



Research Paper

The Effect Of Motivation And Work Environment On Performance Through Work Satisfaction As Intervening Variable On Public Health Center Employees In Mamuju District

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ABSTRACT: This research aims to determine whether motivation, work environment, and work satisfaction affect work satisfaction and performance, as well as to determine whether motivation and work environment affect work performance through work satisfaction as an intervening variable. This research uses path analysis method. The results of this research are: motivation has a positive effect on work satisfaction, has a positive and significant effect on employee performance, the work environment has a positive and significant effect on work satisfaction, but has no effect on employee performance, work satisfaction has a positive and significant effect on employee performance, and work satisfaction as an intervening variable can strengthen the relationship between motivation and work environment on employee performance.

KEYWORDS: Motivation, Work Environment, Work Satisfaction, Employee Performance

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I. INTRODUCTION

Human Resources (HR) is an important element in an organization, institution, or agency. Therefore, the progress of an organization, institution or agency needs an increase in the capacity of human resources which is a factor of progress. Concrete and targeted handling is one of the references for human resources to develop well in an environment. In order to achieve the goal, then an agency wants the performance of its employees. Performance can be described as a capacity that employees have to get the results they want to get, in getting the desired results of course a positive work attitude is needed from employees. Therefore, it is hoped that the agency can make a regulation of a management system by taking into account several factors that influence the work attitude of employees to achieve goals in an agency itself.

II. THEORETICAL AND LITERATURE REVIEW

2.1. Human Resources Management

Human resources are an important substance and act as the main executor for the implementation of a series of activities and activities of agencies or institutions, so they must be planned as well as possible with Human Resource Management (HRM). Planning carried out on HR will be able to realize the achievement of the goals of the organization. According to Simamora in Sutrisno (2015) human resource management can be described as the utilization, development, appraisal, remuneration and management of individual members of the organization or group of workers.

2.2. Motivation

Motivation is a form of way to satisfy by meeting the needs of an employee which can be interpreted that when a person's needs can be met by certain factors, that person will try to exert his best effort in achieving organizational goals. According to Rivai and Sagala (2011:837) motivation is a series of attitudes and values that influence individuals to achieve specific things according to individual goals.

2.3. Work Environment

The work environment is identified as a work atmosphere that has a large enough role in encouraging employees to be more participative in completing the tasks they get. As the understanding of the work environment is defined as an entire work infrastructure that is around employees who are carrying out work that can affect the implementation of the work itself (Saydam, 2000: 226). Nitisemito (1996: 109) has their own view in defining the work environment. They defined work environment as something that is around workers and can affect them in carrying out the tasks assigned.

2.4. Work Satisfaction

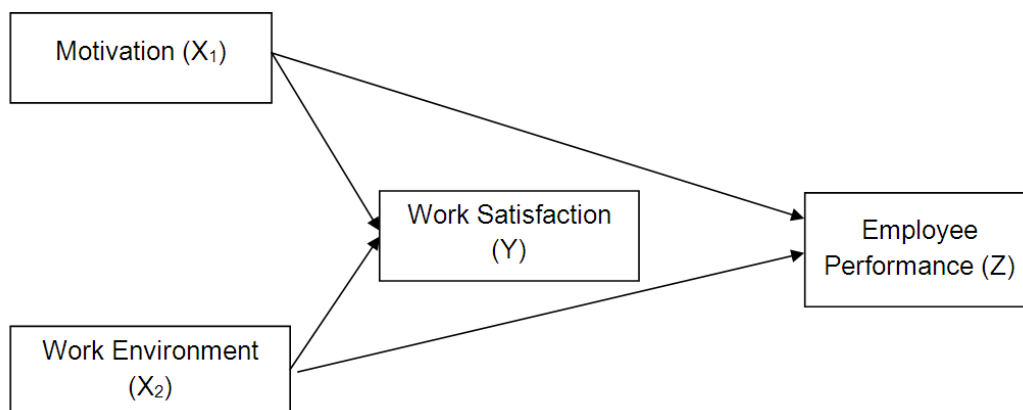
Work satisfaction is one of the most interesting and important problems, because of its large utilization for the benefit of individuals, society and industry. Work satisfaction according to Sutrisno (2009:74) is an employee's attitude towards work related to work situations, cooperation between employees, rewards received at work, and matters relating to physical and psychological factors. Kaswan (2012: 283) reveals that work satisfaction is an employee's view that is positive or negative, pleasant or unpleasant towards their work, this feeling will be seen from the positive attitude of employees towards work and everything they face in their work environment.

