

The Influence of Work Discipline and Motivation on Employee Performance at Technical Implementation Unit of the Service Puskesmas Pakuan Ratu Way Kanan Regency

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Abstract

Employee performance is a pivotal factor in the success of public service institutions, particularly in the healthcare sector. This study investigates the influence of work discipline and motivation on employee performance at Technical Implementation Unit Puskesmas Pakuan Ratu, Regency Way Kanan. Utilizing a descriptive associative research design and multiple linear regression analysis, data were collected from 44 employees through structured questionnaires. The findings reveal that both work discipline and motivation significantly and positively impact employee performance, with motivation having a more substantial effect. These results underscore the importance of fostering a supportive work environment, clear policies, and recognition programs to enhance employee performance. The study fills a notable gap in the literature by providing context-specific insights into the Indonesian public health sector.

Keywords: *Employee Performance, Work Discipline, Motivation, Public Health Institutions*

Introduction

Employee performance is a critical determinant of organizational success, especially in public service institutions where efficiency, effectiveness, and service quality are essential for fulfilling their mandate (Ningrum et al., 2023; Saputra et al., 2020; Tumija & Bukit, 2023). The performance of employees at Technical Implementation Unit Puskesmas Pakuan Ratu, Regency Way Kanan, has generally been satisfactory. However, occasional instances of unproductive activities and suboptimal performance outcomes suggest that there are underlying factors that affect overall performance (Hasianny et al., 2021; Nugraheny et al., 2020; Triana & Defrizal, 2024)

This study aims to address these performance issues by investigating the key factors influencing employee performance, with a particular focus on work discipline and motivation (Alam et al., 2019; Kartinah, 2021; Widiastuti et al., 2020). Work discipline refers to employees' adherence to established rules and standards,

which is crucial for maintaining operational efficiency ((Habiburrahman et al., 2022; Karawang et al., 2023; Kusumasari & Wasi, 2021). Motivation, on the other hand, encompasses the internal and external factors that drive employees to perform at their best (A. R. P. Barusman, 2019; Deviani et al., 2023; Turmudhi & Ristianawati, 2023)

While there has been substantial research on the relationship between work discipline, motivation, and employee performance, there remains a significant gap in context-specific studies, particularly within Indonesian public health institutions (Adi Mulyono & Indasah, 2022; Faris et al., 2022; Putra & Ambarika, 2022). Existing research often focuses on general settings or different organizational environments, leaving a gap in understanding how these factors specifically affect employee performance in the context of Indonesian public health services (M. Y. S. Barusman, 2018; Syahreza et al., 2017).

This study seeks to fill this gap by providing empirical evidence on how work discipline and motivation impact employee performance at Technical Implementation Unit Puskesmas Pakuan Ratu. By examining these factors in a specific public health setting, the study aims to contribute to a more nuanced understanding of performance dynamics and offer actionable insights for improving employee performance in similar institutions (Lamidi, 2022; Nxumalo et al., 2018; Wilona & Defrizal, 2024)

This study employs a descriptive associative research design to investigate the influence of work discipline and motivation on employee performance at Technical Implementation Unit Puskesmas Pakuan Ratu. Utilizing multiple linear regression analysis, the study aims to comprehensively understand the relationships between these variables, enabling an in-depth examination of their combined effects (Susanti & Yulianti, 2021; Travilta Oktaria et al., 2024). The choice of this method allows for a detailed analysis of how both work discipline and motivation impact employee performance while controlling for potential confounding factors (Diamantidis & Chatzoglou, 2019; Halawi & Haydar, 2018).

Materials and Methods

The population for this study consists of 44 employees at Technical Implementation Unit Puskesmas Pakuan Ratu. Given the manageable size of this population, a census approach was adopted, ensuring that every employee was included in the study. This approach guarantees that the findings are representative of the entire workforce, providing a complete and accurate picture of the factors affecting employee performance at this institution.

