

## ANALYSIS OF FACTORS AFFECTING PERFORMANCE BASED ON GOAL SETTING THEORY

<sup>1</sup>Winarsih, <sup>2</sup>Gregorius Paulus Tahu, <sup>3</sup>Nengah Landra  
<sup>1,2,3</sup>Universitas Mahasaraswati Denpasar

### ABSTRACT

Study This aim For reviewed 29 related articles with Performance. What factors influence performance based on Goals settings theory. Based on results analysis, can said that Development Resource Man Influential Positive to Performance Employee. Facility Work Influential Positive To Performance Employee. Development Source Power Man Influential Positive to Satisfaction Work. Facility Work Influential Positive To Satisfaction Work. Satisfaction Work Influential Positive To Performance Employee.

**KEYWORDS:** Performance, Goal Settings Theory.

### 1. INTRODUCTION

Performance is results work produced Good from facet quality nor quantity his job and can accountable in accordance with his role in the organization or company, and accompanied with abilities, skills and skills in finish his work and in period certain. Employee hold role main in operate wheel life company, if employee own productivity and motivation work that tall, so rate wheel even will walk tight, Which Finally will produce performance And achievement Which Good for company Hasibuan (2018).

Resource human resources (HR) is element important in A organizations, institutions, or agency Good government nor private. At the moment source Power man positioned as human capital (*Human Capital*) even by Fitz- enz. Davidson in Sinambela (2016: 4) positions HR as investment (*Human Investment*) is a must managed with good so bring benefit for organization. Development human Resources is something purposeful activities For maintain and improve competence employees to achieve effectiveness organization. Development resource man can seen as growth and improvement ability employee For do various type assignment (Sedarmayanti, 2017;6).

Ability a employee reflected from its performance Because performance employee hold role important in matter continuity organization. In accordance with Mangkunegara, (2016), interprets performance as results work in terms of quality and quantity achieved by somebody employee in carry out his task in accordance with not quite enough the answer given to her. Performance employee is necessary problem noticed company or agency government, because performance employee will influence quality company in face competition along with development era. According to Armstrong and Baron (1998) in Wibowo (2016), performance is consequence close work connection with objective strategic organization, satisfaction customers, and supplies finance. Evaluation performance also works as effort For collect as much data as possible used For direct effort employee in accordance with series objective.

Development human Resources is something process enhancement quality or ability man in frame reach something objective development nation. Process enhancement here covers planning, development and management human Resources. Micro in meaning environment something units work (department or institutions other) development human Resources is something process planning, education, training, coaching and management power or employee For reach something results optimal. According to Ismail (2013:3) development human Resources is mandatory activities held organization, so that knowledge, abilities and skills they in accordance with demands their job do. Meanwhile, Desseler (2015 :305) said that development human Resources is approach special for change organization where employees himself who formulated it necessary changes and implementing them, frequently with help professional consultant.

Facility Work is factors that don't can separated from world work and constitute the most thing important for employee For complete the tasks. Availability facility form facilities and infrastructure support complete work so employee will encouraged For increase his productivity. Implications that arise from condition the that is performance employee will more optimal and objective from organization can achieved effectively and efficiently.

According to Koyong (2011:11), facilities Work is something form service company to employees to support performance in fulfil need employee, so can increase productivity Work employee. For increase discipline Work employee need exists facility nice work. There is facility work provided by company very support employee in Work. Facility adequate work of course it will impact positive about the process Work in company the Facility work used many kinds of shape, type nor the benefits customized with need from company or agency. Facility Work employees provided in the office should customized with his job so that No hinder work. The greater the activity supporter in process activity For objective certain. Something office government must have various type completeness facility Work like building office, computer, desk chair, cupboard and facilities supporter other like official vehicle.

Study This use satisfaction Work as mediation to performance employee. According to Robbins (2018;36) satisfaction Work is attitude general a individual to his job, one with level satisfaction Work tall show positive attitude to work that, someone who doesn't satisfied with his job show attitude negative to work That. Satisfaction Work for a employee is very factor important Because the satisfaction he gets will join in determine attitude positive to work. Feeling satisfied in Work can give rise to impact positive to behavior, such as for example level discipline and enthusiasm inclined work increase. Satisfaction work is also related with outcomes like performance, so that if satisfaction Work the more tall so will give rise to Spirit in Work. For spur satisfaction Work employee must done For push achievement commitment good organization. Satisfaction Work is attitude emotional joy and love his job. Attitude This will impact on work morale, discipline and achievement Work. Satisfaction Work influence level discipline employee, that is If satisfaction obtained from work so discipline employee Good. On the contrary If satisfaction Work not enough achieved from his job so discipline employee low. Level employees his satisfaction tall then automatically inner commitment organization will increased (Surito *et al.*, 2019).

