ANALYSIS OF THE APPLICATION OF WORK DISCIPLINES AND WORK FACILITIESTO IMPROVE EMPLOYEE PERFORMANC OFFICE OF REGIONAL FINANCIAL MANAGEMENT AGENCY (BPKD) PEMATANGSIANTAR CITY

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Article history:		Abstract:
		This research aims to find out the impact of the implementation of disciplines and work facilities in the Office of the Regional Financial Management Agency (BPKD) of Pematangsiantar City. The sample was taken and examined as many as 56 respondents representative of the Office of the Regional Financial Management Agency (BPKD) of Pematangsiantar City using quantitative research methods by means of the dissemination of questionnaires (questionnaires). Data analysis was using multiple linear regression analysis. This analysis includes vilidity, rehabilitation, multiple linear analysis, classical assumptions and hypothesis testing through the t Test and the F Test followed by the Coefficient of Determination Test. From the test results obtained equations :$Y = 6{,}845 + 0{,}311X1 + 0{,}137X2 + e$. The results of this study concluded that the influence of discipline and work facilities on employee performance. From the results of the test t variable X1 (work discipline) positively and significantly affect the staffing kinerj with a t count value of 6,399, variable X2 (work facility) has a positive and significant effect on employee performance with a t calculated value of 2,459. From the results of the F test it is known that the Fhitung value of 64.937 presented ftabel results in the distribution table with an error rate of 5% is 4.02. This means Fhitung>Ftabel, which is 64,937 > 4.02 with a prob value. The count (sig) in the table is 0.000 smaller (<) than the significance level of 0.05. Thus it can be concluded that the estimated linear regression model is worth using to explain the influence of discipline and work facilities on performance. And based on the significance obtained it can be concluded that Ha was accepted and H0 was rejected. From the results of the coefficient of determination (R2) it is known that the value of the Rsqure column of 0.710 indicates that the proposed influence of discipline variables and work facilities (X) on performance variables (Y) by 71%. That is, discipline and work facilities affect performance by 71%, while the remaining 29% (100 - 71%) are influenced by other variables that are not studied in this study

PRELIMINARY

Organization is a consciously coordinated social unity that enables members to achieve goals that cannot be achieved through individual actions separately. Civil Servants as the main element of human resources of the State Apparatus has a role that determines the success of government maintenance and development. The figure of civil servants who are able to play this role is a civil servant who has competencies identified from a high disciplinary attitude, directed culture, good performance, and attitude and behavior that is full of loyalty and obedience to the State, moral and mentally good, professional, aware of his responsibilities as a public servant and able to be the glue of unity and unity of the nation. Human resources are the main factor for companies that carry out various work operational activities in achieving company goals (Azhari & Supriyatin, 2020)

Good performance is an important capital that must be owned by the State Apparatus, because it concerns the provision of public services. But ironically, good performance by Civil Servants (PNS) in general is still relatively low because of the many violations that are still committed by Civil Servants, namely work discipline factors and

facilities used in supporting the improvement of performance itself, this is an important problem to find solutions to improve work in a sustainable manner. The problem faced is that employee performance has not been maximized, so work motivation and work discipline need to be further improved. (Jufrizen & Hadi, 2021) In producing optimal performance, work discipline is needed so that organizational goals can be achieved. Discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms. In addition to work discipline, work facilities are also one of the factors that can produce optimal performance. In an achievement of the company's objectives, tools or supporting facilities are needed in the daily activities in the company, facilities used in various forms, types and benefits, tailored to the needs and capabilities of the company. By providing high job satisfaction, it is hoped that employees will voluntarily work with good work discipline (Kurniasari & Maulana, 2019)

Problem Formulation

Based on the background that has been outlined earlier, the problems on which the research is based are:

1. Whether the implementation of work discipline can improve the Performance of Employees of the Regional Financial Management Agency of Pematangsiantar City.
2. Whether the availability of work facilities can improve the Performance of Employees of the Regional Financial Management Agency of Pematangsiantar City.
3. Whether the implementation of work disciplines and work facilities together can improve the performance of employees of the Regional Financial Management Agency of Pematangsiantar City

