

## The Effect of Domicile Distance on Employee Performance

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### Info article

#### History of the article:

Received July, 13 2024  
Revisi September, 1 2024  
Received February, 25 2025

#### Keywords:

Domicile Distance  
Employee performance  
Quantitative research  
Enterprise  
SPSS

### ABSTRACT

The variable of domicile distance is often overlooked and considered not very important in its impact on employee performance in a company. This study aims to find out whether there is an effect of domicile distance on employee performance. This study uses a quantitative approach. The sample of this study uses a probability sampling technique with random sampling, the sample of this study is 78 people who work at PT. Data collection uses a questionnaire which is then carried out by the analysis method of validity and reliability test, correlation coefficient, determination coefficient and t-count test (partial test) using SPSS version 26.0. The results of this study show that domicile distance has no effect on employee performance, domicile distance and employee performance have a positive relationship but the relationship level is very low, which is only 1.8%.

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## 1. INTRODUCTION

Management is very important for every company because the sustainability of the company or the good or bad of the company is determined by its management, if the management is good then the company will run well and vice versa, if the management is not good then the company will not run optimally. Management is the process of planning, organizing, implementing, and supervising organizational activities to achieve goals [3]. One of the most important things in managing a company is Human Resource Management (HRM).

Nowadays, companies or organizations are starting to realize the importance of the quality of human resources working in the company. Human resources are the ability of workers who can run the company properly and correctly so that the company can achieve its goals [5]. Human resources are productive individuals who lead an organization, be it in an organization or a company, people who are considered assets, so they need to be trained and improve their abilities [13]. To achieve the goals of an organization or company, human resources are the most important component that an organization must have because human resources have a higher priority than other assets such as capital or technology, as humans can control these various elements. One of the components that affects the success of a company is performance. Employee performance is the result or performance of workers' work which is assessed in terms of quality and quantity in accordance with the work standards set by the organization [15]. Performance is a result that can be achieved by an individual or group of individuals in an organization [4].

The distance of domicile or residence is one of the many variables that affect employee performance. Domicile distance is a numerical measure that shows how far the position of a residence such as a house building, shelter, or other building used as a human residence is from a place [30]. The distance of domicile determines the time it takes for employees to work. Travel time is the amount of time it takes to cover a certain distance, including time spent stopping and delaying at intersections, travel time does not include time spent resting and repairing vehicles [11].

Some employees of PT. ISS Indonesia is domiciled or lives far from the workplace (office), to go to work, most employees use private vehicles by traveling long distances, causing employees to be often late, tired and stressed so that when they arrive at work employees do not immediately do work but do other things such as taking a short break and other things that can relieve fatigue and stress. Thus the work is delayed and often the work is not completed at the specified time.

There has not been much research and is still rarely done about the variable of domicile distance or residence distance on employee performance, based on previous researcher searches through google scholar, the author only found one article that discussed the effect of domicile distance on employee performance, conducted by Pribudi (2017) and stated that domicile distance has a positive effect on employee performance.

Based on the background that has been explained above, this study was conducted with the aim of determining the effect of domicile distance on employee performance at PT. This research is expected to contribute and be useful for the author to understand and use the knowledge gained during lectures and deepen knowledge about the distance of domicile and employee performance, for researchers it can then be used as a reference for the development of science, for the company PT. ISS Indonesia, this research can be used as a reference to optimize current human resources and for employees, this research is expected to be a guideline in work because the distance of domicile can affect performance that has an impact on the company's vision and mission.

## 2. LITERATURE REVIEW

### 2.1. Domicile Distance

Some of the theories and literature reviews behind this study are about how the location of housing is related to other elements of life, such as economics and employment. So, the place of residence must be balanced with other things.

The mobility of a dwelling is influenced by many factors, one of which is the layout, which is based on a specific location in a place that is considered the most suitable for a dwelling based on its conditions, which emphasizes income and life cycle or life cycle [29]. In this case, location is related to the distance from the workplace (accessibility to work).

Domicile distance is a numerical measure that indicates how far away from the position of residence such as a house building, shelter, or other building used as a place for humans to live and work [30]. The distance of domicile determines the time it takes for employees to work. Travel time is the amount of time it takes to cover a certain distance, including time spent stopping and delaying at an intersection. Travel time does not include time spent resting and repairing the vehicle [11].

Travel time is unstable or erratic due to road conditions such as traffic jams. If the traffic flow is close to capacity, congestion usually starts to occur. Traffic congestion increases when the current is so large that the vehicles are very close to each other, total congestion occurs when vehicles have to stop or move very slowly. Traffic depends on the capacity of the road, the amount of traffic that wants to move, but if the capacity of the road cannot accommodate, then the existing traffic will be hampered and will flow according to the maximum capacity of the road network [28].