Study This use a number of theory as basic, that is *Goal Setting Theory* (Edwin Locke, 1978). This theory based on presumptive evidence that Goals (ideas about the future and desired states of affairs) play a role important in Act. *two factor theory*, Herzber *g Theory* explains that satisfaction work and dissatisfaction are two things conflicting principles, will but two opposing entities This caused by different aspects from the work mentioned *satisfies* (motivators) and *dissatisfies* (*hygiene factors*). And Theory Incongruence, Theory Nonconformity or also known as Name *Discrepancy Theory*. The theory put forward by Gibson in Sopiah (2008:172), theory This First time pioneered by Porter in 1961 explains that satisfaction Work is difference or comparison between expectations with reality. Theories that is the basis influence between variable development human resources and facilities work and satisfaction Work to performance employee. Objective study This is For know and explain influence variable development resource people, facilities Work to satisfaction work and performance employee

## 2. RESEARCH METHODS

Study This is study Literature Reviews with a number of results study previously reviewed. Results study previously reviewed is related research with results study about performance. What factors influence it. Results study the former will reviewed is : Melyanti *et al.*, (2022), Sjahrudin *et al.*, (2022), Wibowo (2021), Rivaldo *et al.*, (2023), Hendri (2022), Aditia and Sudiana (2023), Parangin-Angin (2022) , Mursalim *et al.*, (2023), Elizabet and Hasibuan (2023), Asmar *et al.*, (2021) Jumriati *et al.*, (2023), Monalis *et al.*, (2020), Lestari *et al.*, (2021 ), Hinele *et al.*, (2022), Alvani (2022), Alnabe *et al.*, (2022), Murwani , (2017), Irawan, (2018), Fadhli *et al.*, (2022), Fauziek and Yanuar ( 2021), Kelana (2022), Soeharsono (2008), Azhari *et al.*, (2021), Romadhani *et al.*, (2022), Bagis *et al.*, (2021), Fonna and Ferine (2023) .

## 3. RESULTS AND DISCUSSION

A number of article like mentioned above, a review was carried out with review results as following:

### a. Influence human Resource Development to performance employee

HR development can be interpreted as an activity carried out by a company or organization within a certain time to improve the skills and expertise of its human resources within the organizational entity and ultimately increase the productivity of the organization as a whole. According to Zaydam (in Ismail 2013: 3) human resource development is an activity that must be carried out by organizations, so that their knowledge, abilities and skills are in accordance with the demands of the work they do. Meanwhile, Desseler (2015:305) says that human

resource development is a special approach to organizational change where employees themselves formulate the required changes and implement them, often with the help of professional consultants.

Good human resource development will have a positive impact on the employees and the company. Where employees become more skilled, knowledgeable, and able to complete their tasks according to their work demands for the company. Research conducted by Elisa *et al.*, (2022) states that human resource development has a positive and significant effect on employee performance. These results are obtained because employees are able to participate in HR development to increase knowledge, can adapt the material to what employees need, the material presented can also be received positively by employees, and with employee participation in HR development, it can improve employee performance. This opinion is supported by research conducted by Wibowo and Kusmiyanti (2021), Hinelo *et al.*, (2022) stated that human resource development has a positive and significant effect on employee performance.

#### **b. The influence of work facilities on employee performance**

Adequate work facilities will of course have a positive impact on the work process within the company. The work facilities used vary in shape, type and benefits according to the needs of the company or agency. Employee work facilities provided in the office should be adapted to their work so that they do not hinder work. The greater the supporting activities in the process of activities for certain goals. A government office must have various kinds of work facilities such as office buildings, computers, desks, chairs, cupboards and other supporting facilities such as official vehicles. Facilities are very important to improve employee performance. According to (Husnan, 2018:45) work facilities are a form of company service to employees to support performance in meeting employee needs, so as to increase employee work productivity. The work facilities provided by the company really support employees in their work. These work facilities are tools or facilities and infrastructure to help employees complete their work more easily and employees will work more productively.

Research conducted by Sjahrudin *et al.*, (2022) stated that work facilities have a positive and significant effect on employee performance. This explains that adequate work facilities will influence the smooth running of work activities so that employees will be more enthusiastic about achieving organizational targets by using all work equipment. Work equipment is an important requirement for employees to carry out the work assigned to them, and relies on the facilities that are available. This opinion is supported by research conducted by Hadi, (2021). Julia *et al.*, (2022), Refma and Al, (2021) state that work facilities have a positive and significant effect on employee performance.

#### **c. The influence of human resource development on job satisfaction**

According to Krismiyati (2017) Human Resource Development is an effort to improve the knowledge, abilities, attitudes of members, organizations, and provide career paths that are supported by organizational flexibility in achieving goals. According to Isnari Budiarti, (2018:257) suggests that human resource development is an effort to improve the technical, theoretical, conceptual and moral abilities of employees in accordance with the needs of the job or position through education and training. Organizations need to understand that individuals have families and lives. social so as to create mutually beneficial conditions. This means that to have efficient employees in an organization, human aspects are fundamental in employee development. HR development is recognized as an essential part of an organization's HR management.

