

# THE EFFECT OF INFRASTRUCTURE MANAGEMENT, WORK ETHIC, AND COMPENSATION ON EMPLOYEE PERFORMANCE OF JULI PUBLIC HEALTH CENTER, JULI DISTRICT, BIREUN REGENCY

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## Abstract

The purpose of this study is to analyze the influence of infrastructure management, work ethic, and compensation on employee performance at Juli Health Center, Juli District, Bireun Regency. The research method used is a quantitative approach with a survey, where data were collected through questionnaires and analyzed using SEM PLS analysis with the help of the Smart PLS application. The results of the analysis revealed that infrastructure management has a positive and significant effect on employee performance, work ethic has a positive and significant effect on employee performance, and compensation has a positive and significant effect on employee performance. These findings indicate that infrastructure management, work ethic, and compensation are factors that can improve employee performance both in facing work challenges and completing a job.

**Keywords:** *Infrastructure Management, Work Ethic, Compensation, Employee Performance.*

## INTRODUCTION

The success of an organization can be seen from the achievement of its desired goals, which have been planned from the beginning. Every organization, institution, or company requires resources to achieve its goals, in order to create power, movement, activity, actions, and actions. These various resources include natural resources, financial resources, scientific and technological resources, and human resources themselves. Essentially, the most important resource in an organization is human resources. Human resources (HR) are one of the most important resources for an organization. Human resources have the ability to collaborate, set goals, and work to achieve them. Human resources (HR) are the most valuable asset in an organization. All company activities depend on existing human resources (HR), so it can be said that human resources (HR) determine whether or not a company is successful in achieving its goals. (Jyoti & Rani, 2019). Human resources are resources that are used to mobilize other resources to achieve Priansa's goals in (Lailatur Rizki, 2023). This opinion is understandable, as organizations can succeed if they have high-quality human resources. To achieve high-quality human resources, organizations must pay attention to several important factors, such as wages, work motivation, and employee performance, to ensure optimal performance in line with organizational goals. (Septerina, 2018). Human resources in the health sector, particularly in community health centers, play a vital role in providing quality health services to the community.

Community Health Centers (Puskesmas), as the spearhead of primary health care services, are required to provide effective, efficient, and adequate services to meet the health needs of the community. Puskesmas are responsible for organizing public health services. Their presence is expected to facilitate access to affordable public health services, especially in rural and remote areas. The main task of Puskesmas is to implement health development policies in their working areas. Public health efforts through Puskesmas aim to prevent and address health problems, maintain and improve health, and prevent and address health problems targeting families, groups, and communities. The presence of Puskesmas can provide good health recovery and healing for patients (the community), regardless of whether the patient comes from the upper, middle, or lower economic groups. In order to support the achievement of the health center's goals, it is necessary to pay attention to and improve the performance of its employees. The

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health center must have employees who have high enthusiasm and motivation in carrying out their work. Performance can be explained as the results of work and work behavior demonstrated when completing tasks and responsibilities given within a certain period. (Putra & Candana, 2020). Then it is said that employee performance is a comparison of the results of carrying out tasks and responsibilities given by the organization within a certain period of time, and is a relative measure that can be used to measure work performance. (Yunita, 2020) Employee performance is the level of work results achieved by a person in carrying out the tasks that are their responsibility, including quality, quantity, and timeliness, as well as a way for employees to carry out tasks that reflect their attitudes, skills, and competencies. (Armstrong, 2014) Employee performance is the work results achieved by individuals in accordance with the roles, responsibilities, and standards determined by the organization. (Mathis et al., 2017).

Some common phenomena that occur in the July health center indicate that employee performance is not yet optimal. Because it is not yet optimal, employee performance decreases, this can be seen from the level of public satisfaction with services, and also seen from the lack of facilities or infrastructure that hinder work, many employees underestimate the problem of lateness or absence which causes their performance, this problem also refers to the compensation given is only salary and makes employees feel that the compensation given is less when compared to the performance that employees have produced. To be able to improve and maintain employee performance, it is very necessary to pay attention to several determining factors. The success of an organization can be seen from the achievement of the desired goals, which have been planned from the beginning. Therefore, what must be done to achieve these goals is that other resources are needed, such as infrastructure that can help the work process. An organization's infrastructure must be in good condition and suitable for use, so infrastructure management is needed to facilitate employee work. The management of existing infrastructure in the organization also has a very large influence on the efficiency and effectiveness of employee performance. Therefore, an organization really needs adequate and complete infrastructure, so that employees can carry out their assigned tasks and work well, from administration and other operations can run smoothly without obstacles. Infrastructure is all the movable and fixed equipment needed so that the work process can run smoothly, orderly, effectively and efficiently. (Asih, 2023).