2.5. Performance

The performance achieved by an employee in doing a work can be evaluated on the level of performance that is done. Performance is the utilization of the abilities possessed by a person in achieving the desired goals. According to Byars and Rue in Harsuko (2011) performance is the degree of preparation of tasks that regulate one's work. Therefore, performance is the willingness of a person or group of people to carry out activities or perfect them in accordance with their responsibilities with the expected results.

III. CONCEPTUAL FRAMEWORK AND HYPOTHESIS

3.1. Conceptual Framework



3.2. Hypothesis

1. Motivation has a positive and significant effect on work satisfaction of public health center employees in Mamuju District.
2. Work environment has a positive and significant effect on work satisfaction of public health center employees in Mamuju District.
3. Motivation has a positive and significant effect on the performance of public health center employees in Mamuju District.
4. Work environment has a positive and significant effect on the performance of public health center employees in Mamuju District.
5. Work satisfaction has a positive and significant effect on the performance of public health center employees in Mamuju District
6. Motivation has a positive and significant effect on employee performance through work satisfaction as an intervening variable for public health center employees in Mamuju District.
7. Work environment has a positive and significant effect on employee performance through work satisfaction as an intervening variable for public health center employees in Mamuju District.

IV. RESEARCH METHOD

4.1. Research Design

The data analysis used by the author in this research is descriptive qualitative, that is analysis by clarifying the data based on the similarity of the types of the data and then describing it in such a way that a complete picture of the problems studied will be obtained.

4.2. Research Time and Location

The location of the research is in all Public Health Centers (Puskesmas) in Mamuju District, West Sulawesi Province. The research was done for 6 months, from March to August 2021.

4.3. Population and Sample

The sample used in this research was 213 people. The sampling technique in this research uses a probability sampling technique, which is a sampling technique that provides equal opportunities for each element (member) of the population to be selected as a member of the sample.

4.4. Data Types and Sources

The data in this research consists of quantitative data and qualitative data. Quantitative data is data obtained in the form of numeric symbols or numbers, meanwhile Qualitative data is data or information obtained in the form of verbal sentences not in the form of symbols or numbers.

4.5. Data Gathering Method

To obtain information about the data in writing this proposal, the author uses two methods of data collection:

4.5.1. Library Research

The activity of citing several book opinions from various references and researching some literature related to the writing of this proposal to complement the data obtained in the field and to obtain a theoretical framework that will be used as reference material.

4.5.2. Field Research

Field research (field research) which includes direct observation of the object of research with the purpose of describing all the facts that occur in the object of research so that problems can be solved. In this field research the author uses three research techniques, those are:

- a. Observation technique, done by conducting direct observations on the object of research.
- b. Interview technique, that is doing questions and answers with leaders and employees of the organization in order to obtain the necessary data.
- c. Documentation technique, data obtained through records from the documents on the research site.

4.6. Variable Operational Definition

The variables used in this research are as follows:

4.6.1. Independent Variable

The independent variable that affects the dependent variable is called the independent variable. As explained by Sugiyono (2016) the independent variable is the variable that causes the appearance or change of the dependent variable. The independent variables in this research consists of Motivation (X1) and Work Environment (X2).

4.6.2. Intervening Variable

The variable that acts as an intermediary between the independent variable and the variable is called the intervening variable. As explained by Sugiyono (2010) intervening variables are variables that theoretically affect the relationship between the independent variable and the dependent variable to be an indirect relationship. The intervening variable in this research is Work Satisfaction (Y).

4.6.3. Dependent Variable

The dependent variable that affects the independent variable is called the dependent variable. As explained by Sugino (2016) that the dependent variable is influenced by the data, due to the existence of independent variables. The dependent variable in this research is Employee Performance (Z).

4.7. Analysis and Analysis Test Method

4.7.1. Analysis Technique

Descriptive analysis aims to provide a description of the research subject based on data and variables obtained from the group of subjects studied and is not intended for hypothesis testing. While quantitative data is obtained

in the form of numbers that can be calculated, obtained from questionnaires distributed and related. with the problem under research.

