

Effect Of Work Discipline And Work Environment To Performance Of Employees

(Case Study at the Central General Hospital (RSUP) Dr. Mohammad Hoesin Palembang)

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Abstract- *The purpose of this research is to examine and to analyse the effect of work discipline and work environment on employee performance (A study case Rumah Sakit Umum Pusat (RSUP) Dr. Mohammad Hoesin Palembang). This research used Multiple Linier Regression Analysis and the result indicated that work discipline and work environment has a positive and significant effect on employee performance (A study case Rumah Sakit Umum Pusat (RSUP) Dr. Mohammad Hoesin Palembang).*

Index Terms- *work discipline, work environment, and employee performance*

I. INTRODUCTION

In achieving the vision and mission of the company which plays an important role of human resources (HR). Human resources is an element of an organization that has a role in all activities of the organization. Important role of human resources is evidenced by the success of public organizations in the implementation of which is determined by the quality of human resources. Therefore, in human resource management should be such that it has the power to order to successfully accomplish the mission and goals of the organization or company.

It is important in managing human resources on employee performance. Performance is the work output somebody who carry out their duties in accordance with a given standard, both in quantity and quality. Employee performance is often defined as the achievement of the tasks which the level of organizational performance demonstrated through the conformity of the work program carried out by the employees to achieve the vision, mission, and goals of the organization. If a high spirit can be created from the employee, then the organization can run smoothly with supported something called performance affects directly or indirectly to human, then the work environment in an organization has significance to human activities in it.

General Hospital Center (Dr) Dr. Mohammad Hoesin is a state-owned general hospital in the city of Palembang. General Hospital Center (Dr) Dr. Mohammad Hoesin is a health care institution located Jl. Jend. Sudirman Km 3.5 Palembang 30126.

Employees for General Hospital Center (Dr) Dr. Mohammad Hoesin is the most important asset that should be owned by the company and is considered by management. Increased labor productivity is not an easy thing to do. Head of the organization or company is generally hampered by many obstacles in order to increase labor productivity that requires a specific approach in order to increase labor productivity, especially of the employees of the company itself (Pratiguna & Prasad, 2013).

Several factors can affect the performance of employees of them is the discipline of work and physical work environment. Based on the above background, encourage researchers conducted a study entitled "Effect of Discipline Work and Work Environment on Employee Performance (A Case Study **Rumah Sakit Umum Pusat (RSUP) Dr. Mohammad Hoesin Palembang**)".

II. IDENTIFY, RESEARCH AND COLLECT IDEA

A. Work Discipline

Labor discipline is a measurement used superiors to discuss with employees to change practices and behaviors in order to increase the willingness of employees to follow all the rules that exist in the company -aturan (Riva, 2011: 825).

Labor discipline is one of the important factors in improving productivity. However the high level of education and the ability of an employee, the amount of motivation given the leadership, nor the amount of the compensation will not mean much if the employees are not disciplined in carrying out their duties. Therefore, the discipline should factor is of great concern, both for the leadership and the employees concerned.

B. Work Environment

According to Robbins & Coutler (2011), the environment is the institutions or forces beyond that could potentially affect the performance of the organization. The work environment is a place that there is a group in which there are several supporting facilities to achieve its goals in accordance with the vision and mission of the company (Sedarmayanti, 2013: 23).

C. Employee Performance

Performance is the result of and quality to be achieved by employees in functions that are in accordance with the burden given by superiors (Mangkunegara, 2013).

III. RESEARCH ELABORATIONS

THE RELATION BETWEEN DEPENDENT VARIABLES AND INDEPENDENT VARIABLES

1. The Influence of Work Discipline (X1) On Employee Performance (Y)

Attitude is the most important disciplines in an organization. Without the support of employee discipline is good, then the company will be difficult to realize its objectives. with the maintenance of labor discipline, this will ensure the maintenance of order and encourage fluency in the task. Good discipline reflects a person's sense of responsibility towards the tasks assigned to him. This encourages morale, morale, and the realization of objectives of the company, employees and the community (Hasibuan, 2013: 193). The creation of a pleasant working conditions will encourage employee morale and impact on employee performance.

