
THE INFLUENCE OF WORK DISCIPLINE AND WORK SPIRIT ON MEDICAL EMPLOYEE PERFORMANCE IN THE WOMEN'S EMPOWERMENT OFFICE OF POPULATION CONTROL AND FAMILY PLANNING IN THE CITY OF TEXAS

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Abstract

The results of this study show. (1) It can be seen that the adjusted R square value is 0.774 or 77.4%. This shows that the Work Discipline Variable (X1) and Work Morale Variable (X2) can explain the Employee Performance Variable (Y) of 77.4%, the remaining 22.6% (100% - 77.4%) is explained by other variables outside this research model. (2) The results of the (Partial) t test show that $t_{count} (6.481) > t_{table} (1.990)$, likewise with a significance value of $0.00 > 0.05$, it can be concluded that the first hypothesis is rejected, meaning that the Work Discipline Variable (X1) has an effect not significant to Employee Performance Variable (Y). (3) The results of the t test (Partial) can be seen that the $t_{count} (7.650) > t_{table} (1.990)$, and the significance value is $0.00 < 0.05$, it can be concluded that the second hypothesis is accepted, meaning that the Morale Variable (X2) has a significant effect on the Employee Performance Variable (Y). (4) The results of the simultaneous test (F) can be seen that the $F_{count} (69.631) > F_{table} (3.24)$, and a significance value of $0.00 < 0.05$, it can be concluded the third hypothesis is accepted, meaning that the Work Discipline Variable (X1), the Work Morale Variable (X2) have a significant simultaneous effect on the Employee Performance Variable (Y).

Keywords: *Work Discipline Work Morale and Performance Variables*

INTRODUCTION

In the current era of globalization, competency-based human resource management where human resources are required to continue to develop and have reliable capabilities to respond to the challenges of globalization. Human resources in an organization must have the competencies needed so that the organization can survive and develop, so that the implementation of human resource management from recruitment must be oriented towards a competency model.

For a company that prioritizes customers as an asset that must be maintained and maintained, it is very much determined by the level of mobility (performance) and the ability of the people working in the company. With the important and strategic role played by human resources in the company, it is no exaggeration to say that human resources create a source of competitive advantage in the organization.

The role of HR Management itself is very influential on the performance of employees, because human resources are the most important resource and very decisive in the survival of a company/organization. According to Sedarmayanti (2011: 260) reveals: "Performance is a translation of performance which means the work of a worker, a management process or an organization as a whole where the work of the employee must be measurable (compared to the standard that has been determined)". Basically everyone has extraordinary potential and has not been fully utilized. In this affirmation, it is the

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manager's duty to utilize these resources in such a way as to achieve organizational goals. but still provide an award and respect for the HR concerned. Thus, it can be said that the success or failure of government and development activities is largely determined by the ability and performance of employees. In line with the restructuring carried out, it is necessary to increase employee performance so that they can carry out the existing tasks as well as possible. Therefore, it is necessary to pay attention to the employees' basic attitudes towards themselves, competencies, current work and their description of the opportunities that can be achieved in the new organizational structure. However, it is also undeniable that changes in the new organizational structure can result in tension and anxiety due to facing something different than before. It can be said that the success or failure of government and development activities is largely determined by the ability and performance of employees. In line with the restructuring carried out, it is necessary to increase employee performance so that they can carry out the existing tasks as well as possible. Therefore, it is necessary to pay attention to the employees' basic attitudes towards themselves, competencies, current work and their description of the opportunities that can be achieved in the new organizational structure. However, it is also undeniable that changes in the new organizational structure can result in tension and anxiety due to facing something different than before. It can be said that the success or failure of government and development activities is largely determined by the ability and performance of employees. In line with the restructuring carried out, it is necessary to increase employee performance so that they can carry out the existing tasks as well as possible. Therefore, it is necessary to pay attention to the employees' basic attitudes towards themselves, competencies, current work and their description of the opportunities that can be achieved in the new organizational structure. However, it is also undeniable that changes in the new organizational structure can result in tension and anxiety due to facing something different than before. it is necessary to increase employee performance in order to carry out existing tasks as well as possible. Therefore, it is necessary to pay attention to the employees' basic attitudes towards themselves, competencies, current work and their description of the opportunities that can be achieved in the new organizational structure. However, it is also undeniable that changes in the new organizational structure can result in tension and anxiety due to facing something different than before. it is necessary to increase employee performance in order to carry out existing tasks as well as possible. Therefore, it is necessary to pay attention to the employees' basic attitudes towards themselves, competencies, current work and their description of the opportunities that can be achieved in the new organizational structure. However, it is also undeniable that changes in the new organizational structure can result in tension and anxiety due to facing something different than before.

According to Singodimedjo in Edy Sutrisno (2016: 86), states that Discipline is "an attitude of willingness and willingness of a person to obey and obey the norms of regulations that apply around him." As servants of the state and public servants and based on the vision and mission they have, it is appropriate that the State Civil Apparatus has

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good work discipline in carrying out and carrying out the tasks it has because with productive and time-efficient performance, the results obtained will be optimal and appropriate with what is expected both by the agency concerned and by all the people of Indonesia as the owner of this country.

