service center for employee related questions or concerns.

10. Technology Facilities:

- a. Fast Wi-Fi access and reliable internet connection.
- b. Charging station for electronic devices.

Office social amenities can help create an inclusive work culture, support employee wellbeing and increase a sense of community. By providing these facilities, companies can create a more positive environment and support employee productivity and happiness. Deep Moekijat (Anggrainy et al., 2018) Work facilities are related to the work environment, because the work environment is also a work facility, with a comfortable work environment, employees can carry out their work well. He also stated that facilities are physical facilities that can process input and lead to the desired output.

Adequate facilities can support employee performance, while service recipients can provide a sense of comfort and satisfaction during the service process. In the Big Indonesian Dictionary, "Facilities are a means of facilitating the implementation of functions". Facilities are also everything that is used, used, occupied and enjoyed by employees in direct connection with work for the smooth running of work

### 2.3 Job Performance

Performance is an achievement of the work carried out by employees on the work given. Referring to the word "performance" in English, it can be interpreted as performance, work results or achievements. According to (Mangkunegara, 2018) Performance is the result of work in terms of quality and quantity achieved by employees in carrying out the responsibilities of the work and tasks given to employees. Performance can also be measured from the employee's ability to solve and complete the tasks given, which means that performance contains elements of standards that must be achieved by employees, so that those who have achieved the set standards means that the employee has good performance or vice versa for those who have not. achieved can be categorized as having poor performance. Bernadine in (Akbar, 2018) states that the success or failure of a performance achieved by an organization is influenced by the level of performance of employees, both individually and as a group, with the assumption that the better the employee's performance, the better the organization's performance expectations will also be. There are six criteria for measuring the extent of individual employee performance, namely:

1. Work quality

Work quality can be measured from the employee's perspective regarding the quality of work produced as well as the employee's skills and abilities in achieving the assigned tasks.

2. Quantity

Quantity of performance can be measured from the employee's perspective regarding the number of activities assigned to him and the results.

3. Punctuality

Timeliness can be measured from the employee's perspective regarding an activity that is completed at the beginning until the end of time until it becomes an output.

4. Effectiveness of the level of use of organizational resources

The effectiveness of the level of resource use is maximized with the aim of increasing the results of each employee unit in the use of resources. Utilization of time in carrying out tasks, and effectiveness of completing tasks assigned to the organization.

5. Independence

Independence is the level of a person's ability to carry out their work duties without asking for help and guidance from other people or supervisors.

## 6. Work commitment

Work commitment is the level at which employees have a work commitment to the agency and work responsibilities towards the organization.

According to Davis in (Mangkunegara, 2018) There are several formulations of factors that influence performance, namely ability factors and motivation factors. 1) Ability Factor (ability), Employee abilities or abilities consist of potential IQ and reality abilities (knowledge + skills), which means that employees who have an IQ above average and with adequate education for their position and are skilled at carrying out daily tasks and obligations have the performance that can be expected. Therefore, employees need to be placed in positions and tasks that suit their skills. 2) Motivation Factors (Motivation), Motivation is an attitude that is formed by an employee in facing the environment and situations at work. An encouragement that arises from outside or within a person to become a driving factor towards the goal you want to achieve is also a motivation (Lufina, 2022). According to Timple quoted by (Mangkunegara, 2018) Performance factors consist of internal factors and external factors. Internal factors can be related to a person's nature or behavior, while external factors can be seen from the influencing environment, for example colleagues, subordinates or leaders, work facilities, and organizational situations. From the description above, it can be concluded that factors that influence performance can come from within an individual or from outside the individual himself. The organizational policy is expected to be able to harmonize these factors

## 3. Research Methods

### 3.1 Types of research

This research uses a quantitative approach with a cross-sectional category, namely information from part of the population (sample respondents) is collected directly from the location empirically with the aim of finding out the opinions of part of the population regarding the object under study.

### 3.2 Research Sample

The population in this study was all 112 employees of the Inspectorate of East Java Province (Central Statistics Agency, 2023). Meanwhile, the minimum sample size required in this study can be calculated using the Slovin formula and was obtained as many as 53 people.

### 3.3 Data collection technique

The data collection method used in this research is by using a questionnaire. The questionnaire provided is a sheet of questions that measures digital technology variables, work facilities and performance. Data collection was carried out using Google Form to make it easier for researchers to obtain respondent data remotely.