Several other researchers state that infrastructure is also called facilities, which means anything physical and has been provided by the service provider to support consumer comfort. Facilities are supporting tools provided by the service provider with the aim of being used and enjoyed by consumers so as to achieve maximum satisfaction. (Kotler & Keller, 2016) Consumers will feel satisfied when the available infrastructure is complete and easy to use. If an organization has complete infrastructure, it will also facilitate the work process of employees. Complete infrastructure makes it easier for employees to carry out their work because all work needs are fully facilitated and easy to use. Then, the condition, namely the condition of the infrastructure often affects the process of carrying out a job. If the infrastructure is still in good condition, then the work can be completed easily and quickly. (Aula & Nugraha, 2020). Employee performance can run well and on time in order to achieve the desired goals if supported by infrastructure. Therefore, we can see that infrastructure and employee performance are closely related to each other. It is also mentioned in previous research that infrastructure has a positive and significant effect on employee performance. This shows that the availability of complete infrastructure can encourage increased employee performance. (Fatmala et al., 2024). Other researchers also obtained the same results that infrastructure management includes relationships between customers, suppliers, and workers or performance as conveyed by (Zu, 2009). In an organization, a common problem is infrastructure. At the Juli Community Health Center, the available infrastructure is inadequate and poorly maintained, such as a dirty and messy medicine warehouse that hinders employee work, inadequate inpatient rooms, unclean toilets and inadequate lighting, and an unmaintained courtyard that causes clogged waste drainage channels, which then impacts employee comfort and performance.

In maintaining and improving employee performance, it is not enough to just provide adequate facilities to support the work process, but it must also be based on the character of the employees, therefore an organization must also have employees who are based on perseverance in doing their work, employees must be able to improve their performance by having a good and active personality, which means that the work ethic within employees must also be improved in order to achieve the goals of an organization. Work ethic can be formed if an employee has the desire to be able to do a job with satisfactory results or maximum results. Work ethic is the totality of one's personality in expressing, viewing, believing and giving meaning to something, which encourages him to act and achieve optimal deeds so that the relationship between humans and other creatures can be well established in synamo in (Setyawati & Cori, 2023). Every employee must possess a strong work ethic to perform their jobs effectively and efficiently. Employees with a low work ethic will suffer losses because they aren't performing to the best of their ability. Conversely, a strong work ethic can help improve employee performance and deliver optimal results. (Sinamo, 2011). It is also explained that work ethic has positive impacts, the results of which are employee productivity and performance quality. It is then stated that work ethic is a constellation of values and attitudes related to work. (Miller

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et al., 2002). Several previous studies have shown that data analysis proves that work ethic has a positive and significant influence on employee performance.(Daud, Anshar, Badaruddin, 2023)Other researchers also revealed that work ethic has a strong influence on employee performance in achieving organizational goals. It is said that work ethic has a significant influence on employee performance with a significance value of  $0.000 < 0.05$ .(Fifi Milenia Andini, 2022)There is a phenomenon of differing levels of work ethic among employees at the Juli Community Health Center. Some healthcare workers demonstrate high dedication despite facing significant challenges, while others lack discipline or responsiveness to patient needs. One of the causes of suboptimal employee performance is compensation. To ensure goal alignment, organizational leaders can provide attention by providing compensation, as compensation is part of the reciprocal relationship between the organization and its employees. Compensation is closely related to employee job satisfaction, as it serves as a reward or feedback given to employees as a measurement system for job satisfaction and employee performance. Compensation is everything employees receive in return for their work.(Armaniah, 2018)Compensation plays a vital role in increasing employee performance levels. The purpose of compensation is to attract, retain, and motivate employees.(Sudaryo et al., 2019).

