



## The Influence of Discipline, Work Comfort and Work Facilities on Employee Performance in Puskesmas Padang SibusukSijunjung Regency, Indonesia

Hasral Weldiramon, Irvan Kudus, Agustinus, Alam Sukar, Deltri Apriyeni

<sup>1</sup>(Magister Manajemen, STIE KBP Padang, Indonesia)

<sup>2</sup>(Magister Manajemen, STIE KBP Padang, Indonesia)

<sup>3</sup>(Magister Manajemen, STIE KBP Padang, Indonesia)

<sup>4</sup>(Magister Manajemen, STIE KBP Padang, Indonesia)

<sup>5</sup>(Magister Manajemen, STIE KBP Padang, Indonesia)

Corresponding Author: DeltriApriyeni

**ABSTRACT:** This study aims to determine empirically the effect of work discipline, work comfort, and work facilities on employee performance, either partially or simultaneously. This type of research is descriptive quantitative. The population in this study were all civil servants at the Puskesmas Padang Sibusuk, Kupitan District, Sijunjung Regency. The sample in this study was 40 people. The research instrument used a questionnaire with a Likert scale. The data were analyzed by using multiple linear regression. The results show that partially work discipline has a positive and significant effect on employee performance, work comfort has no significant effect on employee performance, work facilities have a positive and significant effect on employee performance, and work discipline, work comfort, and work facilities together ( simultaneous) has a positive and significant effect on employee performance.

**KEYWORDS:** Work Discipline, Work Comfort, Work Facilities, Employee Performance

Received 12 Jan, 2021; Revised: 25 Jan, 2021; Accepted 27 Jan, 2021 © The author(s) 2021.

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### I. INTRODUCTION

Humanresources are a vital part and asset for organizational development. Logahan (2009) explains that; Human resources determine organizational goals, the quality of human resources increases efficiency which has an impact on customer satisfaction. Mulyadi (2012) explains that performance can be seen from the work performance achieved by a person. Meanwhile, Wibowo (2014) emphasizes more on creating relationships and effective communication. Furthermore, Hasibuan (2014) explains the relationship between one's achievements and discipline in work. Nuraini (2013) argues that discipline is an orderly, and controlled lifestyle as the ability of awareness of beliefs, identities, and goals of certain values that have been entrenched in a person. Likewise, the comfort factor is in line with what Satwiko (2009) stated that; the comfort factor affects the physical, biological, and feeling at work. Furthermore, good performance is supported by adequate facilities, Husnan(2012) and Moekijat(2010) explain, work facilities to increase productivity are a physical means of processing input to the desired output.

The importance of performance in organizations, especially employees, is a crucial factor to be studied in this study. Because without good performance it is impossible to make an organization better in service to the public. Many factors affect performance. The main problem is the factor of employee discipline, comfort at work, and facilities that can be used while working. This phenomenon will become a benchmark for improving organizational performance in the future.

In addition, this study is useful for developing and optimizing employee performance in order to fix various problems that arise at work, especially those related to the variables studied. By paying attention to these various supporting factors, it is hoped that performance will increase and organizational goals can be realized.

## II. RESEARCH METHODS

The research was conducted at the Puskesmas Padang Sibusuk, Kupitan District, Sijunjung Regency, West Sumatra Province, Indonesia. This type of research is a descriptive study with a quantitative approach. The data collection method is the survey method. Aims to look for facts that occur in the field and observe the symptoms that appear related to the variables studied. Interview technique, used in research. In order to obtain a description of the variable phenomenon under study. The research instrument used a questionnaire with a Likert scale. The number of samples in this study was 40 respondents. The data analysis technique used multiple linear regression.

## III. RESULTS AND DISCUSSION

### 3.1 Respondent Characteristics

Grouping research respondents based on gender, the distribution of data is obtained as follows:

**Table 1. Characteristics of Respondents by Gender**

		Gender			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	3	7,5	7,5	7,5
	Female	37	92,5	92,5	100,0
	Total	40	100,0	100,0	

From Table 1, it can be seen that the more dominant respondents are women, with 37 people (92.5%) and 3 men (7.5%). It can be concluded that in the service function of patients at the health center, women are more needed than men. This is because women are more painstaking and thorough and more patient in carrying out their duties as public servants. As health workers, women must also maintain and improve their competencies as humanitarian fighters.

