

The Influence of Motivation and Work Discipline on the Performance of Employees of the Palembang Sekip Health Center

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ABSTRACT

This study aims to analyze the effect of work motivation and work discipline both partially and simultaneously on the performance of employees of Puskesmas Sekip Palembang. The data in this study were collected through distributing questionnaires to 64 respondents. The type of data in this study uses qualitative data and quantitative data. To see the extent of the accuracy and feasibility of the research variable instrument used validity and reliability tests, the data analysis technique used is multiple linear regression analysis models, with t tests and F tests. The results of the t test analysis in this study show that partially work motivation has a significant effect, and work discipline has a significant effect on employee performance at the Sekip Palembang Health Center. The results of the F test analysis and the coefficient of determination show that simultaneously work motivation and work discipline have a positive and significant influence on the performance of employees of the Palembang Sekip Health Center by 37.7 percent, while the remaining 63.3 percent is influenced by other factors outside the study. This shows that the higher the work motivation and work discipline, the higher the performance produced by the employees of the Palembang Sekip Health Center.

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1. INTRODUCTION

Human resources are the central figure of an organization or company. In order for management activities to run well, a company uses the best methods to improve employee performance. Resource management is also an important part of supporting human needs in both organizations and individuals. The use of human resources applied to human resource management functions can be in the form of planning, recruitment, and selection, human resource development, careers, as well as in other forms of industrial relations (Nur Baiti & Kustiyah, 2020).

Talent is also a central figure in an organization or company. In order for business activities to run well, companies must implement best practices to improve employee performance (Bintoro & Daryanto, 2017). Resource management is also an important factor in supporting human needs in both organizations and individuals. The use of human resources for

human management functions can be in the form of planning, recruitment and selection, talent development, career development, and other forms of industrial relations.

The successful life of an organization can never be separated from the intervention of human resources as productive individuals who work as drivers of the organization, be it an organization in an agency or company. Human resources are resources that cannot be replaced and become important assets. Human resources are a very central factor in organizations, regardless of their shape and purpose, organizations are created based on various visions for the benefit of humans. (Widuri et al., 2020) states that human resource management is a strategic approach to skills, motivation, development, and organizational management. So important are human resources in an organization, that every organization must get a qualified and productive workforce to run the organization.

The Community Health Center (Puskesmas) is part of the Regency / City Health Office as a technical implementation unit responsible for organizing health development in a working area. Puskesmas and its network act as the first level health service provider institution that is directly involved with the community. Puskesmas provide comprehensive and integrated health services to the community in their working area in the form of main activities and health centers increase the role of the community in improving health status. Comprehensive health services provided by health centers include curative (treatment), preventive (prevention), promotive (health improvement), and rehabilitative (health recovery) services.

Performance is very important for the progress of an organization or company, the higher the employee's performance, the easier it will be for the organization to achieve organizational goals (Kusumayanti et al., 2020). According to (Abdul & Saleh, 2018), argues that performance is the real behavior shown by employees as work performance produced by employees in accordance with their role in an organization. From several definitions of performance according to these experts, it can be concluded that employee performance is the result of individual or group work carried out in accordance with the provisions set by the organization to achieve the goals expected by the organization.

Motivation is one way to mobilize and direct employees so that they can carry out their respective duties with full awareness and responsibility (Berliana et al., 2019). Employee motivation is influenced by two factors, namely external and internal factors (Muna & Isnowati, 2022). Internal factors are needs, achievement, job satisfaction, perception and self-esteem. While external factors are work group, organization, type and nature of work, environment and reward system. Not only motivational factors affect the success of the organization to ensure success in achieving goals, but work discipline is also one of the important factors in achieving success. The achievement of organizational goals is strongly influenced by the discipline possessed by every element in the organization (Nur Baiti & Kustiyah, 2020).

According to (Marsoit et al., 2017), work discipline is a tool used by managers to communicate with employees to be willing to change behavior, increase awareness, and also a person's willingness to obey all the rules and social norms that apply in a company. According to (Hustia, 2020), discipline is the attitude of a person's willingness and willingness to obey and obey the regulatory norms that apply around him. Thus, work discipline is a tool used by leaders to communicate with employees so that they are willing to change behavior according to established regulations. An employee is a person who is influenced by various factors. In this case, the factors related to work discipline cannot be known with certainty, as a result, improving employee discipline cannot be done effectively and efficiently (Putra & Fernos, 2023).

