

THE INFLUENCE OF WORK MOTIVATION, WORK DISCIPLINE, AND WORK ENVIRONMENT ON PRODUCTIVITY HEALTH PERSONNEL WORK AT UPTD MUARA BATU HEALTH CENTER

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Abstract

This research aims to find out the influence of work motivation, work discipline and work environment on the work productivity of health workers at the Muara Batu Health Center UPTD. The aim of this research is to determine the level of work productivity of Civil Servants (PNS) who work at the UPTD Puskesmas Muara Batu. The data used in this research is primary data obtained by distributing questionnaires to 111 employees. The technique consists of data instrument testing, classical assumption testing and hypothesis testing using the SPSS software program. The results of the research show that work motivation has a positive and significant effect on work productivity at the Muara Batu Health Center UPTD, work discipline has a positive and significant effect on work productivity at the Muara Batu Health Center UPTD, and the work environment has a positive and significant effect on work productivity at the Muara Batu Health Center UPTD. These findings provide useful information for the government to determine strategies related to human resources to increase employee work productivity.

Keywords: Work motivation, work discipline, work environment and work productivity.

INTRODUCTION

One place for village communities in a sub-district area to get health services is the Regional Technical Implementation Unit (UPTD). UPTD Puskesmas has the task of carrying out several technical operational and service support activities in an area. The technical activities referred to are carrying out certain technical activities that are directly related to community services and meeting community health service needs. Health services at Community Health Centers or other health service institutions are a system consisting of various components that are interconnected, interdependent, and mutually influence each other. The quality of health services at Community Health Centers is the final product of complex interactions and dependencies between various components or aspects of service. Many factors influence health services or Community Health Centers in order to improve the quality of care services in a unit (Agata et al., 2023).

Puskesmas is a technical unit responsible for carrying out health development in one or part of the sub-district areas which has the function of being a center for community health development, a center for community empowerment and a center for first level health services in order to achieve success. The function of the Community Health Center is as the spearhead of development in the health sector (Angreni et al., 2020). An employee can be said to be productive if the employee is able to produce output that meets the standards set by the company. Work productivity in an organization has an important role. The success or failure of a company really depends on the ups and downs of employee work productivity in a company. Employees who do a certain job will certainly get results. Results are the output that will be produced from a work activity.

Production and productivity are two things that have a very close relationship and are problems that exist in companies. Production is an effort to produce goods and services, while productivity is closely related as a way to achieve this level of production (Gunawan et al., 2021). To increase work productivity, encouragement is needed for employees, one of which is providing work motivation to employees. According to Kaengkel et al., (2018) every employee has certain goals at work. The stronger the underlying goal, the greater a person's motivation to achieve it. According to Adha et al., (2019) stated that motivation is the provision of driving force that creates enthusiasm for a person's work so that they are able to collaborate, work effectively, and be integrated with all their efforts to

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achieve satisfaction. Motivation is the main thing that drives someone to work. While according to Hermawati et al., (2022) define motivation as providing a driving force that creates enthusiasm for someone's work so that they want to work together, work effectively, and integrate with all their efforts to achieve satisfaction.

This encouragement consists of two components, namely: the direction of work behavior to achieve goals, and the strength of behavior, how strong the individual's efforts are at work. Motivation is closely related to effort and encouragement that arises from within a person, which is carried out to fulfill all the goals desired by a person so as to achieve the intended goal (Zebua, 2022). For employees, work motivation is used as a tool to increase work enthusiasm, increase work productivity, create employee love for their work and increase employee participation in the organization (Sarumaha, 2022). Meanwhile, for organizations, providing work motivation is a means of increasing efficiency and overall organizational effectiveness of work (Laoli & Ndraha, 2022). Problems: There are still employees at Muara Batu Community Health Center who are lazy, sometimes feel uncomfortable with their shift colleagues, if these employees do not have high morale, are not alert at work and have low morale then this can reduce the performance of the community health center.

Work Discipline according to Saleh & Utomo (2018) is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and being able to carry them out and not avoiding accepting sanctions if he violates his duties and authority. given to him. While according to Manullang1 et al., (2022) discipline is an attitude of respect for company regulations and precision, which exists within the employee, which causes him to adjust voluntarily to the Company's regulations and precision. According to Ariani1 et al., (2020) work discipline is a tool that managers use to communicate to workers so that they can change attitudes and increase self-awareness and even employees' ability to obey all the rules and norms that apply to each organization.