Many people give the understanding that discipline is when employees always and arrive on time and return home on time. (Nitisemito, 1991), therefore the discipline as well be interpreted as an attitude, behavior and actions are in accordance with the regulations of the company, whether written or not. (Edy, 2017), said discipline is the attitude of a person's willingness and willingness to obey and obey the norms of the rules that apply around him. Good employee discipline will accelerate the company's goals, while degenerate discipline will be a hindrance and slow down the achievement of the company's goals. (Hasibuan, 2011), There are 2 forms of work discipline, namely preventive discipline and corrective discipline. Employee performance will not be optimal if only relying on production machines without paying attention to the human aspect (Astuti & Rahardjo, 2021)

a. Preventive Discipline

Preventive discipline is an effort to move employees to follow and comply with the pedoma of work, the rules that have been outlined by the company. The basic goal is to move employees to be self-disciplined. In a preventive way, employees can maintain themselves against the company's regulations. Company leaders have a responsibility in developing the organizational climate with preventive discipline. Similarly, employees must and must know, understand all work guidelines and regulations in the organization. Preventive discipline is a system that deals with the working needs of all parts of the system in the organization. If the organizational system is good, it is expected that it will be easier to enforce work discipline

b. Corrective Discipline

Corrective discipline is an attempt to move employees in declaring a regulation with guidelines that apply to the company. In corrective discipline, employees who violate discipline need to be sanctioned in accordance with applicable regulations. The purpose of sanctioning is to improve offender employees, maintain applicable regulations, and provide lessons to offenders. Keith Davis argues that corrective discipline requires proper due process attention, meaning that procedures must show the employee in question is actually involved. The purpose of the process that should be intended is first, an innocent prejudice until the proof of the employee plays a role in the violation. Second, the right to be heard in some cases is represented by other employees. Third, discipline is considered in relation to the involvement of violations

(Supomo, 2019), the planned objectives of the construction of work disciplines are:

1. In order for the workforce to comply with all labor rules and policies as well as applicable company rules and policies.
2. Be able to do the best job.
3. Can use and maintain the facilities and infrastructure of the company's goods and services as well as possible.
4. Be able to act in accordance with the norms applicable to the company.
5. Labor is able to produce high productivity in accordance with company expectations, both in the short and long term.

(Hasibuan, 2011), Basically indicators that affect the level of discipline of employees of an organization are:

1. Goals and abilities
2. Example of leadership
3. Remuneration
4. Justice
5. Waskat
6. Penalties
7. Firmness
8. Human relations

Work Facilities

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 work well. According to Moekijat simply what is meant by facilities is a physical means that can process an input (input) to the desired output (output). Facilities are a means to launch and facilitate the implementation of functions. Facilities are individual components of an offer that is easy to grow or reduce without changing the quality and service model. The high and low levels of employee performance are influenced by several factors, among which the main ones are the provision of work facilities in good condition and a non-physical work environment with conducive conditions The high and low levels of employee performance are influenced by several factors, among which the main ones are the provision of work facilities in good condition and a non-physical work environment with conducive conditions (Refma & Al, 2021)

Facilities are also a tool to distinguish the program of one educational institution from another competitor. Work facilities are supporting means in the company's physical activities, and are used in the normal activities of the company, have a period of usefulness that is relatively permanent and provides benefits for the foreseeable future. Work facilities are very important for the company, because it can support employee performance, such as in the completion of work. In a company to achieve a goal required supporting tools used in the process or activities in the company.Facilities that are used by each company vary in form, type and benefit. The greater the activity of a company, the more complete the facilities and supporting facilities in the process of activities to achieve these goals.

The types of work facilities consist of:
a. Machinery and equipment which is the entirety of the equipment used to support the existing production process in the company.
b. Infrastructure, which is a supporting facility used to facilitate the company's activities, including bridges, roads, fences and others.
c. Office equipment, which is a facility that supports activities in the office, such as office furniture (desks, chairs, cabinets, and others. Laboratory equipment and electronic equipment (computers, photocopiers, printers, and other counting tools).
d. Inventory equipment, which is equipment that is considered as tools used in companies such as vehicle inventory. Office inventory, factory inventory, laboratory inventory, warehouse inventory and more.
e. Land, which is an asset that is spread widely both used in the building, and which is empty land used for company activities.
f. Buildings, which are facilities that support the central activities of major corporate activities such as offices and warehousing.
g. Transportation tools, namely all types of equipment used to help the implementation of company activities such as vehicles (trucks, tractors, cars, motorcycles, and others)

(Gie, 2020) Indicators of Work Facilities are:
a. Item sheet
For example type paper, carbon, file.
b. Other forms of goods
For example glue, rubber erasers, ink.
c. Stationery
For example potlot, pen, number stamp
d. Other necessities
For example, wire clamps, bar, stamp bearings.
e. Office machinery
For example typewriter, counting machine, stencil machine
f. Office furniture
For example tables, cabinets, vaults.
g. Other equipment
For example lights, rugs, fan