The performance of employees at the Sekip Palembang Health Center is not yet optimal, in terms of the quality of employees in doing their duties is still lacking and also in relation to their working time is not optimal. Because some employees of the Palembang Sekip Health Center are still outside during working hours so that their obligations in carrying out their duties to serve the community are not optimal and there are still many complaints felt by the local community, such as there are still many employees chatting with fellow coworkers so that there are still delays in providing services, so that patients wait a long time to get treatment. The low performance of these employees causes a bad image for the puskesmas.

The level of work discipline of employees of the Palembang Sekip Health Center is still minimal because the sanctions and penalties made are not effective for employees of the Palembang Sekip Health Center, who still often come late to work, and there are also employees who leave the office during working hours. This happens because of the lack of supervision. The problem shows that employees lack discipline to carry out their duties properly. As a result of the lack of assertiveness from the leadership, the awareness of employees is still low to comply with the regulations made by the government.

The purpose of this study was to analyze the effect of work motivation and work discipline on the performance of employees of the Palembang sekip health center.

2. RESEARCH METHOD

The type of research that the author uses is quantitative research, this research will be useful to find out the extent to which employees of Puskesmas Sekip Palembang are affected by motivation and work discipline for them. In this study the authors took the object of research at the Sekip Palembang Health Center.

The object of this research is the performance of employees of the Palembang Sekip Health Center. The factors that will be investigated how the influence of motivation, work discipline on the performance of employees of the Palembang Sekip Health Center. Objects were collected through interviews, such as agency profile, number of employees, organizational structure, vision and mission, reward data for employees. The place of implementation of this research is on Jalan Amphibi No. 812 RT. 09 RW. 03 Kelurahan 20 Ilir 2 Kemuning District Palembang 30127. Research and lasted for 4 months.

There are three variables that researchers examine in this study, which have limitations in conducting research, namely the independent variable (free) is the effect of motivation and work discipline on employee performance, the dependent variable is employee performance. The sample used as the object of research is the employees of the Sekip Palembang Health Center.

This study uses two types of data, namely qualitative data and quantitative data. Qualitative data according to (Sugiyono, 2018), qualitative research methods are research that uses a philosophical foundation to investigate scientific conditions (experiments). The researcher as the main instrument. The purpose of this approach is to analyze and describe the object of study based on social activities, attitudes and perceptions of the community both individually and in groups. Qualitative methods investigate in detail information from the field, explain why the phenomenon occurred and why.

The data sources in this study used primary data sources and secondary data sources. According to (Sugiyono, 2018), primary data is a data source obtained directly by the collector without intermediaries. In this case, researchers get data directly either individually or in groups, orally or in writing. According to (Sugiyono, 2018), secondary data is a source that does not provide directly to collect data. Secondary information from sources that can support such as documentation and literature studies. This research data analysis technique uses SPSS V.25. Year 2023.

Research framework

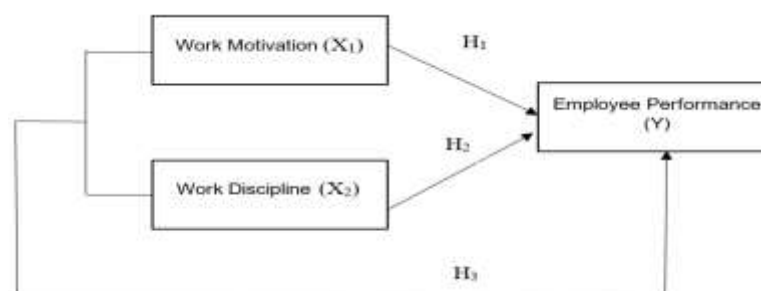


Figure 1. Framework

Research Hypothesis

Based on the formulation of the problem and the studies that have been done before, the hypotheses proposed in this study are:

- a. H1 : It is suspected that work discipline affects employee performance
- b. H2 : It is suspected that work motivation affects employee performance
- c. H3 : It is suspected that discipline and work motivation affect employee performance

3. RESULT AND DISCUSSION

Reliability Test

Reliability test is used to determine the consistency of the measuring instrument, whether the measuring instrument used is reliable and remains consistent if the measurement is repeated. The statistical method used in this test is the Cronbach Alpha test. The test criteria are if the reliability coefficient value (Reliability Coefficient Alpha) is greater than 0.60 (Cronbach's Alpha > 0.60), then the instrument data measured as a variable measuring instrument is reliable, which is reliable and reliable (Ghozali, 2018).