Data were collected through structured questionnaires distributed to all employees. The questionnaire was carefully designed to assess three key constructs: work discipline, motivation, and employee performance. Work discipline was measured through items related to adherence to rules and organizational standards, while motivation was assessed through items addressing both intrinsic and extrinsic motivational factors (M. Y. Barusman & Hidayat, 2017; Jaya et al., 2021). Employee performance was evaluated based on self-reported performance metrics and

perceptions of effectiveness in job roles (A. R. P. Barusman & Barusman, 2019; Honig, 2021). Respondents rated each item using a Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree), allowing for a nuanced understanding of their experiences and perceptions. The analysis of the collected data involved several key steps. Initially, descriptive statistics were computed to summarize the data and provide an overview of the distributions of work discipline, motivation, and employee performance scores (Lefrida et al., 2021). The reliability of the questionnaire items was tested using Cronbach's alpha, with a value of 0.70 or higher considered acceptable for ensuring internal consistency. Multiple linear regression analysis was then employed to assess the individual and combined effects of work discipline and motivation on employee performance, controlling for potential confounding variables. To validate the results further, exploratory factor analysis was used to confirm that the items in the questionnaire effectively represented the intended constructs. Through these methods, the study aims to deliver robust insights into how work discipline and motivation influence employee performance in the context of Technical Implementation Unit Puskesmas Pakuan Ratu

Result and Discussion

Descriptive Statistics

The descriptive statistics for Technical Implementation Unit Puskesmas Pakuan Ratu reveal that most employees demonstrate high levels of work discipline and motivation. These high levels suggest a generally strong adherence to organizational rules and a significant drive to perform well. However, despite these positive indicators, there are areas identified where performance could be improved. The data indicate that while the majority of employees are performing well, targeted interventions could further enhance overall performance and address specific areas of concern.

Regression Analysis

The results from the multiple linear regression analysis, summarized in Table 1, provide insight into the impact of work discipline and motivation on employee performance.

Table 1. Multiple Regression Analysis

Variable	Coefficient	t-Statistic	p-Value
Work Discipline	0.35	2.45	0.018
Motivation	0.55	3.78	0.001
R ²	0.62		

Source: Data Process, 2022

The regression analysis indicates that both work discipline and motivation have a statistically significant influence on employee performance. Specifically, motivation has a more substantial effect compared to work discipline, as evidenced by its higher coefficient and lower p-value. This finding supports Maslow's

hierarchy of needs theory, which suggests that employees who are motivated are more likely to exhibit productive work behaviors. The model explains 62% of the variance in employee performance, indicating a robust relationship between the predictors and the outcome.

Discussion

The findings underscore the importance of both work discipline and motivation in enhancing employee performance at Technical Implementation Unit Puskesmas Pakuan Ratu. Work discipline, which includes punctuality, adherence to rules, proper use of resources, and overall responsibility, is critical for maintaining a productive work environment. Employees who demonstrate high levels of work discipline are likely to contribute to a more organized and efficient workplace.

Motivation, on the other hand, plays a crucial role in driving employees to achieve higher performance levels. Motivated employees are more engaged and committed to their roles, which aligns with Maslow's hierarchy of needs theory. According to this theory, employees who have their psychological and self-fulfillment needs met are more likely to engage in productive behaviors and strive for excellence.

To capitalize on these findings, it is essential for the management at Technical Implementation Unit Puskesmas Pakuan Ratu to focus on strategies that enhance both work discipline and motivation. Recognizing and rewarding employee achievements can sustain high levels of motivation, while creating a supportive work environment and providing clear policies and training can improve work discipline. Such interventions can help address the areas identified for improvement and foster a more effective and efficient workforce, ultimately leading to better overall performance and success for the institution.

Conclusions

This study has explored the impact of work discipline and motivation on employee performance at Technical Implementation Unit Puskesmas Pakuan Ratu, revealing that both factors significantly influence performance outcomes. The descriptive statistics indicate that while employees generally exhibit high levels of work discipline and motivation, there are specific areas where further improvements could enhance overall performance. The multiple linear regression analysis confirms that both work discipline and motivation have significant effects on employee performance, with motivation having a more substantial impact.

These findings highlight the critical role that work discipline plays in maintaining an organized and efficient work environment, and the powerful influence of motivation on driving employees to achieve higher performance levels. To leverage these insights, it is recommended that Technical Implementation Unit Puskesmas Pakuan Ratu implement strategies that focus on enhancing both factors. This includes recognizing and rewarding employee achievements to sustain motivation, as well as establishing a supportive work environment and providing clear policies and training to bolster work discipline.

By addressing the identified areas for improvement and fostering an environment that supports both high levels of work discipline and motivation, the institution can enhance overall employee performance and contribute to greater organizational success.

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