



# EFFECT OF WORK FACILITIES AND SALARIES ON EMPLOYEE PRODUCTIVITY THE BRASTAGI SUPERMARKET MEDAN

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## Abstract

*The purpose of the study was to determine partially or simultaneously the effect of salary and work facilities on the productivity of teachers at Al Washliyah 20 Medan private junior high school. This study descriptive quantitative questionnaire instrument. The study population amounted to 35 teachers with saturated sample technique then the sample of 35 people. The results of the study were the value of  $t_{count}$  work facilities 2.303, value  $t_{table}$  2.032; value  $t_{count} > t_{table}$  and  $sig_{count} < sig_{table}$  ( $2.303 > 2.032$ ) and ( $0.000 < 0.05$ ). Value  $t_{count}$  salary 5.777, value  $t_{table}$  2.032; value  $t_{count} > t_{table}$  and  $sig_{count} < sig_{table}$  ( $5.777 > 2.032$ ) and ( $0.000 < 0.05$ ). Value  $F_{count}$  facilities and salaries 16.756, value  $F_{table}$  2.882; value  $F_{count} > F_{table}$  and  $sig_{count} < sig_{table}$  ( $16.756 > 2.882$ ) and ( $0.000 < 0.05$ ). Rsquare value is 0.712 or  $R^2 \times 100\%$  of 71.20%, meaning that the independent variable contributes greatly to describe the productivity of teachers at 71.20% the remaining 28.0% influenced by other factors.*

## Keywords

Work facilities, salary, teacher work productivity

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## Introduction

A company to be able to compete, the company must make improvements in various ways. The most important improvement is in the field of human resources, because human resources are a major factor in the operational activities of the company. Realizing the importance of the role of employees, the company has carried out activities to empower employees such as employee training, raising salaries and benefits and providing incentives in the hope of improving employee performance so that they have optimal capabilities and performance in achieving company goals. In working, employees must be able to achieve the learning atmosphere as expected, an employee must be productive in mastering the subject matter to be delivered. Employee work productivity is the power of employee work in the form of ability and skills to produce quality education and teaching according to established standards both on a school scale.



Employee productivity is a behavior as an output from a background obligation process. In other words, it is said to be productive when employees point to the mental attitude of wanting to always do better for learners or schools. Some phenomena of low employee productivity are some employees are less eager to teach, come late or not on time to school, some employees have gone home before class hours, not on schedule.

The work facilities provided in an organization are very important in order to facilitate the performance of employees so that work productivity increases, so it is easier to achieve the goals set. Although Brastagi Supermarket has dozens of employees who are willing to work and have tested work loyalty, but not supported by work facilities in the form of incomplete infrastructure so that it has not been able to meet the needs of the teaching and learning process. Some phenomena about existing work facilities such as markers are inadequate because the ink is dry, the work table is less feasible to use, of course, it slows down the teaching process. In addition, information technology media work facilities are less supportive of employees because some employees are still less proficient, even less mastering IT in learning applications and filling out online report cards (e-report cards) because of the limited infrastructure, the minimum number of computers/laptops and wifi networks there are no

Work facilities provided to an organization is very important in order to facilitate the performance of employees so that work productivity increases, it is easier to achieve the goals set. Although Brastagi Supermarket has dozens of employees who are willing to work and have tested work loyalty but not supported by work facilities in the form of infrastructure that is less complete so that it has not been able to meet the needs of the teaching and learning process. Some phenomena about existing work facilities such as markers are inadequate because the ink is dry, the work table is less feasible to use, of course, it slows down the teaching process. In addition, the information technology media work facilities are less supportive of employees because some employees are still less proficient, even less mastering IT in learning applications and filling out online report cards (e-report cards) because of limited infrastructure, the minimum number of computers / laptops and no wifi network

Salary is one of the important things for employees, because with the salary earned, it can meet their needs and become an encouragement to increase activities in the future. Although Brastagi Supermarket Medan has a source of salary from tenants who rent lods in the form of lods rent per month, but there are still employees who are late in getting salary payments, this causes employee salary strikes and even employee salary reductions due to many dispensations from the company. Some phenomena about the salaries experienced by employees Brastagi supermarket Medan is the minimum salary received, the salary of some employees even rapel three months then the cost of money transpot greater than the salary received, the emergence of employee dissatisfaction about employee welfare benefits, strikes, complaints and do not go to work or stop working.