According to Sima and Ratnasari, (2022) who stated that human resource development is positive and significant for job satisfaction. Developing human resource competencies through integrity, self-development, achievement orientation, organizational commitment and creativity with every Ministry of Religion employee given the same opportunity to develop a career, the opportunity to continue their studies and given the same rights to participate in training activities capable of influencing every Ministry of Religion employee to implement policies with a sense of responsibility and accept the results of the performance assessment carried out by the leadership. This opinion is in accordance with the results of research findings conducted by Arsyad (2019), Monalis *et al.*, (2020), Lestari *et al.*, (2021), Dailangi *et al.*, (2020) stating that human resource development has a positive and significant effect on satisfaction. Work. It means the taller development source Power man so will the more satisfaction is also high Work.

#### **d. The influence of work facilities on job satisfaction**

Work facilities are physical inputs that can be processed to produce the desired output. Organizational procedures will run more smoothly if the facilities are adequate, in good working condition, and well maintained. Work facilities can be seen from several dimensions, namely appropriate needs, ability to optimize results, ease of use, speeding up work processes, and placement of facilities (Mansur *et al.*, 2020). Providing employee work facilities

to make things easier or easier ( *facilitative* ) is an activity or program that employees must normally carry out themselves in their daily lives. In reality, many companies provide various assistance or services in areas of the employee's routine life . Each of these programs for fulfil various ongoing need. (Kadarisman, 2016: 299).

According to Bary (2012) facilities Work is something facilities provided by the company for support a tone path company for reach goals that have been set company. The more quality and adequate facility work given so will the more high level too satisfaction work felt by a person employee, However and vice versa the more No adequate or not in full facility Work will influence satisfaction Work employees and decline level satisfaction Work. Sjahrudin *et al.*, (2022) stated that facility Work influential positive and significant to satisfaction Work

That proof explain satisfaction Work will increase with exists facility complete work as well as Good used in serve need public. These results supported with recognition employee state that facility so important Because in full facility work given agency will make it easier method Work employee. Opinion This supported by research conducted by Monde *et al.*, (2022), Yulidarni *et al.*, (2021) and Vonny (2016), that there is significant influence between Facility Work to Satisfaction Work, that is the more tall Facility Work will result the more Satisfaction is also high Work. Facility Work give influence positive to enhancement satisfaction Work. Meaning that the more tall or quality facility Work so will increase satisfaction Work employees, and vice versa If facility Work the more decrease so will impact on decline satisfaction Work employee.

**e. The influence of job satisfaction on employee performance**

Job satisfaction is an emotional attitude that pleases and loves one's job. Attitude This will impact on work morale, discipline and achievement Work. Satisfaction Work influence level discipline employee, that is If satisfaction obtained from work so discipline employee Good. On the contrary If satisfaction Work not enough achieved from his job so discipline employee low. Level employees his satisfaction tall then automatically inner commitment organization will increased (Surito *et al.*, 2019). According to Robbins (2018;36) satisfaction Work is attitude general a individual to his job, one with level satisfaction Work tall show positive attitude to work that, someone who doesn't satisfied with his job show attitude negative to work That. Satisfaction Work for a employee is very factor important Because the satisfaction he gets will join in determine attitude positive to work. Feeling satisfied in Work can give rise to impact positive to behavior, such as for example level discipline and enthusiasm inclined work increase. Satisfaction work is also related with *outcomes* like performance, so that if satisfaction Work the more tall so will give rise to Spirit in Work.

Research conducted by Jufrien and Sitorus (2021) define it that satisfaction Work is behavior actually displayed every person as performance work produced by employee in accordance with his role in company. Satisfaction work is also defined by (Sutrisno and Susanti, 2019) as something level positive and pleasant emotions individual . In other words, satisfaction Work is something results estimation individual to work or experience positive and fun himself. Opinion other about satisfaction work (Mundakir and Zainuri, 2018) that satisfaction Work is something related positive attitude adjustment healthy self from the employees to conditions and situations work, incl inside it problem wages, conditions social, conditions physical, and condition psychological. Based on understandings the so satisfaction Work can interpreted as feeling somebody to his job is fun or No involving fun aspects in his job.

Satisfaction Work concerning attitude somebody to the environment where they are nature work positive about suitable job with evaluation each worker. Opinion This supported by research conducted by study previously done by Wijaya *et al.*, (2023), Nurrohmat and Lestari (2021), Hermawan (2019), Sari and Susilo (2018), Nurhadian (2019), Sausan *et al.*, (2021), Rahmadani and sampleiling (2023) who stated that satisfaction Work influential to performance employee.

