The Influence of Work Discipline and Work Environment on the Work Performance of Inpatient Nurses at Bhayangkara Hospital, Pontianak

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ABSTRACT

This study aims to reveal the influence of work discipline and work environment on the work performance of inpatient nurses at Bhayangkara Hospital, Pontianak. The research design used was non-experimental and used cross-sectional analytics. Data analysis using Logistic Regression. Research data was obtained from valid and reliable research instruments. The population in this study were all inpatient nurses. The research sample was 46 inpatient nurses. Research Results: 1) regression analysis of the influence of work discipline on nurses' work performance, p-value < 0.05, thus there is an influence of work discipline on work performance; 2) the Odds Ratio value is 4.582, meaning that nurses with high work discipline have a 4.582 times chance of having good work performance compared to nurses who have low work discipline; 3) the influence of the work environment on the work performance of nurses obtained p value <0.05. Thus there is an influence of the work environment on the work performance of inpatient nurses; 4) the Odds Ratio value is 2.924, meaning that nurses with a good work environment have a 2.924 times chance of having good work performance compared to nurses who have a poor work environment; 5) The R-Square value is 0.722, meaning that the influence of work discipline and work environment on the work performance of inpatient nurses is 72.2%.

Keywords:
Job performance; work discipline; work environment.

INTRODUCTION

Work performance is an indicator of the success of company operations in achieving its goals. For this reason, an important role is needed from employees who are capable of carrying out their work with excellent results, quickly and precisely. The term work performance contains various meanings. According to Prabu Mangkunegara (2011: 67), Performance (work achievement) is the result of work in terms of quality and quantity achieved by an employee in carrying out tasks.

The results and quality of good work performance must be separate from the performance built by employees and company management because it is only possible for maximum work performance to be achieved with severe and in-depth treatment from company management. According to Abbas Padil (2004: 97), it is essential to evaluate work performance rationally and objectively by looking at least two interests, namely the interests of the employee concerned and the interests of the organization.

Job performance assessment is a process for measuring the work performance achieved by employees and comparing it with the standard level of achievement required to determine the extent of the skills gained. So, to find out whether an employee's work performance has improved, a work evaluation is carried out. As Panggabean (2004: 72) said, work performance assessment is a process that aims to find out or understand the level of employee performance compared to the performance level of other employees or compared to predetermined standards.

So, it can be said that it is necessary to assess employee work performance because it is used as a basis for measuring work performance. Meanwhile, guidelines or benchmarks for measuring work performance are based on a standard. Meanwhile, according to Mangkunegara (2004: 69), the indicators in assessing work performance are quality of work, honesty, initiative, presence, attitude, cooperation, knowledge, responsibility towards workers and utilization of working time.

Work discipline is an organizational obligation to really pay attention to employee work discipline so that employee work performance improves more than before and employees do not go around doing things that are not important during their working hours. I must happily comply with and submit to the regulations that the organization has set. According to Darmawan (2013: 41), Work discipline is defined as an attitude, behaviour and actions in accordance with the regulations of the organization in written or unwritten form.

Discipline can also be interpreted as a process of exercising self-control to work effectively, efficiently and productively, Darsono and Siswandoko (2011: 129). Good discipline can reflect the employee's high sense of responsibility for the tasks given by the organization. Discipline is the most critical operative function of human resource management because the better the employee's discipline, the higher the level of work performance they can achieve, Hasibuan (2007: 193).

This can encourage work enthusiasm and work enthusiasm to achieve goals within the company/agency. Therefore, managers must ensure that their employees work with discipline. Darsono and Siswandoko (2011: 129) state that the purpose of discipline is to exercise self-control to improve work performance so that organizational goals are achieved. Discipline is the most important thing for an organization or company to carry out its goals. This is because only with high discipline in an organization can employees achieve high levels.