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## Literature Review

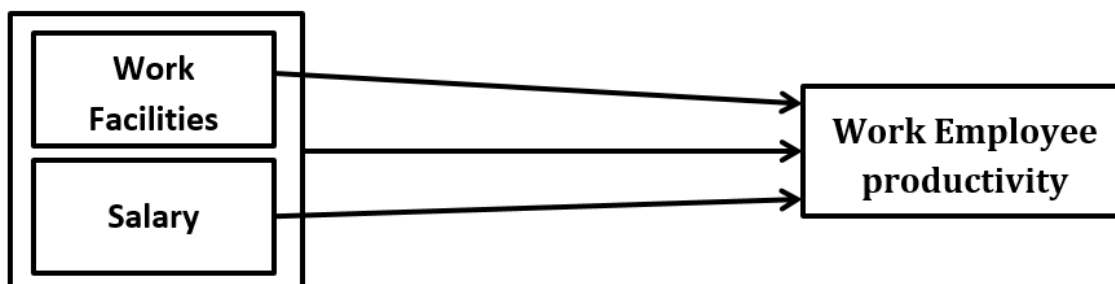
According to Moenir (2018), it is argued that it is a physical infrastructure in the form of equipment and equipment used to support its function activities to facilitate the achievement of the goals of the activities carried out. According Pangarso (2016), is a service given to employees to support the performance needs of employees, to be able to menammbah job satisfaction and productivity of existing employees According to Vonny (2016), the following indicators of work facilities:

- a. As Required The work facilities provided can be used according to the needs of employees when doing work or tasks.
- b. Complete equipment and supplies Equipment and supplies will support employee performance to be more effective and efficient.
- c. Easy To Use Existing work facilities are very helpful to complete the work and should be easy to use so that work is not hampered.
- d. Speed Up The Work Process Adequate and well-functioning facilities speed up work until employees give the best results

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## Methodology

This research is quantitative, which is sourced from: (a) primary Data, including interviews and questionnaires distributed, and (b) secondary Data, including books, journals and so on. The population in the study of all consumers Brastagi supermarket Medan as many as 35 people. Considering the large population of more than 100 samples, the researchers used a saturated sample or total sampling in which the entire population became a sample of researchers as many as 35 employees. Data analysis techniques in the form of data quality tests, namely validity and reliability tests, classical assumption tests in the form of normality tests, multicollinearity and homoscedasticity tests, then multiple linear regression, hypothesis tests, and determinant coefficients. The author makes the conceptual framework as follows:



The research hypothesis prepared is

1. Work facilities significant influence on employee productivity Brastagi supermarket Medan
2. Salary significance influence on employee productivity Brastagi supermarket Medan
3. Work facilities and salary simultaneous way significant influence on employee productivity Brastagi supermarket Medan

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## Findings

### RESEARCH RESULTS AND DISCUSSION

#### 1. Research Results

Identity Description Before the data is processed first in the category of respondent identity in order to know the background of the respondent, as for the identity of the respondent in the form of gender, length of subscription and position of the respondent.



## a. Respondent Identity Based On Gender

Table 1. Respondent Identity Based On Gender

	Gender	Frequence	Percentage
Valid	Male	27	77.14
	Female	9	22.86
	Total	35	100.00

Source: SPSS processed Data (2024)

The majority of males were 27 people (77.14 %) and females were 8 people (22.86%).

## b. Identity Of Respondents Based On Education

Table 2. Identity of respondents based on education

	Education	Frequence	Percentage
Valid	High School	2	5.71
	Diploma (DIII)	0	0.00
	Bachelor (S1)	33	94.29
	Magister (S2)	0	0.00
	Total	36	100.0

Source: SPSS processed Data (2024)

The majority of undergraduate education as many as 33 people (94.29%), and high school/vocational education as many as 2 people (5.71%).

## c. Identity Of Respondents By Working time

Table 3. Identity Of Respondents By Working time

	Working time	Frequence	Percentage
Valid	1 – 10 years	4	11.43
	11 – 20 years	7	20.00
	21 – 30 years	13	37.14
	> 31 years	11	31.43
	Total	35	100.0

Source: SPSS processed Data (2024)

The majority of respondents worked for 21-30 years as many as 13 people (37.14%), worked for &gt; 31 years as many as 11 people (31.43%), worked for 11-20 years as many as 7 people (20.00%) and worked for 1-10 years as many as 4 people (11.43%).