Based on results review, yes summarized as following:

**Table 2. 1**  
**Research Previous**

No	Researcher ( Year )	Variable				Findings
		X1	X2	Y1	Y2	
1	Melyanti et al., (2022)	v		v	v	X1 to Y2 is positive and significant. Y1 to Y2 are positive and significant.
2	Sjahrudin et al., (2022)		v	v	v	X2 to Y2 is positive and significant. X2 to Y1 no influential Y1 to Y2 are positive and significant

No	Researcher ( Year )	Variable				Findings
		X1	X2	Y1	Y2	
3	Wibowo (2021)	v			v	X1 to Y2 Positive and significant
4	Rivaldo et al., (2023)			v	v	Y1 to Y2 are positive and significant
5	Henry (2022)		v		v	X2 to Y2 is positive and significant
6	Aditia and Sudiana (2023)			v	v	Y1 to Y2 are positive and significant
7	Parangin-Angin (2022)		v	v		X2 to Y1 is positive and significant
8	Mursalim et al., (2023)			v	v	Y1 to Y2 are positive and significant
9	Elizabet and Hasibuan (2023)		v	v	v	X2 to Y1 is positive and significant X2 to Y2 is positive and significant
10	Asmar et al., (2021)		v	v	v	X2 to Y2 is positive and significant Y1 to Y2 are positive and significant
11	Jumriati et al., (2023)	v	v		v	X1 to Y2 is positive and significant X2 to Y2 is positive and significant
12	Monalis et al., (2020)	v		v	v	X1 to Y1 is positive and significant X1 to Y2 is positive and significant Y1 to Y2 are positive and significant
13	Lestari et al., (2021)	v		v	v	X1 to Y1 is positive and significant X1 to Y2 does not influential Y1 to Y2 are positive and significant
14	Hinelo et al., (2022)	v			v	X1 to Y2 is positive and significant
15	Alvani (2022)	v			v	X1 to Y2 does not influential
16	Alnabe et al., (2022),		v		v	X2 to Y2 does not influential
17	Murwani , (2017)		v		v	X2 to Y2 does not influential
18	Irawan, (2018)		v		v	X2 to Y2 does not influential
19	Fadhli et al., (2022),			v	v	Y1 to Y2 no influential
20	Fauziek and Yanuar (2021)			v	v	Y1 to Y2 no influential
21	Kelana (2022)	v		v		X1 to Y1 is not influential
22	Soeharsono (2008)		v	v		X2 to Y1 no influential
23	Azhari et al., (2021)			v	v	Y1 to Y2 no influential
24	Romadhani et al., (2022)			v	v	Y1 to Y2 no influential
25	Bagis et al., (2021)			v	v	Y1 to Y2 no influential
26	Fonna and Ferine (2023)			v	v	Y1 to Y2 no influential
30	Winarsih (2024)	v	v	v	v	

## Information:

- X1: Development Resource Man  
X2: Facilities Work  
Y1: Satisfaction Work  
Y2: Employee Performance

#### 4. CONCLUSION

Based on results analysis, can concluded that Development Resource Man Influential Positive to Performance Employee. Facility Work Influential Positive To Performance Employee. Development Source Power Man Influential Positive to Satisfaction Work. Facility Work Influential Positive To Satisfaction Work. Satisfaction Work Influential Positive To Employee Performance.

#### REFERENCE

1. Abbas, Q., and Yaqoob, S. 2009. The Influence of Leadership Development on Employee Performance in Pakistan. *Pakistan Economic and Social Review*. Volume 47. Number 2. Pages 269-292
2. Aditia, Muhamad Fiki., Kiki Sudiana, (2023). The Influence of Job Satisfaction on the Performance of Cilimus Community Health Center Employees. *Journal of e-Proceeding of Management*. Vol.10 No.2. Page: 738-743
3. Alam, S. (2016). Influence Communication, Motivation, and Discipline Work To Performance Employee Institution Guarantee Quality Education. *Catalog*, 2(1).
4. Alnabe, Gidion Erlonda., Aplonia Pala, Anita Lassa, Alfrido Naiheli (2022). Influence Facility Work And Training To Performance Employee. *Journal Get up Management*. Vol. 1, No. 2, Pg. 104-113

