THE INFLUENCE OF WORK MOTIVATION ON THE DISCIPLINE OF EMPLOYEES OF THE ADMINISTRATIVE DEPARTMENT OF SOREANG REGIONAL GENERAL HOSPITAL

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Abstract: *This study aims to determine the effect of work motivation on employee discipline in the administrative division of the Soreang General Hospital. This study uses a descriptive research method with a quantitative approach, data analysis techniques: validity test, reliability test, simple linear regression test, t test and coefficient of determination test. Data collection techniques used were observation, questionnaires, literature study with the research subjects were employees of the administration division at the Soreang General Hospital as many as 24 people. The results of this study indicate a correlation of 0.653, meaning that there is a positive and strong relationship between work motivation (X) and discipline (Y) variables. While the large influence of the work motivation variable (X) on discipline (Y) is 65.3%, meaning that it is a strong influence and 34.7% is influenced by other variables. The advice given in this study is that the better the motivation possessed by an employee, the higher the discipline of the employee. Good work results are certainly based on good motivation. Conversely, if the employee's work motivation is not built properly, it will produce work results that serve as goals and can realize organizational goals, therefore it is expected that the company, especially the Soreang General Hospital, will continue to motivate its employees in improving work performance.*

Keywords: *Work Motivation, Discipline, Soreang General Hospital*

1. Introduction

Many factors determine whether an organization will succeed, human resources are just one of them. Competitive ability, ability to adapt to changes in the market, and many other problems involved. Effective management determines the direction the organization should go, how to see if the organization is on the right track (Robert. L Mathis-John H. Jackson 2011:67). Until now, human resources have a very important role in various sectors of development. In the company itself, human resources play a very important role in addition to human resources in the company resulting in a company has to budget a large enough amount of funds to increase these resources in various ways.

Some of the ways that the company does in order to improve existing human resources, among others through motivation, work discipline and work environment. According to Mangkunegara (2005:67) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance is

defined as something one wants to achieve, an achievement shown and one's abilities. Many limitations are given by experts regarding the term performance, although different in the pressure of the formulation, but in principle performance is about the process of achieving results. The term performance comes from the word *job performance* or *actual performance* (work performance or actual achievement achieved by a person). So it can be defined that performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (A.A. Anwar Prabu Mangkunegara, 2004:67).

Robbin (2002:55) suggests that motivation is the desire to do as a willingness to spend a high level of effort for organizational goals, conditioned by the ability of that effort to meet an individual need. Work discipline is a tool that managers use to communicate with employees so that managers can raise awareness and willingness to comply with all applicable company regulations and social norms (Rivai, 2004). In addition, the work environment also affects the performance of employees. (Sarosa,2007:10) the work environment is an environment where employees work, while working conditions are where the employee works.

Soreang Regional General Hospital hereinafter abbreviated as Soreang Hospital is one of the Government Hospitals located in the bandung regency that was established in 1996 and is a development of the Puskesmas DTP Soreang on the basis of the Decree of the Regent of the Head of Kindergarten. II Bandung Number: 445/4056/Tapra year 1996 concerning Approval of The Principle of Improvement of Puskesmas DTP Soreang to Class D Hospital. In 1997, Soreang Hospital was determined to be a Class C Regional Hospital based on the Decree of the Minister of Health of the Republic of Indonesia Number: 1409 / MENKES / SK / XII/1997.

The physical facilities/buildings of Soreang Hospital consist of (1) Integrated Care Building used for Operating Room activities, Intensive Care Unit, Nutrition Installation, Laundry Room, Inpatient Installation, Pharmaceutical Installation, Hospital Facility Maintenance Installation, Blood Bank Unit, (2) Management Building with floor I used for Radiology Installation and Laboratory Installation and ground floor used for IGD while the second and third floors for the office and (3) Integrated Health Service Building for Outpatient Health Services. Soreang Hospital service activities are appropriately carried out through installations. Installation of referral health services available today are outpatient services, inpatients, IGD, and support services (PPID Kab. Bandung, 2021).

Employee performance or employee performance is strongly influenced by their abilities and the encouragement that comes from the work environment, because the ability is determined by education, experience and personal traits and other things outside of him. One measure of an organization's success is its level of human productivity. The productivity of the work depends largely on the willingness of the employees to produce something.

Motivation in an organization aims to encourage employees to be more active in doing work in order to achieve optimal goals and results. The implementation of motivation focuses on human factors in carrying out its activities, namely work. The existence of motivation is very important role, in an effort to improve the quality and quantity of work produced. Motivation will provide encouragement for employees and leaders. The existence of job satisfaction is expected to create a harmonious working relationship between the two parties, namely employees and leaders, so that the objectives of agencies or organizations can be achieved and succeed optimally. The importance of motivation is the thing that causes, distributes, and

supports human behavior in order to work diligently and enthusiastically achieve optimal results. Thus, employee discipline can be created in line with the motivation given by the leader to his subordinates continuously and continuously. Based on the above background, the author is interested in conducting more in-depth research with the title: "The Influence of Work Motivation on The Discipline of Employees of the Administrative Department of Soreang Regional General Hospital".