One of the attitudes that must be possessed by the State Civil Apparatus is being able to use and manage time properly in their performance or performance, because time-efficient performance will display time-respecting behavior. In addition, an apparatus is also required to be able to compete and behave professionally at work as a consequence of the increasing demands of their work.

The definition of morale according to Hasibuan (2009: 94) is "a person's desire and sincerity to do his job well and be disciplined to achieve maximum work performance". Employee morale can also decrease if the superior does not pay attention to the interests of the subordinates. This will reduce the morale of the employees. Indicators of decreased morale include low productivity, high employee absenteeism, low salaries, and so on. Thus it will certainly affect the morale of employees in an organization.

At the Service for the Empowerment of Women, Children, Population Control and Family Planning in the City of Texas, there are still several disciplinary actions taken by its employees and also ASNs who lack enthusiasm for work causing a decrease in employee productivity and performance in providing services to the people of the city of Texas.

The State Civil Apparatus is one of the elements that holds responsibility in an organization, be it in planning, implementing and activating as well as acting as a supervisor in the development of this nation. They are spread across various departments, high-level institutions and government agencies from the center to remote corners of the country and become the bones of national development. With respect to the role, function and position of the State Civil Apparatus (ASN), it determines the success or failure of a development program.

Therefore, he needs to be motivated to achieve high work productivity for the success of the national development program. In addition, development managers not only need knowledge and expertise in the economic, political, social and technological fields, but also have good administrative support in planning and implementing it. Policy plans, however ideally, are also not accompanied by the capabilities and skills of the apparatus it will tend to fail.

Many complaints have come from the public about the performance of the State Civil Apparatus, especially regarding issues related to service. Complaints that often occur include delaying service times that should be provided to the community immediately, without any clear reason.

LITERATURE REVIEWS

Work Discipline

To achieve organizational goals, harmonious cooperation is needed in work teams and high awareness for every member of the organization to work together seriously and comply with agreed regulations. In general, a person's discipline can be seen from the person's behavior in carrying out their duties. In more depth, discipline contains an attitude dimension that involves a person's mentality. According to Singodimedjo in Edy Sutrisno (2016: 86), states that Discipline is "an attitude of willingness and willingness of a person to obey and comply with the norms of regulations that apply around him.

Spirit at work

The definition of morale according to Hasibuan (2009: 94) is "a person's desire and sincerity to do his job well and be disciplined to achieve maximum work performance". If the workforce is enthusiastic at work, it is said that the workforce has high morale. Conversely, if the workforce is not enthusiastic or lazy at work, it is said that the workforce concerned has a low moral degree.

Performance

Performance refers to employee achievements as measured based on standards or criteria set by the company. According to Sedarmayanti (2011: 260) reveals: "Performance is a translation of performance which means the work of a worker, a management process or an organization as a whole where the work of the employee must be measurable (compared to the standard that has been determined)". The definition of work performance or performance is given a limit. as a person's success in carrying out a job.

METHODS

This study uses Primary Data, namely data sources that directly provide data to data collectors. In this study, the primary data was in the form of data from questionnaires and interviews conducted by researchers.

RESULTS AND DISCUSSION

Multiple Linear Regression Testing

Multiple Linear Regression Results

Model		Coefficients ^a					Collinearity Statistics	
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	tolerance	VIF
		B	std. Error	Betas				
1	(Constant)	-,608	1,424		-,427	,672		
	Discipline_Work_X1	,426	.066	,507	6,481	,000	,921	1.085
	Spirit_Work_X2	,611	.080	,599	7,650	,000	,921	1.085

a. Dependent Variable: Performance_Employee_Y

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Based on these results, the multiple linear regression equation has the formulation: $Y = a + b_1X_1 + b_2X_2 + \epsilon$, so the equation is obtained:

$$Y = -0.608 + 0.426X_1 + 0.611X_2$$

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

- The constant value (a) of -0.608 indicates the magnitude of the Employee Performance Variable (Y) if the Work Discipline Variable (X1), the Morale variable (X2) is equal to zero.
- The regression coefficient value of the Work Discipline Variable (X1) (b1) is (0.426) indicating the large role of the Work Discipline Variable (X1) to the Employee Performance Variable (Y) assuming the Work Morale Variable (X2) is constant. This means that if the Work Discipline Variable factor (X1) increases by 1 value unit, it is predicted that the Employee Performance Variable (Y) will increase by (0.426) value units assuming the Work Morale Variable (X2) is constant.
- The regression coefficient value of the Morale Variable (X2) (b2) is (0.611) indicating the large role of the Morale Variable (X2) on the Employee Performance Variable (Y) assuming the Work Discipline Variable (X2) is constant. This means that if the Morale Variable factor (X2) increases by 1 value unit, it is predicted that the Employee Performance Variable (Y) will increase by (0.611) value unit assuming the Morale Variable (X2) is constant.

