International Journal of Economics, Business and Innovation Research
https://e-journal.citakonsultindo.or.id/index.php/IJEBIR
E-ISSN : 2964-0865
IJEBIR

The Effect Of Teamwork, Team Coordination, And Work Facilities On Employee Performance At Kbpr Wedarijaksa

Alief Fajar Khamdani[1], Wa Ode Sitti Nurrahmah[2]

[1,2] STIE Anindyaguna Semarang, Semarang, Indonesia

Abstract

The purpose of this research is to analyse how KBPR Wedarijaksa's teamwork, coordination, and work environment affect employee performance. Using a causal associative study design, this research applied a quantitative technique. There were seventy-one people who worked for KBPR Wedarijaksa in the sample. All individuals in the population were chosen as the study sample using a saturation sampling approach. The data was analysed using SPSS version 25, which included tests for validity and reliability, classical assumption tests, multiple linear regression analysis, t-test, F-test, and coefficient of determination analysis. The data was acquired using questionnaires. Teamwork did not significantly impact employee performance, according to the research. Employee Performance was positively and significantly impacted by Team Coordination and Work Facilities, on the other hand. Employee Performance was profoundly impacted by Work Facilities, Team Coordination, and Teamwork all at once. With a standardised beta value of 0.483, team coordination stood up as the most significant variable. The three independent variables accounted for 40.6% of the variance in Employee Performance (as indicated by the Adjusted R Square value of 0.406), with the remaining 59.4% being impacted by factors that were not taken into account in this study. Based on these results, it seems that a good way to boost employee performance and help the company reach its objectives is to provide good work facilities and concentrate on team cooperation.

Keywords: Teamwork, Team Coordination, Work Facilities, Employee Performance.

INTRODUCTION

Globalization, accompanied by rapid technological advancements, requires organizations to adapt to changes in the business environment in order to maintain their competitiveness. Organizational success in facing competition is influenced by various

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factors, one of the most important being human resources (HR). HR play a key role in carrying out all organizational activities and serve as the main driving force in achieving organizational goals. Therefore, organizations need to manage and develop their human resources effectively to maximize employee contributions and support organizational success.

The occurrence at KBPR Wedarijaksa forms the basis of our investigation. Data from the 2025 budget realisation shows that a number of loan products fell short of the goals established by the business. The 10-Month Loan, which was targeted at IDR 16.875 billion, achieved only IDR 12.875 billion, or 76.3% of the target. Meanwhile, the 12-Month Loan reached only 33.26% of its target. In addition, the 20-Month Loan achieved 95.17% of the target, while the 24-Month Loan reached 60.0% of the company's target. These findings indicate that the achievement of loan targets has not been optimal. Given the significance of employee performance in facilitating the attainment of organisational objectives, it follows that measures to enhance performance are essential.

The success of a bank's lending goals depends on more than just the individual's talents; it also depends on the teamwork of its members, the harmony between its many divisions, and the quality of its physical workspace. Effective teamwork can improve service quality and support the achievement of work targets. Likewise, effective team coordination facilitates operational processes and decision-making, while adequate work facilities help employees perform their duties more efficiently. Employee performance at KBPR Wedarijaksa should be evaluated in light of relevant criteria, such as collaboration, team coordination, and work facilities.

Workers' output, both in terms of quality and quantity, is a good indicator of how well they are doing at fulfilling their job descriptions (Mangkunegara, 2022). High employee performance contributes positively to the effectiveness and efficiency of achieving organizational goals, whereas low performance may hinder the accomplishment of organizational objectives. As a result, in order to boost efficiency and output on the job, companies should figure out what makes workers tick.

Collaboration is one of several aspects that affects how well an organization's employees function. The capacity to work together toward a common objective is what we mean when we talk about teamwork. According to Agustina et al. (2024), effective teamwork contributes to improved communication, coordination, and synergy among team members in completing their tasks. Furthermore, Purba & Permatasari (2025) stated that effective teamwork can enhance employee productivity and improve overall performance.

