

DETERMINANTS OF EMPLOYEE PERFORMANCE AT SANDI KARSA HOSPITAL, MAKASSAR CITY, 2023

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Abstract

This research examines the impact of leadership, motivation, work environment, workability, work discipline, and significant factors on employee performance at Sandi Karsa Hospital, Makassar City. It aims to identify the most significant factors influencing performance and provide insights for improving employee performance. This type of research uses quantitative research with a cross-sectional model. The population in this study was 150 employees. The sampling technique used accidental sampling; the sample size used the Slovin formula, so the sample in this study was 109 respondents. Data collection techniques use questionnaires and documentation. Data analysis techniques use descriptive analysis and multiple linear regression analysis. The research results show that 1) There is an influence of leadership on employee performance at Sandi Karsa Hospital, Makassar City, with a p-value (Sig.) = 0.008. 2) There is an influence of motivation on employee performance at Sandi Karsa Hospital, Makassar City, with a p-value (Sig.) = 0.020. 3) There is an influence of the work environment on employee performance at Sandi Karsa Hospital, Makassar City, with a p-value (Sig.) = 0.037. 4) There is an influence of workability on employee performance at Sandi Karsa Hospital, Makassar City, with a value of p (Sig.) = 0.032. 5) There is an influence of work discipline on employee performance at Sandi Karsa Hospital, Makassar City, with a value of p (Sig.) = 0.033. 6) There is a significant influence on leadership, motivation, and work environment.

Keywords: Leadership, Motivation, Work Environment, Workability, Work Discipline, Employee Performance

INTRODUCTION

In facing competition in the current era of globalization, every company or organization should have human resources that are of high quality and competence. This is because human resources are a very important factor in the company's future movement and progress. Therefore, human resources are expected to provide optimal contributions and performance to achieve company goals. (Parlina et al., 2022).

To maximize organizational goals, of course, employees are required to maximize their performance. Performance is the result of a process that is referred to and measured over a certain period of time-based on previously established provisions or agreements (Amalia, 2022). Performance is an important thing for organizations to pay attention to because it can influence the achievement of organizational goals and progress in a global competition that

changes frequently (Amalia, 2022). Performance is the appearance of an employee's work, both in quantity and quality. Performance can be in the form of individual or group work performance (Oktaviana & Wahyono, 2020). Organizational performance is the result of complex interactions and aggregation of the performance of a number of individuals in the organization. To find out the factors that influence (

determinant) employee performance in this research, namely leadership variables, motivation variables, work environment variables, workability variables, and discipline variables.

Capable leaders must have leadership skills, planning, and a broad view of the organization. The main abilities that must be possessed include good leadership, good communication, and the ability to solve problems that may arise (Rivai, 2013). Apart from leadership, motivation also influences an employee's performance. A motivated employee will always carry out his duties well. Things that can motivate an employee can be achievements, recognition/awards, responsibility, progress and development at work, salary/wages, relations between workers, working conditions, organizational policies, administrative processes in the company, and so on (Oktaviana & Wahyono, 2020). Just like leadership, motivation, work discipline can also determine a company's success in achieving its goals. Work discipline among employees is really needed because the company's goals will be difficult to achieve if there is no work discipline. Work discipline is a person's awareness and willingness to obey all company regulations and applicable norms (Hasibuan, 2016). Therefore, the key to the company's success in this case cannot be separated from the human factor as a variable that has a very big influence and determines whether the company will progress or not. (Hasibuan, 2016). This is in accordance with the opinion expressed by Kasmir (2016) that the factors that influence performance are abilities and skills, knowledge, work plans, personality, work motivation, leadership, leadership style, organizational culture, job satisfaction, work environment, loyalty, commitment and work discipline (Kashmere, 2016). Apart from leadership, motivation, and work discipline in improving employee performance, one of the factors is paying attention to the work environment. Sedarmayanti (2017) states that the physical work environment is all physical conditions found around the workplace that can affect employees either directly or indirectly. According to (Winardi, 2006), abilities are traits (inherent in humans or learned) that enable a person to carry out mental or physical actions or work.

