



The Influence of Work Discipline and Work Environment on Employee Performance at Setia Mitra Hospital, South Jakarta

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Abstract:

This study aims to determine how the influence of work discipline and work environment on employee performance at the Setia Mitra Hospital, South Jakarta, to find out how the influence of work discipline on employee performance at the Setia Mitra Hospital, South Jakarta, to find out how the influence of the work environment on employee performance at the Setia Mitra Hospital, South Jakarta. The method used in this research is quantitative method, namely through the approach, data collection and analysis using statistics. A population of 208 employees with the determination of the sample using the Slovin formula with a level of difficulty of 10% obtained 68 samples. The data used through observation techniques, questionnaires and literature. The analysis method used in this research is validity test, reliability test, normality test, multicollinearity test, autocorrelation test, heteroscedasticity test, multiple linear regression test, determination test and significant test (t test and f test). The results showed that partially work discipline has a positive effect on employee performance, this can be seen from the t test with a tcount of $4.002 > 2.382$, partially the work environment has a positive effect on employee performance, this can be seen from the t test with a tcount of $4.163 > 2.382$ and Simultaneously work discipline and work environment have a positive and significant effect on employee performance, this can be seen from the results of the F test with Fcount 10.630 and Ftable 2.38 ($10.630 > 2.38$), multiple linear regression obtained by the equation $Y = 21,393 + 0.228 X_1 + 0.286 X_2$ with the coefficient of determination adjusted R square is 0.223 or 22.3%..

Keywords: Work Discipline, Work Environment, Employee Performance

INTRODUCTION

In the era of globalization, every organization, both business organization and social organization, always consists of several integration components in order to achieve the goals

that have been set. These available components are commonly referred to as resources. Of the many resources available, one resource that is very decisive is human resources. Human resources are individuals who work and become members of a company or institution. Broadly speaking, the definition of human resources according to Hasibuan (2015: 13) "that is, humans have integrated abilities characterized by a good mindset and physical strength. The behavior and character of human resources come from their environment, while achievement and work motivation come from their own desires.

The superiority and success of the organization is highly dependent on the quality of its human resources, humans are the movers, planners, innovation makers and are workers who are assets for the company. Employee performance is an action taken by employees in doing the work given by the company. Every company always expects its employees to work optimally. Good performance will have an impact on the company and the achievement of company goals.

In order for employees to act as good workers, good performance and good discipline are needed. One of the important things is that the success of various activities within the company in achieving its company goals is work discipline.

From the results of observations to the Setia Mitra Hospital, South Jakarta, it can be seen that there are problems which are indicated by work discipline. The following is data on work discipline at the Setia Mitra Hospital, South Jakarta. that the high absenteeism and lateness of employees from 2017 to 2019 as a whole was in poor condition, this indicates that there are still many employees who lack work discipline due to lack of work discipline. self-awareness of employees regarding work discipline.

Setia Mitra Hospital in South Jakarta has set a regulation that every non-medical employee must arrive on time at 07.00 and paramedical employees for the morning shift arrive on time at 07.00, for the afternoon shift at 07.00

14.00 and night shift at 20.30 with a tolerance of 10 minutes of delay, if more than 10 minutes it is said to be late in 2017 until 2019 there are still many employees who come late. This indicates that there are still many employees who lack discipline at Setia Mitra Hospital, South Jakarta.

In addition to work discipline, the work environment is also an important aspect for the company, especially with regard to employee performance. According to Sedarmayanti (2013: 23) "The work environment is a place where there are a number of groups in which there are several supporting facilities to achieve company goals in accordance with the company's vision and mission". An environment can be said to be good if an employee can carry out activities optimally, healthy, safe and comfortable. A good work environment will satisfy employees and can improve employee performance. On the other hand, a bad work environment will reduce employee performance. A good work environment is expected to spur high employee performance, so that a good work environment can support employee needs to increase employee enthusiasm and obtain an efficient work system design.

Every company always expects its employees to have good performance in order to contribute optimally to the company. According to Mangkunegara (2015: 67) "Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". Performance is an important point in the progress of the company, the increasing performance of employees of a company, the faster the achievement of company goals will be. One of the efforts made by the organization or company to improve employee performance is by creating work discipline and a good work environment. Due to the increasingly high competition and job demands, it creates pressures that must be faced in working in other words for the survival of a company that is determined by the performance of its employees. If action is not taken immediately, it will have a negative impact on the achievement of company goals. From the results of observations to Setia Mitra

Hospital, South Jakarta, there are problems regarding employee performance. The following is data regarding the performance of employees at Setia Mitra Hospital, South Jakarta. The performance of Setia Mitra Hospital South Jakarta employees is still not optimal. This can be seen from the performance assessment above which has fluctuated which resulted in the achievement of work not being in accordance with the set targets and of course it would hinder the achievement of company goals. For this reason, companies need to provide encouragement to employees so that employee performance does not decrease and company goals can be achieved.

Based on the above background the authors are interested in conducting research with the title "The Effect of Work Discipline and Work Environment on Employee Performance at Setia Mitra Hospital, South Jakarta".