Increasing employee performance cannot be separated from the work environment conditions experienced by the employee himself. When the environment supports work, performance will also increase. According to (Sunyoto, 2019) defines. The natural physical work environment means that all conditions around the workplace will affect employees both directly and indirectly. The meaning of the work environment is also defined by Sunyoto (2019) as part of a very important component in carrying out work activities. The work environment is the totality of tools and materials encountered, the surrounding environment where a person works, his work methods, and work arrangements both as an individual and as a group according to (Sunyoto, 2019). The factors above at the Muara Batu Community Health Center are not working well, as a phenomenon that tends to be motivated by the dissatisfaction of Community Health Center employees regarding various organizational aspects at the Community Health Center. The combination of improvements in these three variables can create a strengthening synergy, thereby not only increasing work productivity but also improving the quality of service to the community. The implementation of policies and programs targeted at developing these three aspects is expected to bring positive changes in the health sector, especially at the Community Health Center level.

IMPLEMENTATION METHOD

Location and Object of Research

The object of this research is Civil Servants, Health Workers at the Muara Batu Community Health Center UPTD. The location of this research was carried out at the UPTD Muara Batu Community Health Center Jalan Medan-Banda Aceh Keude Mane, Muara Batu District, North Aceh Regency, Aceh.

Population and Sample

According to Handayani (2020) population is the totality of each element to be studied which has the same characteristics, it could be individuals from a group, event, or something to be studied. In this study, the population to be studied was 111 Civil Servants, Health Workers. According to Arikunto (2020) states that samples are partial or representative to generalize the results of sample

research. What is meant by generalizing is raising research conclusions as something that applies to the population, research uses saturated samples. According to Sugiyono (2019), saturated sampling is a sample determination technique when all members of the population are used as samples.

Multiple Linear Regression Analysis

Data processing was carried out using multiple linear regression analysis. The multiple linear regression equation that is determined is as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

Y	= Work Productivity
a	= Constant Coefficient
$b_1, b_2, b_3,$	= Regression Coefficients
X_1	= Work Motivation
X_2	= Work Discipline
X_3	= Work Environment
E	= Error

Coefficient of determination (R^2)

The coefficient of determination test (R^2) is used to predict how much influence the independent variable contributes to the dependent variable. The coefficient of determination value is between zero and one. A value close to one means that the independent variables provide almost all the information needed to predict variations in the dependent variable. On the other hand, a small coefficient of determination value indicates that the ability of the independent variable to explain variations in the dependent variable is very limited according to Ghozali (2018).

Hypothesis Partial Test (t Test)

The t-statistical test essentially shows how much influence each explanatory (independent) variable has on the variation in the explanation of the dependent variable. The t-test significance value is $\alpha = 5\%$. The criterion for testing the hypothesis using the statistical t test is the significance value t (p-value) < . If 0.05 then the alternative hypothesis that the independent variable has an independent and significant effect on the dependent variable is accepted. according to Ghozali (2018).

RESULTS AND DISCUSSION

Results

Multiple Linear Regression Analysis

Multiple linear regression testing explains the magnitude of the role of the Independent Variable (X) on the Dependent Variable (Y). Data analysis in this study used multiple linear regression using SPSS. The analysis of each variable is explained in the following description:

$$Y = 3,542 + 0,344X_1 + 0,282X_2 + 0,428X_3 + e$$

The description of the multiple linear regression equation is as follows:

1. The constant is 3,542, this shows that if X_1 , X_2 and X_3 have a value of 0 then the Y value remains 3,542.
2. Based on variable X_1 Work Motivation, the regression test results show that variable X_1 has a positive regression coefficient with a value of $b = 0.344$, meaning that if there is an increase in the value of variable X_1 is 1 point, there will also be an increase in variable Y by 0.344.
3. Based on the variable X_2 Work Discipline, the results of the regression test show that the variable X_2 has a positive regression coefficient with a value of $b = 0.282$, meaning that if there is an increase in the value of variable.
4. Based on variable X_3 Work Environment, the results of the regression test show that variable X_3 has a positive regression coefficient with a value of $b = 0.428$, meaning that if there is an increase in the value of variable X_3 by 1 point, there will also be an increase in variable Y of 0.428.

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Coefficient of determination (R²)

Ghozali, (2018) The determination test (R²) is used to determine how far the model's ability is to explain variations in the dependent variable. The R² value ranges from 0% < R².

Tabel 1. Coefficient of determination (R²)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,745	0,555	0,542	1,601

a. Predictors: (Constant), Work Motivation, Work Discipline, Work Environment.

Source: Processed Primary Data (2024)

Based on the table above, it is known that the Adjusted R Square value is 0,543, this means that the influence of X1 (Work Motivation), X2 (Work Discipline) and X3 (Work Environment) (100% - 54,2% = 45,8%) explained by other variables not examined in this study.

Hypothesis Partial Test (t Test)

According to Ghozali, (2018), the t statistical test basically shows how far the influence of an independent variable individually is in explaining the dependent variable.