2. Research Method

The research uses descriptive quantitative methods that use numerical data and emphasizes the research process on measuring objective results using statistical analysis. This study aims to find out the relationship between two or more variables to prove the influence of work motivation as a independent variable (independent) on discipline as a dependent variable. The research population is an employee of the Administrative Department of Soreang Hospital. In sampling this study used saturated sample techniques. This data source uses questionnaires i.e. a number of statements using *google form* media. The measurement scale used Likert scale, which is the scale used to measure the opinion of a person or group of people about social phenomena, writing quantitative analysis using questions and scores. To determine the validity of the questionnaire items used *product moment* correlation method that is by correlate the total score generated by each item with the formula:

$$r\,xy = \frac{N(\sum XY) - (\sum X) - (\sum Y)}{\sqrt{N(\sum X^2) - (\sum X)^2} \cdot \sqrt{N(\sum Y^2) - (\sum Y)^2}}$$

information:
r_{xy} = Correlation coefficient of the item being searched
N = Number of respondents
X = Score of each statement from each respondent
Y = Total score of each statement from each respondent

If the correlation coefficient value is greater than 0.3 then the items are declared valid (Kaplan). To test reliability in this study, the authors used the Cronbach Alpha reliability coefficient, namely:

$$\alpha = \left[\frac{k}{k-1}\right]\left[1 - \frac{\sum Syi^2}{Sx^2}\right]$$

information:
k = Number of question instruments
$\sum Syi^2$ = Number of variances of each instrument
Sx^2 = Variance of the entire instrument

Cronbach's Alpha Value Range
1. alpha < 0.50 low reliability
2. 0.50 < alpha < 0.60 moderate reliability

3. alpha > 0.60 then reliability is sufficient (reliability)
4. alpha > 0.80 hence strong reliability
5. alpha > 0.90 then perfect reliability

The smaller the alpha value indicates the more items that are not reliable. Standard used is alpha > 0.60 (sufficient reliability).

Data Analysis Techniques

A simple linear regression equation is an equation model that describes the relationship of one independent variable / predictor (X) with one non-independent variable / response (Y). Simple linear regression equations are mathematically expressed by:

$$Y = = a + Bx$$

which:

Y ˆ = regression line / variable response
a   = constant (intercession), intersection with vertical axis
b   = regression constant (slope)
X   = independent variable / predictor

T test (*t-test)* aims to know whether or not there is a partial influence (itself) given independent variables against dependent variables. (Priyatno, 2011).

T Count > T Table = No Effect
T Count < T Table = No Effect

Once the correlation is calculated it can be continued by calculating the coefficient of determination. A coefficient of determination (KD) is a number that represents or is used to determine the contribution or contribution made by a variable or more X (independent) to Y (dependent). The formula of the coefficient of determination is KD = $(r)^2$ x 100 %. (Priyatno, 2011).

3. Results and Discussion

The characteristics of respondents who are administrative employees of Soreang Regional General Hospital, are grouped by gender and position.

Table 1 Respondent Characteristics by Gender

No.	gender	Frequency	Percentage
1	man	15	62,5 %
2	woman	9	37,5 %

Based on the table of characteristics of respondents showed that the percentage of male respondents is higher than the female respondents numbered 24 people, 15 of them are men and 9 of them are women.

Table 2 Characteristics of Respondents By Position

No.	position	Frequency	Percentage
1	Warehouse Executor	4	16,7%
2	secretary	1	4,1%
3	Hr Apparatus Analyst	2	8,3%
4	Head of Laundry Unit	1	4,1%
5	Laundry Executor	4	16,7%
6	BMD Utilization Manager	1	4,1%
7	Staff Program	2	8,3%
8	Auxiliary Goods Manager	1	4,1%
9	Ambulance Driver	3	12,5%
10	Archives	1	4,1%
11	General Administration	2	8,3%
12	Equipment Parts	2	8,3%

Based on the table of characteristics of the position as the executor of the warehouse 4 people, secretary 1 person, human resources analysis apparatus 2 people, head of laundry unit 1 person, executor of laundry 4 people, manager of utilization BMD 1 person, program staff 2 people, caretaker of goods assistant 1 person, ambulance driver 3 people, medical records 1 person, general administration 2 people, and equipment part 2 people.