2. The Influence at Work Environemt (X2) On Employee Performance (Y)

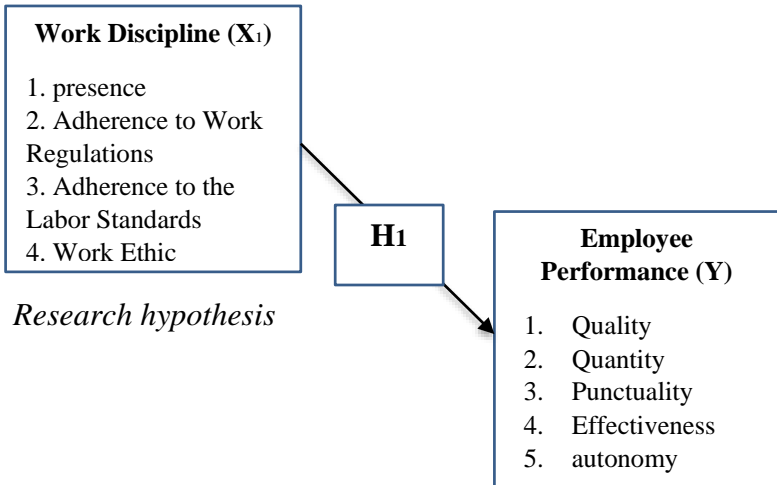
The working environment consists of physical and non-physical environment. Physical work environment settings such as the direction of light, color management, cleanliness, and others that will either improve employee performance. Supporting the work environment in terms of non-physical such as comfort and security as workers, relationship with your boss and coworkers are either dropped contribute to the effectiveness and efficiency of employees. Conditions conducive physical environment will menyciptakan pleasure, this may affect the employees to work harder and excited. High employee morale in the design of an efficient work system can be increased. Therefore, both conditions need to be improved in harmony so that both the work environment both physical working environment and non-physical is important for increasing employee performance.

Conceptual Framework for Thinking

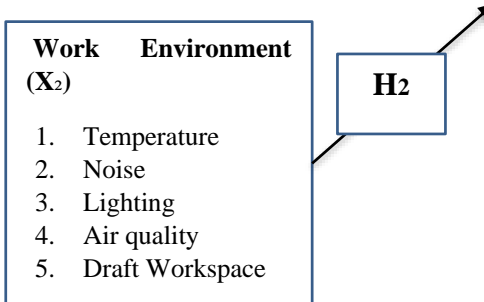
Based on the theoretical basis that there is, then the conceptual framework of this study as follows:

Source: Data processed the author, 2019

There are six indicators to measure employee performance, namely (Robbins, 2006: 260): Quality, Quantity, Timeliness, Effectiveness and Independence.



Research hypothesis



Based on the background, the formulation of the problem, research objectives, the theoretical basis and theoretical framework. Then the hypothesis proposed in this study are:

H1 Discipline Work positive and significant impact on the Employee Performance in the Hospital Dr. Mohammad Hosein Palembang

H2 : Work Environment positive and significant impact on the Employee Performance in the Hospital Dr. Mohammad Hosein Palembang

RESEARCH AND METHODS

A. Types and Sources of Data

Data used in this study is qualitative data in the form of a questionnaire in kuantitatifkan statements by the use of a Likert scale. The data source premiere

B. Population and Sample Research

The population in this study were all employees of the department Dr. Mohammad Hosein Palembang totaling 2,807 people.

To determine the size of the number of samples used in this study, the authors use the terms Slovin. Slovin incorporating elements of leeway inaccuracy due to sampling error that can be tolerated. This tolerance value expressed as a percentage, such as 5% formula used is as follows:

$n = \text{sample size}; N = \text{population size}; \text{and } e^2 = \text{Tolerance inaccuracy.}$

$$n = 2,907 / (1 + (2,907 \times 0,1^2))$$

$$n = 96.67 (100 \text{ people}) * \text{Rounded}$$

So a sample to be used in this study was 100 people as respondents.