**Data Analysis Techniques**

## 1. Instrument Quality Test

## a. Validity Test

Provisions rtabel value obtained from  $df = \text{number of respondents} = 35$  and the level of GIS  $\alpha = 0.05$ ;  $df = 35 - 2$  then  $r(0.05;33)$ , then rtabel 0.333. The value of the validity of each item of work facilities (X1) and salary (X2) and employee productivity (Y) in Brastagi supermarket Medan in the following columns:

Table 4. Test the validity of work facilities (X<sub>1</sub>)  
Total Statistik Butir



Variable	Scale the middle value of the item removed	Variance scale of grain removed	Total corrected grain correlation	Cronbach's Alpha when item is deleted
X1.1	20.3143	10.457	<b>.427</b>	.814
X1.2	20.3429	9.055	<b>.780</b>	.727
X1.3	20.3714	9.652	<b>.632</b>	.763
X1.4	20.2571	10.903	<b>.450</b>	.803
X1.5	20.3429	10.703	<b>.568</b>	.780
X1.6	20.3714	10.358	<b>.585</b>	.775

Source: SPSS processed Data (2024)

The results of the validity test variable work facilities, the entire instrument is declared valid because the  $r_{\text{count}}$  value  $>$  of  $r_{\text{tabel}}$  (0.333) means that all instruments about the work facilities are valid, appropriate to be used for reliability testing.

Table 5. Salary Validity Test (X<sub>2</sub>)  
Total Statistik Butir

Variable	Scale the middle value of the item removed	Variance scale of grain removed	Total corrected grain correlation	Cronbach's Alpha when item is deleted
X2.1	20.1429	9.361	<b>.385</b>	.788
X2.2	20.3714	8.417	<b>.590</b>	.736
X2.3	20.5429	8.432	<b>.609</b>	.732
X2.4	20.3143	9.281	<b>.438</b>	.773
X2.5	20.3429	9.291	<b>.559</b>	.748
X2.6	20.8571	8.244	<b>.637</b>	.724

Source: SPSS processed Data (2024)

Validity test variable salary, the entire instrument is declared valid because the value of  $r_{\text{count}} > r_{\text{tabel}}$  (0.333) means that all instruments about salary valid, very feasible to use for reliability testing.

Table 6. Employee productivity validity test  
Item-Total Statistics

Variable	Scale the middle value of the item removed	Variance scale of grain removed	Total corrected grain correlation	Cronbach's Alpha when item is deleted
Y3.1	20.4000	9.424	<b>.520</b>	.768
Y3.2	20.2571	9.903	<b>.561</b>	.754
Y3.3	20.4286	9.311	<b>.669</b>	.727
Y3.4	20.2286	10.946	<b>.399</b>	.790
Y3.5	20.4286	10.664	<b>.481</b>	.772
Y3.6	20.4000	9.835	<b>.646</b>	.736

Source: SPSS processed Data (2024)

Validity test of employee productivity variables, the entire instrument is declared valid because the value of  $r_{\text{hitung}} > r_{\text{tabel}}$  (0.333) means that all valid instruments used for reliability testing. b. Reliability Test the results of the reliability test of work facilities (X<sub>1</sub>), salary (X<sub>2</sub>) and work productivity of Brastagi Supermarket Medan employees in the cronbachs Alpha column in the following table:

Table 7. Variable reliability value of work facilities  
Reliabilitas Statistik

Alpha Kronbach's <sup>a</sup>	Alpha Kronbach's Nilai Dasar Standard Items <sup>a</sup>	Number Of Grains
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.788	.890	6
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Source: SPSS processed Data (2024)

Reliability value or salary ralpha value in Kronbach's Alpha column is 0.890, and rtable value is 0.60;  $r_{\alpha}$  value  $>$   $r_{table}$  value (0.890  $>$  0.60). So the questionnaire about work facilities stated *reliable*.

Tabel 8. Variable reliability value of Sallary

Reliabilitas Statistik

Alpha Kronbach's <sup>a</sup>	Alpha Kronbach's Nilai Dasar Standard Items <sup>a</sup>	Number Of Grains
.734	.736	6

Source: SPSS processed Data (2024)

Reliability value or salary ralpha value in Alpha column Kronbach's 0.734, and rtable value 0.60;  $r_{\alpha}$  value  $>$   $r_{table}$  value (0.734  $>$  0.60). So that the questionnaire about salary declared reliable.