Performance

Performance is the willingness of a person or group of people to do something and perfect it in accordance with responsibility with the results as expected. According to (Edison, 2017), performance is the result of a process that refers to and is measured over a period of time based on pre-established terms or agreements. (Hery, 2020), Performance can be viewed as a process or a work. Performance is a process of how the work takes place to achieve the results of work. The results of the work itself also show performance. (Mangkunegara, 2010), stated that performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. (Busro, 2018), explained that a person's performance is influenced by:
1. Capacity to perform. The capacity to perform relates to how well: (a) skills, (b) abilities, and (c) individual work-related experiences. A high level of job performance is only possible if an employee knows what to do and knows how to do it.
2. Opportunity to perform. The opportunity to perform is also an important factor in shaping performance. In order for employees to have the opportunity to perform, managers must prepare: (a) adequate equipment (b)

equipment that is technologically updated, (c) good decisions, (d) a good attitude, and (e) a willingness to always change

3. Willingness to perform. Willingness to perform relates to: (a) the extent to which an individual wants or is willing to strive to achieve good performance at his or her job, (b) the ability to combine capacity and opportunity so as to produce high performance, (c) a strong determination to perform well.

According to Robbins in (Setiana, 2019), indicators to measure employee performance individually are:

1. Quality. The quality of work is measured by the employee's perpsi of the quality of the work produced and the perfection of tasks to the skills and abilities of employees.
2. Quantity. The resulting amount is expressed in terms such as the number of units, the number of cycles of activity completed.
3. Punctuality. Activity level is completed at the beginning of the stated time, viewed from the point of coordination with output results and maximizing the time available for other activities.
4. Effectiveness. The level of use of organizational resources (energy, money, technology, raw materials) is maximized with the intention of increasing the yield of each unit in the use of resources.
5. Independence. It is the level of an employee who will later be able to carry out his work function, work commitment. It is a level where employees have a work commitment with the agency and employee responsibility to the organization

METHODOLOGY
Research Methods
The method used in this study is a descriptive method, which aims to describe the state of the data as is which will then be analyzed according to the purpose and question of the study. Descriptive method according to Sugiyono is a method used to describe or analyze a research result but not used to make broad conclusions. Quantitative data is data that is in the form of numbers. The data used in this study that is quantitative is the result of respondents or questionnaire filling.

Population And Sample
Population is defined as the area of generalization that is directed above: objects / subjects that have certain qualities and characteristics set by the researcher to be studied and then drawn conclusions. (Suryani, 2020) defines the population as the entire group of people, events or interests that investigators want to investigate. The population in this study was 128 Employees of the Regional Financial Management Agency office of Pematangsiantar. According to (Sugiono, 2018), the sample is part of the number of characteristics possessed by the population. To determine a sample of a predetermined population, a measurement is needed that can produce numbers. In this study researchers used the Slovin Formula to determine the number of samples, with the formula:

$$n = \frac{N}{1 + Ne^2}$$

Information:
n   : Minimum sample number
N   : population
e   : percentage of research leeway due to error taking sample
$$(e = 0,1)$$

By using the formula, the number of samples is obtained as follows:

$$n = \frac{128}{1 + 128\ 0,1^2}$$
$$n = \frac{128}{1 + 128\ (0,01)}$$
$$n = \frac{128}{2,28}$$
$$n = 56,14 = 56$$

Data Collection Procedure
1. Questionnaire Method
Data collection techniques are carried out by membering a set of questions or written statements to respondents for answers. This study uses questionnaires or questionnaires, the list of questions is made in a structured manner with the form of closed questionnaire statements. This method is used to obtain data on the performance level of employees of the Regional Financial Management Agency of Pematangsiantar City
2. Interview Method
Search and collect information by registering directly with respondents for questioning. The author collects data by conducting Q & A directly to employees of the Regional Financial Management Agency office of Pematangsiantar City
3. Observation Method
Data collection has specific characteristics when compared to other techniques, namely questionnaires and interviews always communicating with others, so observation is not limited to people, but also other natural objects.
4. Data Analysis Techniques

1. Classic Assumption Test

Classical assumptions are some of the requirements that must be adhered to when we use linear regression procedures, including: autocorrelation, multicollinearity, data normality, heteroskedastisity

a. Autocorrelation

Autocorrelation aims to test whether in a linear regression model there is a correlation between usage errors in the t period and disruptor errors in the period of t-1 (previous)

b. Multicollinierity

It aims to test whether regression models find a correlation between independent variables.