C. Data analysis method

Methods of data analysis used in this study is qualitative data obtained from questionnaires were quantified, which is then analyzed using multiple linear regression analysis.

IV. RESULT AND FINDING

Validity of Test Results

Below are the results of testing the validity of this research:

Table 1. Test Instruments Research

Test Validity research instruments

Indicator	product Moment Pearson's	Sign.	α	information
X1, 1	0391	0,000	< 0:05	invalid
X1, 2	0489	0,000	< 0:05	invalid
X1, 3	.566	0,000	< 0:05	invalid
X1, 4	.551	0,000	< 0:05	invalid
X1, 5	0617	0,000	< 0:05	invalid
X1, 6	.690	0,000	< 0:05	invalid
X1, 7	0,641	0,000	< 0:05	invalid
X1, 8	0,270	0,000	< 0:05	invalid
X1, 9	0605	0,000	< 0:05	invalid
X1, 10	0661	0,000	< 0:05	invalid
X2, 1	.540	0,000	< 0:05	invalid
X2, 2	0,488	0,000	< 0:05	invalid
X2, 3	.580	0,000	< 0:05	invalid
X2, 4	0591	0,000	< 0:05	invalid
X2, 5	.631	0,000	< 0:05	invalid
X2, 6	0,556	0,000	< 0:05	invalid

X2, 7	.294	0,003	< 0:05	invalid
X2, 8	0594	0,000	< 0:05	invalid
X2, 9	.598	0,000	< 0:05	invalid
X2, 10	0608	0,000	< 0:05	invalid
Y. 1	.484	0,000	< 0:05	invalid
Y. 2	0431	0,000	< 0:05	invalid
Y. 3	.466	0007	< 0:05	invalid
Y. 4	0,462	0,000	< 0:05	invalid
Y. 5	0504	0,000	< 0:05	invalid
Y. 6	.566	0,000	< 0:05	invalid
Y. 7	.448	0,000	< 0:05	invalid
Y. 8	0.593	0,000	< 0.05	valid
Y. 9	.598	0,000	< 0.05	valid
Y. 10	.381	0,000	< 0.05	valid

Source: Adapted from Questionnaire, 2019

Based on the above table it is known that each indicator (item) in the variable work discipline and working environment (independent variable) and employee performance (dependent variable) with a value of Pearson's Product Moment namely significance value of 0.003; 0.000 < 0.05.

Reliability Test Results

Here are the results of reliability testing in this study:

Table 2. Results of Test Reliability Research Instruments

variables	Cronbach's Alpha	Cutt Off	N of Items	Information
Work Discipline (X1)	0.733	> 0,60	5	reliable
Working Environment (X2)	0.734	> 0,60	5	reliable
Employee Performance (Y)	.710	> 0,60	5	reliable

Source: Adapted from Questionnaire, 2019

Of variable instrument reliability test results of this study, the reliability test results of labor discipline (X1) And working environment (X2) Generates the data obtained are reliable as Cronbach's Alpha value is 0.733, 0.734 and reliability test results of employee performance (Y) also shows the results are reliable because the value of Cronbach's Alpha is 0.710.

Normality Test Results

The test results can be presented as follows:

Table 3. Test of Normality

One-Sample Kolmogorov-Smirnov Test		
		unstandardized residual
N		100
normal Parameters	mean	.0000000
	Std. deviation	3.59863827
Most Extreme Difference	Absolute	.070
	positive	.062
	negative	-.070
Kolmogorov-Smirnov Z		.070
Asymp. Sig. (2-tailed)		.200

Source: Data Secondary, processed in 2019

Based on this research, it is known that the probability or significance value for each variable is greater than 0.05, so it can be stated that the data in this study normal distribution.

Test Results Multicollinearity

Assumptions multikolinieritas is a situation where there is a linear relationship is perfect or nearly perfect between the independent variables in the model.

The following test results multikolinieritas.