Based on the description above, there is still a need for research that can analyze (1) Is there a partial influence of the independent variables (leadership, motivation, work environment, work ability, work discipline) on the dependent variable (employee performance) at Sandi Karsa Hospital, Makassar City? (2) Is there a simultaneous influence of the independent variables (leadership, motivation, work environment, work ability, work discipline) on the dependent variable (employee performance) at Sandi Karsa Hospital, Makassar City? So, this research aims to find out and analyze the determinants of employee performance at Sandi Karsa Hospital, Makassar City.

RESEARCH METHODS

The plan for this research is to use quantitative research with a cross-sectional model. This research was conducted at Sandi Karsa Hospital, Makassar City. Research data was obtained at Sandi Karsa Hospital, Makassar City. The research period starts from December - January 2023. The population in this study is all 150 employees at Sandi Karsa Hospital, Makassar City. The sampling technique uses Accidental Sampling. The sample size in this study used the Slovin formula, so the sample in this study was 109 respondents.

The data collection techniques used in this research were Questionnaires and Documentation. Analysis Technique The data obtained was analyzed using descriptive analysis, and inferential statistical analysis used in this research is multiple linear regression analysis with the help of the SPSS program.

RESEARCH RESULT

1. Respondent Characteristics

The characteristics of respondents used in this research are classified based on gender, age, education, years of service. The characteristics of the respondents in this study are as follows:

Table 1 Characteristics of Respondents

Gender	Frequency	Percentage (%)
Man	50	45.87
Woman	59	54.13
Total	109	100

Age	Frequency	Percentage (%)
> 26 Years	70	64.22
< 25 Years	39	35.78
Total	109	100

Education	Frequency	Percentage (%)
DIII	23	21.10
S1 + Nurse + Profession	41	37.61
Doctor	29	26.61
S2	11	10.09
S3 + Professor	5	4.59
Total	109	100

Years of service	Frequency	Percentage (%)
> 2 Years	74	67.89
< 2 Years	35	32.11
Total	109	100

Source: Primary Data, 2023

From the table above, it is known that the characteristics of respondents based on gender obtained the highest results, namely women with 59 respondents (54.13%) and men with 50 respondents (45.87%). Characteristics of respondents based on age were mostly in the age category ≥ 26 years, amounting to 70 respondents (64.22%), while those with less age were in the age category ≤ 25 years, amounting to 39 respondents (35.78%). Characteristics of respondents based on education were mostly in the S1+Nursing+Profession category at 42 respondents (37.61%), while the lowest were in the Doctoral+Professor category at 5 respondents (4.59%). Characteristics of respondents based on the highest length of service were length of service ≥ 2 years amounted to 74 respondents (67.89%), while the lowest was the length of work ≤ 2 years amounted to 35 respondents (32.11%).

2. Descriptive Statistics Calculation Results

The results of descriptive statistical calculations in this research are classified based on leadership, motivation, work environment, work ability, work discipline and employee Performance. The categories of leadership questionnaire results are displayed in the table as follows.

Table 2 Leadership Categories

No	Intervals	Category	Frequency	Percentage (%)
1	37 – 44	Strongly agree	54	49.54
2	29 – 36	Agree	32	29.36
3	21 – 28	Don't agree	23	21.10
4	11 – 20	Strongly Disagree	0	0
	Amount		109	100

Source: Primary Data, 2023

From table 2 it shows that leadership is very good with the majority of respondents answering "Strongly Agree", namely 54 respondents (49.54%). Meanwhile, the categories of motivation questionnaire results are shown in the table as follows.

Table 3 Motivation Categories

No	Intervals	Category	Frequency	Percentage (%)
1	79 – 96	Strongly agree	47	43.12
2	61 – 78	Agree	43	39.45
3	43 – 60	Don't agree	19	17.43
4	24 – 42	Strongly Disagree	0	0
Amount			109	100

Source: Primary Data, 2023

The table above shows that motivation is very good with the majority of respondents answering "Strongly Agree", namely 47 respondents (43.12%). The categories of work environment questionnaire results are shown in the table as follows.

