The influence of work facilities and communication on employee productivity

Maliah Maliah¹, Nurkardina Novalia², Rian Habimayu³
University of PGRI Palembang, Indonesia¹,²,³
maliahse1961@gmail.com¹, nurkardina.novalia@gmail.com², ryanhabimayu09@gmail.com³

Abstract

Purpose: The author analyzes whether there is a significant influence of work facilities and communication on the work productivity of Gelumbang Hospital employees.

Research methodology: The method used in this study is a quantitative method obtained from observation, documentation and questionnaires distributed to 30 ASN employees at Gelumbang Hospital. The data analysis technique used in this study was to test for normality, multicollinearity and heteroscedasticity tests.

Results: that the results of the F test indicate that the significant value of the influence of facilities (X1) and communication (X2) is 0.139 > 0.05 and the value of productivity (Y) is also greater than 0.05, namely with a significant value of 0.139 and the calculated F value is 2.121 < 3.34 F, so as the basis for decision making in the F Test that facilities and communication do not affect performance productivity and other factors that are more dominant in influencing productivity such as cooperation, responsibility and so on.

Limitations: This study only discusses the factors of work facilities and work communication in influencing employee productivity, while many other factors also have an effect. In addition, the number of samples in this study was limited to only employees in one department, not all employees.

Contribution: The results of this study can be a consideration for the hospital in making policies related to increasing employee productivity.

Keywords: Work facilities, work communication, productivity


1. Introduction

Human resources is the science of management, which studies human resources. A good and respected organization will pay attention to aspects of developing the quality of human resources because HR is the factor that is most directly involved in carrying out operations to achieve an organization's goals. Managing human resources is very important to achieve the goals of an organization and organizations need human resources that are reliable and able to provide high-quality work productivity. According to Laksmiari (2019) quoted by Ardana et al. (2012), work productivity is the comparison between the results obtained with labor participation per unit time and the amount of goods and services that can be made in a certain period of time by one or a group of people or employees. High production power will produce effective and efficient work, which results in good service at work or company. According to Farida (2021), there are a number of measures of work productivity, including the ability to carry out tasks, the ability to increase the results to be achieved, morale, self-development, quality or work results, and time efficiency.

The above is an indicator or benchmark in measuring the work productivity of an employee. According to Susanto (2023) there are several factors that affect work productivity, including the level of education. A certain amount of education is required to develop great human resources as it can help
students develop a competitive mindset for the world of work. The knowledge and insight of a worker will be more varied the more educated he is, and his ability to think specifically will increase. Age is the next thing to consider; people between the ages of 15 and 50 can learn new tasks quickly and understand and use technology easily. Whereas on the other hand, workers at an unproductive age whose physical abilities are of course decreasing and have difficulty adapting to technology will result in a decrease in work output. Alamry, Al-Attar, and Salih (2022) the next factor is work experience, which can also affect labor productivity. With sufficient work experience, it can show the level of proficiency of the workforce in carrying out a task so that they can be called experts or specialists in their respective fields. The gender component comes last and affects work productivity as well. Because men are physically stronger than women, male workers in small industries are more productive. An agency or company expects high productivity from its employees company goals can be achieved efficiently and effectively and efficiently with the higher work productivity of an employee and related companies as a whole. The workplace environment also impacts productivity.

The workplace provides supporting infrastructure for the organization's physical activities and is beneficial for the continuity of the organization. According to Moekijat (2008), there are three categories of work facilities in terms of their utilization, namely: auxiliary equipment, work equipment, and work equipment. The workplace is a physical operational support facility for the organization. They are used in day-to-day organizational activities, have a relatively long life and offer long-term benefits. In addition to workplace facilities, interaction and communication and relationships at work, including between superiors and subordinates can also have an impact on productivity. NURHASANAH (2023) defines communication as the transfer of knowledge and understanding using verbal or nonverbal signals. Communication is the practice of conveying beneficial thoughts or information to other individuals. The Regional General Hospital (RSUD) Gelumbang is a government institution under the supervision of the Muara Enim District Health Office which provides services to the community in the health sector. Health is an important sector in the field of life. Therefore, services in the health sector must also be things that need attention in government. Gelumbang Hospital is also a hospital that was just established in 2017. So that there are still many work facilities or facilities that are lacking and should be of particular concern in supporting services. Based on initial observations at the Gelumbang Hospital, for patient services, the building's facilities and machines do not meet the requirements of a Class D General Hospital. For patient services at the Gelumbang Hospital, there are still many who are referred due to the current limited medical equipment.