The domicile distance indicator is the distance traveled to get to work based on Kilo Meters (KM) [27]. As presented in the following table:

Table 1. Domicile Distance Indicator

Distance (KM)	Information
0 – 2 KM	Very close
2.1 – 5 KM	Near
5.1 – 10 KM	Far
> 6.2 MILES	Very far

### 2.2. Employee Performance

Performance is the result of work, both in terms of quality and quantity that employees have achieved [19]. Performance is something that shows the results of a person's actual work or achievements [10]. Performance, which is the level of success in completing tasks and the ability to achieve the goals that have been set, is the result of the work of individuals, groups, or organizations as a whole, both quantitative and qualitative, for a certain period of time in carrying out tasks and complying with the responsibilities assigned to them [9]. Employee performance indicators can be seen from targets, quality, completion time, and compliance with principles [15].

### 2.3. Hypothesis

A hypothesis is a provisional answer to a research problem until data are collected [24]. A hypothesis is a testable statement about the relationship between variables, a hypothesis also checks whether there is a

difference between two or more groups related to a variable and to test whether such a relationship or difference is expected to exist or not, the hypothesis can be expressed in percentages or if-then statements. In the previous study conducted by Pribudi (2017) hypothesized that the distance of domicile had a positive effect on employee performance and in this study the author also hypothesized that the distance of domicile could affect employee performance. The conceptual research can be seen in the following figure:

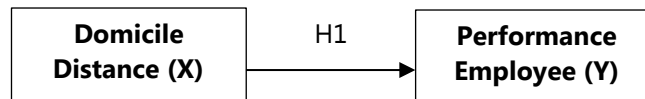


Figure 1. Conceptual framework of the research

Based on the figure above, the hypothesis formulation of this study is as follows:

H1 : The distance of domicile affects the performance of employees of PT. ISS Indonesia

### 3. METHOD

This research is a quantitative research. Quantitative research is a research method based on the philosophy of positivism, used to study a specific population or sample, collect data using research tools, and analyze data quantitatively or statistically with the aim of testing a predetermined hypothesis [24].

The total population of 337 people working at the Head Office of PT. ISS Indonesian and the number of samples are determined using the Slovin formula as follows:

$$n = \frac{N}{1+(N \times e^2)}$$

with the description

n: Sample size N: Population,

e: The percentage of relaxation that is not constrained due to sampling errors that are still desired.

The sample taken as a study used the slovin formula with a confidence level of 90%, and a error rate of 10% was:

$$n = \frac{N}{1+(N \times e^2)} n = \frac{337}{1+(337 \times 0,1^2)} = \frac{337}{1+33,7} = \frac{337}{34,7} = 77,12 \text{ rounded to } 78.$$

The sampling method uses random sampling, namely taking sample members and populations randomly and the data collection technique in this study uses a questionnaire distributed to 78 people as respondents. The data analysis technique in this study is to analyze the validity and reliability test, correlation coefficient, determination coefficient and t-count test (partial test) using the SPSS 26.0 tool.

### 4. RESULTS AND DISCUSSION

#### 4.1. Responder characteristics

Table 2. Respondent characteristics by gender

Gender	Number of employees	Percentage
Man	55	70,5%
Woman	23	29,5%
Entire	78	100%

From the table above, it can be seen that the number of male respondents is 55 people (70.5%), and the number of female respondents is 23 people (29.5%).

Table 3. Respondent characteristics by employee age

Age (Years)	Number of employees	Percentage
21 - 30	30	38,5%
31 - 40	31	39,7%
> 40	17	21,8%
Entire	78	100%

Based on the table above, it is known that the number of respondents aged 21 - 30 years is 30 people (38.5%), while those aged 31 - 40 years are 31 people (39.7%) and the number of respondents over 40 years old is 17 people (21.8%).

Table 4. Respondent characteristics based on employee tenure

Working Period (Years)	Number of employees	Percentage
< 1	8	10,3%
1 - 5	24	30,8%
6 - 10	20	25,6%
> 10	26	33,3%
Entire	78	100%

From the table above, it is known that the number of respondents who have worked for less than 1 year is 8 people (10.3%), those who have worked for 1-5 years are 24 people (30.8%), while those who have worked for 6-10 years are 20 people (25.6%) and the number of respondents who have worked for more than 10 years is 26 people (33.3%).

Table 5. Characteristics of Respondents Based on Education Level

Education Level	Number of employees	Percentage
SMA	14	18%
D3	15	19,2%
S1	40	51,3%
S2	9	11,5%
Entire	78	100%

From the table above, it can be seen that the number of respondents based on the level of education of the respondents is 14 people (18%) in Senior High School (SMA), 15 people (19.2%) in Diploma Three (D3), 40 people (51.3%) in Strata One (S1) and 9 people (11.5%) in Strata Two (S2).