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Improving employee performance is facilitated by both collaboration and team cooperation. In order to accomplish organisational goals, it is necessary to coordinate the efforts of different persons and departments. This is called team coordination. Setiawan et al. (2024) stated that effective coordination facilitates communication and clarifies the distribution of tasks. Similarly, Winandar (2022) explained that effective coordination contributes to greater work efficiency and minimizes errors in task execution.

Workplace accessibility is another aspect that affects productivity. In order to help workers do their jobs, businesses provide a variety of work facilities, which include things like tools, equipment, and physical spaces. Appropriate workplace amenities help foster a positive work atmosphere and facilitate the efficient execution of operational tasks (Rahmaviani et al., 2024). Harjanti (2025) further stated that adequate work facilities contribute to higher employee productivity and support the achievement of work targets more effectively.

Teamwork, team collaboration, and working conditions have all been linked to better employee output in the past. Teamwork significantly and positively affects employee performance, according to Agustina et al. (2024) and Purba & Permatasari (2025). Similarly, Setiawan et al. (2024) and Winandar (2022) showed that team cooperation significantly improves employee performance. In addition, both Rahmaviani et al. (2024) and Harjanti (2025) found that the physical workplace significantly impacts productivity.

While this may be the case, prior research has shown conflicting results. There is no statistically significant relationship between cooperation and productivity, according to Deliana & Ferine (2024). Both team coordination and work facilities were shown to have no significant influence on employee performance, according to Suseno et al. (2025) and Yani (2023), respectively. There is a need for more study on these three factors in the banking industry as a whole, but especially on Rural Banks (BPRs).

Previous studies have shown conflicting results, and there is a lack of study on the impact of teamwork, coordination of teams, and work facilities on employee performance in the banking industry, specifically in Rural Banks (BPRs). In order to fill the highlighted research gap and add to the empirical information about the factors that impact employee performance, this study explores these three variables at KBPR Wedarijaksa.

An examination of the partial and simultaneous impacts of collaboration, team coordination, and work facilities on employee performance at KBPR Wedarijaksa is the goal of this research, which is grounded in the empirical phenomena, fills a research gap, and is innovative. In addition to helping advance the field of human resource management

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theory, the results should give business leaders useful information for boosting productivity in the workplace and reaching their objectives.

RESEARCH METHODS

In order to determine which factors caused which others, this study used a quantitative method based on a causal associative research strategy. Sugiyono (2022) defines a quantitative approach as a way of doing research that puts speculation to the test through the use of numerical data and statistical analysis. To that end, researchers at KBPR Wedarijaksa set out to determine how factors like teamwork, coordination of efforts, and physical workspace affect productivity on the job.

All seventy-one workers at KBPR Wedarijaksa made up the study's population. Using a saturation sampling (total sampling) approach, which involves include all members of the population as study respondents, the sample was determined. Thus, with 71 responses making up the population, the sample size was also 71. Questionnaires were sent out to everyone who was asked to participate in the study. Using a Likert scale from 1 (strongly disagree) to 10 (strongly agree), the study instrument collected data.

The data was examined with the help of SPSS version 25, which is a statistical package for the social sciences. The investigation started with testing for validity and reliability, then moved on to classical assumption tests, which included checks for heteroscedasticity, multicollinearity, and normality. Additional analyses included multiple linear regression, t-tests for partial significance and F-tests for simultaneous significance, as well as R^2 analysis for coefficient of determination. The purpose of these analytical processes was to determine how teamwork, coordination of efforts, and physical work environment impacted employee performance.

