



## Improving the Performance of Health Polytechnic Employees of the Ministry of Health, RI Jambi, Based on Discipline

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### ABSTRACT

The aim of this research is to foster work discipline to improve employee quality, an organization will achieve optimal results in carrying out its work. The method used in this research is quantitative with literature studies, studies carried out using literature that is closely related to the research object, which is intended to obtain learning. The sample from this research was 43 employees of the General Department and Program Development Division at the Indonesian Ministry of Health's Health Polytechnic in Jambi. The data analysis technique used is simple linear regression analysis using the SPSS (Statistical Package For Social Science) program. Based on the results of the regression analysis, the regression equation  $Y = 8.448 + 0.928 \cdot X$  while 33.3% was influenced by other variables not examined in this research. Partially, the discipline of the employees of the Republic of Indonesia Ministry of Health's Health Polytechnic in Jambi. There is a significant influence between discipline on employee performance at the Indonesian Ministry of Health's Health Polytechnic in Jambi, namely  $t_{count} 9.165 > t_{table} 2.01954$ , seen from the significance level of  $\alpha = 0.05$  so 0.000 is smaller than 0.05. So the decision is that  $H_0$  is rejected and  $H_a$  is accepted. The conclusion of this research is that good performance will come from hard work and high discipline.

### INTRODUCTION

Evaluation of the work implementation of civil servants is an activity carried out to evaluate the level of work implementation of an employee. The assessment of civil servant work implementation is outlined in the form of a Civil Servant Work Implementation Assessment List or better known as SKP which is made at the end of each year by the Civil Service Staff. Civil servants who in fact register an assessment that uses a closed principle in their assessment often have their objectivity questioned, because the assessor is confidential and the assessor has absolute authority in assessing a person's performance. The aim of developing work discipline is to improve the quality of employees. If an organization is staffed with disciplined employees, an organization will achieve optimal results in carrying out its work.

The Government Bureau at the Jambi Ministry of Health Polytechnic is a part of the agency that manages and assists the Ministry of Health in educating professional, qualified, independent health workers who are useful for the nation and state in accordance with applicable laws and regulations. With the availability of human resources, in this case civil servants are expected to be able to improve their performance in order to achieve the goals of the organization. Their important position and role means that employees are always required to have maximum loyalty and complete obedience in carrying out their duties.

According to Sutrisno (2011:87) discipline is an attitude of respect for the rules and regulations of the organization, which exists within the employee which causes him to adapt voluntarily to the rules and regulations of the organization. According to Hasibuan (2007: 193), discipline is a person's awareness and willingness to obey all company regulations and applicable social norms. Discipline must be upheld in a company organization. The factors that cause indiscipline according to Hasibuan (2007:195) are as follows: 1) Goals and abilities; Apart from having to support the goals, the discipline to be enforced must be in accordance with the abilities of the employees, 2) Leadership example; To make the regulations issued in order to enforce discipline more effective, there needs to be an example of a leader.

According to Mangkunegara (2017:27) one way to improve employee performance is to apply gradual discipline. Disciplining employees does not mean punishing employees but is a process of keeping employees accountable for their actions by implementing consequences, probation, gradual demotion or suspension according to the type of violation committed. According to Sinambela (2012, 297) that there is a significant relationship between performance variables and work discipline. It is the work discipline variable that influences employee performance, in the sense that the higher a person's work discipline, the higher that person's performance will be.

State Administration Institute (2008:271) performance is a measurement of the level of completion of tasks carried out by employees during a certain period using instruments that are appropriate to the characteristics of the task. Simamora (2006:409) performance is the level of employees achieving work process requirements. Fahmi (2013: 127) said that performance is the result obtained by an organization, whether the organization is profit oriented or non-profit





oriented, which is produced over a period of time. According to Mangkunegara (2017:9) employee performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

**LITERATURE REVIEW**

According to Fathoni (2006:172) discipline is the most important human resource management operation because the better the employee's discipline, the higher the performance they can achieve. Without good employee discipline, it is difficult for corporate organizations to achieve optimal results. Furthermore, Siagian (2009:305) states that employee discipline is a form of training that seeks to improve and shape knowledge, attitudes and behavior so that employees voluntarily try to work cooperatively with other employees and improve their performance. Mangkunegara (2012:23) states that one way to improve employee performance is to use gradual discipline. Disciplining employees does not mean punishing employees but is a process of keeping employees accountable for their actions by implementing consequences.