Based on the analytical technique used in analyzing the data, it can be analyzed using the path analysis method. Path analysis is an extension of multiple linear regression analysis, or path analysis is the use of regression analysis to estimate causality relationships between variables (causality models) that have been determined previously based on theory.

4.7.1. Regression Analysis

1. Multiple Linear Regression

To find out the effect of motivation and work environment on the performance of puskesmas employees in Mamuju District, using the regression formula according to Sugiyono (2012:165) using multiple regression analysis as follows:

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

Information:

- a = Constant Value
- b = Regression Coefficient
- X1 = Motivation
- X2 = Work Environment
- Y = Work Satisfaction
- e = Mistake Toleration Limit

2. Corelation Coefficient

Correlation coefficient analysis (R) is used to explain the strength and direction of the relationship between the independent variable and the dependent variable. The researcher uses correlation analysis to measure the strength of the association (relationship) between the independent variable and the dependent variable.

Table 1. Coefficient Corelation Interpretation

Coefficient Interval	Relation Level
0,00 – 0,199	Very Low
0,20 – 0,399	Low
0,40 – 0,599	Medium
0,60 – 0,799	Strong
0,80 – 1,000	Very Strong

Source: Sugiyono (2012:184)

3. Determination Coefficient

The determination coefficient test (R²) is essentially used to measure how far the model's ability to explain the dependent variable is. To measure the contribution of variation X1, X2 to variation Y used the test of the coefficient of multiple determination (R²), the value of R² has a range from 0 to 1 (0 ≤ R² ≤ 1). The greater the value of R² (closer to 1), the better the regression results.

4.7.1. Hypothesis Test

1. Partial Test (t test)

The t-test is a test used to test how far the influence of the independent variables used in this research individually in explaining the dependent variable partially. The formula for determining the t-test is:

$$t = \frac{r\sqrt{n - 2}}{\sqrt{1 - r^2}}$$

Information:

- t = t-test Value
- r = Corelation Coefficient
- n = Number of Data
- r² = Determination Coefficient

The t test is used to test the independent variables on the related variables partially or separately. The hypotheses used are:

- a. If the value of T count > T table then the independent variable (X) affects the dependent variable (Y).
- b. If the value of T count < T table, then the independent variable (X) has no effect on the dependent variable (Y).

Meanwhile, to find out whether it has a significant effect on the dependent variable, it can be done by testing as follows:

- a. If the value of Sig. < 0.05 then the independent variable (X) has a significant effect on the dependent variable (Y).
- b. If the value of Sig. > 0.5 then the independent variable (X) has no significant effect on the dependent variable (Y).

V. RESULTS

5.1. Regression Analysis

5.1.1. Multiple Linear Regression Analysis Result

Regression analysis is an analysis conducted to find out about a relationship between two or more variables, independent variable with one dependent variable.

Table 2. Multiple Linear Regression Test Results of the Effect of Motivation (X1), Work Environment (X2) and Job Satisfaction (Y)

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.113	.840		8.468	.000
	Motivation (X1)	.449	.051	.509	8.812	.000
	Work Environment (X2)	.280	.050	.324	5.605	.000

Dependent Variable: Satisfaction (Y)

Source: Processed by SPSS 25

The result of this multiple linear regression test is:

$$Y = 7,113 + 0,449X_1 + 0,280X_2 + e$$

1. The constant a = 7.113 value means that if the motivation and work environment variables are included in the research, the job satisfaction of the Mamuju District health center employees increases by 71.13%.
2. The coefficient b1 = 0.449 value means that if the motivation variable increases by one unit, then job satisfaction will increase by 4.49%. The coefficient is positive, meaning that there is a positive relationship between Motivation (X1) and Job Satisfaction (Y). Increased motivation will increase job satisfaction at the Mamuju District Health Center.
3. The coefficient b2 = 0.280 value means that if the work environment variable increases by one unit, then job satisfaction will increase by 2.80%. The coefficient is positive, meaning that there is a positive relationship between the Work Environment (X2) and Job Satisfaction (Y). Improving the work environment will increase job satisfaction at the Mamuju district health center

Table 3. Multiple Linear Regression Test Results of the Effect of Motivation (X1), Work Environment (X2), and Job Satisfaction (Y) with Employee Performance (Z)

Model		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.259	1.281		7.227	.000
	Motivation (X1)	.180	.079	.177	2.289	.023
	Work Environment (X2)	.103	.071	.103	1.461	.145
	Satisfaction (Y)	.517	.091	.449	5.688	.000

Dependent Variable: Performance(Z)

Source: Processed by SPSS 25

The result of this multiple linear regression test is:

$$Z = 9,259 + 0,180X_1 + 0,103X_2 + 0,517Y + e$$

1. The value of the constant $a = 9.259$ means that if the variables of motivation, work environment and job satisfaction are included in the research, the performance of the Mamuju district health center employees increases by 9.259%.