RESULTS AND DISCUSSION

RESULTS

Validity Test

no	Variable	Statement	r-table Value	r-calculated Value	Description
1	*Team Work*	x1.1	0,2335	0,572	Valid
		x1.2		0,439	Valid

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		x1.3		0,550	Valid
		x1.4		0,562	Valid
		x1.5		0,743	Valid
2	*Coordination Team*	x2.1	0,2335	0,765	Valid
		x2.2		0,740	Valid
		x2.3		0,833	Valid
		x2.4		0,760	Valid
		x2.5		0,714	Valid
3	*Work Facilities*	x3.1	0,2335	0,603	Valid
		x3.2		0,681	Valid
		x3.3		0,654	Valid
		x3.4		0,677	Valid
		x3.5		0,635	Valid
4	Employee Perfomance	y1	0,2335	0,862	Valid
		y2		0,884	Valid
		y3		0,911	Valid
		y4		0,775	Valid
		y5		0,803	Valid

Source: Processed SPSS Data (2026)

All questions evaluating Teamwork, Team Coordination, Work Facilities, and Employee Performance in the questionnaire have computed correlation coefficients (r-value) higher than the essential r-table value of 0.2335, according to the validity test findings shown in the table above. What this means is that the items accurately reflect the constructs they are meant to assess. Thus, it may be concluded that all questionnaire questions are legitimate for use as research instruments in this study, since they match the validity requirements.

Reliability Test

No	Variable	Chronbach's Alpha	R Alpha (a)	Description
1	*Team Work*	0,6	0,793	Reliabel

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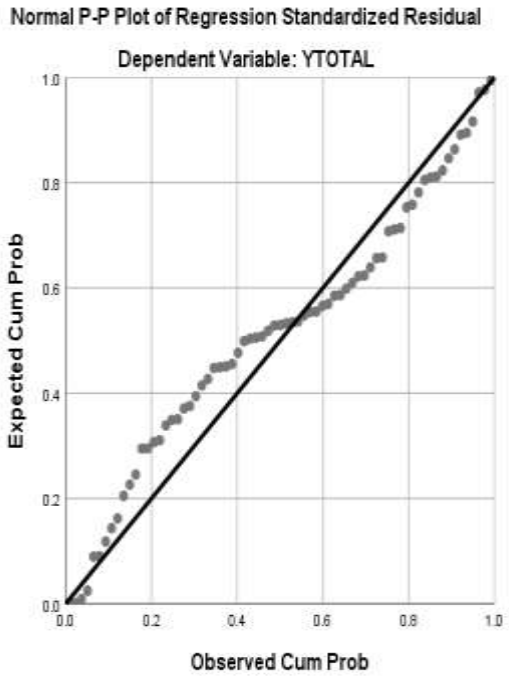
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2	*Coordination Team*	0,6	0,819	Reliabel
3	*Work Facilities*	0,6	0,657	Reliabel
4	Kinerja Karyawan	0,6	0,898	Reliabel

Source: Processed SPSS Data (2026).

Teamwork, Team Coordination, Work Facilities, and Employee Performance were all measured using instruments with Cronbach's Alpha values more than 0.60, according to the reliability test findings. Work Facilities (0.657), Teamwork (0.793), Team Coordination (0.819), and Employee Performance (0.898) all had high Cronbach's Alpha values. These results show that all research equipment are reliable, which means they give consistent and steady readings and are appropriate for this study's data gathering.

Normality Test



The regression analysis was preceded by the execution of the standard assumption tests. The significance value was 0.059, which is more than the significance threshold of 0.05, according to the findings of the normalcy test using the Kolmogorov-Smirnov technique. According to these findings, the study data have a normal distribution.

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Kolmogorov–Smirnov Test

		Unstandardized Residual
N		71
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	5.99248824
Most Extreme Differences	Absolute	.103
	Positive	.087
	Negative	-.103
Test Statistic		.103
Asymp. Sig. (2-tailed)		.059[c]
a. Test distribution is Normal.		
b. Calculated from data.		