c. Normality of data

It aims to test whether in regression models, confounding or residual variables have a normal distribution

d. Heteroskedastisity

It aims to test whether in regression models there is variance inequality from residual one observation to another observation

2. Validity Test

Validity is a degree of accuracy between data that occurs on research objects with power that can be reported by researchers (Sugiono, 2018). According to (Ghozali, 2018) explaining the validity test is used to measure the health or absence of a questionnaire. The questionnaire is said to be valid if the question on the questionnaire is able to reveal something that will be measured by the questionnaire. In this study, researchers conducted a validity test using Pearson Correlation with the help of the SPSS program. Measurements are made by correlated the question item score with the total score of independent variables and dependent variables. The test in this study uses a 5% signification rate with a criteria of testing the value t calculate> t table then concluded the question item is valid, conversely if the value t calculates < t table then the question item is said to be invalid.

3. Reliability Test

Reliability is concerned with the consistency and stability of data or meeting. Reliability tests are performed to show the extent to which an instrument can be trusted or reliable. Reliability indicates the extent to which measurement results remain consistent when measuring twice or more against the same symptoms with the same measuring instrument. Reliability calculations are done only for items that already have aliditas (Sugiono, 2018) This reliability test is done using one-shot measurements or one-time measurements: measurements only once and the results are compared to other questions or measure the correlation between question answers with Cronbach's Alpha technique. Cronbach's Alpha is a benchmark used to interpret correlations between scales made with all existing variable scales. The test is performed on each item of the ernyaan on each variable question item. A construct or variable is said to be reliable if the value Cronbach's Alpha> 0.06.

4. Multiple Linear Regression

Data analysis techniques use simple linear regression, to find out how much influence free variables have on free variables on bound variables

$$Y = a + b_1X_1 + b_2X_2 + e$$

Information :

a = Constant
Y = Employee performance
b = coefficient of free variable (X)
X1 = Work Discipline
X2 = Facility K nuisance variable

5. Test F (In unison)

This test is used to determine the influence of free variables on bound variables. Where $F_{count} < F_{table}$, H0 is accepted or jointly free variables have no effect on bound variables. To find out the significant or not influence of free variables on bound variables, probability is used 5% (α = 0,05). If sig > ȧ (0,05), it means H0 received H1 rejected. If sig < ȧ (0,05), it means H0 rejected H1 received.

6. Determination Coefficient Analysis(R2)

Determination Coefficient (R2) is used to see how much an independent variable (X) has an impact on the dependent variable (Y) expressed in percentages. The amount of the coefficient of determination is calculated by using the formula as a follow-up.

$$R = |r^2| \times 100\%$$

Information :

R :Coefficient of Determination
r2 :Correlation Coefficient

To test the results of the author's coefficient of determination using the SPSS program

RESULTS AND DISCUSSION

Hypothesis Testing

1) Multiple linear regression analysis

In an effort to answer the problems in this study, a simple linear regression analysis was used. The program used to analyze this regression uses IBM SPSS Statistics, to analyze the influence of independent variables namely

Work Discipline (X1) and Work Facilities (X2) on dependent variables namely Employee Performance (Y). The results of data processing using the SPSS program are as follows:

Coefficients[a]

Unstandardized Coefficients		Standardized Coefficients		
B	Std. Error	Beta	t	Sig.
6,845	1,190		5,752	,000
,311	,049	,651	6,399	,000
,137	,056	,250	2,459	,017

a. Dependent Variable: Employee Performance

Source: Data processed by researchers SPSS V 25. 2021

Based on the results of regression measurements shown in the table above, the regression equation formed is:

$$Y = 6,845 + 0,311 + 0,137$$

The regression equation above can be summed up as follows:
1) The constant value of the linear regression equation is 6,845.
2) The regression coefficient of the work discipline variable (X1) is 0.311. This means that if every increase in work discipline (X1) occurs, then performance (Y) rises by 0.311. Positive coefficient means that the work discipline variable (X1) has a positive influence on performance (Y), the better the work discipline (X1) the more performance (Y).
3) The regression coefficient of the work facility variable (X2) is 0.137. This means that if every increase in work facilities (X2) occurs, then the performance (Y) rises by 0.137. The positive value coefficient means that the work facility variable (X2) has a positive influence on performance (Y), the better the work facility (X1) the more performance (Y)
2) Partial Test (Test t)