Based on the results of other observations, the authors found several problems related to work facilities at Gelumbang Hospital, such as the unavailability of a canteen or cafeteria so that many employees were absent during working hours with the reason of buying food outside the hospital. Another problem encountered was the lack of communication between the Director and employees of the Gelumbang Hospital, which was still running poorly and not optimally so that there were many errors in conveying information. Many people, especially patients, complain about the lack of information, such as employees who were not there when they wanted treatment and there was no media information regarding doctors' practice schedules so that people had to come in person to ask for doctors' service schedules. This caused public dissatisfaction with the services at Gelumbang Hospital. Based on preliminary observations, the authors see that the efforts of the leadership or director of the Gelumbang Hospital are still lacking in overcoming these problems in providing direction and guiding employees through communication in the form of easy-to-understand information and directions regarding the duties of employees in their respective fields so that employee productivity at Gelumbang Hospital decreases. It can be concluded that employee productivity can be reduced by inadequate workplace communication and facility accessibility. The author wants to conduct research with that title because it is very important to understand the actual situation at the Gelumbang Hospital in Muara Enim Regency so that it can provide a comprehensive picture.
2. Literature review and hypothesis/es development

2.1. Definition of Work Productivity

According to Tohardi in Farida (2021), work productivity is attitude and morale. This way of thinking is constantly trying to improve what is there. Believing that someone can do a job better than yesterday. According to the Big Indonesian Dictionary, productivity refers to the level of competence or proficiency of a person or group in completing or producing a task or produce a task. According to various experts, including Kussrianto in Farida (2021), Production is defined as the ratio between the output obtained and the amount of labour involved in a unit of time obtained and the amount of labour involved in a unit of time. The fact that this definition gives credence to the results shown below this. Under these conditions, labour must participate in managing the resources efficiently and effectively. According to Farida (2021), there are several ways to measure work productivity:

1. Ability
   Having the ability to cope with a task. Ability An employee’s ability is highly dependent on their capability and their their professionalism at work.
2. Advancing the results achieved
   Both people who work and people who enjoy their work they can feel the results.
3. Work Passion
   An effort to be better than yesterday. This indicator can be seen from the standard of work and the results achieved in the next day. The next day.
4. Self-development
   Never stop trying to improve your ability to work. Self-development can be done by doing something new that has never been done before.
5. Quality
   Always improve yourself from before. The results of work that can shows the quality of work is called quality.
6. Efficiency
   Inputs and expenses are two components of productivity that that greatly affect employees.

According to the opinion of Gilmore and Erich Fromm regarding productive individuals in the book (Sedarmayanti, 2011), productivity indicators are productive individuals in the book (Sedarmayanti, 2011) about productivity indicators work, namely:

1) The action is constructive
2) Believes in oneself
3) Responsible
4) Have a love for work
5) Have foresight
6) Able to solve problems and adapt to a changing environment
7) To win market competition
8) If we have the power to realise our potential

Several factors can influence high or low employee productivity low. There are many hypotheses regarding the elements that influence employee productivity. According to Ravianto in Sumual (2017), some of them are as follows of them are as follows:

1) Education
2) Skills/ability to work
3) Discipline
4) Attitude
5) Work Ethics
6) Motivation
7) Salary
8) Physical, mental, psychiatric and social health
9) Technology
10) Management
11) Achievement opportunities

However, according to Yusuf (2015), there are several components that can be used to measure productivity, measure productivity, namely:
1) Knowledge
2) Skills
3) Capacity
4) Mindset

2.2. Definition of Work Facilities

Work facilities, namely everything that is used and used by employees to complete work and which can help speed up a job. Workplaces are places and facilities that physically support the activities of the body or organization and help the company survive. Work facilities, according to (ASEP, 2019), are anything that can be used and utilized as a tool that can help employees carry out their tasks more easily and quickly. In contrast, according to Hawlader, Rana, Kalam, and Polas (2022), facilities are physical objects designed to be used comfortably and meet the needs of their users. As a result, it can be said that the workplace is a major factor in encouraging workers to be more productive and can increase morale to help businesses achieve their goals more productive and can increase enthusiasm to help the business achieve its goals. According to Komariah (2018) referenced by Moekijat (2008), there are several categories of work facilities in terms of their utilisation work equipment includes:

All kinds of facilities and infrastructure that directly function as a means of production to make goods or process one item a). All kinds of facilities and infrastructure that directly function as production tools for making goods or processing one into other goods with different functions or uses, b). All kinds of objects that function indirectly to speed up production, create more jobs, or make workers feel more comfortable make workers feel more comfortable. Examples of equipment or facilities equipment or facilities, among others, are all kinds of objects that help the smooth running of work, such as air conditioning, attendance machines, and electricity generators at work, such as air conditioners, attendance machines, and electricity generators. Examples of main equipment include communication equipment, data processing equipment, and furniture data processing equipment, and furniture.