Table 4 Work Environment Categories

No	Intervals	Category	Frequency	Percentage (%)
1	50 – 60	Strongly agree	38	34.86
2	39 – 49	Agree	60	55.05
3	28 – 38	Don't agree	11	10.09
4	15 – 27	Strongly Disagree	0	0
Amount			109	100

Source: Primary Data, 2023

The table above shows that the work environment is good with the majority of respondents answering "Agree", namely 60 respondents (55.05%). Meanwhile, the categories of work ability questionnaire results are displayed in the table as follows.

Table 5 Work Ability Categories

No	Intervals	Category	Frequency	Percentage (%)
1	50 – 60	Strongly agree	45	41.28
2	39 – 49	Agree	46	42.20
3	28 – 38	Don't agree	18	16.51
4	15 – 27	Strongly Disagree	0	0
Amount			109	100

Source: Primary Data, 2023

The table above shows that work ability is good with the majority of respondents answering "Agree", namely 46 respondents (42.20%). The categories of work discipline questionnaire results are shown in the table as follows.

Table 6 Work Discipline Categories

No	Intervals	Category	Frequency	Percentage (%)
1	40 – 48	Strongly agree	67	61.47
2	31 – 39	Agree	37	33.94
3	22 – 30	Don't agree	5	4.59
4	12 – 21	Strongly Disagree	0	0
Amount			109	100

Source: Primary Data, 2023

The table above shows that work discipline is very good with the majority of respondents answering "Strongly Agree", namely 67 respondents (61.47%). The categories of employee performance questionnaire results are displayed in the table as follows.

Table 7 Employee Performance Categories

No	Intervals	Category	Frequency	Percentage (%)
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1	50 – 60	Strongly agree	53	48.62
2	39 – 49	Agree	42	38.53
3	28 – 38	Don't agree	14	12.84
4	15 – 27	Strongly Disagree	0	0
Amount			109	100.00

Source: Primary Data, 2023

The table above shows that employee performance is very good with the majority of respondents answering "Strongly Agree", namely 53 respondents (48.62%).

3. Results of Multiple Linear Regression Analysis

a. Partial Influence of Independent Variables on Dependent Variables

Table 8. Results of Partial Influence Hypothesis Testing

Model		<i>t</i>	<i>Sig.</i>
1	(Constant)	2,159	0.036
	X1	2,753	0.008
	X2	2,414	0.020
	X3	2,143	0.037
	X4	2,209	0.032
	X5	2,201	0.033

1) Influence of Leadership (X1) on Employee Performance (Y)

Based on table 17, the results of hypothesis testing for the influence of leadership (X1) on employee performance (Y) obtained a p value (Sig.) = 0.008. This value is less than 0.05 so H0 is rejected and H1 is accepted. Thus it can be concluded that there is an influence of leadership (X1) on employee performance (Y).

2) Influence of Motivation (X2) on Employee Performance (Y)

Based on table 17, the results of hypothesis testing for the influence of Motivation (X2) on Employee Performance (Y) obtained a p value (Sig.) = 0.020. This value is less than 0.05 so H0 is rejected and H1 is accepted. Thus it can be concluded that there is an influence of Motivation (X2) on Employee Performance (Y).

3) Influence of the work environment (X3) on Employee Performance (Y)

Based on table 17, the results of hypothesis testing for the influence of the work environment (X3) on employee performance (Y) obtained a p value (Sig.) = 0.037. This value is less than 0.05 so H0 is rejected and H1 is accepted. Thus it can be concluded that there is an influence of the work environment (X3) on employee performance (Y).

4) Influence of Work Ability (X4) on Employee Performance (Y)

Based on table 17, the results of hypothesis testing for the influence of work ability (X4) on employee performance (Y) obtained a p value (Sig.) = 0.032. This value is less than 0.05 so H0 is rejected and H1 is accepted. Thus it can be concluded that there is an influence of work ability (X4) on employee performance (Y).