The t test is intended to find out how far the influence of independent variables (disciplines and work facilities) individually in describing dependent variables (performance). The results of the t test on this study can be seen in the table below:

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
(Constant)	6,845	1,190		5,752	,000
Work Discipline	,311	,049	,651	6,399	,000
Work Facilities	,137	,056	,250	2,459	,017

a. Dependent Variable: Employee Performance

Source: Data processed by researchers, SPSS V 25. 2021

Based on the results of the table above it can be seen that the value of thitung in the discipline of work (X1) 6,399 and the value of the standard in the distribution table with an error rate of 5% (0.05) with a degree of freedom of 54 (df = 56 - 3 = 53) of 2.005. This means that thitung> is 6,399 > 2,005 with a prob value. The calculation of the work discipline variable (shown in the sig column) of 0.000 is smaller than 0.05, so that the free variable (work discipline) has a significant effect on the bound variable (performance) in other words H0 is rejected and Ha is accepted.

It can then be seen that the thitung value in the work facility (X2) is 2,459 and the value of the ttabel on the distribution table with an error rate of 5% (0.05) with a degree of freedom of 54 (df = 56 − 3 = 53) of 2.005. This means that thitung> is 2,459 > 2,004 with a prob value. The calculation of the work discipline variable (shown in the sig column) of 0.017 is smaller than 0.05, so that the free variable (work facility) has a significant effect on the bound variable (performance) in other words H0 is rejected and Ha is accepted
3) F Test (Simultaneous)

ANOVA[a]

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	267,992	2	133,996	64,937	,000[b]
Residual	109,365	53	2,063		
Total	377,357	55			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Discipline, Work Facilities

Source: Data processed by researchers, SPSS V 25.2021

Based on the table above it can be known that Fhitung of 64,937 presented ftabel results on the distribution table with an error rate of 5% is 4.02. This means Fhitung > Ftabel, which is 64,937 > 4.02 with a prob value. The count (sig) in the table is 0.000 smaller (<) than the significance level of 0.05. Thus it can be concluded that the

estimated linear regression model is worth using to explain the influence of discipline and work facilities on performance. And based on the significance obtained it can be concluded that Ha was accepted and H0 was rejected.

4) Determination Coefficient Analysis(R2)

The coefficient of determination (R2) essentially measures how far the model's ability to explain dependent variables is. The coefficient of determination (R2) is between zero (0) and one (1). The coefficient of determination can be seen in the table below:

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,843 a	,710	,699	1,43649

a. Predictors: (Constant), Work Discipline, Work Facilities

Source: Data processed by researchers, SPSS V 25. 2021

Based on the results of table it can be seen that the value of the Rsqure column of 0.710 indicates that the proposed influence of the discipline variable and work facility (X) on the performance variable (Y) of 71%. That is, discipline and work facilities affect the performance of 71%, while the remaining 29% (100 - 71%) are influenced by other variables that are not studied in this study.

DISCUSSION

The data in this study was obtained by spreading questionnaires to respondents and reasseming them. To find out the influence of discipline and work facilities on the performance of employees of the Office of the Regional Finance Agency (BPKD) of Pematangsiantar City, researchers conducted data analysis testing using the IBM SPSS Statistics program. The result of the regression of discipline and facility to performance is Y = 6.845 + 0.311 + 0.137 constant of 6.845 meaning that if X equals 0 (zero), then Y the value is 6.845. The coefficient value of X1 (work discipline) is 0.311, this means that if every increase in X1 (work discipline) then Y (performance) rises by 0.311. The coefficient value of X2 (work facilities) is 0.137, this means that if each increase in X2 (work facilities) then Y (performance) increases by 0.137 with the coefficient of determination (R2) obtained by 0.710. This means that 71% of employee performance is influenced by discipline variables and work facilities.

T count value in the discipline of work (X1) 6,399 and the value of the ttable on the distribution table with an error rate of 5% (0.05) with a degree of freedom of 54 (df = 56 - 3 = 53) of 2.005. This means that tcount> is 6,399 > 2,005 with a prob value. The calculation of the work discipline variable (shown in the sig column) of 0.000 is smaller than 0.05, so that the free variable (work discipline) has a significant effect on the bound variable (performance) in other words H0 is rejected and Ha is accepted. It can then be seen that the tcount value in the work facility (X2) is 2,459 and the value of the ttable on the distribution table with an error rate of 5% (0.05) with a degree of freedom of 54 (df = 56 − 3 = 53) of 2.005. This means that tcount> is 2,459 > 2,005 with a prob value. The calculation of the work discipline variable (shown in the sig column) of 0.017 is smaller than 0.05, so that the free variable (work facility) has a significant effect on the bound variable (performance) in other words H0 is rejected and Ha is accepted.