LITERATUR REVIEW

1. Work Discipline

Discipline is the main attitude that every employee must have. The most important thing is that the higher and better the work discipline, the higher the work performance achieved by employees. Because without good discipline, it is difficult for an organization or company to achieve optimal results. As stated by Keith Davis (2010: 100), that "Discipline is management action to enforce organization standards". Based on the opinion of Keith Davis, work discipline can be defined as the implementation of management to strengthen organizational guidelines. This is supported by a statement from Bejo Siswanto (2010: 291 in D. Arika 2016: 19) which states that work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and able to carry it out and do not avoid receiving sanctions if he violates the duties and authorities given to him.

2. Work Environment

Every company always strives to create a pleasant work environment, because it will affect performance improvement, the company in carrying out its activities always pays attention to the factors that exist within the company, and must also pay attention to factors that exist outside the company or the surrounding environment. A working environment condition can be said to be good or appropriate if humans can carry out their activities optimally, healthy, safe and comfortable in accordance with the work environment seen in the long term. Furthermore, an unfavorable work environment can demand more manpower and time and does not support obtaining an efficient work system design.

According to Sedarmayanti (2013: 25) "the work environment is all the tools and materials encountered in the surrounding environment where a person works, his work methods, and work arrangements both as individuals and groups."

3. Performance

The development and progress of an organization cannot be denied, if the quality of its performance has an influence as a driving force. Good quality performance can be obtained by doing hard work and high discipline, both in the short and long term.

Performance or performance is a popular term in management where the term performance is defined in terms of work results, work performance and performance. According to Sutrisno (2015: 172) employee performance is the result of employee work seen in aspects of quality, quantity, working time, and cooperation to achieve the goals set by the organization.

RESEARCH METHODS

The type of research in this research is quantitative research. According to Sugiyono (2015: 13) "Quantitative research methods can be interpreted as research methods based on philosophy. The number of samples taken is 68 employees.

According to Sugiyono (2017: 56) descriptive is research conducted to determine the value of independent variables, either one or more variables (stand-alone variables).

Descriptive research is a research method that describes the characteristics of the population or the phenomenon being studied. So that the main focus of this research method is to explain the object of the research. So answer what events or phenomena occur.

According to Sugiyono (2017:14) quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to examine certain populations or samples, sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative / statistics, with the aim of testing the established hypotheses.

RESEARCH RESULTS AND DISCUSSION

Data Quality Test

Table 1
Discipline Variable Validity Test Results (X1)

No	Statement	r count	r table	Description
1	Dis_1	0.379	0,201	Valid
2	Dis_2	0.383	0,201	Valid
3	Dis_3	0.638	0,201	Valid
4	Dis_4	0.496	0,201	Valid
5	Dis_5	0.357	0,201	Valid
6	Dis_6	0.606	0,201	Valid
7	Dis_7	0.613	0,201	Valid
8	Dis_8	0.68	0,201	Valid
9	Dis_9	0.595	0,201	Valid
10	Dis_10	0.54	0,201	Valid

Table 2
Work Environment Variable Validity Test Results (X2)

No	Statement	r count	r table	Description
1	LK_1	0.485	0,201	Valid
2	LK_2	0.63	0,201	Valid
3	LK_3	0.487	0,201	Valid
4	LK_4	0.533	0,201	Valid
5	LK_5	0.433	0,201	Valid
6	LK_6	0.625	0,201	Valid
7	LK_7	0.517	0,201	Valid
8	LK_8	0.582	0,201	Valid
9	LK_9	0.618	0,201	Valid
10	LK_10	0.404	0,201	Valid

Table 3
Employee Performance Variable Validity Test Results (Y)

No	Statement	r count	r table	Description
1	KK_1	0.564	0,201	Valid
2	KK_2	0.618	0,201	Valid
3	KK_3	0.468	0,201	Valid

4	KK_4	0.651	0,201	Valid
5	KK_5	0.315	0,201	Valid
6	KK_6	0.453	0,201	Valid
7	KK_7	0.583	0,201	Valid
8	KK_8	0.566	0,201	Valid
9	KK_9	0.403	0,201	Valid
10	KK_10	0.275	0,201	Valid

Uji Normalitas

Table 4
Data Normality Test Results
One-Sample Kolmogorov-Smirnov Test
Unstandardized Residual

N		68
Normal Parameters ^{a,b}	Mean	0
	Std. Deviation	3.535062
Most Extreme Differences	Absolute	4
	Positive	0.098
	Negative	0.054
Test Statistic		-0.098
Asymp. Sig. (2-tailed)		0.098
		.171 ^c

- a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Uji Multikolinearitas

Table 5
Multicollinearity Test Results
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	21.393	4.551		4.71	0		
	Dicipline	0.228	0.125	0.255	1.822	0.073	0.593	1.686
	Work Environment	0.286	0.136	0.294	2.1	0.04	0.593	1.686