According to Tjiptono (2014), there are five indicators of work facilities that can be used as a measure of the quality of work facilities used as a benchmark for the quality of work facilities.
1) Spatial considerations/planning:
Elements such as proportion, texture, colour, etc. are taken into account, combined, and designed to anticipate are considered, combined, and designed to anticipate the feelings and thoughts of the user or viewer.
2) Space Planning:
This section covers architectural and interior planning, including placement of furniture and fixtures in the room, the design of circulation flow, and other aspects. Consider the capacity of the capacity and placement of additional furniture or fixtures.
3) Equipment/Furniture:
Tools that help customers use their goods by providing convenience, display, or infrastructure. The following tools are intended for this study: electrical power sources, chairs or tables, internet hot spot areas, paintings or readings, stationery, etc.
4) Lighting and colours:
The colouring and lighting arrangements in a room should match what is being done there. Colours can make you more productive, more relaxed, and have fewer accidents. The colours chosen should be related to the colours used in the service room.
5) Supporting facilities:
There are no main facilities that do not have supporting facilities other supporting facilities. This includes car parks, places of worship, places to eat, toilets, a large internet area, a place to watch TV or
listen to music, and areas that are always maintained for convenience music, and areas that are always maintained for comfort and safety and safety.

2.3 Definition of Work Communication
Communication is the act of conveying knowledge to others directly or indirectly through writing or other media. According to (IRMAWATI, 2015) quoted by Handoko (2011). Communication is a way of exchanging information from one person to another. John R. Schemerhorn argues that communication is a process between individuals who convey and receive symbols that are important to the interests of each party. Based on some of the expert perspectives mentioned above, communication can be defined as an act in which more than two people exchange messages or information verbally or in writing in an effort to get reciprocity. The following are the functions and objectives of communication as stated by many experts such as Rizky, Ramadhani, Husnia, and Saputra (2021) who explained that communication in an organisation usually occurs in three different directions, namely in an organisation usually occurs in three different directions, namely upward communication, downward communication and horizontal communication. Explained as follows:

a. Downward communication (top-down) communication, which occurs when management-level employees communicate with their subordinates when management-level employees communicate with their subordinates. The flow of top-down communication flow has the following objectives: Work instruction, giving or delivery of work instructions (job instruction).
   1) Job justification, a justification from the leader
   2) Job rational, about why a task must be completed
   3) Processes and standards, communicating information about relevant regulations and inspiring staff to perform better
   4) Inspire staff to perform better.

b. Upward communication (from bottom to top) occurs when people at the bottom talk to people above them with the person above them.
   1) Information about work that has been completed or tasks that have been submitted
   2) Reporting problems with the workplace
   3) Complaints from subordinates about themselves and their work

c. Horizontal communication is the exchange of information between divisions or staff in comparable positions are in comparable positions. The purpose of the horizontal communication flow is as follows:
   1) Improve coordination of tasks;
   2) Increase efforts to solve problems; and
   3) Sharing information among employees.
   4) Efforts to resolve disputes
   5) Strengthening connections through group activities

According to Bangun (2012), citing Rohmah (2012), communication functions incorporates structured tasks, such as:
1. Every organisational control function has a structure and a line in of command. If a worker contacts a superior with a complaint about his or her performance in accordance with the job description and company guidelines, the communication has fulfilled the role of supervision.
2. To inspire employees, by explaining to them what they should achieve, what they should work like, and how to work to improve work performance.
3. Individuals or groups in the organisation who are open about open about their feelings is the first source of social interaction.
4. Information, which is a function related to decisions.

Another opinion is that according to Mafaza (2020) cited in Muhith and Siyoto (2019), communication in organisations functions as:
1) Bottom-up communication also known as "upward communication" occurs when people at the bottom talk to people at the top. Information about work that has been completed or tasks that have been handed over.