This is in accordance with the opinion of Siswnto (2006: 287) that work discipline 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 dodge them, accept sanctions if he violates his duties and authority given to him. According to Mardiana (2005: 51), the work environment is the environment where employees carry out their daily work. The manager or organization must really pay attention to the employee's work environment so that employees feel comfortable, peaceful, safe and focused in carrying out their assigned tasks. According to (Nitisemito, 2008: 183) states that the work environment is everything that is in the environment around workers, and that can influence them in carrying out the tasks assigned to them, for example, cleanliness, music, etc.

As for other factors outside or inside the organization that can influence the progress of the organization, this must be anticipated by the organization because the importance of the work environment in the company/organization also determines the quality of employee work. The opinion regarding the work environment is the overall tools and equipment encountered, the surrounding environment where a worker is, their work methods, and work arrangements both individually and as a group, Sedermayanti (2009: 21).

Based on the opinions above, it can be concluded that the work environment is the physical factors around work that can influence employees in carrying out the tasks assigned to them. Then, it can be understood that the work environment has a huge influence on employee habits in carrying out their work. Suppose the work

environment around employees is good. In that case, employees will have high work discipline, and automatically, there will be good cooperation within the company, which will have an impact on employee job satisfaction. However, if the work environment around employees is terrible, it will cause low work discipline, so job satisfaction will decrease.

According to Sedarmayanti (2001: 21), the physical work environment is all physical conditions found around the workplace which can affect employees either directly or indirectly. The physical work environment can be divided into two parts, namely, the work environment directly related to employees, such as chairs, tables, and other work tools. The intermediate environment or general environment can also be called the work environment, which influences human conditions, for example, temperature, humidity, air circulation, lighting, noise, unpleasant odours and the use of colour in the room."

Sedarmayanti (2001: 31) states, "The non-physical work environment is all conditions related to work relationships, both relationships with superiors, relationships between colleagues, or relationships with subordinates. An environment like this cannot be captured directly with the human senses, but its existence can be felt. So, the non-physical work environment is a group of work environments that cannot be ignored.

METHOD

This type of research uses a quantitative type with a descriptive-analytical research design using a cross-sectional approach, namely carrying out a cross tab between the dependent variable (Work Performance) and the independent variable (Work Discipline and Work Environment). This design was chosen because there would be no intervention, and data collection would only be done once. Measurements were carried out simultaneously, and the correlation between the two variables was analyzed. The target population in this study was all hospital nurse subjects. 46 nurses in Bhayangkara Pontianak work in inpatient care, based on the results of calculations. The sample in this study are nurses who work in inpatient care at Bhayangkara Pontianak Hospital; the total research sample is 46 nurses who are nurses who work in inpatient care at the hospital where they are a nurse whose daily task is to provide direct health services to people who use health services.

RESULTS AND DISCUSSION

Bivariate analysis is used to analyze the relationship between each independent variable and the dependent variable. The following are the results of the bivariate analysis: Bivariate Analysis of the Relationship between Work Discipline and Work Performance of Inpatient Nurses at Bhayangkara Hospital Pontianak in 2024.

Bivariate Analysis of the Relationship between Work Discipline and Work Performance of Inpatient Nurses at Bhayangkara Pontianak Hospital in 2024

Work Discipline	Work Performance				Total		p-value	OR (95%CI)
	Not Good		Good					
	N	%	N	%	N	%		
Low	15	68,2	7	31,8	22	100		
Tall	6	25,0	18	75,0	24	100	0,008	6,429 (1,773-23,303)
Total	21	45,7	25	54,3	46	100		

Sumber: Data Primer, 2024

Based on the table above, it is known that there are 18 nurses with high work discipline and good work performance. The results of the chi-square hypothesis test

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obtained a p-value of 0.008 (p-value <0.05), so it can be concluded that Ho is rejected, which means there is a relationship between work discipline and the work performance of inpatient nurses at Bhayangkara Hospital Pontianak in 2024. The results of the analysis obtained a value. The Odds Ratio (OR) is 6.429, meaning that nurses with high work discipline have a 6.429 times chance of having good work performance compared to nurses who have low work discipline.