### 3.4 Data analysis technique

Data analysis was carried out descriptively and inferentially. Descriptive analysis aims to explain or describe a characteristic of each variable studied. For numeric data, the mean (average), median (middle value) and standard deviation are used. Meanwhile, inference analysis is used to test the influence hypothesis digital technology and work facilities on employee performance. The inference analysis was carried out using multiple linear regression analysis

## 4. Results

### 4.1 Respondent Characteristics

The characteristics of respondents in this study can be determined based on gender, age and level of education. These characteristics can be analyzed descriptively to determine the number and percentage of each group.

#### 1. Respondent's Gender

The number and percentage of respondents based on gender can be presented in the table 1 as follows.

**Table 1.** Number of Respondents by Gender

Gender	Number (n)	Percentage (%)
Man	18	34.0%
Woman	35	66.0%
<b>Total</b>	<b>53</b>	<b>100.0%</b>

The number of male respondents is known to be 18 people (34.0%) and 35 female respondents (66.0%). This shows that the number of male and female respondents is equal.

## 2. Age

Based on age, respondents were divided into four categories, namely 25 to 30 years old, 31 to 40 years old, 41 to 50 years old, and over 50 years old.

**Table 2.**Number of Respondents by Age

Age	Number (n)	Percentage (%)
25 – 30 Years	6	11.3%
31 – 40 Years	15	28.3%
41 – 50 Years	8	15.1%
> 50 Years	24	45.3%
<b>Total</b>	<b>53</b>	<b>100.0%</b>

There were 6 respondents aged 25 to 30 years (11.3%), 15 people aged 31 to 40 years (28.3%), 8 people aged 41 to 50 years (15.1%), and those aged above 50 years old as many as 24 people (45.3%). This shows that most of the respondents in this study were over 50 years old.

## 3. Education

Respondents consisted of respondents with bachelor's and master's degrees. The characteristics regarding the respondent's last education can be explained in Table 3 below.

**Table 3.**Respondent's Education

Education	Number (n)	Percentage (%)
Bachelor	46	86.8%
Masters	7	13.2%
<b>Total</b>	<b>53</b>	<b>100.0%</b>

Based on Table 5.5, it shows that there were 46 respondents with a bachelor's degree (86.8%), and 7 people with a master's degree (13.2%). This shows that the majority of respondents have a bachelor's degree.

## 4.2 Descriptive Analysis of Research Variables

The digital technology variable is measured using seven questions. Each question can be analyzed descriptively to find out the average value and standard deviation.

**Table 4.**Description of Digital Technology Variables

No	Question	Min	Max	Mean	Standard Deviation	Category
1	The information technology strategies and infrastructure used in your company can help you improve the quality and speed of completing work	2.00	5.00	4,302	0.799	Very high
2	The information technology that you use can make it easier to coordinate with everyone related to your work	3.00	5.00	4,396	0.689	Very high
3	The information technology that you use already has software that makes decision making easier so that it helps in decision making.	2.00	5.00	4,208	0.885	Very high
4	The type of technology used has connections with other agencies	2.00	5.00	4,302	0.868	Very high
5	Information technology at your company can provide very detailed data from central data to meet work needs	2.00	5.00	4,076	0.805	Tall
6	Information technology in companies makes it easy to report according to your needs	2.00	5.00	3,660	0.876	Tall
7	The type of technology used can be upgraded/updated to the program to suit job needs	1.00	5.00	3,849	0.818	Tall
<b>Digital Technology</b>				<b>4,116</b>	<b>0.614</b>	<b>Tall</b>

Based on Table 4, it can be seen that the overall perception of East Java Province Inspectorate employees regarding digital technology has an average of 4.116 or is included in the high category. This shows that the digital technology that supports the work of East Java Provincial Inspectorate employees is good. Work facilities in this study were measured using four questions. Descriptive analysis of these four questions can be presented in Table 5 as follows.

**Table 5.** Description of Work Facility Variables

No	Question	Min	Max	Mean	Standard Deviation	Category
1	Work facilities in the form of technological equipment such as computers are provided in good condition	3.00	5.00	4,359	0.623	Very high
2	Having health insurance facilities in the form of insurance makes me feel safe at work.	3.00	5.00	4,377	0.596	Very high
3	Incentives or all the benefits provided increase enthusiasm for work	2.00	5.00	4,302	0.799	Very high
4	Work facilities in the form of technological equipment such as computers are provided in good condition	3.00	5.00	4,396	0.689	Very high
<b>Work Facilities</b>				<b>4,359</b>	<b>0.492</b>	<b>Very high</b>

The description of the work facilities variable shows that the overall average is 4.359, which shows that the work facilities for employees at the East Java Provincial Inspectorate are very good. The four statements show an average value which is included in the very good category. Employee performance in this study was measured using four questions which can be analyzed descriptively with the following results.