The results of the Kolmogorov-Smirnov test demonstrated an Asymp. Sig. (2-tailed) value of 0.200, above the significance limit of 0.05. This result shows that the residual distribution is statistically identical to the normal distribution. Hence, the statistics are normal, as expected.

Heteroscedasticity Test

This study used the Glejser approach to determine if the regression model had uneven residual variances, which is known as the heteroscedasticity test. All of the independent variables' significance levels were used to assess the test. Heteroscedasticity is not present in the regression model if the significance value is higher than 0.05.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.446	4.309		1.728	.089
	TEAM WORK	.092	.061	.192	1.491	.141

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	COORDINATION TEAM	-.048	.080	-.078	-.602	.549
	WORK FACILITIES	-.093	.112	-.113	-.831	.409

Dependent Variable: Abs_RES

According to the table's heteroscedasticity test findings, every independent variable has a significance level higher than 0.05. The results show that there is no heteroscedasticity in the regression model.

Multicollinearity Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	-.997	5.944		-.168	.867		
	TEAM WORK	.026	.084	.030	.305	.761	.866	1.155
	COORDINATION TEAM	.583	.123	.483	4.759	.000	.824	1.213
	WORK FACILITIES	.402	.155	.275	2.600	.011	.758	1.319

Dependent Variable: Employee Perfomance

The Teamwork variable has a Variance Inflation Factor (VIF) of 1.155 and a Tolerance value of 0.866, according to the findings of the multicollinearity test. The Tolerance value for Team Coordination is 0.824 and the VIF is 1.213, whereas the Tolerance value for Work Facilities is 0.758 and the VIF is 1.319. With Tolerance levels over 0.10 and VIF values under 10, every variable is considered. Thus, the regression model does not include multicollinearity, which is a traditional requirement that must be met in order to do multiple linear regression analysis.

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Multiple Linear Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.997	5.944		-.168	.867
	TEAM WORK	.026	.084	.030	.305	.761
	COORDINATION TEAM	.583	.123	.483	4.759	.000
	WORK FACILITIES	.402	.155	.275	2.600	.011

Dependent Variable: Employee Perfomance

The following regression equation was derived from the multiple linear regression analysis:

$$Y = -0{,}997 + 0{,}026X_1 + 0{,}583X_2 + 0{,}402X_3$$

The teamwork variable's significant value of 0.761, as shown by the t-test findings, is more than the significance level of 0.05. Teamwork does not significantly impact employee perfomance, according to this finding. Due to this, Teamwork does not substantially aid in in the enhancing Employee Perfomance.

Team Coordination and Work Facilities, on the other hand, were determined to have a favourable and statistically significant impact on Employee Perfoamnce. The significant values for Team Coordination and Work Facilities are 0.000 and 0.011, respectively, which are lower than the significance level of 0.05, indicating this. As a result, enhanced Employee Perfomance is linked to greater them collaboration and suitable work amenities.

With a value of 0.483, Team Coordination tops the standardised beta coefficient, followed by Work Facilities at 0.275 and Teamwork at 0.030. As a result, this study finds that team coordination is the single most important factor affecting employee perfomance.

t-Test

The Teamwork variable has a computed t-value of 0.305 and a significance value of 0.761, according to the t-test findings. Since the computed t-value is less than the

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crucial t-value (1.996) and the significance value is higher than 0.05, these findings suggest that teamwork does not significantly impact employee performance. This disproves the null hypothesis that teamwork influences employee performance.

Team Coordination and Work Facilities, in contrast to Teamwork, are major elements that positively affect employee performance. The fact that both Team Coordination and Work Facilities had significant values below the 0.05 threshold (0.000 and 0.011, respectively) demonstrates this. Based on these results, it seems that providing employees with sufficient work facilities and better team collaboration both lead to higher employee performance.