While with the F test it was obtained that Fcount amounted to 64,937 presented Ftable results on the distribution table with an error rate of 5% is 4.02. This means Fcount>Ftable, which is 64,937 > 4.02 with a prob value. The count (sig) in the table is 0.000 smaller (<) than the significance level of 0.05. Thus it can be concluded that the estimated linear regression model is worth using to explain the influence of discipline and work facilities on performance. And based on the significance obtained it can be concluded that Ha was accepted and H0 was rejected. By testing the validity where rcount>rtable then the data is valid. While variable rehabilitation test X1 (work discipline) value Croncbach'sAlpa value 0.974 > 0.60, variable X2 (work facility) value Croncbach'sAlpa 0.947 > 0.60. And variable Y (performance) gives Croncbach'sAlpa value of 0.760 > 0.60. This means that the research instrument is declared reliable.

The effect of discipline and facility variable (X) on performance variable (Y) by 71%. That is, discipline and work facilities affect the performance of 71%, while the remaining 29% (100 - 71%) are influenced by other variables that are not studied in this study. Based on this research it can be concluded that the hypothesis in this study states "the effect of the application of disciplines and work facilities on the performance of employees of the Office of the Regional Financial Management Agency of Pematangsiantar City."

CONCLUSION

From the data obtained from the spread of questionnaires, rehabilitation testing is carried out to find out that respondents' answers to statements are consistent over time. And conducted validity testing to measure the validity of a questionnaire. The results of the rehabilitation and validity test show that all statements in each reliable and valid variable of the discussion that have been described, can be withdrawn as follows :

A simple linear regression equation is obtained: Y = 6.845 + 0.311X1 + 0.137X2, meaning that if the variables work discipline (X1) and work facilities (X2) = 0 then the value of the employee performance variable (Y) = 6,845. And X1 = 0.311 means that if the increase in employee performance variables increases by 1 unit will cause an

increase in employee performance variables (Y) which is 0.311, and also X2 = 0.137 means that if the increase in employee performance variables (Y) increases by 1 unit will cause employee performance variable (Y) which is 0.137

Work Discipline (X1) and Work Facilities (X2) have a positive and significant effect on Employee Performance (Y). This can be seen from the results of partial tests where $t_{count} > t_{table}$ is tcount 6.399X1 > t_{table} 2,004 and tcount 2,459X2 > ttable 2,004. With significance of X1 0.000 and X2 0.017 < 0.05 means that free variables (X) namely Discipline and Work Facilities affect the variable bound (Y) Employee Performance, with values of 6.399 for X1 and 2.459 for X2 with significant levels below 0.05.

1. The results of hypothesis testing have proven the influence between Discipline and Work Facilities on the Performance of Employees of the Regional Financial Management Agency office has a positive influence, judging from the calculation of the determination test with a value of 0.710.
2. The value of t calculates the variable Work Discipline (X1) of 6,399 and The Work Facility (X2) of 2,459 with a significant value of < 0.05 affects the employee performance variable (Y), thus Ha is accepted and H0 is rejected. This means that Discipline (X1) and Facilities (X2) have a positive and significant effect on Employee Performance (Y) at the Office of the Regional Financial Management Agency of Pematangsiantar City.
3. From multiple linear regression obtained equation Y = 6.845 + 0.311X1 + 0.137X2 means a positive marked coefficient between the variable Discipline (X1) and Facility (X2) to Employee Performance (Y) at the Office of the Regional Financial Management Agency

Suggestion

Based on the results of research and discussion and conclusions that have been outlined earlier, the author presented some suggestions that can be used as input for Employees of the Regional Financial Management Agency (BPKD) office of Pematangsiantar City, which can also hopefully be taken advantage of in order to improve Employee Performance with the implementation of Discipline and Availability of Good Facilities. Some of the suggestions presented are as follows:

1. Work Discipline applied by Employees of the Regional Financial Management Agency Office of Pematangsiantar City has been very good, hopefully it can be maintained to improve better performance in the future.
2. Availability of work facilities is also very good, so that the process of working and processing data and files does not cause serious obstacles, hopefully it can also be maintained to improve better performance for the future.
3. With respect to the limitations that exist in the author, this study still has weaknesses and cannot be said to be perfect. Thus readers are also expected to be able to make a meaningful contribution to increase perfection in this research

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