Furthermore, respondents were grouped by age. Because the age factor is an inseparable part of one's physical ability at work. The younger the age, the more energetic a person is at work. Following are the characteristics of the age of the respondents can be seen in Table 2.

**Table 2. Characteristics of Respondents by Age**

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<25 years	5	12,5	12,5	12,5
	25-35 years	18	45,0	45,0	57,5
	36-46 years	15	37,5	37,5	95,0
	> 45years	2	5,0	5,0	100,0
	Total	40	100,0	100,0	

From Table 2. It can be seen that there are 5 respondents aged under 25 years old (12.5%), 18 people aged 25-35 years (45%), followed by respondents aged 36-45 years, namely 15 people (37.5%), while those aged more than 45 years were 2 people (5%). Based on these data, information can be obtained that employees at the Puskesmas Padang Sibusuk, Kupitan District, Sijunjung Regency are still young and energetic. So that to perform the function of service to the community as a measure of good performance, there are no obstacles.

Then the respondents were grouped based on the level of education they received last. A person's skills cannot be separated from the level of education he or she attains while in school. The better the level of education, the more competent and skilled an employee is at work. Following are the characteristics of respondents based on education level can be seen in Table 3.

**Table 3. Characteristics of Respondents by Education**

		Pendidikan			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SLTA	3	7,5	7,5	7,5
	D3	20	50,0	50,0	57,5
	S1	17	42,5	42,5	100,0
	Total	40	100,0	100,0	

From Table 3. Information is obtained that, respondents with high school formal education level are 3 people (7.5%), 20 people (50%) formal diploma level (50%), 17 undergraduate formal education level (S1)

(42.5%). Based on the education level of the respondents, it can be explained that the majority of respondents have a D3 and S1 education. Thus the formal level of education of respondents can be categorized as highly educated. So that if you are required to have a good performance from the point of view of the formal education you are taking, you will not face significant difficulties.

### 3.2 The Effect of Work Discipline on Job Comfort, Work Facilities on Performance.

To measure and prove the influence of the independent variables on the dependent variable, multiple linear regression tests are required. This is useful for predicting which variables are more influential and worthy to be prioritized in improving employee performance in the future. In addition, to allocate a budget and repair costs for human resources who are reliable and competent in their fields. Based on the Multiple Linear Regression test, the following results were obtained:

**Table 4. Results of t-test (partial) multiple linear regression**

Model		Coefficients <sup>a</sup>			t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	0,837	0,498		1,682	0,101
	Work Discipline (X1)	0,305	0,143	0,251	2,132	0,040
	Work Comfort (X2)	0,128	0,139	0,145	0,920	0,364
	Work Facility (X3)	0,510	0,132	0,551	3,877	0,000

a. Dependent Variable: Employee Performance (Y)

Source: Primary data processed, SPSS 26.0, 2020

From Table 1. Results of the regression test, a regression equation model can be made as follows:

$$Y = 0,837 + 0,305X_1 + 0,128X_2 + 0,510X_3$$

After the t-test (partially) of the three independent variables is carried out, namely: Work Discipline (X1), Work Comfort (X2), Work Facilities (X3), At the 0.05 significance level (5%), the results of the Work Facilities variable (X3) are obtained. and Work Discipline (X1), has a very significant effect on employee performance. Meanwhile, Job Comfort (X2) has no significant effect on employee performance. To get a good performance, it is necessary to increase employee discipline in activities while working. It can be seen from the results of the regression test that the coefficient value of 0.305 means that high discipline has an effect on performance. Attendance of employees at the office, completion of tasks on time, and various factors that increase discipline must be an important priority in the organization. This is in line with the opinion of Sutrisno (2013) which explains that discipline is an attitude that complies with applicable norms and regulations. Good discipline will accelerate the achievement of organizational goals. For convenience, variablework has no significant effect on performance. This is in line with the opinion of Rizal (2018), which explains that work comfort does not have a significant effect on performance. Likewise, the facilities needed by employees while working, greatly affect employee performance. It can be seen from the regression coefficient value of 0.51, which means that the fulfillment of supporting facilities during work is a very important part to be prioritized in optimizing employee performance. The more facilities that are needed by employees, the better the performance in the organization which leads to achieving the goals in excellent service. This is in line with Christian's (2016) opinion, that work facilities have a significant effect on performance. And the opinion of Husnan (2012) that work facilities support performance, increase work productivity.

To find out how much influence the independent variable has on the dependent variable as a whole, an F test (simultaneous) is performed. Based on the results of the F Test (simultaneous) Multiple Linear Regression, the following results are obtained:

**Table 5. F Test Results (Simultaneous) Multiple Linear Regression**

Model		ANOVA <sup>a</sup>				
		Sum of Squares	df	Mean Square	F hit	Sig.
1	Regression	6,282	3	2,094	24,707	0,000 <sup>b</sup>
	Residual	3,051	36	0,085		
	Total	9,334	39			

a. Dependent Variable: Y

b. Predictors: (Constant), X<sub>3</sub>, X<sub>1</sub>, X<sub>2</sub>

Coefficients<sup>a</sup>

Source: Primary data processed, SPSS 26.0, 2020.

Based on Table 5. The results of the F test (simultaneous) multiple regression analysis show that the calculated F value is 24,707 and the F table value = 2.866266, so that the calculated F value > F table value is

obtained. So it can be concluded that there is a significant influence between work discipline (X1), work comfort (X2), and work facilities (X3) simultaneously (as a whole) on employee performance. Furthermore, if it is seen that the significance value (sig) = 0.000., The significant value is less than 0.05 (5%), then this proves that there is a significant influence between work discipline (X1), work comfort (X2), and work facilities (X3) simultaneously on the performance of employees at the Puskesmas Padang Sibusuk, Kupitan District, Sijunjung Regency.

Furthermore, the determinant coefficient test was carried out which aims to provide information related to the model used in the study. Then also seen to what extent the match between the independent variable and the dependent variable was tested in this study. And how much the independent variable is able to explain the dependent variable

**Table 6. Determination Coefficient Test Results (R2)**

Model Summary <sup>b</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,820 <sup>a</sup>	0,673	0,646	0,291
a. Predictors: (Constant), X <sub>3</sub> , X <sub>1</sub> , X <sub>2</sub>				
b. Dependent Variable: Y				

Source: Primary data processed, SPSS 26.0, 2020

From Table 6. It shows that the value of r square is 0.673 or 67.3%. Thus it can be said that the magnitude of the influence of work discipline, work comfort, and work facilities on employee performance at Puskesmas Padang Sibusuk is 67.3% while the rest (100% -67.3%) 32.7% is influenced by other variables that are not tested in this research.

#### IV. CONCLUSION

From the results of the analysis carried out and the descriptive interpretation of the data, the following conclusions can be drawn:

1. Work discipline and work facilities have a significant effect on employee performance. The better the employee discipline and the available work facilities that are sufficient and according to the needs needed by the employees, the more employee performance will be improved.
2. Work comfort does not have a significant effect on employee performance. The current condition at Puskesmas Padang Sibusuk, KupitanSubdistrict, Sijunjung Regency does not decrease employee performance, although there are still many factors that need to be improved to further improve performance.
3. Work discipline, work comfort, work facilities jointly affect employee performance. Overall the independent variables studied affect the dependent variable or employee performance. Although partially, work comfort has no significant effect. Thus, the main priority that should be the main program that must be further improved by the leadership of the Padang SibusukPuskesmas, Kupitan District, Sijunjung Regency is the improvement of work discipline and employee work facilities. Because these two variables are very influential on employee performance.

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