The results of the instrument data reliability test are presented below.

Table 1. Table Summary of Data on Instrument Reliability Test Results X1, X2 and Y Variables

Variable	N items	Koefisien Reliabilitas Cronbach's Alpha	Description
Motivation (X1)	5	0,681	Reliable
Work discipline (X2)	5	0.633	Reliable
Employee performance (Y)	6	0.775	Reliable

Source: Processed by researchers using SPSS V.25 (2023)

All variables in the research questionnaire have Cronbach's Alpha values greater than 0.60, this can be seen from the calculations carried out for the reliability test in the table above. The research questionnaire was found to meet the reliability assumption and is reliable on this basis.

Classical Assumption Test

Data Normality Test

This normality test is carried out because the data tested with parametric statistics must be normally distributed. To test the normality of the data, this study used One Sample Kolmogorov-Smirnov. According to (Ghozali, 2018), that the residual distribution can be seen with the following criteria:

- If the Kolmogorov Smirnov probability value > 0.05, then the data distribution is said to be normal.
- If the Kolmogorov Smirnov probability value < 0.05, then the data distribution is said to be abnormal.

Table 2. Data on Normality Test Results with One-Sample Statistical Methods
Kolmogorov-Smirnov Test

		Unstandardized Residual
N		64
Normal Parameters ^{a,b}	Mean	0.000000
	Std. Deviation	1.51394568
Most Extreme Differences	Absolute	0.127
	Positive	0.127
	Negative	-0.127
Test Statistic		0.127
Asymp. Sig. (2-tailed)		0.098c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance
Correction.

Source: Processed by researchers using SPSS V.25 (2023)

The results of the sample data normality test (unstandardized residual) using Kolmogorov-Smirnov statistical analysis at the level of confidence (Significance Level) 0.05, resulted in an Asymp. Sig (two tailed) of 0.098 is greater than 0.05 ($0.098 > 0.05$).

Thus, statistically at a significant level of 0.05 these results indicate that the variation in the distribution of research data is declared normally distributed and meets the requirements for multiple linear regression analysis.

Multicollinearity Test

The guideline criteria to determine whether a regression model has a multicollinearity problem or not is if the test results on the independent variables data have a VIF (variance inflation factor) value smaller than ($<$) 10 and a tolerance value greater than ($>$) 0.01, then the regression model is free from multicollinearity. Conversely, if the independent variables have a VIF value greater than ($>$) 10 and a tolerance value smaller than ($<$) 0.01, then the regression model has a multicollinearity problem (Ghozali, 2018).

Table 3. Table Tolerance and VIF Values of Multicolonierity Test Results
Free Variable

No	Variable	Tolerance	VIF	Description
1.	Work motivation	0,529	1,316	Free from multicollinearity problem
2.	Work discipline	0,653	1,532	Free from multicollinearity problem

Source: Processed by researchers using SPSS V.25 (2023)

Thus, based on the tolerance value (Tolerance) and VIF (Variance Inflation Factor) value of the multicollinearity test results on the motivation variable data and the work discipline variable, it can be explained that at a significant level of 0.05 the regression modeling with employee performance data as the dependent variable (Y) is declared free from multicollinearity problems between independent / explanatory variables and is eligible for further analysis.

Heteroscedasticity Test

A good regression model is one with homoscedasticity or no heteroscedasticity (Ghozali, 2018). Decision-making criteria.

- If the significance value (Sig.) $>$ 0.05, then it is free from heteroscedasticity problems
- If the significance value (Sig.) $<$ 0.05, then there is a heteroscedasticity problem

The results of the heteroscedasticity test data using the Glejser Test are presented in Table 4 as follows.

