

THE INFLUENCE OF WORK DISCIPLINE AND WORK MOTIVATION ON THE PERFORMANCE OF EMPLOYEES AT UPT PUSKESMAS SIMPANG III PUMU, TANJUNG SAKTI PUMU SUB-DISTRICT, LAHAT REGENCY

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ABSTRACT

The purpose of this research is to determine the effect of work discipline and work motivation on the performance of employees at UPT Puskesmas Simpang III Pumu, Tanjung Sakti Pumu Sub-District, Lahat Regency, both simultaneously and partially. Work discipline is the awareness and willingness of an individual to comply with all the rules that apply in the organization. Work motivation is a push or reason that serves as the basis for a person's enthusiasm to do something to achieve a specific goal. Employee performance is a key factor for the success and achievement of organizational goals. Factors influencing work discipline and work motivation include work discipline and work motivation. The analysis method used is a quantitative method with statistical testing using SPSS. This study employs multiple linear regression analysis, with a sample size of 60 respondents and primary data collection using a questionnaire. The results of this study show that work discipline has a positive and significant effect on employee performance at UPT Puskesmas Simpang III Pumu, Tanjung Sakti Pumu Sub-District, Lahat Regency, where ($t_{count} = 7.053 > t_{table} = 2.002$) and significance ($= 0.000 < 0.05$). Meanwhile, work motivation also has a positive and significant effect on employee performance at UPT Puskesmas Simpang III Pumu, with ($t_{count} = 5.924 > t_{table} = 2.002$) and significance ($= 0.000 < 0.05$). Work discipline and work motivation simultaneously have a positive and significant effect on employee performance at UPT Puskesmas Simpang III Pumu, where ($F_{count} = 140.110 > F_{table} = 3.16$) and significance ($= 0.000 < 0.05$). The results of the coefficient of determination test show an R Square value of 0.825 based on Table 1. The interpretation of the coefficients indicates that work discipline and work motivation have a very strong influence on the performance of employees at UPT Puskesmas Simpang III Pumu, Tanjung Sakti Pumu Sub-District, Lahat Regency.

Keywords: Work Discipline, Work Motivation, and Employee Performance.

1) Student

2) Supervisors