F-test

ANOVA[a]						
Model		**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
1	Regression	1937.749	3	645.916	16.939	.000[b]
	Residual	2554.842	67	38.132		
	Total	4492.592	70			
a. Dependent Variable: Employee Perfomance						
b. Predictors: (Constant), *Work Facilities, Team Work, Coordination Team*						

The computed F-value was 16.939 with a significance value of 0.000, according to the findings of the simultaneous significance test (F-test). Although the significance level was lower than the 0.05 cutoff, the computed F-value was more than the crucial F-value (16.939 > 2.74). These results show that the regression model fits the data and provides a meaningful analysis of the connections between the variables.

A combined effect of Teamwork, Team Coordination, and Work Facilities on Employee Performance was found to be statistically significant in the simultaneous significance test. According to these results, Employee Performance can be explained by a combination of the three independent factors. This lends credence to the idea that the three factors of teamwork, team coordination, and working conditions all have an impact on productivity in the workplace.

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Coefficient of Determination Test

Model Summary		
R Square	Adjusted R Square	Std. Error of the Estimate
.431	.406	6.175
a. Predictors: (Constant), Work Facilities, Team Work, Coordination Team		

Both the R-squared and Adjusted R-squared values were 0.406 in the examination of coefficients of determination. According to these findings, 43.1% of the variance in employee performance may be explained by factors such as teamwork, team coordination, and workplace facilities. Other factors, which are not part of this study model, account for the remaining 56.9% of the variation in Employee Performance.

A high level of association between teamwork, team coordination, and work facilities and employee performance was shown by the correlation coefficient (R) value of 0.657. According to these results, there is a high degree of correlation between the three independent variables, and they all play a significant role in explaining changes in Employee Performance.

DISCUSSION

The Effect of Team Work on Employee Performance

The computed t-value for the Teamwork variable was 0.305, which is lower than the crucial t-value of 1.996, according to the findings of the partial significance test (t-test). Plus, we got a significance level of 0.761, which is higher than the threshold of 0.05. There was no statistically significant relationship between teamwork and employee performance at KBPR Wedarijaksa, according to these findings. Thus, there is no evidence to support the premise that teamwork impacts employee performance. Based on these results, it seems like KBPR Wedarijaksa's efforts to foster cooperation have not paid off in terms of boosting employee performance.

In a nutshell, teamwork is when members of a team work together toward common objectives by combining their strengths, sharing knowledge, and taking turns making decisions. The results of this study, however, suggest that collaboration has little bearing on productivity in the workplace. These findings point to the possibility that other

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elements, such as efficient coordination, clear assignment of responsibilities, and suitable work facilities, have a greater impact on performance attainment.

This study's results corroborate those of Deliana & Ferine (2024), who also discovered that teamwork negatively affects employee performance (t-statistic = 1.028, p = 0.304, > 0.05). Teamwork at BPJS Ketenagakerjaan Medan Raya Branch did not significantly contribute to employee performance, according to the study. In keeping with these results, this study also shows that boosting cooperation isn't enough to boost employee performance unless additional factors are present that have a stronger impact on performance attainment.

The Effect of Team Coordination on Employee Performance

The Team Coordination variable has a computed t-value of 4.759, which is greater than the crucial t-value of 1.996, and a significance value of 0.000, which is less than the 0.05 level of significance, according to the findings of the partial significance test (t-test). Based on these findings, it can be concluded that Team Coordination does, in fact, improve Employee Performance at KBPR Wedarijaksa.

Employee performance rises in tandem with enhanced team cooperation, according to this research. In order to get things done faster and better, better coordination is necessary. This is because it may bring about alignment in the execution of tasks, make communication easier, and explain the allocation of roles. Supporting seamless operational activities and attaining organisational goals in the banking industry relies heavily on good team collaboration.

This study's conclusions corroborate those of Winandar (2022), who found that coordination significantly improves worker productivity. Work coordination can increase employee productivity, as shown by (Setiawan et al., 2024). Similarly, Hariyadi (2025) discovered that team collaboration significantly improves employee performance, lending credence to our findings. The findings from these research all point to the importance of coordination in enhancing productivity, streamlining the distribution of information, reducing mistakes in task execution, and fostering teamwork. Consequently, one effective technique to consistently raise staff performance at KBPR Wedarijaksa is to improve team collaboration.