The distribution of compensation to employees that is appropriate to the performance produced will certainly make employees feel satisfied with the rewards given, it is also explained that compensation is the total of all rewards received by employees in exchange for the services they have provided in research.(Hermingsih & Purwanti, 2020). An appropriate compensation policy, both in terms of fairness and appropriateness, will leave employees satisfied and motivated to undertake various achievement-related activities. Conversely, if employees feel a lack of fairness, this will lead to complaints and job dissatisfaction, which will then lead to a decline in work morale and ultimately, a decline in employee performance. The relationship between compensation and employee performance is explained in previous research, there is a positive and significant relationship between compensation variables and employee performance.(Turk, 2008)Other research shows that perceived compensation has a positive, strong, and significant relationship with employee performance (Tung Thanh, 2018). Inadequate compensation, whether in terms of salary, benefits, or other incentives, is a major phenomenon in the healthcare sector. Furthermore, at the Juli Community Health Center, many healthcare workers in the center or remote areas feel that their workload is not commensurate with the rewards they receive. This dissatisfaction can lead to decreased morale, even increasing turnover rates and affecting employee performance. At the Juli Community Health Center, employees are only given salaries, with no other compensation, even though the workload continues to increase. It can be concluded that the results of the pre-research at the Juli Health Center, found problems or phenomena of lack of compensation given to employees which then caused many bad impacts, especially on the work ethic of employees, employees do not feel enough with the compensation given because it is not commensurate with the tasks they do, and this is also certainly supported by the instability of infrastructure management at the Juli Health Center which hinders employees in carrying out their duties, from the description above it has also been explained that the infrastructure at the health center is not suitable and not maintained, and many problems were found from patients who complained about the infrastructure, so that it has an impact on suboptimal employee performance.

## LITERATURE REVIEW

Author / Publisher/ Title	Objective	Results	Comparison	
			Equality	Difference
The influence of compensation, motivation and work environment on employee performance at Sememi Community Health Center  Maria Noni, 2024	1. The effect of compensation on employee performance	4. Compensation does not have a significant effect on employee performance	The compensation and employee performance variables are the same as the current study.	Other variables that are not the same as the current research are motivation and work environment.  Method SEM PLS
	2. The influence of motivation on employee performance	5. Motivation does not have a significant effect on employee performance		
	3. The influence of the work environment on employee performance	6. Work environment partially has a significant influence on employee performance.		

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The influence of work discipline and infrastructure on the performance of employees of the Selindung Community Health Center Technical Implementation Unit (UPT)	1. The influence of work discipline on employee performance at the Technical Implementation Unit (UPT) of Selindung Health Center 2. infrastructure on employee performance at the Technical Implementation Unit (UPT) of Selindung Health Center	1. positive and significant work discipline on employee performance 2. infrastructure has a positive and significant influence on employee performance	The variables in this study are the same as the current study, namely infrastructure and employee performance.	The work discipline variable is not the same as the current research. July Health Center Analysis Unit SEM PLS Method
Pajarini et al., 2023				
The influence of compensation, career development and organizational commitment on employee performance at Seririt 1 Community Health Center	1. The effect of compensation on employee performance at Seririt 1 Community Health Center 2. Career development on employee performance at Seririt 1 Community Health Center 3. organizational commitment to employee performance at Seririt 1 Community Health Center	1. compensation has a positive and significant effect on employee performance 2. Career development has a positive and significant impact on employee performance 3. organizational commitment has a positive and significant effect on employee performance	The compensation and employee performance variables are the same as the current study.	other variables are not the same as the current research, namely organizational commitment and career development July Health Center Analysis Unit Method SEM-PLS
Dewi Sapta, 2022				
Strengthening human resources, infrastructure, and services on the performance of Wosu Community Health Center employees, West Bungku District, Morowali Regency	1. Analyzing human resources on the performance of Wosu Community Health Center employees 2. Analyzing infrastructure facilities on the performance of Wosu Community Health Center employees 3. Service to the performance of Wosu Health Center employees	1. Human resources have a positive and significant influence on employee performance 2. Infrastructure has a positive and significant impact on employee performance 3. Positive and significant service on employee performance	The variables of infrastructure and employee performance are the same as the current research.	Other variables are not the same as the current study July health center analysis unit Method SEM-PLS
Fatmala et al., 2024				