2. The value of the coefficient $b_1 = 0.180$ means that if the motivation variable increases by one unit, the employee's performance will increase by 4.49%. The coefficient is positive, meaning that there is a positive relationship between Motivation (X1) and Work Performance (Z). Increased motivation will improve employee performance at the Mamuju District Health Center.

3. The value of the coefficient $b_2 = 0.103$ means that if the work environment variable increases by one unit, the employee's performance will increase by 1.03%. The coefficient is positive, meaning that there is a positive relationship between the Work Environment (X2) and Work Performance (Z). Improving the work environment will improve the performance of employees at the Mamuju district health center.

4. The value of the coefficient $b_3 = 0.517$ means that if the job satisfaction variable increases by one unit, then the employee's performance will increase by 5.17%. The coefficient is positive, meaning that there is a positive relationship between Job Satisfaction (Y) and Job Performance (Z). Increasing job satisfaction will improve employee performance at the Mamuju District Health Center.

5.2. Hypothesis Test

5.2.1. T (Partial) Test Result

1. Motivation towards Work Satisfaction

The results of the t-test can be seen in table 2. The regression coefficient value of the Motivation variable (X1) t count is 8.812 with a t table of 1.652, the significance of the Motivation variable (X1) to the related variable, that is Job Satisfaction (Y) is 0.000 or less than the alpha value of 0.05. In conclusion, the value of t count ($8.812 > t$ table (1.652) and a significance of $0.000 < 0.05$ means that the motivation variable (X1) has a significant effect on employee job satisfaction (Y) or H1 is accepted.

2. Work Environment towards Work Satisfaction

The results of the t-test can be seen in table 2. The regression coefficient value of the Work Environment variable (X2) t count is 5.506 with t table of 1.652, the significance of the work environment variable (X2) on the related variable, that is job satisfaction (Y) is 0.000 or less than the alpha value of 0.05. In conclusion, the value of tcount ($5.506 > t$ table (1.652) and a significance of $0.000 < 0.05$ means that the Work Environment variable (X2) has a significant effect on employee job satisfaction (Y) or H2 is accepted.

3. Motivation towards Employee Performance

The results of the t-test can be seen in table 3. The regression coefficient value of the Motivation variable (X1) tcount is 2.289 with ttable of 1.652, the significance of the Motivation variable (X1) to the related variable, that is employee performance (Z) is 0.023 or smaller than the alpha value of 0.05. In conclusion, the value of t count ($2.289 > t$ table (1.652) and a significance of $0.023 < 0.05$ means that the motivation variable (X1) has a significant effect on employee performance (Z) or H3 is accepted.

4. Work Environment towards Employee Performance

The results of the t-test can be seen in table 3. The regression coefficient value of the Motivation variable (X1) tcount is 1.461 with t table of 1.652, the significance of the Motivation variable (X1) to the related variable, that is employee performance (Z) is 0.145 or less than the alpha value of 0.05. In conclusion, the value of tcount ($1.461 < t$ table (1.652) and a significance of $0.023 < 0.05$ means that the Work Environment variable (X2) has no significant effect on Employee Performance (Z) or H4 is rejected.

5. Work Satisfaction towards Employee Performance

The results of the t-test can be seen in table 3. The regression coefficient value of the Job Satisfaction variable (X3) tcount is 5.688 with a t table of 1.652, the significance of the Motivation variable (X1) on the related variable, that is Employee Performance (Z) is 0.000 or less than the alpha value of 0.05. In conclusion, the value of tcount ($5.688 > t$ table (1.652) and a significance of $0.000 < 0.05$ means that Job Satisfaction (X3) has a significant effect on Employee Performance (Z) or H5 is accepted.