5. Armstrong, Michael & Baron, A. (1998). *Performance Management: The New Realities*, Institute of Personnel and Development. New York.
6. Andayani, Julfitri Harjuma, Ana Sriekaningsih, Tri Darmayanti, (2022). Influence Facility Employment and Compensation to Motivation Work and Performance of Dr. Regional Hospital Employees. H. Soemarno Sosroatmodjo Tanjung Selor. *Journal of Economics* 45. Vol 9 No. 2. Page: .173-183
7. Antika, Nurindah Dwi., Mujita Fajar Nataraningtyas, Elok Venanda Tessa Lonikat, Jajok Dwiridotjahjono, (2021). Influence Motivation Work and Discipline Work on Employee Performance at PTPN X Kertosono Lestari Sugar Factory. *Journal Management and Organization (JMO)*. Vol. 12 No. 2. Pages: 99-108
8. Ardila, Yulia Ramdani, Bayu Putra, and Rindi Citra Dewi, (2021). Influence Facility Work And Abilities Management Human Resources To Performance Work With Satisfaction Work As Variable Intervening at PT. Work Sawitindo Mas (Ksm) Regency Mukomuko. *Journal Management Research and Technology University Karimun (Journal Maritime)* Vol. 3 No. 1. Page: 18-28
9. Arianty, Nel (2016). *Management Marketing*, Medan: Perdana Publishing
10. Asmar, Andi Hamdayana., Jeni Kamase, Ratna Dewi, (2021). Influence of Leadership Style , Facilities Work , And Satisfaction Work To Performance Employee Secretariat Area Regency Pinrang . *Journal of Accounting and Finance (JAF)*. Vol. 2 No. 2. Page: 132-147
11. Asri, A., Ansar, A., & Munir, AR (2019). Influence Compensation , Facilities Work and Leadership Towards Performance Through Satisfaction Work Employee at Uin Alauddin Makassar Rectorate . *YUME: Journal of Management* , 2 (1). 2686-6056
12. Azhari, Zulkifli., Erwin Resmawan , M. Ikhsan. (2021). Influence satisfaction Work to performance employee . *Forum Economy* . Vol. 23 No. (2), Pg . 187-193
13. Bernard, M.E. (2013) *Power Practice Theory Reception Self and Research* . Australia. Jumper
14. Busro , M. (2017). *Theories Human Resources* . Edition First . Print First . Jakarta : Prenadamedia Groups .
15. Candra, Syahrial ., Mansyur Ramly , Baso Amang , and Muhsin Wahid , (2023). Effect of Human Resource Development, Organizational Culture, Motivation, and Discipline on Job Satisfaction and Employee Performance PT. Enseval Putera Megatrading Tbk . *IOSR Journal of Business and Management (IOSR-JBM)*. Vol. 25, no. 1. Ser. V, Pages: 40-52
16. Dailangi , Christi N. Wilfried S. Manoppo , and Wehelmina Rumawas , (2020). Development Human Resources and Satisfaction Work on PT Employee Performance . Megah Surya Pertiwi, *Journal of Productivity* , Vol. 1 No. 4, Pages: 324-333
17. Darma , B., Suryani , A., & Suroho , Y. (2018). Influence Facility Work and Competence to Satisfaction Work Employees and the Impact to Performance Employee Office Ward District estuary Bulian Regency Day Trunk . *J-MAS ( Journal Management and Science )* , 3 (2), 170-178.
18. Dessler, G. (2015). *Management Human Resources* . Jakarta : Salemba Four .
19. Elizabet, Hilman Hasibuan , (2023). Influence Facility Work And Development Career To Performance Employee With Satisfaction Work As Variable Intervening . *Journal Economics and Business* . Vol. 01 No. 01. Page : 16-26
20. Fauziek , Elizabeth., and Yanuar , (2021). Influence Satisfaction Work To Performance Employee With Stress Work As Variable Mediation . *Journal Managerial and Entrepreneurship* , Vol. III No. 3. Page : 680-687
21. Fitri , Irma Kusuma , and Hermin Endratno , (2021). Influence Commitment Organization And Satisfaction Work To Performance Employee With Organizational Citizenship Behaviour As Variable Intervening : Study on Hotel Bahari Employees , Regency Tegal . *Derivatives : Journal Management* Vol. 15 No. 2, Pages : 276-293
22. Fonna , Erfira Roza, and Kiki Farida Ferine, (2023). The Influence of Work Engagement and Job Satisfaction on Employee Performance with Competence as an Intervening Variable for BPJS Employment Employees in Aceh Province. *Sinomika Journal* . Vol. 2, no. 3, Pages: 533-550
23. Gazi, Md. AI, Islam, Md. A., Shaturaev , J., & Dhar, B. K. (2022). Effects of Job Satisfaction on Job Performance of Sugar Industrial Workers: Empirical Evidence from Bangladesh. *Sustainability* , 14(21), Page
24. Ghozali , Imam. (2018). *Application Analysis Multivariate With IBM SPSS 25 program* . Semarang: Body Publisher University Diponegoro .
25. Groen, Brenda., Theo van der Voordt , Bartele Hoekstra , and Hester van Sprang , (2019). Impact of employee satisfaction with facilities on self-assessed productivity support, *Journal of Facilities Management*, 1472-5967
26. Hasan, Rosa Indah., Syamsul Alam, Haerana Alwany, (2023). Influence Development Human Resources , Motivation Work , and Culture Organization On the Performance of Management Agency Employees District Regional Disasters Island Selayar . *Journal Gendhera Buana* . Vol.1 No. 3, Page : 319-328
27. Hasibuan , H. Malayu SP (2020). *Management Human Resources* . Edition Revision . Print 18. Jakarta : Earth Script .