Table 4. Free Variable Data Heteroscedasticity Test Results Using the Glejser Test

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant	1.855	1.912		0.970	0.336
Work motivation	-0.188	0.145	-0.202	-1.296	0.200
Work discipline	0.135	0.135	0.156	1.000	0.321

a. Dependent Variable: ABS_res

Source: Processed by researchers using SPSS V.25 (2023)

Based on the data in table 4, the results of the heteroscedasticity test of the independent variable data using the Glejser test method at a significant level of 0.05, show the significance value of each independent variable, namely the motivation variable of 0.200 and work discipline of 0.321. The significance value of these two independent variables is greater than (>) 0.05.

Thus, it can be explained that statistically at a significant level of 0.05 the regression modeling is free from heteroscedasticity problems between independent / explanatory variables and qualifies for further analysis.

Multiple Linear Regression Test

Analysis of multiple linear regression statistical methods is used to measure the magnitude of the relationship and influence between the independent variable on the dependent variable and predict the dependent variable using the independent variable. In this study, multiple linear regression analysis is used to answer the formulation of the problem and prove the research hypothesis, by knowing how the influence of motivation and work discipline partially (individually) and simultaneously (together) on the performance of employees of the Sekip Palembang Health Center.

Regression Equation Model Test

The Effect of Work Motivation and Work Discipline on Employee Performance

The following are the results of multiple linear regression analysis to answer the problems that become the study of researchers, namely how motivation affects employee performance simultaneously and partially. The analysis used uses multiple linear regression analysis with the formula model as below:

$$Y = a + b1X1 + b2X2 + e$$

The following will describe the analysis of the calculation results using multiple linear regression in Table 5 below:

Table 5. Table of Regression Coefficient t Values in Multiple Linear Regression Equation Formula Model Test

Model	Unstandardized coefficients		Standardized coefficients	t	Sig.
	B	Std. error	Beta		
(Constant)	2.159	2.835		0.761	0.449
Work motivation	0.259	0.215	0.151	2.207	0.032
Work discipline	0.817	0.199	0.512	4.096	0.000

Source: Processed by researchers using SPSS V.25 (2023)

To determine the formulation of a multiple linear regression equation of the effect of motivation and work discipline variables on employee performance at the Sekip Palembang Health Center, the regression coefficient value analysis was carried out. As a result, the double regression constant value is 2.159, the regression coefficient value of work motivation variable is 0.259 and the regression coefficient value of work discipline variable is 0.817.

Based on the results of the regression coefficient analysis of the effect of motivation and work discipline on employee performance, the formula model of the multiple linear regression equation obtained is:

$$\text{Employee performance} = 2.159 + 0.259 \text{ Work motivation} + 0.817 \text{ Work discipline} + e$$

The estimated value of the data in the multiple linear regression equation model above can be interpreted and has the following meaning:

- a. The constant value is 2.159, meaning that when this research was carried out the level of employee performance at the Sekip Palembang Health Center could be assumed to be 2.159 points under the condition that the motivation and work discipline factors were constant (0).
- b. The regression coefficient value of motivation (X1) is 0.259 and the significant probability value of t is 0.032 (<0.05). These results indicate that if in the future the work motivation factor can increase 1 point higher, then employee performance will be able to increase by 0.259 points higher than the constant condition (0).
- c. The regression coefficient value of work discipline (X2) is 0.817 and the significant probability value of t is 0.000 (<0.05). These results indicate that if in the future the work discipline factor can increase 1 point higher, then employee performance will be able to increase by 0.817 points higher than the constant condition (0).

Correlation Coefficient Test (R)

Correlation coefficient analysis (R) is used to determine the strength of the relationship between motivation and work discipline with employee performance. The regression analysis data shown through Model Summary, the correlation coefficient (R) value is obtained as shown in Table 6 below.