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The influence of work discipline, work ethic, work environment and job satisfaction on employee performance at Laksana Jaya Supermarket, Kediri City	1. The influence of work discipline on employee performance 2. The influence of work ethic on performance 3. The influence of the work environment on employee performance 4. The influence of job satisfaction on employee performance	1. Work discipline has a significant influence on employee performance. 2. Work ethic has a significant influence on employee performance. 3. The work environment has a significant influence on employee performance. 4. Job satisfaction has a significant effect on employee performance.	One of the independent variables in this study is the same as the current study, namely work ethic and the dependent variable is employee performance.	Other variables that are not the same as the current research are work discipline, work environment and employee satisfaction.  SEM PLS Method
Fifi Milenia Andini, 2022 Garuda				
The Influence of Work Ethic, Work Discipline and Employee Commitment on Employee Performance at the Aro Community Health Center, Muara Bulian District	1. The influence of work ethic on employee performance at the Aro Community Health Center 2. work discipline on employee performance at Aro Health Center 3. employee commitment to employee performance at Aro Health Center	1. Work ethic does not have a significant effect on the Employee Performance variable 2. Work discipline is significant to the Employee Performance variable 3. Employee commitment has a significant effect on the Employee Performance variable	The variables of work ethic and employee performance are the same as the current research.	The variables of work discipline and employee commitment are not the same as the current research.  SEM PLS Method
Rosmawati, Jermawinsyah, 2018				
The influence of change management, employee capabilities and work ethic on employee performance at Bank Rakyat Indonesia (BRI) Sungguminasa branch	1. The influence of change management on employee performance (BRI) 2. The influence of employee capabilities on employee performance (BRI) 3. The influence of work ethic on employee performance on employee performance (BRI)	1. Change management has a significant positive effect on employee performance 2. Employee capabilities have a significant positive effect on employee performance. 3. Work ethic has a significant positive effect on employee performance	One of the variables in this study is the same as the current study, namely work ethic and employee performance.	Other variables that are not the same as the current research are change management and employee capabilities.  SEM PLS Method
David, Anshar, Badaruddin, 2023				



## Hypothesis

A hypothesis is a tentative formulation of a problem that will be tested empirically. It's tentative because the answer provided is still based on relevant theory, not on actual data or facts. From the explanation of the problem formulation and research objectives, the author determines the hypothesis in this research as follows:

- H1: Infrastructure management influences the performance of employees at the Juli Health Center, Juli District, Bireun Regency.
- H2: Work ethic influence on the performance of employees at the Juli Health Center, Juli District, Bireun Regency.
- H3: Compensation influence on the performance of employees at the Juli Health Center, Juli District, Bireun Regency.

## METHOD

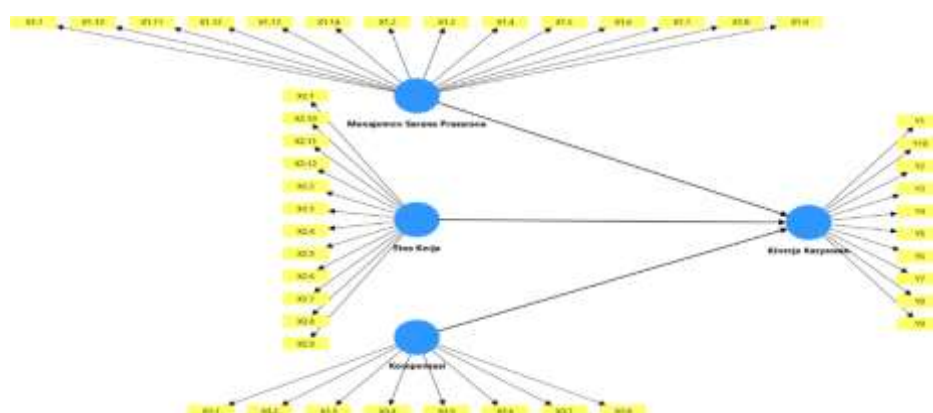
The author conducted research at the Juli Community Health Center, Juli District, Bireun Regency, a public health center located in Bireun, Aceh, and is an Indonesian health service facility that aims to provide health efforts for the community. The research object involved employees from various divisions as respondents to provide an overview of the implementation of infrastructure management, work ethic, and compensation that support the creation of continuous employee performance improvement. This study focuses on analyzing the extent to which the implementation of infrastructure management, work ethic, and compensation affect employee performance. This study uses a quantified qualitative approach, with data collected through measurable methods, such as surveys or statistical analysis. The goal is to determine causal or correlational relationships between variables and test hypotheses with statistical analysis. The research plan was made systematically to ensure the accuracy and validity of the data, including the research objectives, population and sample, data collection methods, data analysis techniques, and available time and resources. The type of research design used involves surveys and correlational, as well as a qualitative approach.