5) Influence of Work Discipline (X5) on Employee Performance (Y)

Based on table 17, the results of hypothesis testing for the influence of work discipline (X5) on employee performance (Y) obtained a p value (Sig.) = 0.033. This value is less than 0.05 so H0 is rejected and H1 is accepted. Thus it can be concluded that there is an influence of work discipline (X5) on employee performance (Y).

b. Simultaneous Influence of Independent Variables on Dependent Variables

Table 9. Results of Simultaneous Influence Hypothesis Testing

	<i>Model</i>	<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
1	Regression	7070,206	5	883,776	544,999	0,000
	Residual	74,594	103	1,622		
	Total	7144,800	108			

Based on the table above, it appears that the p value (Sig.) = 0.000. This value is less than 0.05 so H0 is rejected and H1 is accepted, which means that there is an influence of leadership (X1), motivation variables (X2), work environment variables (X3), work ability variables (X4) and work discipline variables (X5). together on employee performance (Y).

DISCUSSION

The research results for the characteristics of respondents based on gender obtained the highest results, namely women with 59 respondents (54.13%) and men with 50 respondents (45.87%). This research is in line with research by Zainuddin (2019), which found that Women dominated nurses. Women will provide a physiological response in the form of activity from several hormones and neurotransmitters in the brain, and the female hormone prolactin is higher than men, which increases emotionality in women. Characteristics of respondents based on age were mostly in the age category ≥ 26 years, amounting to 70 respondents (64.22%), while those aged less were in the age category ≤ 25 years, amounting to 39 respondents (35.78%). This research is in line with Nasir's (2019) research in the inpatient room at the Mamuju Regency Hospital, West Sulawesi Province, which found that most of the nurses were young adults and middle-aged adults. A person who is a young adult can already know their identity and can develop their abilities. A person in middle adulthood can differentiate between the concepts of right and wrong, can plan things in life, and can evaluate things that have been done before. Respondent characteristics based on education were mostly in the S1+Nursing+Profession category at 42 respondents (37.61%), while the lowest was in the Doctoral+Professor category at five respondents (4.59%). This research is in line with Nasir's (2019) research in the inpatient room at the Mamuju Regency Hospital, West Sulawesi Province, which found that most of the nurses had a Bachelor's Degree in Nursing. Education is considered one of the demographic characteristics that can influence a person, both towards the environment and certain objects; apart from that, education is an indirect factor that influences individual performance. *Education* is a learning process that produces certain knowledge, beliefs, and attitudes. A person's level of education will influence their lifestyle and mindset in considering things, including providing information to patients. The level of education has an impact on the knowledge one has, thus influencing the knowledge and information provided. The characteristics of respondents based on the highest length of service were length of service ≥ 2 years, amounting to 74 respondents (67.89%), while the lowest was length of service ≤ 2 years, amounting to 35 respondents (32.11%). This research is in line with research by Huda (2017) in the Banda Aceh Hospital Inpatient Room, which found that the majority of nurses had a working period of > 5 years. The length of service of nurses shows that there is a balance between senior and junior nurses, which can have a positive impact on working conditions. The work period is related to a person's work experience; nurses are required to make decisions that are formed from previous experience to improve services to clients, and the long work period of nurses, apart from receiving training, also get better experience in being ethical towards clients.

1. Leadership influences employee performance at Sandi Karsa Hospital, Makassar City.

Based on the statistical results of the description of the results of the leadership questionnaire from 109 respondents, a maximum score of 44 was obtained, a minimum score of 21, a range of 23, an average of 35.07, and a standard deviation of 6.49. Meanwhile, the leadership category of the 109 respondents studied was obtained by respondents who answered that 54 respondents (49.54%) indicated leadership that strongly agreed, the answers of 32 respondents (29.36%) indicated leadership that agreed, and the answers of 23 respondents (21.10%) demonstrated dissenting leadership. Thus, it can be concluded that leadership is very good, with the majority of respondents answering "Strongly Agree," namely 54 respondents (49.54%). The results of hypothesis testing for the influence of leadership (X1) on employee performance (Y) obtained a p-value (Sig.) = 0.008. This value is less than 0.05, so H0 is rejected, and H1 is accepted. Thus, it can be concluded that there is an influence of leadership (X1) on employee performance (Y) where the leader upholds the values of discipline so that he is able to make himself a change agent to influence employees in increasing discipline, namely enforcing employee disciplinary punishment through bureaucratic culture. Apart from that, leaders are very close to employees, helping to create a comfortable and familiar atmosphere at work so that employees make themselves role models in building a supportive culture, which is reflected in a fairly solid sense of family.