6. Motivation towards Employee Performance through Work Satisfaction

The direct effect given by motivation (X1) on employee performance (Z) is 31.3%. While the indirect effect of Motivation (X1) through Job Satisfaction (Y) on Employee Performance (Z) is 43.2%, which means that the value of the indirect effect is greater than the direct effect, this result indicates that job satisfaction as an intervening variable can strengthen motivation on employee performance or H6 is accepted.

7. Work Environment towards Employee Performance through Work Satisfaction

The direct effect given by Work Environment (X2) on Employee Performance (Z) is 25%. While the indirect effect of the Work Environment (X2) through Job Satisfaction (Y) on Employee Performance (Z) is 42.2%, which means that the value of the indirect effect is greater than the direct effect, this result indicates that job satisfaction as an intervening variable can strengthen the work environment on employee performance or H7 is accepted.

VI. DISCUSSION

6.1. Motivation Effect towards Work Satisfaction

In this research, it is known that the t-test results, the regression coefficient of the motivation variable (X1), tcount is 8.812 with a t-table of 1.652, which means that there is a positive influence of motivation on job satisfaction. This is influenced by puskesmas employees being able to work by maximizing their potential in serving the community while working. There is a special satisfaction felt by puskesmas employees, when what has been done is in accordance with the skills they have.

In this research it is also known that the motivation variable (X1) has a significant effect on employee job satisfaction (Y) with a significance of $0.000 < 0.05$. This is due to good security facilities so that employees can work well, even when on duty at night until morning employees feel safe in carrying out their duties. This motivates employees marked by increased job satisfaction or H1 is accepted. In accordance with the theory of Two Factors - Herzberg Theory states that if you want to motivate someone at work, then you must pay attention to factors related to work and factors related to the content of the job.

This research is the same as the research conducted by Suhartono (2015) which states that work motivation has a significant effect on job satisfaction. As for the research, the motivational factors that support the highest job satisfaction are job security. Meanwhile, in this research, security is one of the motivational factors that have a significant effect on job satisfaction as described.

6.2. Work Environment Effect towards Work Satisfaction

Based on the results of the research that has been done, it is known that the t test results of the regression coefficient of the Work Environment variable (X2) on Job Satisfaction (Y) is 5.506 with a t table of 1.652, based on these results, it is identified that there is a positive influence of the work environment on job satisfaction at the District Health Center. Mamuju. This happens because a supportive work atmosphere with a close relationship between employees makes it easier for employees to help each other when serving patients. This good relationship is not only in work but in other activities, such as when they are on a break, they will have lunch together or they will do several series of events together when they are not on duty. However, it is not only good relations between co-workers but also with superiors. The firmness and friendly attitude of the head of the puskesmas makes employees able to communicate well and when they receive a warning, the employee considers this an evaluation of the performance they have done.

In this research it is also known that the work environment variable (X1) has a significant effect on employee job satisfaction (Y) with a significance of $0.000 < 0.05$. This is because the facilities provided by the Puskesmas make employees comfortable in their activities. Clean toilets, available air conditioners that function properly, canteens that sell various variants of heavy, light food to contemporary drinks and complete rest rooms designated by Puskesmas employees. The facilities obtained by the employee affect job satisfaction or H2 is accepted. This is in accordance with Discrepancy Theory (Comparative Theory), according to Wexly & Yukl (1977) this theory was first put forward by Porter who measures job satisfaction by calculating the difference between what should be there and the perceived reality. Satisfaction is achieved if there is no difference between what is desired and what is perceived in reality, the farther the perceived reality is from the minimum standard, the greater the worker's dissatisfaction with his work.

The results of this research are the same as the research conducted by Aruan and Fakhri (2015) which states that the environment has a significant influence on employee satisfaction. In the research, it was found that the state of the non-physical work environment was classified as good. This indicates that the communication relationship between superiors and subordinates, communication relations between fellow employees, and communication relationships between subordinates and superiors has been well established.

6.3. Motivation Effect towards Employee Performance

In this research, it is known that the results of the t-test, the regression coefficient of the motivation variable (X1), tcount is 2.289 with a t-table of 1.652, which means that there is a positive influence of motivation on employee performance. This happens because employees can actualize themselves in order to adapt to the duties and responsibilities imposed by the government as the frontline serving public health. one of the Healthy, Prosperous and Independent districts, according to the vision echoed by the Mamuju District Health Office.