Bivariate Analysis of the Relationship between Work Discipline and Work Performance of Inpatient Nurses at Bhayangkara Pontianak Hospital in 2024

Work Discipline	Work Performance				Total		p-value	OR (95%CI)
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	N	%	N	%	N	%		
Low	15	68,2	7	31,8	22	100		
Tall	6	25,0	18	75,0	24	100	0,008	6,429 (1,773-23,303)
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Bivariate Analysis of the Relationship between Work Environment and Job Performance of Inpatient Nurses at Bhayangkara Hospital Pontianak in 2024

Not Good	Work Performance				Total		p-value	OR (95%CI)
	Kurang Baik		Good					
	N	%	N	%	N	%		
Not Good	13	65,0	7	35,0	20	100		
Good	8	30,8	18	69,2	26	100	0,044	4,179 (1,209-14,441)
Total	21	45,7	25	54,3	46	100		

Sumber: Data Primer, 2024

Final Multivariate Modeling

Final Multivariate Modeling Results

Variable	Nagelkerke R Square	P value	OR
Work Discipline		0,024	4,582
Work Environment	0,825	0,039	2,924
Constant		0,010	0,044

From the data above, the results of the hypothesis test of multiple logistic regression analysis on the influence of work discipline on the work performance of nurses obtained a p-value of 0.024 (p-value <0.05), so it can be concluded that there is an influence of work discipline on the work performance of inpatient nurses at home. Bhayangkara Hospital Pontianak in 2024. The results of the analysis obtained an odds ratio (OR) value of 4.582, meaning that nurses with high work discipline have a 4.582 times higher chance of having good work performance than nurses with low work discipline.

The results of the hypothesis test of multiple logistic regression analysis on the influence of the work environment on nurses' work performance obtained a p-value of 0.039 (p-value <0.05), so it can be concluded that there is an influence of the work environment on the work performance of inpatient nurses at Bhayangkara Hospital

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Pontianak in 2024. The results of the analysis obtained an Odds Ratio (OR) value of 2.924, meaning that nurses with a good work environment have a 2.924 times chance of having good work performance compared to nurses who have a poor work environment. The research results obtained an R-squared value of 0.722, meaning that the influence of work discipline and work environment on the work performance of inpatient nurses was 82.5%; the remaining 17.5% was influenced by other variables not examined in this research. Apart from that, the variable that has the most significant influence on nurses' work performance variables is work discipline because it has the largest Odds Ratio (OR) value (4.582) among the other variables.

Discussion

The Influence of Work Discipline on the Work Performance of Inpatient Nurses at Bhayangkara Hospital, Pontianak. Based on the results of the hypothesis test of multiple logistic regression analysis on the influence of work discipline on nurses' work performance, a p-value of 0.024 (p-value <0.05) was obtained, it can be concluded that there is an influence of work discipline on the work performance of inpatient nurses at Bhayangkara Pontianak Hospital in 2024. The results of the analysis obtained an Odds Ratio (OR) value of 4.582, meaning that nurses with high work discipline have a 4.582 times chance of having good work performance compared to nurses who have low work discipline, supported by research conducted

In line with Mustakimah's research (2016), with research results based on the t-test, the variables Motivation (Xi) and Work Discipline (X2) partially have a significant influence on Work Performance. This is indicated by the calculated t values of the two variables each being greater than the t table (1.6720). The motivation variable has a dominant influence on the work performance of nurses at the Sultan Agung Islamic Hospital, Semarang.

The results of the research prove that questionnaire statement number 1, which contains the contents of the work assigned to me, is in accordance with my abilities in the work discipline variable and has the highest score with a value of 195. Questionnaire statement number 5 regarding the remuneration given to me is in accordance with the work assigned. Given the lowest score with a value of 169, to overcome this problem, it is necessary to analyze the workload of inpatient nurses, which is adjusted to the abilities of nurses so that nurses do not feel burdened by their work.

