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The Effect of Work Discipline on a Employee Performance (The Health Office Case Study of Tanimbar Island)

Edy Slamet Kelibulin¹, Sukri Palutturi², Muhammad Alwy Arifin², Indar², Yahya Thamrin³,
Stang⁴, Suci Rahmadani²

¹Research Scholar, Magister Program Departement of Health Administration and Policy, Public Health Hasanuddin University, ²Professor of Departement of Health Administration and Policy, Public Health Hasanuddin University, ³Lecturer of Departement of Occupational Safety and Health, Public Health Hasanuddin University, ⁴Professor of Department of Biostatistics, Public Health Hasanuddin University

Abstract

Employee performance is paramount in achieving goals. Employees will achieve work when they have the discipline and motivation to perform their job well. The purpose of this research is to analyze the effect of work discipline on the performance of employees of the Tanimbar islands district health office. This research uses a type of quantitative research and cross-sectional design. Data collection is done by observation, questionnaire, and document study. The samples in this study were 61 officers of the Health office of the Tanimbar Islands regency. A sampling of this research used total sampling. The collected data is processed using the Statistical Package for the Social Sciences program. The results showed the value of $P = 0,537$ means that there is no influence between the work discipline to the performance of employees of the District Health Office of Tanimbar Islands. Therefore, the health office of the Tanimbar Islands District needs to discipline employees through a better surveillance process.

Keywords: *Work discipline, Performance, Employee, Health office*

Introduction

Employee performance is paramount in achieving goals. Employees will achieve work when they have the discipline and motivation to perform their job well. It is the duty of a leader to apply working discipline and to motivate his subordinates in order to work in accordance with the intended purpose. Therefore, the leader must know the factors that affect the motivation of employee work so that employees ' performance increases. With high discipline and motivation, employees will perform their best tasks, so that the objectives that want to be achieved according to the plan. If a leader is unable to engage the discipline and motivation of employee work, the employee's performance will be decreased¹.

In achieving the success of an employee performance organization is a determining success in achieving its objectives. Good organizational performance is indispensable for realizing the vision and mission of an organization in the future. To get a performance assessment for employees need to be performed a performance evaluation called by performance assessment or performance appraisal².

From the initial survey conducted at the Health office of the Tanimbar Islands, it can be noted that employees ' performance in the Health service department is still less good and affects the quality of work. It can be seen less accuracy in the completion of the instructed work so that the time needed in the completion of the work is getting longer. Another thing that we often find in the administration of the establishment and in other areas of duty is very slow in solving problems that occur in the field, one of which often lose mail on the subject of the letter is much needed to be archived to the service. Based on the explanation of the problem above how important

Correspondence Author:

Edy Slamet Kelibulin

E-mail: edys.kelibulin@gmail.com

role of working discipline in improving employee's performance.

Materials and Method

The type of research used is quantitative research with Cross Sectional Study Draft. The population in this research is the overall employee who works in the Tanimbar Islands Health Office (PNS, CPNS, and PPPK) does not include cleaning service and security as much as 61 people. The sampling technique in this study was used in total sampling where the number of samples was equal to the population. Data collection is obtained

through interviews using data processing questionnaires conducted in computerised by using SPSS program. Data presented in narrative form, frequency distribution table accompanied by interpretation.

Results

The results showed the value of $P = 0,537$ means that there is no influence between the work discipline to the performance of employees of the District Health Office of Tanimbar Islands. Some results are presented in the tables below:

Table 1. Distribution of Respondents Based on Characteristics of Respondents Health Office Tanimbar Islands in 2020

Characteristics	Amount (n)	Percent (%)
d. Age (yr)		
18-30	10	16.4
31-50	46	75.4
> 50	5	8.2
Total	61	100.0
e. Gender		
Male	29	47.5
Girl	32	52.5
Total	61	100.0
f. Education		
High school	11	18.0
Diploma	19	31.1
Bachelor degree)	28	45.9
Masters (S2)	3	4.9
Total	61	100.0
g. Years of service		
<6 years old	5	8.2
6-10 years	18	29.5
> 10	3	62.3
Total	61	100.0

Source: Primary Data, 2020

Table 2: Variable Frequency Distribution of Work Discipline in the District Health Office. Tanimbar Islands in 2020

The performance	Amount (n)	Percent (%)
Not good	41	67.2
Good	20	32.8
Total	61	100.0

Source: Primary Data, 2020

Table 2 shows that of the 61 respondents, there were 41 respondents with poor work discipline at 67.2 and 20 respondents with good work discipline at 32.8%.