Tabel 9. Value of Employee Productivity variable reliability

Reliabilitas Statistik

Alpha Kronbach's <sup>a</sup>	Alpha Kronbach's Nilai Dasar Standard Items <sup>a</sup>	Number Of Grains
.767	.769	6

Source: SPSS processed Data (2024)

Reliability value or employee productivity ralpha value in the column Alpha Kronbach's 0.767, and rtable value 0.60;  $r_{\alpha}$  value  $>$   $r_{table}$  value (0.767  $>$  0.60). So that the questionnaire about employee productivity is declared reliable.

#### Classical Assumption Test

##### a. Normality Test

Normality test conducted to test whether the regression model there is a variable or residual disrupts the grain channel normally. Statistical analysis is achieved through Kolmogorov Smirnov test (K-S) in order to obtain the value of Asymp.Sig (2-tailed). When the significant value  $>$  than 0,05 then the conclusion of the residual data of the normal channel category.

Table 10. Uji Kolmogorov-Smirnov test

Uji Satu Sampel Kolmogorov-Smirnov

		Working Productivity
N		35
Parameter Normal <sup>a,b</sup>	Nilai tengah	24.4286
	Std. Deviasi	3.7202024
Most Extreme Differences	Absolut	.132
	Positif	.107
	Negatif	-.132
Uji Statisti		.483
Asymp. Sig. (2-tailed)		.221

a. Uji distribusi Normal.

b. Dihitung dari data.

c. Lilliefors Signifikan Koreksion.

d. This is a lower bound of the true significance.



Source: SPSS processed Data (2024)

The data are normally distributed with a Test value of one Kolmogorov-Smirnov sample of 0.483, the value of Asymp. Sig. (2-tailed) 0.221 where this number is above the sig value of 0.05 or 5% ( $0.221 > 0.05$ ).

### b. Multicollinearity Test

Test Symptoms of multicollinearity are obtained from the large or small value of tolerance and Variance Inflation Factor (VIF). Both of these provisions designate each cause variable which is explained by the existing effect variable. The value of Tolerance  $> 0.10$  and Variance Inflation Factor (VIF)  $< 10.0$  in Table 11 below:

Table 11. Uji Multicollinearity Coefficients<sup>a</sup>

Model		Statistik Kolinearitas	
		Tolerance	VIF
1	(Konstan)		
	Work Facility	.257	3.954
	Salary	.257	3.954

Source: SPSS processed Data (2024)

The provisions are tolerance value  $> 0.10$  and VIF  $< 10.0$  from each cause variable, where the tolerance value of salary and work facilities is ( $0.257 > 0.10$ ); the VIF value of salary and work facilities is ( $3.954 < 10.0$ ). Means that the statement item does not occur multicollinearity but collinearity.

### c. Heteroscedasticity Test

Heteroskedasticity test by looking at the graph in the form of scatterplot test. If the regression model is not considered heteroskedasticity category when the grains are scattered randomly without meaning and there is no clear form of specific patterns and are scattered above or below the vortex zero Y axis (employee productivity), in Figure 1 below:



Source: SPSS processed Data (2024)

Figure 3. Heteroscedasticity Testing

Irregular grain distribution, scattered and without a special pattern shape, was detected spreading around the vortex of the 0 (zero) axis of the variable cause. It is assumed that there is no heteroscedasticity or homoscedasticity, linear regression model should be used to predict the effect of salary and work facilities on employee productivity in Brastagi Medan Supermarket

## 2. Multiple Linear Regression Analysis

Multiple linear regression a regression model involves more than one variable cause and one variable effect, to determine the direction of the regression line equation of the variable cause and variable effect, in the following table:

Table 12. Multiple Linear Regression Analysis Coefficients<sup>a</sup>

Model	Nonstandard Coefficients	standard Coefficients	Collinearity Statistic
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	B	Std. Error	Beta	Tolerance	VIF
1 (Konstan)	<b>2.349</b>	1.387			
Work Facility	<b>.235</b>	.189	.273	.325	3.079
Salary	<b>.356</b>	.2024	.686	.325	3.079

Source: SPSS processed Data (2024)

The multiple linear regression equation is:  $Y = 2,349 + 0,235X_1 + 0,356X_2 + 0$ , an explanation of the equation, the following:

a) Constant value

Constant value of 2.349, this indicates that if the value of work facilities and salaries do not exist then the value of employee productivity at Brastagi supermarket Medan is 2.349.

b) Variable regression coefficient of work facilities ( $X_1$ )

The value of the regression coefficient of work facilities 0.235 means that if there is an addition to the variable  $X_1$  while the variable  $X_2$  is a constant, then the value of the variable  $Y$  will increase by 0.235 and vice versa. This means that if the salary increases or the addition of 1 time with the price does not change (constant) then the productivity of employees at Brastagi supermarket Medan increases.

c) Salary variable regression coefficient ( $X_2$ )

Salary regression coefficient value of 0.356 means that if there is an addition to the variable  $X_2$  while the variable  $X_1$  constant, then the variable  $Y$  increases 0.356 and vice versa. This means that if the price rises or the addition of 1 time with the salary does not change (constant) then the productivity of employees at Brastagi supermarket Medan also increased.