Tabel 6. The Magnitude of the Relationship and the Effect of Work Motivation and Work Discipline Simultaneously on Employee Performance

Model	R	R-Square	Adjusted R Square	Std. Error of the Estimate
1	0.614 ^a	0.377	0.356	1.53856

a. Predictors: (Constant), Work discipline, Motivation

b. Dependent Variable: Employee Performance

Source: Processed by researchers using SPSS V.25 (2023)

Based on the data in table 6, the correlation coefficient (R) value is 0.614. This value shows that there is a positive relationship between motivation and work discipline with employee performance by 61.4 percent.

Thus, this result shows that the high and low performance of employees at the Sekip Palembang Health Center is inseparable from the existing motivation and work discipline factors. That is, if the work motivation and work discipline of employees are high, the performance produced by employees will also increase. Conversely, if the work motivation and work discipline of employees are low, the performance produced by employees at the Sekip Palembang Health Center will also decrease.

Test Coefficient of Determination (R²)

The analysis of the coefficient of determination (R² or R-Square) aims to determine how much the ability of work motivation and work discipline variables to explain employee performance variables. Based on the results of the regression analysis shown through Model Summary in Table 9, the coefficient of determination (R²) value is 0.377. So, this value shows that 37.7 percent of the variation in employee performance can be explained through work motivation and discipline factors.

Thus, based on the data from the findings of the coefficient of determination analysis, it can be stated that work motivation and work discipline factors have a positive influence on employee performance at the Sekip Palembang Health Center by 37.7 percent, while the remaining 63.3 percent is influenced by other factors outside the study such as work environment, leadership, compensation, organizational culture, work ethic and others.

Hypothesis Test

In this section, the results of testing the research hypotheses (H1-3) that have been determined by looking at the level of significance of the effect of motivation and work discipline on employee performance partially and simultaneously will be described, then the discussion of the research findings will be discussed. The determination of the research hypothesis is stated as follows:

H1 : Work motivation affects the performance of employees of the Sekip Palembang Health Center.

H2 : Work discipline affects the performance of employees of the Sekip Palembang Health Center.

H3 : Work motivation and work discipline affect the performance of employees of the Palembang Sekip Health Center.

The t-test

The t test analysis was conducted to test the partial research hypothesis, namely for hypotheses H1 and H2. The criteria for determining the research hypothesis are as follows (Ghozali, 2018):

1. Hypothesis H1, if the sig.t probability value <0.05 , then hypothesis H1 is accepted. That is, that partially work motivation has a significant effect on employee performance.
2. Hypothesis H2, if the probability value of sig.t <0.05 , then hypothesis H2 is accepted. This means that partially work discipline has a significant effect on employee performance.

Based on the results of the multiple linear regression statistical analysis, Table 7 below will present the data on the probability coefficient value of the t test results (Sig.t) for the partial hypotheses H1 and H2.

Table 7. Table of Probability Coefficient of t Test Research Hypothesis Partial H1 and H2

Model	Unstandardized coefficients		Standardized coefficients	t	Sig.
	B	Std. error	Beta		
Work motivation	0.259	0.215	0.151	2.207	0.032
Work discipline	0.817	0.199	0.512	4.096	0.000

Source: Appendix 5. Processed by researchers using SPSS V.25 (2023)

Hypothesis H1: The Effect of Work Motivation on Employee Performance

Based on the data from the statistical t test analysis of the work motivation variable parameters in table 10, the significant probability coefficient t (Sig.t) of the variable is 0.032. Sig.t probability value $0.032 < 0.05$. Thus, statistically at a significant level of 5% (0.05) the partial hypothesis H1 stated through the statement: Work motivation affects the performance of employees of the Sekip Palembang Health Center, is proven and accepted.

The results of this study indicate that work motivation has a positive and significant effect on employee performance at the Sekip Palembang Health Center. This means that the higher the work motivation, the higher the employee performance at the Palembang Sekip Health Center.

Hypothesis H2: The Effect of Work Discipline on Employee Performance

Based on the data from the statistical t test analysis of the work discipline variable parameters in Table 10 above, the significant probability coefficient t (Sig.t) of the variable is 0.000. Sig.t probability value of $0.000 < 0.05$. Thus, statistically at a significant level of 5% (0.05) the partial hypothesis H2 stated through the statement: Work discipline affects the performance of employees of the Sekip Palembang Health Center, is proven and accepted.