- a. Dependent Variable: Employee performance

Simple Linear Regression Analysis Test

Table 6. Test Results of Simple Linear Regression Analysis of Work Discipline Variables on Performance

Coefficients^a

Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	26.431	3.967		6.663	0

	Dicipline	0.396	0.099	0.442	42	0
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a. Dependent Variable: Employee performance

Based on the results of the regression calculations in the table above, it can be obtained the regression equation $Y = 26,431 + 0.396 X1$. From the equation above, it can be concluded that $X1 = \text{Work Discipline}$ $Y = \text{Employee Performance}$ If the value of $X = 0$ will be obtained $Y = 26,431$. This means that the value (a) or constant of 26,431 this value indicates that when work discipline ($X1$) is 0 or does not increase, then employee performance (Y) will still be worth 26,431 regression coefficient value (b) of 0.396 (positive), which shows the effect of which is in the same direction, which means that if work discipline is increased by one unit, it will increase employee performance by 0.396 units.

Table 7
Simple Linear Regression Analysis Test Results Work Environment Variables on Performance
Coefficients^a

Model	Unstandardized Coefficients			Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	23.998	4.396		5.459	0
	Work environment	0.444	0.107	0.456	4.163	0

a. Dependent Variable: Employee performance

Based on the results of the regression calculations in the table above, the regression equation $Y = 23,998 + 0.444 X2$ can be obtained. From the equation above, it can be concluded as follows. Where $X2 = \text{Work Environment}$ $Y = \text{Employee Performance}$

If the value of $X = 0$ will be obtained $Y = 23,998$. This means that the value (a) or constant of 23,998 this value indicates that when motivation ($X2$) is 0 or does not increase, then the employee's performance (Y) will still be worth 23,998 regression coefficient value (b) of 0.444 (positive), which shows a significant effect. unidirectional, which means that if the work environment is increased by one unit, it will increase employee performance by 0.444 units. Based on the table of Multiple Regression Analysis Test Results has been obtained from the regression coefficient, it can be made a regression equation as follows.

$$Y = 21.393 + 0,228 X1 + 0,286 X2$$

Based on the multiple regression equation formed above, it can be concluded that: the discipline variable and the work environment have a positive coefficient on the employee performance variable. The coefficient of the discipline variable gives a value of 0.228, which means that if the discipline variable is getting better with the assumption that other variables are fixed, the employee performance variable will increase. The work environment coefficient gives a value of 0.286 which means that if the work environment variable is getting better with the assumption that other variables are fixed, the employee's performance will increase.

Based on the Coefficient of Determination Test, it can be seen that the amount of Adjusted R square is 0.183 or 18.3%. This shows that the percentage of the influence of the independent discipline variable ($X1$) on the dependent performance is 18.3% while the rest ($100\% - 18.3\% = 81.7\%$) is influenced or explained by other variables outside the variables studied.

Based on the Coefficient of Work Environment Determination Test Results ($X2$) on Performance (Y) it can be seen that the amount of Adjusted R square is 0.196 or 19.6%. This shows that the percentage of the influence of the work environment independent variable ($X2$)

on the dependent performance is 19.6% while the rest ($100\% - 19.6\% = 80.4\%$) is influenced or explained by other variables outside the variables studied.

Based on the results of the coefficient of determination test, it can be seen that the adjusted R square is 0.223 or 22.3%. This shows that the percentage of the influence of the independent variable work discipline and work environment (X) on the dependent performance (Y) is 22.3% while the rest ($100\% - 22.3\% = 77.7\%$) is influenced or explained by other variables outside researched variables.

The work discipline variable has a significance level of 0.000, this value is smaller than 0.1 ($0.000 < 0.1$) with a t-count value of $4.002 > 2.382$. This means that H_{a1} is accepted. So it can be said that work discipline has a significant effect on employee performance. The work environment variable has a significance level of 0.000, this value is greater than 0.1 ($0.000 < 0.1$) with a t-count value of $4.163 > 2.382$. This means that H_{a1} is accepted. So it can be said that the work environment has a significant effect on employee performance.

From the Simultaneous Test Results (F) it can be seen that the F-count value is 10.630 while the F-table is 2.38, so $10.630 > 2.38$. Thus and statistically obtained with a significant value of $0.000 < 0.1$. From these data it can be interpreted that the hypothesis is accepted. This shows that discipline and work environment simultaneously have a significant influence on employee performance.

CONCLUSION

1. Partially, work discipline has a positive effect on employee performance, this can be seen from the t-test with a t-value of $4.002 > 2.382$ with a significance level of 0.000 this value is smaller than 0.1 ($0.000 < 0.1$).
2. Partially the work environment has a positive effect on employee performance, this can be seen from the t test with a t-value of $4.163 > 2.382$ with a significance level of 0.000 this value is greater than 0.1 ($0.000 < 0.1$).
3. Simultaneously work discipline and work environment have a positive and significant effect on employee performance, this can be seen from the results of the F test with Fcount 10,630 and Ftable 2,38 ($10,630 > 2.38$). Thus it can be interpreted that discipline and work environment simultaneously have a significant influence on employee performance

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