In this research it is also known that the motivation variable (X1) has a significant effect on employee performance (Z) with a significance of $0.023 < 0.05$. It is known that puskesmas employees are dominated by Civil Servants (PNS), with salaries that are in accordance with the rank space class consisting of basic salary, family allowances and health worker allowances. As for non-civil servants (Non-PNS) or work agreements the salary will be adjusted to the level of education, work experience, responsibilities and work risks. This becomes the motivation of employees to be active in work or H3 is accepted.

There are three things that can encourage employees to achieve high performance, those are:

1. Motive is a stimulant of desire (want) and the driving force of one's willingness to work.
2. Expectancy is an opportunity given to occur because of behavior to achieve goals.
3. Incentives, that is motivating (stimulating) subordinates by giving gifts (rewards) to those who excel above standard achievements.

6.4. Work Environment Effect towards Employee Performance

Based on the results of research that has been done, it is known that the results of the t test of the regression coefficient value of the Work Environment variable (X2) on Job Satisfaction (Y) is 1.461 with a t table of 1.652 and not significant 0.145 0.05, meaning that the Work Environment variable (X2) has no effect significant impact on employee performance (Z) or H4 rejected by the work environment on employee performance at the Mamuju District Health Center. This is because some puskesmas equipment does not function properly, some tools still use old technology and there has not been a transformation of better medical devices using the latest health technology. This results in less than optimal performance, and puskesmas employees become slow to handle patients.

The results of this research are the same as research conducted by Ogahan et al (2012), which states that the work environment does not have a significant influence on employee performance.

6.5. Work Satisfaction Effect towards Employee Performance

In this research, it is known that the results of the t-test, the regression coefficient of the motivation variable (X1), tcount is 5.688 with a t-table of 1.652, which means that there is a positive influence on performance satisfaction on employee performance. Along with the demand, that the puskesmas be the front line in public health services with a work area at the sub-district level. Therefore, workloads and work tasks also increase to optimize the performance of employees in accordance with one of the missions of the Mamuju District Health Office, which is to realize health-oriented development and mobilize people to behave in a clean and healthy life. Not only carrying out clean and healthy living behavior activities at the Puskesmas, the officers went down directly to provide direction to the community door to door and provide health checks. However, Employees tend to prefer jobs that give them the opportunity to use their skills and abilities and offer a variety of tasks, freedom, and feedback.

The statements above are in accordance with Value Theory. According to this theory job satisfaction occurs at the level where the work results are accepted by the individual as expected. The more people receive the results, the more satisfied they will be and vice versa. The key to satisfaction in this theory is the difference between the aspects of the job one has and what one wants. The bigger the difference, the lower the satisfaction.

In this research it is also known that the variable job satisfaction (X1) has a significant effect on employee performance (Y) with a significance of $0.000 < 0.05$. This means that the salary obtained is in accordance with the workload and tasks obtained. The performance satisfaction that is fulfilled has a significant effect on employee performance (Z) or H5 is accepted.

This research is similar to research conducted by Indrawati (2013) which states that job satisfaction has a positive significant effect on employee performance. state that. If the company always implements the career and compensation system properly, there is a good relationship between co-workers, the attitude of the boss who is always motivating, and a conducive physical work environment will enable employees to feel safe and comfortable working. The impact is, employees will work as well as possible and always try to provide the best service to customers, in this case patients. This shows that the employee's performance is high.

6.6. Motivation Effect towards Employee Performance through Work Satisfaction as Intervening Variable

Based on the results of research that has been done, it is known that the direct effect of motivation on performance is 31.3%, while the indirect effect of motivation on performance through job satisfaction as an intervening variable is 43.2%. Based on these results, it is concluded that there is an influence of motivation on employee performance through job satisfaction as an intervening variable. The existence of a job satisfaction variable as an intervening variable can strengthen the relationship between motivation and employee performance. It happens that it is known that the experience that has been had in dealing with patients and high working hours have made Puskesmas employees in Mamuju Regency able to do their jobs well and spend working hours completing tasks. So do not be surprised when visiting the Puskesmas, employees will pass by at several points to serve patients who visit according to the queue number and the level of emergency, it is also found that several puskesmas officers are busy dealing with patients who are under treatment in several units. Good performance by employees is supported by salaries and allowances obtained, so that employees are motivated and employees get employee job satisfaction which improves the performance of employees at the Mamuju District Health Center or H6 is accepted.