2) Reporting problems with the workplace constructive criticism from subordinates.

3) Complaints from subordinates about themselves and their work.

4) Horizontal communication, also called horizontal communication, is the exchange of information between divisions or staff who are in comparable positions or staff who are in comparable positions. The purpose of this horizontal of this horizontal communication flow are as follows: 1. Improving coordination of tasks; 2. Improve efforts to solve problems; and 3. Sharing information between parties.

5) Integrative
Every company offers ways for subordinates to complete tasks or duties effectively. Since solving problems or doing the work alone is not effective, the integrative function encourages subordinates to communicate with other employees in order to achieve the company's goals.

According to the description above, the function of communication is the activity of one or more individuals who exchange knowledge, understanding, and ideas to foster relationships that affect how well employees perform relationships that affect how well employees perform.

According to Lawasi and Triatmono (2017) communication indicators are:
1) Understanding
A person's ability to understand or comprehend something after remembering and understanding it

2) Action
The process resulting from observation that prompts a response to take action.

3) Influence on work attitudes
Work attitudes have the greatest potential to influence the way we act. It shows that you are satisfied with your job and committed to the organisation and are committed to the organisation.

4) Improved relationships
A good relationship is one where people interact well with each other that interacts well with each other. By establishing good relationships, the relationships we have by establishing good relationships, the relationships we have are getting wider. Having a wide range of relationships not only makes it easier for us to dig up various kinds of information, but also opens up many new opportunities that are very possible for us to utilise.

3. Methodology
The author conducted research and collected data at the General Hospital in the Gelumbang area, Muara Enim Regency. The research method used in this study is the quantitative research method. According to Sugiyono (2013), a quantitative research methodology based on positivist ideology research instruments are used to collect data, and hypotheses are tested through quantitative and statistical analysis. The variables of this study are the influence of work facilities and communication on work productivity at Gelumbang Hospital, Muara Enim Regency. This study uses a causality design as a research methodology to evaluate the causal relationship between these variables. Research subjects or research topics are called variables. The independent variable and the dependent variable are the two variables that make up the research variables. The independent variable, also known as the influencing variable, is defined according to (Ulfa, 2021). The dependent variable is a variable that is caused by changes in other variables. An independent variable is a state or value that, if present, will result in or change another state or value. Work productivity is the dependent variable in this study and the independent factors used are work facilities (X1) and work communication (X2) are used as independent factors.

This study involved 161 ASN employees, Contract Employees, and Volunteers at Gelumbang Hospital, Muara Enim Regency and as many as 30 ASN employees at Gelumbang Hospital, Muara Enim Regency as samples. The data collection method in this study is as follows:
1) Documentation, including research materials and other records related to Gelumbang Hospital in Muara Enim Regency.
2) Observation, which is the act of looking directly into the field to observe the symptoms of the research object.
3) Provide several questions or written statements to respondents to answer. In the questionnaire the author uses a Likert scale to answer employee responses to some of the questions that have been provided.

The instrument testing techniques include: Reliability Test, Multicollinearity, and Heteroscedasticity. The last one is hypothesis testing using t test (partially) and F test (simultaneously).

4. Results and discussion
4.1 The results of validity test questionnaire
The validity test of this study was tested statistically using the Pearson correlation. In this study, the amount of data used to test validity is 30 respondents (N = 30), so the value of r table with a significant level of 5% (N2) is 0.361. The questionnaire is declared valid if r count > r table or a significant value < 0.05 significant value <0.05. In cases where r table is greater than r count, the variables are considered valid. Table 1, which was processed using the SPSS programme, shows the following the validity test of this work facility.

Table 1. The Result Validity Test of Questionnaire Facility

<table>
<thead>
<tr>
<th>Item Variable</th>
<th>r-count</th>
<th>r-table</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>FK 1.1</td>
<td>0.362</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>FK 1.2</td>
<td>0.783</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>FK 2.3</td>
<td>0.660</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>FK 2.4</td>
<td>0.859</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>FK 2.5</td>
<td>0.633</td>
<td>0.361</td>
<td>Valid</td>
</tr>
</tbody>
</table>

Source: Processed data by SPSS (2023)

All work facility variables were declared valid in the validity test using the SPSS programme, as shown in Table 1 using the SPSS programme, as shown in Table 4.27 With r count is greater than r table, which is 0.361, r count on FK1.1 is 0.362, FK1.2 is 0.783, FK2.3 is 0.660, FK2.4 is 0.859 is 0.783, FK2.3 is 0.660, FK2.4 is 0.859, and FK2.5 is 0.635, The results of the validity test of the communication questionnaire are shown in table 2.