**METHOD**

This research is quantitative descriptive. The objects of this research were employees of the Jambi Ministry of Health Health Polytechnic. Data collection was carried out by means of interviews and through questionnaires. The population in this study were employees of the Indonesian Ministry of Health's Health Polytechnic in Jambi in 2022, namely 43 employees. Analysis Tools: 1) Simple Linear Regression; Meanwhile, the equation model of the relationship between variables, the equation obtained is called regression, to estimate a variable called the dependent variable and the independent variable. 2) Correlation Coefficient; According to Kurniawan (2009:26) correlation is the relationship or closeness between 2 variables, which consists of one independent (free) variable and one dependent (bound) variable and also knowing the direction of the relationship. 3) Coefficient of Determination ( $R^2$ ); The determination test ( $R^2$ ) is an important measure in regression, because it can indicate whether the estimated regression model is good or not, or in other words, this number can measure how close the estimated regression line is to the actual data. The coefficient of determination ( $R^2$ ) value reflects how much variation in the dependent variable Y can be explained by the independent variable X.

**RESULT**

Discipline according to (Hasibuan 2008:193) is a person's awareness and willingness to obey all company regulations and applicable social norms. An organization running according to its goals can be seen by the discipline of its employees. The aim of developing work discipline is to improve the quality of employees. If an organization is staffed with disciplined employees, an organization will achieve optimal results in carrying out its work. Lack of work discipline towards employees can reduce the performance of the organization. The discipline consists of 8 indicators and 15 statements. For the discipline variable, the average score for respondents' answers was 184.3, meaning that respondents responded very highly to the discipline experienced by employees of the Jambi Ministry of Health Health Polytechnic. Of the 5 discipline indicators, respondents ranked the absentee level indicator as the highest with a score of 186.3. Meanwhile, the lowest respondent answer was responsibility in work and assignments with an average score of 181.

State Administration Institute (2008:271) performance is a measurement of the level of completion of tasks carried out by employees during a certain period using instruments that are appropriate to the characteristics of the task. Good performance will influence employee production. Performance consists of 4 indicators. From the 4 indicators, it is known that the total average score of respondents' answers was 181.95, meaning that respondents responded very highly to the performance of the Jambi Ministry of Health Health Polytechnic employees. Of the 4 performance indicators, respondents ranked the work accuracy indicator as the highest with a score of 184.5. Meanwhile, the lowest respondent answer was teamwork with an average score of 181.3.

Table 1: Simple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients Beta	T	Sig.	Collinearity Statistics	
	B	Std. Error				Tolerance	VIF
1 (Constant)	8,44	3,618		<b>2,335</b>	<b>,024</b>		
Desiplin a. Dependent Variable	,928	,101	,816	<b>9,165</b>	<b>,000</b>	1,000	1,000

Source: Results of researchers' data processing in 2024





From the calculation results of the simple linear regression equation, the following regression equation is obtained:

$$Y = 8.448 + 0.928X + e$$

This equation shows that the discipline regression coefficient has a positive direction on the performance of Jambi Ministry of Health Health Polytechnic employees. From the equation above it is stated that if discipline is constant then performance is worth 8.448 and if discipline increases by 1% or 1 unit then performance will increase by 0.928.