The results of the research are the same as the research conducted by Ayundasari et al. (2017) motivation affects employee performance mediated by job satisfaction, in influencing performance using motivation mediated by job satisfaction according to Herzberg there are two factors that affect a person's work in the organization, namely satisfaction and dissatisfaction. Satisfaction is also known as a motivational factor because it can provide employee job satisfaction. This has a good impact on employee performance.

6.7. Work Environment Effect towards Employee Performance through Work Satisfaction as Intervening Variable

Based on the results of research that has been done, it is known that the direct influence of the work environment on employee performance is 25%, while the indirect effect of the work environment on employee performance through job satisfaction through intervening variables is 42.2%. Based on these results, it is concluded that there is an influence of the work environment on employee performance through job satisfaction as an intervening variable, job satisfaction as an intervening variable can strengthen the relationship between the work environment and employee performance. It is known that at the Puskesmas in Mamuju Regency there are several supporting facilities to support employee job satisfaction with good room facilities, a sense of security when working and the location of the Puskesmas which is close to public facilities services such as the Sector Police Chief (KAPOLSEK), sub-district offices to public markets. A good work environment affects the performance of the Mamuju District Health Center employees, or H7 is accepted.

The results obtained are in accordance with the theory of Path Goal Theory by George-poulos in this theory it is known that performance is a function of facilitating process and inhibiting process. as a function of the level of needs concerned (facilitating). The results of this research are the same as research conducted by Hanafi and Yohana (2017). Job satisfaction mediates the relationship between the work environment and employee performance, a good work environment by fixing the lighting of the workspace, rearranging the conditions of the workspace and so on, will be able to increase employee job satisfaction which directly affects employee performance.

VII. CONCLUSION

7.1. Conclusion

Based on the research result and discussion that has been stated above, the following conclusions could be drawn:

1. Motivation (X1) Variable affects positively towards Work Satisfaction (Y) in Mamuju District Health Center (Puskesmas)
2. Work Environment (X2) Variable affects positively and significantly towards Work Satisfaction (Y) in Mamuju District Puskesmas
3. Motivation (X1) Variable affects positively and significantly towards Employee Performance in Mamuju District Puskesmas
4. Work Environment (X2) Variable does not affect and is not significant towards Employee Performance in Mamuju District Puskesmas
5. Work Satisfaction (Y) affects positively and significantly towards Employee Performance towards Mamuju District Puskesmas
6. Work Satisfaction (Y) as an intervening variable could strengthen the relations between Motivation (X1) towards Employee Performance (Z). Motivation (X1) Variable affects positively towards Employee Performance (Z) through Work Satisfaction (Y) as an intervening variable in Mamuju District Puskesmas
7. Work Satisfaction (Y) as an intervening variable could strengthen the relations between Work Environment (X2) towards Employee Performance (Z). Work Environment (X2) Variable affects positively towards Employee Performance (Z) through Work Satisfaction (Y) as an intervening variable in Mamuju District Puskesmas

7.2. Suggestion

Based on some analysis and some conclusions in this research, the following suggestions are given by the researcher:

1. For the Mamuju District Health Center, it is hoped that they can try to increase job satisfaction through motivation and the environment by providing a sense of security at work such as a health center equipped with CCTV that can monitor the surrounding environment, complete employee facilities such as a prayer room, while existing facilities can be used properly such as : clean and comfortable toilets and rest rooms and provision of Wireless Fidelity (WiFi) for all employees in every puskesmas. Some of these things are expected to increase job satisfaction.
2. For the Mamuju District Health Center, it is hoped that they can improve employee performance through motivation, environment and job satisfaction by transforming medical devices to become more modern

and providing new medical devices that cannot operate properly. In addition to this, it is expected that a good work appreciation of the work performance of employees from superiors to subordinates and the creation of harmonious relationships between fellow employees is expected. From these points, it is hoped that motivation, work environment and job satisfaction can improve employee performance.

3. For the next researchers to develop variables that will be used, researchers can develop independent, dependent and intervening variables that are more diverse. Not only developing variables, further researchers are expected to be able to develop samples and locations by selecting new samples and locations.

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