## 2. Hipotesis Test

### 1) t test (Own)

T-test (own) to see in person the effect of the significance of work facilities and employee productivity at Brastagi supermarket Medan seen in the following table:

**Table 13. t test (Partial)**

Koefisien<sup>a</sup>

Model	Nonstandard Coefficients		standard Coefficients	t	Sig.	Collinearity Statistic	
	B	Std. Error	Beta			Tolerance	VIF
1 (Konstan)	<b>2.349</b>	1.387		.047	.963		
Work Facility	<b>.235</b>	.189	.273	<b>2.303</b>	<b>.028</b>	.325	3.079
Salary	<b>.356</b>	.2024	.686	<b>5.777</b>	<b>.000</b>	.325	3.079

a. Variabel Terikat: Working Productivity

Source: SPSS processed Data (2024)

Partial coefficients of each variable, the following explanation:

a) the effect of salary ( $X_1$ ) on employee productivity ( $Y$ ) Salary calculation value 2,303; table value 2,032 (Excel formula = TINV (0,05,33);  $t_{\text{count}} > t_{\text{table}}$  calculation ; table calculation value < sigtable (2,303 > 2,032) and (0,000 < 0.05). So that the partial salary influence the significance of employee productivity at Brastagi supermarket Medan

b) the effect of work facilities ( $X_2$ ) on employee productivity ( $Y$ ) The value of the work facility count 5,777; the value of the table 2,032 (Excel formula =TINV (0,05,33); terms of the table  $t_{\text{count}} >$ ; the value of the table count < sigtable (5,777 > 2,032) and (0,000 < 0.05). So



that the work facilities themselves influence the significance of employee productivity at Brastagi supermarket Medan

## 2)F test (simultaneously)

F test to see simultaneously the effect of the significance of salary and work facilities on employee productivity in Brastagi supermarket Medan in Table 13 below:

**Table 13. F test (simultaneously)**

ANOVA<sup>a</sup>

Model		Number Of Squares	df	Square Middle value	F	Sig.
1	Regresi	443.628	2	200.814	<b>16.756</b>	.000 <sup>b</sup>
	Residual	62.552	32	2.329		
	Total	470.571	34			

a. dependent variabel: Working Productifity

b. Prediktors: (constant), Working Facility kerja, Salary

Source: SPSS processed Data (2024)

Value  $f_{count}$  salary and work facilities 93,207; value  $F_{tabel}$  2,882 (excel formula = FINV (0,05,3,33), aprovisions  $F_{count} > F_{tabel}$  ; value  $sig_{count} < sig_{table}$  (16,756 > 2,882) and (0,000 < 0,05). Thus, salaries and work facilities simultaneously influence the significance of employee productivity at Brastagi Supermarket Medan

## 3). Coefficient Of Determination (R<sup>2</sup>)

Is a test of the size or reference proportion or percentage of the model's ability to explain variables due to percentage numbers in the range of zero to one ( $0 < R^2 < 1$ ). If  $R^2$  is higher (approaching the value of one), it means that the influence of the large cause variable on the strong effect variable so that the strong linear model clarifies the ability of the cause variable to describe the effect variable, and vice versa, as seen in Table 14 below:

**Tabel 14. Koefisien Determinasi (R<sup>2</sup>)**

Model Summary<sup>b</sup>

Model	R	R <sup>2</sup>	R <sup>2</sup> Adjustments	Standard Estimation Error
1	.844 <sup>a</sup>	.712	.704	1.46782

a. Prediktors: (constant), Working facilities, salary

b. Variable Dependent: Work Produktivity

Source: SPSS processed Data (2024)

Rsquare value is 0.712 or  $R^2 \times 100\%$  of 71.20%, meaning that the variable because it gives a big contribution to describe the percentage of employee productivity 71.20% the remaining 28.80% is another factor not studied.