28. Hendri and Rizki (2021). Influence Facility Work To Performance Employees at the Population and Registration Service Civil South Lampung Regency . *Journal Relevance : Economics , Management and Business* . Vol 5 No 1, Pages 9-15
29. Hefni , Adrian (2022). Influence Quality Life Work To Performance Employee With Satisfaction Work As Variable Mediation on the Body Staffing and Development Human Resources Area Jambi City . *Journal Management Applied and Financial* . Vol. 11 No.2. Pages : 425-437Hinelo, Raflin ., Lisda L. Asi , Ambar Nabiilah Arsjad . (2022). Influence Development Human Resources To Performance Civil Servants at the Employment Service General and Setup Room Gorontalo City . *Journal Scientific Management and Business* . Vol 5. No 2. Pg. 543-550
30. Husainah , Nazifah , Maswanto and Cecep Haryoto , (2022). Determinants of Job Satisfaction With Employee Performance. *Procedia of Social Sciences and Humanities . Proceedings of the 1st SENARA* . Vol. 3 , Pages : 449-459.
31. Ismail. (2013). *Culture Organization Leadership and Performance 1st Edition* . Jakarta : Kencana Prenadamedia Group
32. Jelatu , Herman (2023). The Influence Of Work Facilities And The Quality Of Human Resources On Employee Performance With Job Satisfaction As An Intervening Variable In The Population And Civil Registration Services Of Manggarai, East Manggarai And Manggarai West Districts . *Journal of Economics, Education and Regional Development Planning* Vol. 1, No. 2, December 2023, Pages: 16 - 25
33. Jufrizen , Fadilla Puspita Hadi , (2021). Influence Facility Work and Discipline Work To Performance Employee Through Motivation Work . *Journal Science Management* . Vol. 7 No 1. Page : 35-54
34. Jumriati , Basri Rakhman , Hamdana , (2023). Influence Development Human Resources , Facilities Office , And Culture Organization To Performance Housing and Regional Office employees Settlement Selayar Islands Regency . *Nobel Management Review Journal* . Vol. 4 No.3. Page: 323-336
35. Kareem , Mohanad Ali and Hussein (2019). The Impact of Human Resource Development on Employee Performance and Organizational Effectiveness . *Management Dynamics in the Knowledge Economy* Vol.7 No.3, Page: 307-322
36. Kelana, Irham Natsir (2022). Influence Development Human Resources and Commitment Organization On Employee Performance Through Satisfaction Work at the District Regional Library Service Konawe . *Scientific Journal social, economic , cultural , technological and educational fields ( Sibatik Journal)* . Vol.1 No.4, Page: 463-472
37. Keltu , Tamirat Tafese (2024), The effect of human resource development practice on employee performance with the mediating role of job satisfaction among Mizan Tepi University's academic staff in Southwestern Ethiopia . *Heliyon Journal* 10 , Pg. 1-20
38. Lestari, Menik ., Dinnul Alfian Akbar, Chandra Zaky Maulana (2021). Influence Development Human Resources and Religiosity On Employee Performance With Satisfaction Work As Intervening Variables in Sharia Business Unit Banks in Palembang City. *Social and Cultural Journal Syar-i* . Volume 8 Number 1. Page: 109-126
39. Lee, B., Lee, C., Choi, I., and Kim, J. (2022). Analyzing Determinants of Job Satisfaction Based on Two-Factor Theory. *Sustainability* , 14(19), Page:
40. Mahendra Putra, I Made., Anak Agung Dwi Widyani , Ni Putu Ayu Sintya Saraswati, (2022). Influence Development Human Resources On Employee Performance With Motivation As Intervening Variables in LPDs in Districts Mengwi Badung. *GOLD Journal* . Vol 3 Number 6. Pg . 10-22
41. Mangkunegara , AA Anwar Prabu . (2017). *Evaluation HR performance* . Refika aditama , Bandung.
42. Masharyono , & Sumiyati . (2016). Influence Environment Work Physique to Productivity Employee Industry Textiles . *Advances in Economics , Business and Management Research* , 15, 630–632.
43. Mien, Nguyen Thy Ngoc and Thao, Tran Phuong (2015). Factors Affecting Personal Financial Management Behaviors : Evidence from Vietnam. *Proceedings of the Second Asia-Pacific Conference on Global Business, Economics, Finance and Social Sciences (AP15Vietnam Conference)* ISBN: 978-1-63415-833-6. 10-12 July, 2015. Danang-Vietnam.
44. Monalis , Esti., Wehelmina Rumawas , Tinneke M. Tumbel , (2020). Development Human Resources and Satisfaction Work on Employee Performance . *Journal of Productivity* , Vol. 1 No. 3, Pages: 279-284
45. Monde, Juliet Julia Mercy., Riane Johnly Pio, and Joula J. Rogahang , (2022). Influence Facility Work To Satisfaction Work and Performance of PT PLN (Persero) Ratahan Employees , *Journal of Productivity* , Vol. 3 No. 2, Pages: 187-192
46. Mujiman , Haris . (2019). *Management Training* . Yogyakarta: Library Study .
47. Murtani , A. (2019). Influence Development Employees And Facilities Work To Satisfaction Work Employees at PT. Bank Sumut Syariah Medan Branch. *Al- Qasd Islamic Economic Alternative Journal* , 1(2), 177-188.