Work discipline is an organizational obligation to really pay attention to employee work discipline so that employee work performance improves more than before and employees do not go around doing things that are not important during their working hours. Employees must comply with the regulations that have been set by the organization with pleasure. According to Darmawan (2013), Work discipline is defined as an attitude, behaviour, and actions in accordance with the regulations of the organization in written or unwritten form.

Regarding work discipline can also be interpreted as a process of exercising self-control to work effectively, efficiently and productively, Darsono and Siswandoko, 2011. Good discipline can reflect the employee's high sense of responsibility for the tasks given by the organization. Discipline is the most critical operative function of human resource management because the better the employee's discipline, the higher the level of work performance they can achieve, Hasibuan, 2007.

Workload analysis to calculate how much nursing staff is needed in inpatient care, adjusted to the nurses' abilities, which is a reflection of the need for

work discipline, can encourage work enthusiasm and work enthusiasm to achieve goals within the company/agency. Therefore, nursing managers must ensure that nurses who work with work discipline have gone through a workload analysis that is adjusted to the abilities of inpatient nurses, where the aim of work discipline is training in self-control to improve work performance so that organizational goals are achieved.

The Influence of the Work Environment on the Work Performance of Inpatient Nurses at Bhayangkara Hospital, Pontianak

Based on the results of the hypothesis test of multiple logistic regression analysis on the influence of the work environment on nurses' work performance, a p-value of 0.039 (p-value <0.05) was obtained; it can be concluded that there is an influence of the work environment on the work performance of inpatient nurses at Bhayangkara Pontianak Hospital in 2024. The results of the analysis obtained an Odds Ratio (OR) value of 2.924, meaning that nurses with a good work environment have a 2.924 times chance of having good work performance compared to nurses who have a poor work environment.

The results of the research: questionnaire statement number 3 contains about the relationship between the work units where I work running in harmony, the work environment variable has the highest score with a value of 196, and statement number 1 contains about the temperature/temperature at my workplace does not affect my body temperature has a score the lowest with a value of 169.

Supported by research conducted in line with research conducted by Ahmad, 2017, the results of this research show that Work discipline and work environment simultaneously influence employee work performance. Work discipline has a positive and significant effect on employee work performance. The work environment has a positive and significant impact on employee work performance. Partially, the most dominant influence is work discipline. The benefits of the work environment create work enthusiasm so that productivity and work performance increase, Ishak and Tanjung, 2003. Meanwhile, the benefit that comes from working with motivated people is that work can be completed correctly, which means the work is completed to the correct standards and within the specified timescale. His work performance will be monitored by the individual concerned and will not require too much supervision, and his fighting spirit will be high.

A comfortable work environment is essential to support work performance, and harmonization of relationships between parts of the work unit within the scope of inpatient care is necessary for building a joint commitment to the interests and needs between work units so that a sense of togetherness and solidarity is tied to shared values. So as to create harmonized relationships that are maintained between inpatient care work units, creating work enthusiasm so that productivity and work performance increase

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The research results obtained an R-Square value of 0.722, meaning that the influence of work discipline and work environment on the work performance of inpatient nurses was 72.2%, the remaining 27.8% was influenced by other variables not examined in this research. Apart from that, the variable that has the most significant influence on nurses' work performance variables is work discipline because it has the largest Odds Ratio (OR) value (4.582) among the other variables.

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Conclusion

Conclusions based on the hypothesis, namely the results of hypothesis testing using multiple logistic regression analysis, found the following findings: There is an influence of work discipline on the work performance of inpatient nurses at Bhayangkara Hospital Pontianak. The work environment influences the work performance of inpatient nurses at Bhayangkara Hospital Pontianak. Work discipline and work environment influence performance. Based on the results of this research, it can be concluded that of the 2 variables studied, the variable that has the most dominant influence on work performance is the work discipline variable because it has the largest Odds Ratio (OR) value (4.582) among other variables.

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