**Table 6.** Description of Employee Performance Variables

No	Question	Min	Max	Mean	Standard Deviation	Category
1	I carry out work in accordance with existing Standard Operating Procedures (SOP).	3.00	5.00	4,377	0.596	Very high
2	The results of my work so far have been in accordance with the goals expected by the organization	3.00	5.00	4,396	0.566	Very high
3	I know the target results I want to achieve	2.00	5.00	4,396	0.660	Very high
4	I understand how to achieve the desired results	3.00	5.00	4,415	0.633	Very high
5	I complete work on time	2.00	5.00	4,264	0.836	Very high
6	I can still complete my work even though I am interrupted by vacation time and holidays	2.00	5.00	4,396	0.743	Very high
7	I have the awareness to work together to achieve organizational goals	2.00	5.00	4,208	0.717	Very high
8	I create maximum work results by working together to develop ideas and insights	1.00	5.00	3,755	0.979	Tall
<b>Performance</b>				<b>4,276</b>	<b>0.447</b>	<b>Very high</b>

Source: SPSS 27 output, processed (2023)

Based on Table 6, it can be seen that the overall performance of East Java Province Inspectorate employees has an average of 4.276 or is included in the very high category. This shows that the East Java Province Inspectorate employees have very good performance. The statement with the lowest average is number eight, which states that employees create maximum work results by working together to develop ideas and ideas.

#### 4.3 Classic assumption test

Before carrying out regression analysis, it is necessary to test classical assumptions, namely the normality test, multicollinearity test, heteroscedasticity test and linearity test.

##### 1. Normality test

The normality test in this study used the One-Sample Kolmogorov-Smirnov Test statistical test. The basis for making decisions in this research is if the asymp.sig value. (2-tailed) above the level of significance of 5% (0.05), it can be concluded that the variable is normally distributed.

**Table 7.**Normality test

	Kolmogorov Smirnov	p
<b>Unstandardized Residuals</b>	0.063	0.200

Source: Research Data (2024)

Based on Table 3 above, the results of the One Sample Kolmogorov-Smirnov (KS) Normality Test show that the Kolmogorov-Smirnov statistical test value is 0.058 and the sig value is 0.200 > 0.05, so it can be concluded that the data in this study is normally distributed.

## 2. Multicollinearity Test

The multicollinearity test is used to determine whether there is a relationship or correlation between the independent variables. Multicollinearity states the relationship between independent variables. A good regression model should have no correlation between independent variables. Regression is free from multicollinearity if the VIF value is <10 and the tolerance value is > 0.10.

**Table 8.**Multicollinearity Test

Variable	Tolerance	VIF	Information
<b>Digital Technology (X1)</b>	0.462	2,164	No Multicollinearity
<b>Work Facilities (X2)</b>	0.462	2,164	No Multicollinearity

Source: Research Data (2024)

It can be seen that the regression model in this study does not have multicollinearity in the independent variables because all VIF values are < 10 and tolerance is > 0.10.

## 3. Heteroscedasticity Test

The heteroscedasticity test aims to determine whether or not there are deviations from the classic assumption of heteroscedasticity, namely the unequal variance of the residuals for all observations in the regression model. In this research, the heteroscedasticity test used is the Glesjer test.

**Table 9.**Heteroscedasticity Test

Variable	t	p	Information
<b>Digital Technology (X1)</b>	-0.695	0.490	Heteroscedasticity does not occur
<b>Work Facilities (X2)</b>	1,867	0.068	Heteroscedasticity does not occur

Based on the table above, it can be seen that the p-value of all independent variables is above 0.05, based on the decision criteria, if the p-value is > 0.05 then there is no heteroscedasticity problem. So the conclusion obtained is that the variance of the residuals is homogeneous or there is no heteroscedasticity.

## 4. Autocorrelation Test

The autocorrelation test was carried out using the Watson Durbin test. The Watson Durbin value in the regression model obtained a value of 2.056. The results of the autocorrelation test show that the Watson Durbin value of 2.056 is located between  $d_u$  (1.678) to  $4-d_u$  (2.321). So it can be concluded that there is no autocorrelation.

### 4.4 Multiple Linear Regression Analysis

The influence of digital technology and work facilities on performance was analyzed using multiple linear regression analysis. In multiple linear regression analysis there are analysis stages, namely model accuracy testing, partial test (t test), and coefficient of determination.

#### 1. Model Accuracy Test

This test is used to see whether all the independent variables in the regression model have an influence on the dependent variable. The results of the F test obtained the following results.