Table 4. Test Results Multicollinearity

<i>Test of Multikolinierity</i>	VIF		<i>Cutt Off</i>	Information
Work Discipline (X1)	1,423	<	10	Not Happen Multicollinearity
Working Environment (X2)	1,423	<	10	Not Happen Multicollinearity

Source: Adapted from Questionnaire, 2019

Based on test results multicollinearity, produce that is not the case multicollinearity between variables for generating VIF is less than 10.

Test Results heterokedastisitas

Heteroskedastisity test results in this study are as follows.

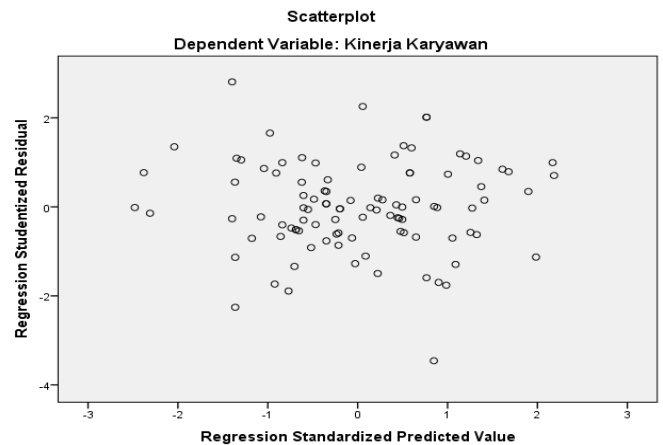


Figure Test Results Heteroskidastisity

Based on Figure above, suggests that the absence of heteroscedasticity, because the scattering of data form a specific line or not there is a clear pattern, as well as the points spread above and below zero on the Y axis.

Results of Multiple Linear Regression Analysis

Multiple linear regression analysis was conducted to determine the effect of work discipline variable (X1) And working environment (X2) On employee performance (Y). Based on test results obtained from the data as follows:

Table 5. Regression Test Results

<i>Test of Multikolinierity</i>	VIF		<i>Cutt Off</i>	Information	coefficients				
					Model	unstandardize d coefficients	standardize d coefficients	t	Sig.
Work Discipline (X1)	1,423	<	10	Not Happen Multicollinearity	1	B	Std. Error	beta	
Working Environment (X2)	1,423	<	10	Not Happen Multicollinearity					

Source: Adapted from Questionnaire, 2019

Based on test results multicollinearity, produce that is not the case multicollinearity between variables for generating VIF is less than 10.

Table 6. Test Results Correlation Coefficient (R) and the coefficient of determination (R²)

Constant	16 489	3,074		5,36 4	0,00 0
Work discipline	.227	0.075	.294	3029	0,00 3
Work environment	0.361	0.092	0.383	3,94 1	0,00 0

Model Summary^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,597	.356	0.343	3636

Source: Adapted from Questionnaire, 2019

Source: Adapted from Questionnaire, 2019

Based on the results of Table 5, the results of multiple linear regression analysis can be expressed by the following equation:

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

Based on Table 6 shows that the value of the correlation coefficient (R) between independent variables and the dependent variable amounted to 0,597, or by 59.7%, this shows that the correlation or relationship between independent variables and the dependent variable is quite strong and included in the range 0.40 to 0.59, Coefficient of determination (R²) Of 0.356 indicates that the independent variable is the work discipline (XR²1) And working environment (X2) Can explain the dependent variable is employee performance (Y) of 35.6%, while the remaining 64.4% is explained by other factors that are not be included in this study such as motivation, compensation, leadership and organizational culture.

ANNOVA^b

Model		Sum of Squares	Df	mean Square	F	Sig.
1	Regression	709.320	2	354.660	26.833	.000a
	residual	1282.070	97	13.217		
	Total	1991.390	99			

$$Y = 16.489 + 0,227X_1 + 0,361X_2 + 5.364e$$

The linear regression equation above can be explained as follows:

- The constant value of 16 489 indicates that if the absence of training variables and promotion, the performance of employees amounted to 16 489.
- Variable regression coefficient value of 0.227 keja discipline showed that if the work discipline variable plus 1 unit, the performance of employees will increase by 0.227.
- Variable regression coefficient value promotion of 0,361 indicates that if the work environment variables plus 1 unit, the performance of employees will increase by 0.361.