The results of this study indicate that work discipline has a positive and significant effect on employee performance at the Sekip Palembang Health Center. This means that the higher the work discipline, the higher the employee performance at the Palembang Sekip Health Center.

F Test (Anova)

The F (Anova) test analysis was carried out to test the feasibility level of the multiple linear regression equation model and the research hypothesis H3 which was stated through the H3 Hypothesis statement: Work motivation and work discipline affect the performance of employees of the Palembang Sekip Health Center.

The criteria for determining the research hypothesis are as follows (Ghozali, 2018): If the sig.F probability value < 0.05 , then hypothesis H3 is accepted. That is, that simultaneously work motivation and work discipline have a significant effect on employee performance.

The results of the analysis can be seen in Table 8 below:

Tabel 8. Table of Probability Value of F-test Hypothesis H3: Simultaneous Effect of Work Motivation and Work Discipline on Employee Performance

Model	Sum of squares	df	Mean square	F	Sig.
Regresi	87.211	2	43.606	18.421	0.000 ^b
Residual	144.398	61	2.367		
Total	231.609	63			

Source: Processed by Researchers using SPSS V.25 (2023)

Based on the data from the test results together (simultaneously) using the F test analysis (Anova) in table 8, the F-count value of the effect of X1 and X2 on Y with degrees of freedom is 18.421 with a probability value (sig.F) of 0.000.

Based on the data above, the sig.F probability value of $0.000 < 0.05$. Thus, at a significant level of 5% (0.05), it can be concluded that:

1. The modeling of the multiple linear regression equation formula built to explain the effect of work motivation and work discipline on employee performance, meets the fit criteria and is feasible to use.
2. Hypothesis H3, namely: Work motivation and work discipline have a significant effect on employee performance, proven and accepted.

The results of this study indicate that work motivation and work discipline simultaneously have a positive and significant effect on employee performance at the Sekip Palembang Health Center. This means that the higher the work motivation and work discipline, the higher the employee performance at the Sekip Palembang Health Center.

Discussion

Effect of Work Motivation on Employee Performance

Based on the data from the partial hypothesis test results, H1 is proven that work motivation has a positive and significant effect on employee performance at the Sekip Palembang Health Center. This means that the higher the work motivation, the higher the performance produced by employees at the Palembang Sekip Health Center. The results of this study are in line with the theory put forward according to Andika (2019), motivation is one of the things that affects human behavior, motivation is also referred to as encouragement, desire, support or needs that can encourage and motivate someone to reduce and carry out themselves, to act and perform in a certain optimal way. Motivation greatly affects employee performance. Because, in general, employees are very productive when the company supports them in completing their duties.

The findings of the results in this study also support research that has been conducted by oleh (Kirana et al., 2022), (Nur Baiti & Kustiyah, 2020), and (jaya & Mukhtar, 2020), The results of this study indicate that work motivation has a positive and significant effect on employee performance. Employee performance will be higher if the existing work motivation factor is high.

Based on the description above, it proves that the lack of maximum employee performance at the Sekip Palembang Health Center is strongly influenced by the level of work motivation that is not optimal. As one of the efforts to improve employee performance in the future is to increase employee work motivation. So, this must receive serious attention from the leadership as a top priority for improvement, including the fulfillment factor of security guarantees, safety and maximum physical protection for each employee. Furthermore, the amount of salary and incentive as well as the time of the provision is adjusted to the laws and regulations of the Palembang City Regional Minimum Wage.

Thus, through efforts to improve and improve the driving factors of work motivation, it is hoped that it will be able to generate enthusiasm and desire within employees who can influence, direct and maintain behavior to achieve a goal or desire in accordance with the scope of work more optimally. Thus, with the higher work motivation of employees, this is expected to be able to contribute positively more optimally in supporting employee performance in order to be able to provide optimal work results for the Sekip Palembang Health Center in the future.

Effect of Work Discipline on Employee Performance

Based on the data from the analysis of the partial hypothesis test H2, it shows that work discipline has a positive and significant effect on employee performance at the Sekip Palembang Health Center. This means that the higher the work discipline, the higher the performance produced by the Palembang Sekip Health Center employees. The results of this study are in line with the theory put forward by Agustini (2019), that work discipline is an attitude of submission to company/organization rules and standards which aims to increase employee determination to achieve company/organization goals.