Table 2: Correlation and determination coefficient (R2)

Model	R	Model Summary <sup>b</sup>		
		R Square	Adjusted R Square	Std. Error of the Estimate
1	.816 <sup>a</sup>	.667	.659	4,64263

a. Predictors: (Constant)  
b. Dependent Variable:  
Source: Results of researchers' data processing in 2024

The correlation coefficient is known from the R value, namely 0.816, meaning that discipline has a relationship with the performance (Y) of Health Polytechnic employees of the Indonesian Ministry of Health in Jambi of 81.6%. The coefficient of determination is known from the R2 value, namely 0.667, meaning that discipline has an influence on the performance of employees in the General Department and Program Development Sector at the Indonesian Ministry of Health Jambi Health Polytechnic by 66.7%, while 33.3% is influenced by other variables not examined in this research, namely motivation variables, leadership, compensation, work environment, organizational culture.

### DISCUSSION

The performance measurement instrument presented by the State Administration Institute (2008:282), the substance of this performance measurement instrument consists of aspects that influence the quality of task implementation, including: 1) Innovation; Innovation can be defined as the process and/or result of developing the utilization/mobilization of knowledge, skills (including technological skills) and experience to create or improve new products (goods and/or services), processes and/or systems, which provide significant value. or significantly (especially economic and social). 2) Cooperation; Teamwork is a form of group work with complementary skills and commitment to achieving previously agreed targets to achieve common goals effectively and efficiently. 3) Speed of work: Speed of work is an indicator that we are smart and competent or professional. 3) Work accuracy; Is accuracy in working in accordance with the main tasks and functions according to existing rules. 4) Service; According to the Big Indonesian Dictionary (KBBI), service is an effort to help prepare or take care of what other people need. Meanwhile, according to Moenir (2010: 26) service is an activity carried out by a person or group of people based on material factors through certain systems, procedures and methods in an effort to fulfill the interests of other people in accordance with their rights.

The factors that cause indiscipline according to Hasibuan (2007:195) are as follows: 1) Goals and abilities; Apart from having to support the goals, the discipline to be enforced must be in accordance with the abilities of the employees, 2) Leadership example; To make the regulations issued in order to enforce discipline more effective, there needs to be an example of a leader. 3) Remuneration; Remuneration (salary and welfare) also influences employee discipline, because remuneration will provide employee satisfaction and love for the organization, 4) Justice; Justice contributes to the realization of employee discipline. The nature of the ego and the nature of humans who always feel they are important and ask to be treated the same as other humans, 5) Attached Supervision; Inherent supervision is the real and most effective action in realizing employee discipline, because this inherent supervision means that superiors must be effective and monitor the behavior, morals, attitudes, work styles and achievements of their subordinates, 6) Legal Sanctions; To enforce discipline, there needs to be firmness for those who want to be disciplinary. 7) Firmness; Don't let known violations go without taking action or allow these violations to drag on without taking firm action.

In 1. Good performance comes from hard work and high discipline. The Jambi Ministry of Health Health Polytechnic discipline is very high with a score of 184.3. Performance at the Jambi Ministry of Health Health Polytechnic is at very high criteria with a score of 181.95. 2. The correlation coefficient is 0.816, meaning that there is a close relationship between the discipline variables and the performance of the Jambi Ministry of Health Health Polytechnic, which is 81.6%. The coefficient of determination (R2) is 0.667. This figure shows that the discipline variable is able to explain the performance variable of the Jambi Ministry of Health Polytechnic employees' performance by 66.7%, whereas 33.3% is caused by other variables not examined in this research. 3. Based on the results of data processing and the results of simple linear regression calculations, the results obtained are  $t_{count} 9.165 > t_{table} 2.01954$ . This means that discipline has a significant effect on employee performance at the Jambi Ministry of Health Health Polytechnic.





### CONCLUSION

Conclusions in this research: 1) Leaders can maintain a firm attitude towards employees who are disciplined. Employees will work optimally and ultimately improve overall performance. 2) Disciplined employees receive rewards because such employees can foster enthusiasm in other employees and can also produce satisfactory performance.

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