**Table 10.**F Test Results

Model	Sum of Squares	Mean Square	F	p
Regression	11,624	5,812		
Residual	5,206	0.104	55,820	0,000
Total	16,830			



Based on the regression results above, it is known that the significant value for the influence of digital technology and work facilities together on performance is 0.000 with a calculated F of 55.820, so reject H<sub>0</sub>. So it can be concluded that at least one independent variable (digital technology and work facilities) has a positive and significant effect on the dependent variable (performance).

## 2. Partial Test (t Test)

The partial test is used to see whether the independent variable (X) has a partial effect on the dependent variable (Y). This test is carried out using significance values. Partial test results can be presented in table 11 below.

**Table 11.**t Test Results

Variable	Coefficient	t	p
Constant	0.833	2,385	0.021
Digital Technology (X1)	0.246	2,363	0.022
Work Facilities (X2)	1,074	8,734	0,000

- The regression coefficient value on digital technology (X1) is 0.246, which means that digital technology has a positive influence on performance. The significance value obtained was 0.022 ( $p < 0.05$ ). This shows that digital technology has a positive and significant effect on employee performance. So the first hypothesis is accepted.
- The regression coefficient value on work facilities (X2) is 1.074, which means that work facilities have a positive influence on employee performance. The significance value obtained was 0.000 ( $p < 0.05$ ). This shows that work facilities have a positive and significant effect on employee performance. So the second hypothesis is accepted.

## 3. Coefficient of Determination

The coefficient of determination aims to measure the percentage influence of the independent variable on the dependent variable in percentage units in a research regression model. The results of the coefficient of determination test are as follows:

**Table 8.**Coefficient of Determination

R	R Square	Adjusted R Square
0.831	0.691	0.678

Based on the output results above, it can be seen that the adjusted R Square value is 0.678 (67.8%) meaning that employee performance variables are influenced by digital technology variables and work facilities by 67.8%. Meanwhile, the other 32.2% was influenced by other factors outside the research (1)

## 5. Discussion

### 1. The Influence of Digital Technology on Employee Performance

Digital technology has a positive influence on performance. The significance value obtained was 0.022 ( $p < 0.05$ ). This shows that digital technology has a positive and significant effect on employee performance. Employee performance can be optimal, assisted by digital technology to make the work carried out by employees easier. Research conducted (Kurniawan et al., 2021) explained that digital technology can influence employee performance, this is because increasingly developing digital technology will encourage innovations owned by employees which will make employee performance more optimal in achieving the targets of the organization or agency. Research conducted by (Gunawan, 2022) explained that the advancement of digital technology which provides various features can help employees to achieve work targets easily. Then research conducted by (Armiani & Basuki, 2017) explained that information technology on a global, resource-based scale has an impact on company performance, this is because technology can provide fast, affordable services and update information faster than competitors, so that digital technology has an impact on performance. The impact of globalization, supported by technological advances, has changed the business system in the contemporary world, with the aim of surviving and achieving maximum results

### 2. The influence of work facilities on employee performance

Work facilities have a positive influence on employee performance. The significance value obtained was 0.000 ( $p < 0.05$ ). This shows that work facilities have a positive and significant effect on employee performance. Work facilities are all forms of support, equipment or services provided by an organization or company to support the productivity and comfort of employees in carrying out their work duties. Work facilities aim to create an efficient, safe and enjoyable work environment so that employees can work optimally. Work facilities provided to employees can be used as a tool to support employee performance. Research conducted by (Umar et al., 2021) shows that work facilities have a significant positive influence on the employee's performance. In line with research conducted by (Wahyuni, 2014) which explains that improving employee performance is not enough just to provide facilities that support the implementation of work, but a conducive office environment also plays a big role in supporting employee performance. A comfortable work

environment will create a feeling of calm in employees when carrying out their work so that with this feeling of calm employees can work well. Non-physical facilities can also be provided in the form of incentives to employees as incentives to work better. Physical facilities are basically supporting facilities for the smooth implementation of tasks, especially what is emphasized in this case is service to the community (Hikam, 2023). Without the support of adequate work facilities, the work implementation process will be slow. Research conducted by (Puspastiowati, 2022) shows that having adequate work facilities for employees will have a significant positive influence on the performance of employees in the agency.

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## 5. Conclusion

Based on the research above, the following conclusions can be drawn: 1) Digital technology has a direct influence on the performance of East Java Province Inspectorate employees. 2) Work facilities have a direct influence on the performance of East Java Province Inspectorate employees. There are still several limitations or limitations that need to be corrected, so that in further research it is recommended that first, add other variables that are considered to influence performance, and expand the scope of the research not only in the East Java Province Inspectorate area by using different samples. Third, the process of implementing job crafting in this research is still carried out individually, therefore the author suggests that in future research, the application of job crafting can be carried out in groups

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