#### 4.2. Validity and Reliability Test Results

Table 6. Results of the Domicile Distance Validity Test (X)

NO	Instruments	r Calculate	r Table	Information
1	Item 1	0.555	0.223	Valid
2	Item 2	0.745	0.223	Valid
3	Item 3	0.744	0.223	Valid
4	Item 4	0.710	0.223	Valid

Based on the results of the validity test above, the score value of item 1 is 0.555, item 2 is 0.745, item 3 is 0.744 and item 4 is 0.710. This value is then compared to the r value of the table. The r of the table is searched at a significant of 5% and  $df=78-2=76$ , then the value of the r of the table is 0.223. Based on the results of the analysis, the correlation value for all r scores is calculated  $> r$  table. Therefore, it can be concluded that all item scores of the Domicile Distance (X) variable are significantly correlated with the total score (declared valid).

Table 7. Reliability Test Results of Domicile Distance (X)

Reliability Statistics	
Alpha Cronbach	N item
.630	4

Based on the results of the reliability test above, it can be seen that the Cronbach's Alpha value of the Domicile Distance (X) variable is 0.630. Thus the value is still above 0.60, it can be concluded that the Domicile Distance (X) variable is reliable, meaning that the Domicile Distance (X) question item can be relied on as a data collection tool and can be further tested.

#### 4.3. Correlation Coefficient Test Results

Table 8. Results of the Correlation Coefficient of Domicile Distance (X) with Employee Performance (Y)

Correlation			
		Domicile Distance	Employee Performance
Domicile Distance	Pearson Correlation	1	.136
	Sig. (2-tail)		.239
	N	78	78
Employee Performance	Pearson Correlation	.136	1
	Sig. (2-tail)	.239	
	N	78	78

From the results of the X to Y partial correlation test with a calculation using SPSS 26.0 between the variable distance of division (X) and employee performance (Y), a correlation coefficient value of 0.136 was obtained, the correlation value was in the interval of 0.000 – 0.199, meaning that the two variables had a very low level of relationship.

#### 4.4. Determination Test Results

Table 9. Test Results of the Coefficient of Determining the Distance of Domicile (X) on Employee Performance (Y)

Model Summary				
Type	R	R square	Customized R Square	Forecast errors
1	.136a	.018	.005	4.198
a. Predictor: (Constant), Domicile Distance				

Based on the table above, it shows that the quadratic R value is 0.18 or 1.8%. This explains that there is an effect of domicile distance (X) on employee performance (Y) by 1.8%. While the remaining 98.2% was influenced by other factors outside the domicile distance variable (X).

#### 4.5. T-Count Test Results (Partial Test)

Table 10. Results of the t-count test (partial test) of the distance of domicile (x) against employee performance (y)

Coefficient						
Type		Non-standard Coefficients		Standard Coefficient	t	Sig.
		B	STD error.	Beta		
1	(Constant)	29.348	2.552		11.501	.000
	Home Distance	.193	.162	.136	1.188	.239
a. Dependent Variable: Employee Performance						

The significance value of the domicile distance (X) is  $0.239 > 0.05$  and the result of t is 1.188, where t is a table with a significance level of 5% (0.05) and a confidence level of 95% =  $t(\alpha/2; nk-1) = t(0.05/2; 78-2-1) = t(0.025; 75) = 1.992$ , so it can be concluded that  $t \text{ calculates} < t \text{ table} = -1.188 < 1.992$ . Based on the results obtained,  $H_0$  was accepted by  $H_a$  and rejected, meaning that the distance of domicile (X) had no effect on the performance of the employee (Y). The results of this study are not in line with the results of the previous study Pribudi (2017) which stated that the distance of domicile had a positive and significant effect on employee performance.

## 5. CONCLUSION

Based on the results of the research and discussion on the effect of domicile distance on employee performance using the analysis method of validity and reliability test, correlation coefficient, determination coefficient and t-count test (partial test), it can be concluded that domicile distance has no effect on employee performance, domicile distance and employee performance have a positive relationship but the degree of relationship is very renditary, namely 1.8% while the remaining 98.2% is influenced by factors other than domicile distance variable. The results of this study are not in line with the results of the previous study by Pribudi (2017) which stated that the distance of domicile has a positive and significant effect on employee performance.

## THANKS

The author would like to thank the Indonesian Development Personnel University and PT. ISS Indonesia has fully supported this research, so that the author can face the existing obstacles and solve them well.

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