The population used in this study were active employees from all existing divisions. The population in this study included all 132 employees at the Juli Community Health Center, Bireun Regency, from the administrative or office management levels. This population was selected based on their participation in the implementation of infrastructure management, work ethic, and compensation within the organization, which can impact employee performance, either decreasing or increasing. The sample is a subset of the population's numbers and characteristics, expected to represent and describe the overall population. (Dawis et al., 2023) In this study, the population was 132 employees. The sampling method used in this study was the saturated sampling technique, which is a sampling method in which all members of the population are used as samples. (Sugiyono, 2013). So, the sample in this study totaled 132 people. Data collection techniques are a way to gather relevant data that is useful to support this research. The data used in this study is primary data, that is, data obtained and reprocessed from questionnaires.

## RESULTS AND DISCUSSION

### SEM-PLS Model Testing Results

#### Path Analysis



#### Measurement Model (Outer Model)

**Table 1 HTMT Values After Elimination**

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	Work ethic	Employee performance	Compensation	Infrastructure Management
Work ethic				
Employee performance	0.825			
Compensation	0.899	0.877		
Infrastructure Management	0.843	0.809	0.857	

Source: Processed Primary Data (2025)

Based on Table 1, an HTMT value of  $\leq 0.85$  is acceptable for assessing discriminant validity. However, if there is a possibility of similarities between indicators within a construct, researchers may consider using a more lenient HTMT value, namely less than 0.90 (Henseler et al., 2015). A correlation between two constructs of  $\leq 0.85$  is considered an indication of good discriminant validity, indicating that the constructs can be clearly distinguished from each other (Hair & Alamer, 2022). The Fornell-Larcker Criterion, a traditional method that compares the square root of the Average Variance Extracted (AVE) of each construct with the correlation between the other constructs in the model (Fornell & Larcker, 1981). If the square root of the AVE of each variable is greater than the correlation value between the variable and the other variables in the model, then the model can be said to have good discriminant validity. (Fornell & Larcker, 1981).

## Internal Consistency Reliability

*Internal Consistency Reliability* is a test of indicators that measure a construct that provides consistent and interrelated results. This stage is measured by evaluating the Composite Reliability and Cronbach's Alpha values. In confirmatory research, Composite Reliability and Cronbach's Alpha values are  $\geq 0.70$  indicating good reliability in the research, and Composite Reliability and Cronbach's Alpha values can decrease to  $\geq 0.60$  for exploratory research (Hair et al., 2019). The following table 4.11 shows the following Cronbach's Alpha and Composite Reliability values:

**Table 2 Values Cronbach's alpha and composite reliability**

Variables	Cronbach's alpha	Composite reliability (rho_c)
Work ethic	0.796	0.859
Employee performance	0.785	0.860
Compensation	0.846	0.883
Infrastructure Management	0.939	0.947

Source: Processed Primary Data (2025)

Table 2 presents the results of the Cronbach's alpha and composite reliability analysis for each construct in this study, which have exceeded the minimum threshold of 0.70. Therefore, it can be concluded that the constructs have good reliability. After ensuring the constructs are valid and reliable during the measurement model evaluation (outer model), the next step is to evaluate the structural model (inner model).

## Structural Model (Inner Model)

The results of the outer model test indicate that it meets the validity and reliability requirements. Next, the inner model was tested using the coefficient of determination ( $R^2$ ), effect size ( $F^2$ ), and predictive relevance (Q-Square).

## Coefficient of Determination ( $R^2$ )

Assessing a structural model in PLS begins by looking at the R-square value for each endogenous latent variable as the predictive power of the structural model (Hair et al., 2011). R-square values of 0.75, 0.50, and 0.25 indicate strong, moderate, and weak models, respectively. The higher the R-square value, the better the predictive model and the proposed research model.(Hair et al., 2011).

Table 3 *Coefficient of Determination (R<sup>2</sup>)*

	R-square	R-square adjusted
Employee performance	0.716	0.709

Source: Processed Primary Data (2025)

Based on the results in Table 3, the R-square value for the dependent variable is 0.716, falling into the moderate classification. The adjusted R-square value in the table also indicates that the variables of infrastructure management, work ethic, and compensation have a predictive power of 0.709 for employee performance.