Table 2. The Result Validity Test of Questionnaire Communication

<table>
<thead>
<tr>
<th>Item Variable</th>
<th>r-count</th>
<th>r-table</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>K 1.1</td>
<td>0.560</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>K 1.2</td>
<td>0.482</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>K 2.3</td>
<td>0.703</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>K 3.4</td>
<td>0.616</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>K 3.5</td>
<td>0.567</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>K 4.6</td>
<td>0.786</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>K 5.7</td>
<td>0.418</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>K 5.8</td>
<td>0.392</td>
<td>0.361</td>
<td>Valid</td>
</tr>
</tbody>
</table>

Source: Processed data by SPSS (2023)

All communication variables are shown to be valid in the validity test using SPSS, as shown in Table 2. Because r count is greater than r table, r count on K1.1 is 0.560, K1.2 is 0.482, K2.3 is 0.703, K3.4 is 0.616, K3.5 is 0.567, K4.6 is 0.786, K5.7 is 0.418, and K5.8 is 0.392, then the questionnaire is valid. Table 3 below shows the results of the validity test of the work productivity variable in this study.

2023 | Journal of Multidisciplinary Academic and Practice Studies / Vol 1 No 3, 249-259
Table 3. The Result Validity of Questionnaire Productivity

<table>
<thead>
<tr>
<th>Item Variable</th>
<th>r-count</th>
<th>r-table</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>PK1</td>
<td>0.676</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>PK 2</td>
<td>0.749</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>PK 3</td>
<td>0.665</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>PK 4</td>
<td>0.811</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>PK 5</td>
<td>0.659</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>PK 6</td>
<td>0.688</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>PK 7</td>
<td>0.568</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>PK 8</td>
<td>0.498</td>
<td>0.361</td>
<td>Valid</td>
</tr>
<tr>
<td>PK 9</td>
<td>0.642</td>
<td>0.361</td>
<td>Valid</td>
</tr>
</tbody>
</table>

Source: Processed data by SPSS (2023)

Table 3 shows that all work productivity variables are valid in the SPSS validity test. If r count is greater than r table, which is r table is 0, 361, then the work productivity questionnaire is valid.

4.2 The results of F test Results (Simultaneous) and the t test (partially)

F Test Results (Simultaneous) show how much influence the independent variable has on the dependent variable is measured by the simultaneous test, also known as the F test. If the calculation results show that the calculated F value is greater than the F table and the confidence level is not more than 0.05, then the hypothesis is accepted.

Table 4. Result of F Test

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Regression</td>
<td>164,239</td>
<td>2</td>
<td>82,120</td>
<td>6.831</td>
<td>.004</td>
</tr>
<tr>
<td>Residual</td>
<td>324,561</td>
<td>27</td>
<td>12,021</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>488,800</td>
<td>29</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Produktivitas (Y)
b. Predictors: (Constant), Komunikasi (X2), Fasilitas (X1)

Source: Processed data by SPSS (2023)

According to the simultaneous test results shown in Table 4, it can be concluded that the significant value of the influence of facilities (X1) and communication (X2) is significant concluded that the significant value of the effect of facilities (X1) and communication (X2) effect on performance productivity or other factors. F test results test results show that the significant value of the effect of facilities (X1) and communication (X2) is 0.04 smaller than 0.05 and the value of productivity (Y) is also smaller than 0.05, with a significant value of 0.05 and a calculated F value of 6.831 more than 3.34. The t test is used to test the significance of the constants of each independent variable, whether work facilities and communication have a partial effect on work productivity. The results of the t test are described in the table below.

Table 5. Result of Test t

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>12,877</td>
<td>6,800</td>
</tr>
<tr>
<td>Fasilitas (X1)</td>
<td>.531</td>
<td>.230</td>
</tr>
<tr>
<td>Komunikasi (X2)</td>
<td>.393</td>
<td>.172</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Produktivitas (Y)

Source: Processed data by SPSS (2023)
Based on Table 5, it can be concluded that:
1. The t test results in Table 5 show that the significant value of the effect of work facilities on work productivity is 0.029 < 0.05 which indicates that there is an influence between work facilities and work productivity.
2. The t test results in Table 5 also show that the significant value of the effect of communication on work productivity is 0.031 < 0.05 and the calculated t value which shows that there is an influence between facilities and communication on work productivity indicating that there is an influence between work facilities and communication on work productivity.