48. Nabawi, R. (2020). Influence environment work , satisfaction work and burden Work to performance employee . *Maneggio : Journal Scientific Masters in Management* , 2 (2), 170-183.
49. Nabawi, Rizal (2019). Influence Environment Work , Satisfaction Work and Workload On Employee Performance . *Maneggio : Journal Scientific Master of Management* . Vol 2, No. 2, Pages : 170-183
50. Nurhadian , AF (2019). Influence facility Work to performance employee . *Magazine Business & S&T* , 12 (1). 2686-4924
51. Nurrohmat , A., & Lestari , R. (2021). Influence Satisfaction Work to Performance Employee . *Journal Research Accounting* , 1(2), 82-85.
52. Warning-Angin , Sari Ulina (2020). Influence Facility Work And Characteristics Work To Satisfaction Work In Effort Increase Performance Employees In The Office Service Tax Primary Cliff Tall . *Journal Research Multiparadigm Accounting (JRAM)* Vol.7, No.1, Pages : 1-14
53. Prasetyo , ET, & Marlina , P. (2019). Influence Discipline Work and Satisfaction Work To Performance Employee . *Journal Inspiration Business And Management* , 3 (1), 21-30.
54. Pratiwi , D., Lie, D., Butarbutar , M., & Wijaya , A. (2019). Spatial Planning Influence Offices And Facilities Work To Satisfaction Work Employee Part General at PDAM Tirtauli Pematangsiantar . *Maker : Journal Management* , 5 (1), 26-37.
55. Prawira , I. (2020). Influence Compensation , Leadership and Facilities Work To Satisfaction Work Employee . *Maneggio : Journal Scientific Masters in Management* , 3 (1), 28-40.
56. Prasetya , AR (2019). Influence Competence and Environment Work To Performance With Satisfaction Work As Variable Intervening ( Study Descriptive at PT. Son Utama Motor, Sukoharjo ( Persero ) .
57. Purnawijaya , FM (2019). Influence Discipline Work and Facilities Work To Performance Employees at Kedai 27 in Surabaya. *Agora* , 7 (1).8141-15345-1
58. Putri , R., & Maulida , Y. (2020). Influence Discipline Work and Facilities Work to Satisfaction Work and Productivity Work PT Subentra employee City Pekanbaru . *Journal KIAT Economics* , 31 (2), 56-68.
59. Prawira , Indra (2020). Influence Compensation , Leadership and Facilities Work To Satisfaction Work Employee . *Maneggio : Journal Scientific Master of Management* , Vol 3, No. 1, Pages : 28-40
60. Octavia , A. (2021). Influence Salary , Benefits and Facilities Work To Performance Employees at the Secretariat Area Regency Nganjuk . *Autonomy* , 21 (1), 48-55.
61. Rahmadani , Fitri ., and Alexander Sampiling , (2023). Influence environment work and satisfaction Work to performance employee . *PERFORMANCE: Journal Economics and Management* Vol. 20 No. 1, Page:77-86
62. Rida Putri , Zulfadil and Yusni Maulida , (2020). Influence Discipline Work and Facilities Work to Satisfaction Work and Productivity Work PT Subentra employee City Pekanbaru . *Journal KIAT Economics* , Vol. 31, no. 2. Pages : 56-68
63. Rivaldo, Tomi., Juarsa Badri , Elva Dona, (2023). Influence Discipline Work, Motivation Work And Satisfaction Work To Employee performance Office Body Staffing and Development Human Resources ( BKPSDM) Solok South . *Journal Nation Economics* . Vol. 17 No.1. Pages : 94-107
64. Rodjam , Chumpon ., Anunya Thanasrisuebwong , Tawatchai Suphuan , and Pawintana Charoenboon , (2020). Effect of Human Resource Management Practices on Employee Performance Mediated by Employee Job Satisfaction. *Sys Rev Pharm* , Vol. 11, no. 3, Page : 37 47
65. Romadhani , Desratri Nisa., Kusuma Chandra Kirana , and E. Didik Subiyanto , (2022). Work Culture And Job Satisfaction On Performance With Motivation As Intervening Variable. *Journal of Business and Management Research* , Volume 15, No. 1, Page: 7-14
66. Rosmaini , R., & Tanjung, H. (2019). Influence Competence , Motivation and Satisfaction Work On Employee Performance . *Maneggio : Journal Scientific Master of Management* , 2 (1), 1-15.
67. Rumangkit , Stefanus, and Ary Wijayati Kusumaningtyas , (2023). Determinant Satisfaction Work on Employee Performance With Two Factor Theory Approach . *Journal Business Darmajaya* , Vol 9. No. 1, Pages: 1-13
68. Samsul, Rahmat Madjid, Sinarwaty and Nursaban Rommy Suleman, (2022). The effect of human resource development on job performance mediated by organizational commitment and job satisfaction on the North Konawe Police Resort Personnel. *World Journal of Advanced Research and Reviews* , Vol. 15, no. 03, Pg. 366–376
69. Sari, Anita , and Hendri Dunan (2024). The Influence Of Human Resource Development On Employee Performance At Pt. Mother Asri Lestari Lampung . *International Journal of Progressive Sciences and Technologies (IJPSAT)* . Vol. 43 No. 1. Page: 19-27
70. Sausan, NS, Nasution, AMU, & Sabrina, H. (2021). Influence Satisfaction Work and Loyalty Employee on the Performance of Foods Manufacturing Employees . *Economics, Business and Management Science Journal* , 1 (1), 6-13.
71. Sedarmayanti . (2017). *Management Source Power Humans , Bureaucratic Reform and Management Government employees* . Bandung: Refika Aditama .