#### Effect Size(F<sup>2</sup>)

Effect size (F<sup>2</sup>) indicates the magnitude of the influence of exogenous variables on endogenous variables. The F assessment criteria are if the effect size or F value is 0.02, 0.15, and 0.35, then it is categorized as a weak, medium, and strong influence, respectively.(J. Hair & Alamer, 2022). Effect size (F<sup>2</sup>) can be seen in table 4.13 below:

Table 4 *Effect size (f-square)*

	Work ethic	Employee performance	Compensation	Infrastructure Management
Work ethic		0.036		
Employee performance			0.069	
Compensation				0.322
Infrastructure Management				

Source: Processed Primary Data (2025)

Based on Table 4, the effect size (F<sup>2</sup>) shows that infrastructure management has a moderate influence on employee performance with an f<sup>2</sup> value of 0.322. This indicates that infrastructure management is a strong factor in explaining and improving employee performance. Then, work ethic has a very strong influence on employee performance with an f<sup>2</sup> value of 0.036. And compensation has a moderate influence on employee performance with an f<sup>2</sup> value of 0.069.

#### Predictive popularity (Q-Square)

Predictive Relevance (Q<sup>2</sup>) measures how well the observed values are generated by the model. A Q<sup>2</sup> value greater than 0 (zero) indicates that the model has predictive relevance, whereas a Q<sup>2</sup> value less than 0 (zero) indicates that the model lacks predictive relevance (Hair et al., 2011). The Q-square results are presented in the following table:

Table 5 *Predictive Revelance (Q-Square)*

	Q <sup>2</sup> predict
Work ethic	0.403
Compensation	0.374
Employee performance	0.374
Infrastructure Management	0.504

Source: Processed Primary Data (2025)

Table 5 above shows the results of Q<sup>2</sup>. It can be seen that the values of work ethic, compensation, employee performance and infrastructure management are respectively 0.403, 0.374, 0.374 and 0.504 which have fulfilled the requirements of predictive relevance, namely Q<sup>2</sup> > 0, it can be concluded that the model has predictive relevance or has good observation value.

#### Fit Model

In the SmartPLS output estimation results on the SRMR value. Standardized Root Mean Square (SRMR) is the average value of the covariance, based on the transformation of the sample covariance matrix and the predicted covariance matrix into a relationship matrix.



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**Table 6 Fit Model**

	<i>Saturated model</i>	<i>Estimated model</i>
SRMR	0.090	0.090

Source: Processed Primary Data (2025)

Based on table 6 above, the SRMR value is 0.090, this value indicates that it is below 0.10, so the model has moderate suitability or has met the goodness of fit model criteria. Hair et al., (2019) and other related literature, the general guidelines for interpreting SRMR are as follows:

1.  $SRMR \leq 0.08$ : Indicates a good fit for the model. This value is often used as a standard cutoff.
2.  $SRMR \leq 0.10$ : Acceptable for some studies, but indicates moderate fit.
3.  $SRMR > 0.10$ : Indicates inadequate model fit (poor fit).

## Hypothesis Testing

Hypothesis testing conducted in this study aims to determine the effect of the independent variable on the dependent variable, which in this study is employee performance. Hypothesis testing on Partial Least Squares can be done using the Bostrapping method. The following are the results of the Bostrapping test. Hypothesis testing can be seen from the t-statistic and p-value. If the t-statistic  $> 1.96$  and p-value  $< 0.05$ , the hypothesis is not rejected. Whereas if the t-statistic  $< 1.96$  and p-value  $> 0.05$ , the hypothesis is rejected. (Hair et al., 2019).