Table 3 Validity Test Results

No. Item	r Calculate	r Table	Criteria
1	0,638	0,404	Valid
2	0,477	0,404	Valid
3	0,560	0,404	Valid
4	0,468	0,404	Valid
5	0,560	0,404	Valid
6	0,616	0,404	Valid
7	0,535	0,404	Valid
8	0,733	0,404	Valid
9	0,580	0,404	Valid
10	0,667	0,404	Valid
11	0,608	0,404	Valid
12	0,733	0,404	Valid

13	0,764	0,404	Valid
14	0,673	0,404	Valid
15	0,558	0,404	Valid
16	0,763	0,404	Valid
17	0,587	0,404	Valid
18	0,435	0,404	Valid
19	0,579	0,404	Valid
20	0,538	0,404	Valid

Based on the data processing table shows the validity test results for the research questionnaire significance level of 5%, that the 20 statement items in this research questionnaire are greater than the table r of 0.404 which indicates that all positively marked statement items mean that all statements in this research questionnaire are valid (r calculate > r table).

Table 4
Reality Test Results

Total Items	Cronbach Alpha	Standard Values	criterion
20	0,893	0,60	Realible

Based on the table above can be seen the results of cronbach Alpha questionnaire this study consisting of 20 statement items of 0.893 or 89.3%, then the data is realible because the results of Cronbach Alpha 0.893 > 0.60.

Table 5
Simple Linear Regression Equation

	Coefficients[a]					
	Unstandardized Coefficients		Standardized Coefficients			
type	b	Std. Error	beta		t	Sig.
1 (Constant)	7.959	4.107			1.938	.066
work motivation	.558	.087	.808		6.433	.000
a. Dependent Variable: discipline						

Based on the table above obtained the results of simple linear regression equations as follows:

$$Y = a + bX$$
$$Y = 7.959 + 0.558X$$

The constant of 7,959 means that the consistent value of the discipline variable is 7,959. The regression coefficient X of 0.558 states that every addition of 1% of the work motivation value, the disciplinary value increases by 0.558. The regression coefficient is positive, so it can be said

that the direction of influence of variable X on Y is positive. If the value t Count > t Table then it means that independent variables partially affect dependent variables.
t Table = α / 2 ; n – k – 1 = 0.5 / 2 ; 24 – 1 – 1 = 0.025 ; 22 = 2,074

Table 6 T Test Results

Coefficients[a]

type		b	Std. Error	beta	t	Sig.
		Unstandardized Coefficients		Standardized Coefficients		
1	(Constant)	7.959	4.107		1.938	.066
	work motivation	.558	.087	.808	6.433	.000

a. Dependent Variable: discipline

Based on the table above obtained the results of variable X has a calculated t value of 6,433 > 2,074 t table that shows there is an influence between work motivation to discipline. If the sig value < 0.50 then it means that the independent variable (X) affects the dependent variable (Y). From the table above can be concluded that, work motivation affects discipline because Sig. 0,00 < 0.50

Table 7 Coefficient of Determination

Model Summary

type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.808[a]	.653	.637	2.554

a. Predictors: (Constant), work motivation

Based on the analysis of the coefficient of determination (R Square) shows a value of 0.653 or 65.3% obtained from the result (R Square x 100% = 0.653 x 100% = 65.3%), then the influence given by the variable of work motivation (X) on discipline (Y) is 65.3%. This means that the work motivation variable is able to explain and describe the disciplinary variable of 65.3%.

The results of the analysis can be seen that the motivation of work (X) has a significant influence on discipline because the level of significance shown is smaller than 0.05 which is 0.00.For the interpretation, the better the work motivation felt by employees, it will greatly affect the discipline of administrative employees in Soreang Regional General Hospital. But if the motivation of work is not enough and not good, then discipline will decrease so that the administrative employees of Soreang Regional General Hospital will experience a decrease in work discipline. Therefore, the hypothesis in this study is accepted.

This research is supported by research conducted by Trio Saputra (2019) in a journal entitled the influence of work motivation on employee work discipline at Pekanbaru Scenic

Hotels shows that based on the regression analysis found there is an influence of work motivation on employee work discipline coefficient of positive correlation means to have a direct relationship. The better the motivation owned by an employee, the higher the employee's work discipline, on the contrary if the employee's work motivation is low then the discipline of work will also be low.

Based on the calculation results it can be known that the magnitude of the influence of independent variables (X) on the image (Y) is $R^2 = 0.653$ or about 65.3%. Thus, there were other variable influences that were not involved in this study which amounted to 34.7%.

Other factors need to be considered because it can have a positive meaning in creating the discipline especially the discipline of administrative employees of Soreang Regional General Hospital. Some factor that affect discipline based on empirical findings or in theoretical perspectives, such as variable capabilities or competencies of employees, job satisfaction, and work environment.

4. Conclusion

From the results of the study, it can be concluded that there is a significant influence between work motivation and discipline and administrative employees of Soreang Regional General Hospital. This can be interpreted that changes in employee motivation will affect the discipline of administrative employees of Soreang Regional General Hospital.

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