The Effect of Work Facilities on Employee Performance

A t-value of 2.600 was computed for the Work Facilities variable according to the findings of the partial significance test (t-test). This value is more than the crucial t-value

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of 1.996 and has a significance level of 0.011, which is less than the 0.05 level of significance. These results provide credence to the premise that KBPR Wedarijaksa's work facilities significantly and positively impact employee performance. The findings demonstrate that as the firm enhances the quality of its work facilities, employee performance also increases. Properly designed workplaces help employees focus on their job, get things done faster, and feel more at ease when they're on the clock.

One of the aspects that significantly affects the efficacy and efficiency of task execution is the quality of the work facilities. When workers have access to the resources they need to do their jobs well, they are able to do more with less effort, overcome more challenges, and produce higher-quality results. Supporting client services, easing unit cooperation, and contributing to the overall attainment of organisational goals are all significantly aided by proper work facilities in the banking industry.

In line with what Rahmaviani et al. (2024) found, this study confirms that workplace amenities significantly boost productivity. Work facilities also affect employee performance, according to Kinanda et al. (2024), therefore companies should make sure their employees have everything they need to complete tasks and perform to their full potential. On top of that, Harjanti (2025) shown that workplace amenities significantly boost productivity. The importance of well-designed workplaces in enhancing efficiency, effectiveness, and quality of work has been supported by several research. Thus, the amount of employee performance that may be attained at KBPR Wedarijaksa is directly proportional to the quality of the work facilities offered.

The Effect of Teamwork, Team Coordination, and Work Facilities on Employee Performance.

A computed F-value of 16.939 was larger than the essential F-value of 2.74, with a significance value of 0.000, which is below the 0.05 significance level, according to the findings of the simultaneous significance test (F-test). According to these findings, KBPR Wedarijaksa's employee performance is positively and significantly impacted by teamwork, team coordination, and work facilities all at once. That all three factors have an effect on employee performance at the same time is, thus, borne out by the data.

According to the results, the combination of cooperation, team coordination, and the accessible work facilities inside the business has a significant impact on employee performance. Collaborative task completion is one outcome of good teamwork, whereas departmental and employee-level work activity alignment is one outcome of effective team coordination. In contrast, the infrastructure and facilities needed to carry out work

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activities are provided by work facilities, which in turn give assistance. Employee performance is enhanced as a result of the synergy created by the interplay of these three elements, which promotes more efficient work processes.

This study's results show that organisational assistance in work execution is just as important as individual characteristics when it comes to increasing employee performance. To maximise employee performance in reaching organisational goals, it is helpful to have high-quality cooperation, coordination, and work environments. In order to obtain better levels of performance, these three characteristics are crucial.

CONCLUSION

The study found that teamwork had no substantial impact on employee performance at KBPR Wedarijaksa, but that work facilities and team coordination were major factors. At the same time, it is demonstrated that these three factors significantly impact employee performance. Team Coordination stands up as the most significant element on employee performance among all the factors that were analysed. The results show that when workers are well-coordinated and have access to suitable workspaces, the organization's work gets done more efficiently and with higher quality.

From a theoretical standpoint, this study's results provide credence to the idea that organisational elements, such work facilities and team collaboration, significantly impact employee performance. Practically speaking, in order to promote the attainment of organisational aims, KBPR Wedarijaksa's management should focus on enhancing work coordination systems, communicating better across departments, and providing work facilities that match operational demands. Having said that, there are caveats to this study; specifically, it only accounts for 43.1% of the variance in employee performance. For a more complete picture of what drives workers to do their best, future studies should incorporate additional elements including leadership style, company culture, pay rate, and overall job happiness.

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