t test (Partial)

Partial Test (t)

Model		Coefficients ^a		Standardized Coefficients	t	Sig.	Collinearity Statistics		
		Unstandardized Coefficients	std. Error				Betas	tolerance	VIF
		B							
1	(Constant)	-,608	1,424		-,427	,672			
	Discipline_Work_X1	,426	.066	,507	6,481	,000	,921	1.085	
	Spirit_Work_X2	,611	.080	,599	7,650	,000	,921	1.085	

a. Dependent Variable: Performance_Employee_Y

Hypothesis Testing Effect of Work Discipline Variable (X1) on Employee Performance Variable (Y)

The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

- Accept H0 If $t_{count} < t_{table}$ or $-t_{count} > -t_{table}$ or Sig. > 0.05
- Reject H0 If $t_{count} \geq t_{table}$ or $-t_{count} \leq -t_{table}$ or Sig. < 0.05

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Table 4.11 obtains a tcount value of 6.481 With $\alpha = 5\%$, ttable (5%; 41-2 = 39) obtained a ttable value of 1.990 From this description it can be seen that tcount (6.481) > ttable (1.990), as well as the value its significance is 0.00 > 0.05, it can be concluded that the first hypothesis is rejected, meaning that the Work Discipline Variable (X1) has no significant effect on Employee Performance Variable (Y). This research is the same as previous research, Muhammad Taufiek Rio Sanjaya (2015) Work and Work Motivation on Employee Performance at Hotel Ros In Yogyakarta. Faculty of Economics, Yogyakarta State University.

Hypothesis Test of the Effect of Work Morale Variable (X2) on Employee Performance Variable (Y), the form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

1. Accept, If tcount > ttable or -tcount > - ttable or Sig. < 0.05
2. Reject, If tcount < ttable or -tcount < - ttable or Sig. >0.05

From table 4.11, a tcount value of 7.650 is obtained. With $\alpha = 5\%$, ttable (5%; 41-2 = 39) a ttable value of 1.990 is obtained. From this description it can be seen that tcount (7.650) > ttable (1.990), and its significance value is 0.00 <0.05, it can be concluded that the second hypothesis is accepted, meaning that the Morale Variable (X2) has a significant effect on the Employee Performance Variable (Y).

F test (simultaneous)

Simultaneous Test Results (F)

		ANOVAa				
Model		Sum of Squares	df	MeanSquare	F	Sig.
1	Regression	114,395	2	57,197	69,631	,000b
	residual	31,215	38	,821		
	Total	145,610	40			

a. Dependent Variable: Performance_Employee_Y

b. Predictors: (Constant), Spirit_Work_X2, Discipline_Work_X1

The form of hypothesis testing based on statistics and curves can be described as follows:

Decision Making Criteria:

1. If the calculated F value > F table or Sig. < 0.05 then Ha is accepted and H0 is rejected.
2. If the calculated F value < F table or Sig. > 0.05 then Ha is rejected and H0 is accepted.

From table 4.12, the Fcount value is 69.631. With $\alpha = 5\%$, dk quantifier: 3, dk denominator: 41-2-1 (5%; 2; 38) the Ftable value is 3.24. From this description it can be seen that Fcount (69.631) > Ftable (3.24), and a significance value of 0.00 <0.05, it can be

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concluded that the third hypothesis is accepted, meaning that the Work Discipline Variable (X1), Work Morale Variable (X2) have a significant effect together (simultaneously) on Employee Performance Variable (Y).

CLOSING

Conclusion

Based on the results of the research and discussion in the previous chapter, it can be concluded as follows:

1. Testing the first hypothesis, with partial test analysis, the results show that Work Discipline has a positive and significant effect on Employee Performance with the regression coefficient value of the Work Discipline Variable (X1) (b1) of (0.426) with a positive sign (+) which indicates the large role of the Work Discipline Variable (X1) on Employee Performance Variable (Y) assuming the Morale Variable (X2) is constant. This means that if the Work Discipline Variable factor (X1) increases by 1 value unit, it will affect the performance of employees at the Office of the Empowerment of Women, Children, Population Control and Family Planning in Texas City.
2. Testing the second hypothesis, with partial test analysis the results show that the Health Management System and Work Morale have a positive and significant effect on Employee Performance with a regression coefficient value of the Work Morale Variable (X2) (b2) of (0.611) with a positive sign (+) which indicates the magnitude the role of the Variable Morale (X2) on the Employee Performance Variable (Y) with the assumption that the Work Discipline Variable (X1) is constant. This means that if the factor of the Variable Morale (X2) increases by 1 value unit, it will affect the performance of employees at the Office of the Empowerment of Women, Children, Population Control and Family Planning in Texas City.
3. Testing the third hypothesis, with simultaneous analysis, the results show that work discipline and work enthusiasm simultaneously have a significant effect on employee performance at the Office of the Empowerment of Women, Children, Population Control and Family Planning in Texas City.

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