4.3 Discussion
This study investigates the relationship between work facilities and work communication and work productivity of employees at the Gelumbang Regional General Hospital, Muara Enim Regency. The results of this study explain that the variables of work facilities and communication have an influence on the work productivity of employees at the Gelumbang Regional General Hospital, Muara Enim Regency. In the simultaneous test, the variables of facilities and work communication together have no effect on the work productivity of employees at the Gelumbang Regional General Hospital, Kabupaten Muara Enim.

1. Facility Variables on Work Productivity
In the t test, the facility variable affects the work productivity of Gelumbang Hospital employees. A total of 30 people who answered were surveyed. The results showed that the significant value of the work facilities variable on work productivity, that the significant value of the effect of work facilities on work productivity was 0.029 < 0.05 which indicates that there is an influence between work facilities and work productivity.

2. Work Communication Variables on Work Productivity
In the t test, the variable of work communication affects the productivity of Gelumbang Hospital employees. This research was conducted by a number of 30 respondents. The results of this study found that the significance value of the work facilities variable on work productivity is the significant value of the effect of communication on work productivity is 0.031 < 0.05 and the calculated t value indicates that there is an influence between work facilities and communication on work productivity.

3. Work Facilities and Communication Variables on Work Productivity
Based on the simultaneous test results, it can be concluded that the results of the F test show that the significant value of the influence of facilities (X1) and work communication (X2) is 0.04 < 0.05 and the value of productivity (Y) is also greater than 0.05, namely with a significant value of 0.04 and the calculated F value is 6.831 > 3.34 F, which concludes that the results of this F test work facilities and communication affect productivity.

Based on the findings of this study, it has shown that there is an influence between facilities on work productivity. It can be seen from the results obtained from the t test that the significance value of the work facility variable is 0.029 < 0.05. In line with research conducted by Komariah (2018) with the title The Effect of Work Facilities on Employee Productivity at the Population Control Office of KB, Women's Empowerment, and Child Protection of Ciamis Regency, the results of the study show that at the Population Control Office, Family Planning, Women's Empowerment, and Child Protection of Ciamis Regency, there is a beneficial relationship between work facilities and employee productivity. As a result, employee productivity is well believed to be accurate. There is an influence between communication and work productivity seen from the significant value of the communication variable shows that the significant value of communication affects work productivity, namely 0.031 less than 0.05, and the calculated t value of 2.283 is greater than the t table.

According to research conducted by Alawiah (2021) with the title The effect of interpersonal communication on the work productivity of employees of PT. PLN (Persero) in the South Sulawesi, Southeast Sulawesi, and West Sulawesi regions, this study provides the results of hypothesis testing (t
test) research shows that the H0 hypothesis is rejected and the H1 hypothesis is accepted, which indicates that "interpersonal communication has a significant effect on the work productivity of employees of PT PLN (Persero) in the South Sulawesi, Southeast Sulawesi, and West Sulawesi regions." There is an effect of the results of the F test facilities and work communication have an effect on productivity seen from the significant value of the effect of facilities (X1) and work communication (X2) is 0.04 (Y) is also greater than 0.05, namely with a significant value of 0.04 and the value of F count 6.831> 3.34 F. According to research conducted by Syarif and Saadah (2016) with the title The Effect of Work Facilities and Communication on Employee Productivity at the Office of the Tasikmalaya Regency Community Empowerment and Family Planning Agency. This study provides results in the community empowerment and family planning agency of Tasikmalaya Regency, communication is very important to increase employee work productivity.

5. Conclusion
Based on the results and discussion of the data that has been obtained from the research and based on the answers to the formulation of this study, it can be concluded that there is a relationship between work facilities and work communication on the work productivity of employees at the Gelumbang Regional General Hospital, Muara Enim Regency. Based on the results of the t test and F test it can be concluded that in the t test, work facilities have an effect on work productivity and work communication also has an effect on work productivity, then the results of the F test state that work facilities and communication have an effect on employee work productivity at Gelumbang Hospital.

References
Susanto, S. (2023). Urgensi Manajemenkelas Dalam Meningkatkan Minat Belajar Siswa (Studi Di