## Discussion

Based on statistical analysis of processed data from each variable, the researchers tried to discuss each research results according to the hypothesis of this study, namely:

### 1. Effect of work facilities on employee productivity at Brastagi supermarket Medan

Based on the results of the study, the value of the variable titung work facilities 2.303; value  $t_{table}$  2.032 (Excel formula = TINV (0.05,33); value  $t_{count} > t_{table}$  and value  $sig_{count} < sig_{table}$  (2.303 > 2.032) and (0.000 < 0.05). So, fasiltias own work significant influence on employee productivity at Brastagi supermarket Medan The results support Putu Laksmi and Wayan Ekawati, work facilities significant effect on customer satisfaction and loyalty, salary significant effect on customer satisfaction and customer satisfaction significant effect on customer loyalty Online Food Delivery Service in Bali. Furthermore, Nanprahar a & Siswani



(2018) that simultaneously promotion and work facilities have a significant effect on visitor loyalty in the TMII freshwater world, work facilities have a significant effect on visitor loyalty, promotion has a significant effect on visitor loyalty.

## **2. Effect of salary on employee productivity at Brastagi supermarket Medan**

Salary calculation value 5,777, table value 2,032 (Excel formula = TINV (0.05.33); value  $t_{\text{count}} > t_{\text{table}}$  and value  $\text{sig}_{\text{count}} < \text{sig}_{\text{table}}$  ( $5,777 > 2,032$ ) and ( $0,000 < 0.05$ ). so, the salary itself has a significant influence on employee productivity at Brastagi Supermarket Medan The results of the study support Nanprahar a & Siswani (2018), simultaneously promotion and work facilities influence significance on visitor loyalty in the TMII freshwater world, work facilities influence significance on visitor loyalty. Furthermore, Research Putu Laksmi and Wayan Ekawati, salary significance influence on visitor satisfaction and loyalty, salary significance influence on visitor satisfaction and customer satisfaction significance influence on visitor loyalty Online Food Delivery Service in Bali.

## **3. The effect of work facilities and salary influence on employee productivity in Brastagi Supermarket Medan**

The value of thitung salary is 2,303 and the value of thitung work facilities is 5,777 and the value of ttable is 2,032; provisions of  $t_{\text{count}} X2 > t_{\text{table}} X1$  ( $2,303, > 5,777$ ). Conclusion, the salary itself is the most significant variable influence on employee productivity at Brastagi supermarket Medan The results of the study support Nanprahar a & Siswani (2018) simultaneously the effect of promotion and work facilities on visitor loyalty in the TMII freshwater world, work facilities the influence of significance on visitor loyalty, promotion the influence of significance on visitor loyalty. Furthermore, Research Putu Laksmi and Wayan Ekawati, salary influence significance to customer satisfaction and loyalty, salary influence significance to customer satisfaction and customer satisfaction influence significance to customer loyalty Online Food Delivery Service in Bali.

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# **Conclusion**

## **5.1 Conclusion**

1. Salary significant influence on employee productivity, and is the dominant variable affecting the work facilities products Brastagi supermarket Medan it is seen from the value of GIS < 0.05.
2. Work facilities significant influence on consumer oyalitas (Y) on products Brastagi supermarket Medan it is seen from the value of GIs < of 0.05.
3. Salary and work facilities simultaneously significant influence on employee productivity in Medan Supermarket Brastagi products it is seen from the value of GIS < 0.05.
4.  $R_{\text{square}}$  value is 0.712 or  $R^2 \times 100\%$  of 71.20%, meaning that the variable because it contributes greatly to explain the productivity of employees by 71.20%; the remaining 28.20% is another factor not studied.

## **5.2 Advice**

Based on the results of research, the advice that can be given to the leader of Brastagi supermarket Medan is:

1. For company managers Brastagi supermarket Medan is recommended to better manage marketing management, especially promotions. Promo activities at Brastagi supermarket Medan to be more level again because it turns out there are still consumers who do not know about Brastagi Supermarket Medan products through promos can attract new consumers, retain consumers, and increase employee productivity and no sales down.



2. For the Brastagi Supermarket Medan, it is recommended that the quality of services provided to consumers be improved, such as the provision of facilities, managers continue to supervise employees such as: monitoring via CCTV on delivery of goods to be on time and not too late, minimizing damage or loss of consumer goods Brastagi Supermarket Medan
  3. For the Brastagi supermarket Medan promotion and quality of service as a whole, if these two things are managed to increase, then the way employee productivity will increase in accordance with the expectations of pelanggan, employee productivity will increase.
  4. For advanced researchers, in order to add other research variables; more to be obtained the results of significant influence on employee productivity in addition to the research variables that have been conducted.
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