Results Correlation Coefficient (R) and the coefficient of determination (R²)

The strength of the relationship and the influence of independent variables and the dependent variable can be seen in the following table:

Hypothesis Test Results

Model Eligibility Test Result (Test F)

Based on test results and data processing with SPSS, the obtained test results F (simultaneously) as follows:

Table 7. Results of Simultaneous Test (Test F)

Source: Adapted from Questionnaire, 2019

Based on the results in Table 7, it is known values. Determined by the level of significance of 5% and the value Degree of Freedom (df) = k-1 = 2 and DF2 = nk = 100-2 = 98. Based on the value DF1 and DF2 = 2 = 98, then obtained a value of 3.09. Based on the test results in Table 4.13 F value > ie 26 833 > 3.09. This suggests that a significant influence and jointly between the discipline of work and the work environment on employee performance. $F_{table} < F_{table} < F_{table} < F_{hitung} < F_{table}$

Partial Test Results (t test)

Significance test (t test) aims to determine how far the influence of individual variables on the dependent variable. This study with a significance of 5% or $\alpha = 0.05$. T test results can be seen in Table 4:14 below.

Table 8. Test Results Partial (t test)

Suggestion

coefficients

Based on the research results the suggestions can be submitted the author as follows:

Model	unstandardized coefficients		standardized coefficients	t	Sig.
	B	Std. Error	beta		
1	Constant	16 489	3,074	5,364	0,000
	Work discipline	.227	0.075	.294	0,003
	Work environment	0.361	0.092	0.383	0,000

1. Labor discipline determined by the Hospital Dr. Mohammad Hosein Palembang aims to give employees a sense of obedience to the regulations set forth. Based on the discussion of the expected results Hospital Dr. Mohammad Hosein Palembang in this discipline of work assigned to able to give employees a sense of responsibility to the duties and obligations. With the enactment of labor discipline, making the employees to comply with the rules that have been defined. This will impact the performance of the employee, if the employee does not discipline the employee's performance does not match what is expected of the company.
2. The working environment at the Hospital Dr. Mohammad Hosein Palembang on employee performance is able to provide working facilities and a good working atmosphere. Based on the results of the discussion, it is expected by the Hospital Dr. Mohammad Hosein Palembang in this case about physical work environment such as work support facilities need to be added and updated to make it easy for employees to perform their duties and obligations. In addition to the non-physical environment, fellow employees need to create a good relationship between them. The good relationship that is created create a sense of comfort and will result in better employee performance.
3. For further research to develop future research to add to the sample and the respondents that will be examined along with other variables to determine other factors that affect the discipline of work, work environment and employee performance such as motivation, leadership, ability kerja, job stress.

Source: Adapted from Questionnaire, 2019

Based on data in Table 8, the value Degree of Freedom (df) = nk = 100-3 = 97 and 0.05, t value table for this research data is 1.29034. The results of the analysis can be described as follows:

1. T value work discipline variable (X1) Is greater than t table is 3,029 > 1.29034 and the significance value less than 0.05 is 0.003 < 0.05. Positive t value indicates that the direction of labor discipline have influence on employee performance. These results suggest that the hypothesis of work discipline and significant positive effect on employee performance variables at Hospital Dr. Mohammad Hosein Palembang.
2. T value the work environment variables (X2) Is greater than t table is 3.941 > 1.29034 and the significance value less than 0.05 is 0.016 < 0.05. Positive t value indicates that the direction of the work environment has an influence on employee performance. These results indicate that the hypothesis of the working environment positive and significant effect on employee performance variables at Hospital Dr. Mohammad Hosein Palembang.

V. CONCLUSIONS AND SUGGESTION

Conclusion

Based on the analysis and discussion of the previous chapter, it can be concluded as follows:

1. Labor discipline positive and significant effect on the performance of employees at the Hospital Dr. Mohammad Hosein Palembang.
2. Work environment positive and significant effect on the performance of employees at the Hospital Dr. Mohammad Hosein Palembang

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