Tabel 2. Hypothesis Partial Test (t Test)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig
	B	Std. Error	Beta		
1 (Constant)	3,542	2,123	-	1,669	0,098
Work Motivation	0,344	0,079	0,335	4,356	0,000
Work Discipline	0,282	0,072	0,275	3,934	0,000
Work Environment	0,428	0,099	0,350	4,328	0,000

a. Dependent Variable: Work Productivity

Source: Processed Primary Data (2024)

Based on the table above, the test results (t statistical test) can be explained as follows:

1. The results of testing the variable Work Motivation (X1) on Work Productivity (Y) obtained the calculated t value with a value of 4,356 > 1,659, greater than the t table value with a 95% confidence level ($\alpha=5\%$) with a significant value of 0.000 < 0.05. So the work motivation variable has a positive and significant effect on the work productivity of health workers at the Muara Batu Community Health Center UPTD.
2. The results of testing the variable Work Discipline (X2) on Work Productivity (Y) obtained a calculated t value of 3,934 > 1,659, greater than the t table value with a 95% confidence level ($\alpha=5\%$) of a significant 0.000 < 0.05. So "the Work Discipline variable has a positive and significant effect on the Work Productivity of Health Workers at the Muara Batu Community Health Center UPTD. Thus hypothesis 2 (H2) is accepted.
3. The results of testing the Work Environment variable (X3) on Work Productivity (Y) obtained a calculated t value of 4,328 > 1,659, greater than the t table value with a 95% confidence level ($\alpha=5\%$) of a significant 0.000 < 0.05. "So the Work Environment variable has a positive and significant effect on the Work Productivity of Health Workers at the Muara Batu Community Health Center UPTD. Thus hypothesis 3 (H3) is accepted.

Discussion

The Influence of Work Motivation on Work Productivity

The results of testing the variable Work Motivation (X1) on Work Productivity (Y) obtained the calculated t value with a value of $4,356 > 1,659$, greater than the t table value with a 95% confidence level ($\alpha=5\%$) with a significant value of $0.000 < 0.05$. So the work motivation variable has a positive and significant effect on the work productivity of health workers at the Muara Batu Community Health Center UPTD. Thus hypothesis 1 (H1) is accepted. Work motivation has a positive effect on work productivity. In line with the results of research conducted by Kuswibowo (2020), work motivation has a positive and significant effect on work productivity. According to Laksmiari (2019), work motivation has a positive and significant effect on work productivity. While according to Prayudi (2021) states that work motivation has a significant effect on work productivity.

The Influence of the Work Discipline on Work Productivity

The results of testing the variable Work Discipline (X2) on Work Productivity (Y) obtained a calculated t value of $3,934 > 1,659$, greater than the t table value with a 95% confidence level ($\alpha=5\%$) of a significant $0.000 < 0.05$. So the Work Discipline variable has a positive and significant effect on the Work Productivity of Health Workers at the Muara Batu Community Health Center UPTD. Thus hypothesis 2 (H2) is accepted. Work Discipline has a positive effect on work productivity. In line with the results of research conducted by Kuswibowo (2020), work discipline has a positive and significant effect on work productivity. According to Ginting & Suana (2020), work discipline has a positive and significant effect on work productivity. According to Ariani et al., (2020) Work discipline has a positive and significant effect on work productivity.

The Effect of Work Environment on Work Productivity

The results of testing the Work Environment variable (X3) on Work Productivity (Y) obtained a calculated t value of $4,328 > 1,659$, greater than the t table value with a 95% confidence level ($\alpha=5\%$) of a significant $0.000 < 0.05$. "So the Work Environment variable has a positive and significant effect on the Work Productivity of Health Workers at the Muara Batu Community Health Center UPTD. Thus hypothesis 3 (H3) is accepted. The work environment has a positive effect on work productivity. In line with the results of research conducted by Purnami & Utama (2019), the work environment has a positive and significant effect on work productivity. According to Segoro & Kusuma Pratiwi (2021), the work environment has a significant effect on work productivity. According to Trisnawaty & Parwoto (2021), the work environment has a positive and significant effect on work productivity.

CONCLUSION

Based on the results of research testing that has been carried out with the title The Influence of Work Motivation, Work Discipline and Work Environment on the Work Productivity of Health Workers at the Muara Batu Health Center UPTD. So the conclusion of this research is as follows:

1. Work motivation has a positive and significant effect on the work productivity of health workers at the Muara Batu Community Health Center. This is proven by the regression coefficient value of 0.344 and the calculated t value of $3,920 > 1.659$, from the t table value and the significance value of $0.000 < 0.05$.
2. Work discipline has a positive and significant effect on the work productivity of health workers at the Muara Batu Community Health Center. This is proven by the regression coefficient value of 0.282 and the calculated t value of $3.137 > 1.659$, from the t table value and the significance value of $0.000 < 0.05$.
3. The work environment has a positive and significant effect on the work productivity of health workers at the Muara Batu Community Health Center. This is proven by the regression coefficient value of 0.428 and the calculated t value of $3.904 > 1.659$, from the t table value and the significance value of $0.000 < 0.05$.

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