**Table 7 Direct Effect**

	<b>Original sample (O)</b>	<b>Sample mean (M)</b>	<b>Standard deviation (STDEV)</b>	<b>T statistics ( O/STDEV )</b>	<b>P values</b>
Infrastructure Management -> Employee Performance	0.522	0.540	0.107	4,888	0.000
Work Ethic -> Employee Performance	0.160	0.163	0.080	2,010	0.044
Compensation -> Employee Performance	0.233	0.212	0.105	2,222	0.026

Source: Processed Primary Data (2025)

Based on table 7, direct hypothesis testing can be seen that:

- a. The influence of infrastructure management on employee performance is shown by the T-statistic ( $4.888 > 1.96$ ) or P-value ( $0.000 < 0.05$ ) and path coefficient (0.522). Thus, infrastructure management has a positive and significant relationship with employee performance.
- b. The influence of work ethic on employee performance is shown by the T-statistic ( $2.010 > 1.96$ ) or P-value ( $0.044 < 0.05$ ) and path coefficient (0.160). Thus, work ethic has a positive and significant relationship with employee performance.
- c. The effect of compensation on employee performance is shown by the T-statistic ( $2.222 > 1.96$ ) or P-value ( $0.026 < 0.05$ ) and path coefficient (0.233). Thus, compensation has a positive and significant relationship with employee performance.

## The Influence of Infrastructure Management on Employee Performance

Based on the results of this study, it shows that infrastructure management has an impact on employee performance with T-statistic ( $4.888 > 1.96$ ) or P-value ( $0.000 < 0.05$ ) and path coefficient (0.522). Thus, infrastructure management has a positive and significant influence on employee performance at the Juli Health Center, Juli District, Bireun Regency. Maintaining cleanliness in the work environment, having adequate lighting and adequate air circulation at the Juli Health Center can increase comfort in working which can then improve the performance of employees at the Juli Health Center, Juli District, Bireun Regency so that H1 is accepted. The results of this study are also in line with research Pajarini et al, (2023) states that there is a positive and significant influence between infrastructure management variables and employee performance variables. Other research explains that infrastructure

management variables show a positive and significant influence on employee performance variables. (Fatmala et al., 2024).

### **The Influence of Work Ethic on Employee Performance**

Based on the results of this study, it shows that work ethic has an impact on employee performance with T-statistic ( $2.010 > 1.96$ ) or P-value ( $0.044 < 0.05$ ) and path coefficient (0.160). Thus, work ethic has a positive and significant influence on employee performance at the Juli Health Center, Juli District, Bireun Regency. Complying with the rules and work procedures that have been implemented by fulfilling promises and commitments made can complete responsibilities well so that the performance improvement of employees at the Juli Health Center, Juli District, Bireun Regency continues to increase so that H2 is accepted. The results of this study are also in line with research(Daud Anshar (2023)states that there is a positive and significant relationship between work ethic and employee performance. However, other studies disagree, explaining that work ethic does not show a positive and significant influence on employee performance.(Rosmawati, 2018).

### **The Effect of Compensation on Employee Performance**

Based on the results of this study, it shows that compensation on employee performance with T-statistic ( $2.222 > 1.96$ ) or P-value ( $0.026 < 0.05$ ) and path coefficient (0.233). Thus, compensation has a positive and significant influence on employee performance at the Juli Health Center, Juli District, Bireun Regency. Wages, salaries and allowances are given in accordance with the responsibilities and positions given to employees so that employees can complete their work well, structured and according to the standards set by the Juli Health Center and can improve the performance of employees at the Juli Health Center, Juli District, Bireun Regency so that H3 is accepted. The results of this study are also in line with research conducted byDewi Sapta (2022)which shows that compensation positively and significantly affects employee performance. And this is not in line with research conducted byMaria Noni (2024)who revealed in his research that compensation does not have a positive and significant effect on employee performance.

### **CONCLUSION**

Based on the research results and discussions that have been described previously, the following conclusions can be drawn:

1. Based on research results showing that infrastructure management has a positive and significant impact on employee performance, maintaining a clean work environment, adequate lighting, and adequate air circulation at the Juli Community Health Center can improve work comfort, which in turn can improve employee performance at the Juli Community Health Center in Juli District, Bireun Regency.
2. Based on research results, work ethic has a positive and significant influence on employee performance. Complying with established work rules and procedures, fulfilling promises and commitments, effectively fulfills responsibilities, and thus contributes to the continued improvement in employee performance at the Juli Community Health Center in Juli District, Bireun Regency.
3. Based on research results showing that compensation has a positive and significant influence on employee performance. Wages, salaries, and benefits are provided in accordance with the responsibilities and positions given to employees, so that employees can complete their work well, in a structured manner, and according to the standards set by the Juli Health Center. This can also improve employee performance at the Juli Health Center, Juli District, Bireun Regency.

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