The effect of work discipline on Employee Performance

The bivariate relationship between work discipline and the performance of the Tanimbar Islands District Health Office employees can be seen in table 3 as follows

Table 3: The effect of work discipline on the Performance of the District Health Office. Tanimbar Islands in 2020

Work Discipline	Employee Performance				amount		Statistic test
	Not good		Good				
	n	%	n	%	n	%	
Not good	32	52.5	14	23.0	46	75.4	<i>p</i> = 0.537
Good	9	14.8	6	9.8	15	24.6	
Total	41	67.2	20	32.8	61	100	

Source: Primary Data, 2020

Table 3 shows that of the 15 respondents with a good working discipline of 6 respondents who have a good performance (9.8%) and 9 Respondents had poor performance (14.8%). While for poor working discipline amounted to 46 respondents as many as 14 respondents had a good performance (23.0%) And 32 respondents had poor performance (52.5%). Statistical test result by using Chi-square, but the chi-square test requirement is not fulfilled, then the value seen is the value of Fisher's exact value $P = 0,537$, because the value $p > 0.05$, then H_0 accepted. This indicates that there is no influence between working discipline and employee performance at the Tanimbar Islands Health Office.

Discussion

One form of measuring the performance of a good employee is to look at the discipline at work time. Time discipline here is interpreted as attitudes or behaviors that demonstrate adherence to working hours that includes the attendance and compliance of officers during working hours, employees perform tasks on time and right. It's supposed to work time discipline is applied based on consciousness to complete each job³.

The work discipline in this research is the effort to carry out its work activities in earnest (timely, obedient rules, according to the responsibilities given). The results of the analysis in table 3 showed that out of a total of 15 respondents with a good category of working discipline more respondents had less than 9 respondents (14.8%). Meanwhile, from a total of 46 respondents with a less well-categorized working discipline, more respondents had a less than good performance amounting to 32 respondents (52.5%). This is because there are certain points that tend not to be performed properly.

Statistical test result by using Chi-square, but the chi-square test requirement is not fulfilled, then the value seen is the value of Fisher's exact value $P=0,537$, because the value $p > 0.05$, then H_0 accepted. This indicates that there is no relationship between working discipline and employee performance at the Tanimbar Islands District Health Office. The less-than-good working discipline reflects the lack of a person's responsibility for the task given to him. It is also evidenced by the many officers stating that they always come on time. Thus it can be concluded that it is about time discipline on the district health Tanimbar less good Research is not in line with the research conducted by Kasim et al., about the relationship of work discipline, leadership, training, and motivation to the performance of administration officers Abepura Papua Hospital in 2015⁴. One of the results of his research is the relationship between working discipline to the performance of the administrative officer of the Government Abepura Papua year 2015. The results of this study were not in line with research Panuluh and Gilang stating that discipline has a significant influence on work productivity⁵⁻¹⁰.

This research is also not in line with research Satria and Nio (2019) about the relationship of work discipline with the performance of the employees of PDAM Tirta

Jam Gadang Bukittinggi⁶. The working discipline indicator measured in the study is attendance, adherence to employment, adherence to working standards, high level of vigilance, and ethical work indicating a significant positive relationship between working discipline and performance in the employees of PDAM Tirta Jam Gadang, Bukittinggi City. That means the higher the employee's work discipline, the higher the performance of an employee. However, this research is in line with the conducted shows the simultaneous and partial work discipline has no effect on the employee's performance¹¹⁻¹⁷.

Conclusion

The study concluded that there was no influence between working discipline and employee performance at the Tanimbar Islands Health Office with the value $P = 0,537$. District Health Office of Tanimbar Islands need to improve employee discipline through better supervision process.

Ethical Clearance- Taken from University ethical clearance committee

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Conflict of Interest – Nil

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