72. Selviana , Nur., (2018). Influence Development Human Resources Regarding Employee Performance at the Management Agency Office Regional Finance ( Bpkd ) Regency Takalar . *Thesis* . Faculty of Economics and Business, Muhammadiyah University of Makassar.
73. Setyaningrum , Retno Purwani, and Muhamad Ekhsan , (2021). The Role Of Job Satisfaction In Mediating The Influence Of Quality Of Work Life On Employee Performance. *Management Research Studies Journal* , Vol. 2, no. 1, Page: 44-54
74. Sholikhah , Widya Parimita and Triastuti Lubis, (2022). Influence Attachment Employees and Facilities Work To Satisfaction Work Employees at Private Banks in Jakarta. *Journal Business , Management , and Finance* . Volume 3 No. 2, Pages : 327-339
75. Sima, Maharani ., and Sri Langgeng Ratnasari , (2022). Influence Development Human Resources To Performance Employee Through Satisfaction Work . *Journal Management , Organization , and Business* . JMOB Vol. 2 No.1, Page : 96-103
76. Sinambela , Lijan Poltak . 2016. Reform Service Public Theory , Policy and Implementation , PT. Earth Aksara , Jakarta .
77. Sjahruddin , Herman., Buyamin Buyamin , Rabihatun Idris, Armin Saputra , (2022). Effect Mediation Satisfaction Work : Impact Facilities , Work-Life Balance and Discipline Work To Performance Employee . *Journal Ecogen Padang State University* . Vol. 5 No. 3. Page : 340-352
78. Sugiyono . 2017. *Method Study Quantitative , Qualitative , and R&D* . Alfabeta , CV. Bandung
79. Sumarjo , Wahid ., Ani Setyowati , Haerofiatna , Didit Haryadi , and Achmad Rozi , (2023). Work Motivation Antecedents: the Effect of Human Resources Development in Improving Employee Performance, *Journal Scientific , Management GENIUS Human Resources* , Vol . 6, no. 3, Pages: 535-551
80. Sunatar , Bambang (2023). The Effect Of Education, Recruitment And Work Facilities On Employee Performance And Job Satisfaction As Intervening Variables At PT Gag Nikel. *MIX: Management Scientific Journal* , Vol. 13, no. 2, Pages: 382-403
81. Suparman, DR, D. Jajang, SHG Wahyudin , (2023). Influence Motivation On the Performance of Employees of the Company Pt Bekaert Indonesia Karawang . *BISMA Journal* . Vol. 9 No. 1. Page: 47-53
82. Thant, Z. M., & Chang, Y. (2021). Determinants of Public Employee Job Satisfaction in Myanmar: Focus on Herzberg's Two Factor Theory. *Public Organization Review* , 21(1), 157–175
83. Wijaksono , Erfan Budi, Heru Sutapa, Nuraidya Fajariah , (2022). Influence Facility Work And Motivation Work On Employee Performance Perum Jasa Tirta I Sub Dja Ii / I Kediri Region. *Journal Publication System Information and Management Business (JUPSIM)*. Vol.1 No.3. Pages : 89-105
84. Wijaya , Ragil Sena, Elmira Siska , Natal Indra. (2023). Influence Motivation Work and Satisfaction Work to Performance PT Fasen Creative Quality employees . *Journal Management and Business Economy* . Vol.1, No.3. Pg 200-212
85. Wibowo , Abiyyu Satrio & Kusmiyanti , K. (2021). Influence Development Human Resources To Performance Employees at Institutions Correctional Class II A Purwokerto . *Journal Economics and Management* . Vol. 18 No.3. Page : 330-335
86. Wibowo , 2016. *Behavior In Organization* . ( 2nd Edition ) Yokyakarta : Rajawali Press
87. Zahari, M. Ali Akbar, and Syaifullah Syaifullah . (2023). The Influence of Motivation and Work Facilities on Organizational Commitment and its Impact on the Employee Performance at the Jambi Province Department of Industry and Trade . *Dynasty International Journal of Digital Business and Management* . Vol. 4, no. 6, Pages: 1117-1125