The findings of the results in this study support previous research that has been conducted by (Marsoit et al., 2017), (Prayogi et al., 2019), (Nur Baiti & Kustiyah, 2020). The results show that work discipline has a positive and significant effect on employee performance. Meanwhile, based on the results of research conducted by (Hasibuan & Silvya, 2019) which shows that work discipline has no significant effect on employee performance, the findings in this study are contradictory.

Based on the description above, it proves that another important factor that influences the non-optimal performance of Puskesmas Sekip Palembang employees is the level of employee discipline that is not optimal. Therefore, as an effort to improve employee performance in the future is to improve employee work discipline. Leaders must make this a top priority for their policies to immediately make improvements to improve employee work discipline, including through attention, coaching, training, and strict action indiscriminately in enforcing regulations. So it is hoped that this will be able to increase employee obedience to superior directions, increase employee awareness and a sense of responsibility in working to get better results, enter and attend according to regulations, and in carrying out work be able to follow the work procedures and Standard Operating Procedures that have been determined properly.

Thus, through these improvement efforts, it is hoped that good employee work discipline conditions will be created and as expected, so that this will be able to contribute positively more optimally in supporting employee performance in order to be able to provide optimal work results for the Sekip Palembang Health Center in the future.

The Effect of Work Motivation and Work Discipline on Employee Performance

Based on the data from the analysis of the simultaneous hypothesis test H3, it shows that the work motivation and work discipline factors have a positive and significant effect on employee performance at the Palembang Sekip Health Center by 37.7 percent, while the remaining 63.3 percent is influenced by other factors outside the study such as work environment, leadership, compensation, organizational culture, work ethic and others. This means that the higher the

work motivation and work discipline in employees, the higher the performance produced by employees of the Puskesmas Skip Palembang.

The results of this study are in line with research conducted by (Kusumayanti et al., 2020), (Putra & Fernos, 2023), (Mufarrohah & Sumartik, 2022), and (Hustia, 2020) The results show that work motivation and work discipline together have a positive and significant effect on employee performance.

Performance is basically what employees do or do not do. Performance will affect how much they contribute to the organization in the form of quantity and quality of service, timeframe and cooperative attitude in the organization. To achieve optimal employee performance, the organization must be able to pay attention to several factors, including factors of employee quality and ability, namely matters related to education / training, work ethic, work discipline, mental attitude and physical condition of employees. Supporting facilities factors, namely matters relating to the work environment (occupational safety, occupational health, production facilities, technology) and matters relating to employee welfare (wages/salaries, social security, job security). As well as supra-facilities factors, namely matters relating to government policy and industrial relations management.

Based on the description above, it proves that the non-optimal performance of the Sekip Palembang Health Center employees is very much caused by the level of work motivation and employee work discipline which is also not optimal. Therefore, in the future, as an effort to improve employee performance, it is hoped that the leadership can pay more serious attention to immediately fix the work motivation factor and employee work discipline. So, with the improvement of these two factors, it is hoped that the performance produced by employees can further increase, including the level of effectiveness, relevance, flexibility and sensitivity, as well as the ability of employees to work so that the work results achieved can be more specific and clear, so as to provide more optimal impact and benefits for all parties.

Thus, through these improvement efforts, it is hoped that in the future it will be able to create employees who are able to provide their best performance and as expected by the Sekip Palembang Health Center.

4. CONCLUSION

Based on the findings of the results in this study, several conclusions can be put forward, namely work motivation has a positive and significant effect on the performance of employees of the Sekip Palembang Health Center. The higher the work motivation, the higher the employee performance. Work discipline has a positive and significant effect on the performance of employees of the Sekip Palembang Health Center. The higher the work discipline, the higher the employee performance. Work motivation and work discipline together have a positive and significant effect on the performance of employees of the Palembang Sekip Health Center. The higher the work motivation and work discipline, the higher the employee performance. Work motivation and work discipline together have a positive and significant influence on employee performance at the Palembang Sekip Health Center by 37.7 percent, while the remaining 63.3 percent is influenced by other factors outside the study.

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