Not only being a change agent and role model in building a bureaucratic and supportive culture. The leader upholds the values of discipline so that he is able to make himself a change agent to influence employees in increasing discipline, namely enforcing employee disciplinary punishment through bureaucratic culture; apart from that, leaders are very close to employees, helping to create a comfortable and familiar atmosphere at work so that employees make themselves role models in building a supportive culture which is reflected in a fairly solid sense of family. Not only being a change agent and role model in building a bureaucratic and supportive culture. The leader upholds the values of discipline so that he is able to make himself a change agent to influence employees in increasing discipline, namely enforcing employee disciplinary punishment through bureaucratic culture. Apart from that, leaders are very close to employees, helping to create a comfortable and familiar atmosphere at work so that employees make themselves role models in building a supportive culture, which is reflected in a fairly solid sense of family. Not only being a change agent and role model in building a bureaucratic and supportive culture. Helps create a comfortable and familiar atmosphere at work so that employees set themselves as role models in building a supportive culture that is reflected in a fairly solid sense of family. Not only being a change agent and role model in building a bureaucratic and supportive culture. Helps create a comfortable and familiar atmosphere at work so that employees set themselves as role models in building a supportive culture that is reflected in a fairly solid sense of family. Not only being a change agent and role model in building a bureaucratic and supportive culture.

The results of this research are in line with the research results of Abu Sari (2020) in his journal, The Influence of Leadership, Compensation and Motivation on Employee Performance. This research shows that Leadership, Compensation, and Motivation have a significant positive effect on employee performance.

2. Motivation influences employee performance at Sandi Karsa Hospital, Makassar City

Based on the statistical results of the description of the results of the motivation questionnaire from 109 respondents, a maximum score of 93 was obtained, a minimum score of 53, a range of 40, an average of 74.75, and a standard deviation of 11.09. Meanwhile, the results of the motivation questionnaire category from the 109 respondents studied were obtained by respondents who answered that 47 respondents (43.12%) showed strongly agreed motivation, the answers of 43 respondents (39.45%) showed agreeing on motivation, and the answers of 19 respondents (17.43%) indicates disapproving

motivation. Thus, it can be concluded that motivation is very good, with the majority of respondents answering "Strongly Agree," namely 47 respondents (43.12%). The results of hypothesis testing for the influence of Motivation (X2) on Employee Performance (Y) obtained a p-value (Sig.) = 0.020. This value is less than 0.05, so H0 is rejected, and H1 is accepted. Thus, it can be concluded that there is an influence of Motivation (X2) on Employee Performance (Y). In motivating employees, leaders must know that their employees are willing to work to fulfill their needs and desires, both conscious and unconscious needs. Everyone's needs are the same, but each person's desires are different because they are influenced by their tastes, habits, and environment.

The results of this research are in accordance with Regina Aditya Reza's research, which examined the influence of leadership, motivation, and work discipline on employee performance, with the results of the analysis, namely that motivation has a positive influence on employee performance.

3. The work environment influences employee performance at Sandi Karsa Hospital, Makassar City

Based on the statistical results of the description of the results of the work environment questionnaire from 109 respondents, a maximum score of 60 was obtained, a minimum score of 34, a range of 26, an average of 47.58, and a standard deviation of 6.40. Meanwhile, the results of the work environment questionnaire from the 109 respondents studied were obtained by respondents who answered that 38 respondents (34.86%) showed a work environment that strongly agreed. The answers of 60 respondents (55.05%) showed a work environment that agreed. The answers of 11 respondents (10.09%) indicated a disapproving work environment. Thus, it can be concluded that the work environment is good, with the majority of respondents answering "Agree," namely 60 respondents (55.05%). The results of hypothesis testing for the influence of the work environment (X3) on employee performance (Y) obtained a p-value (Sig.) = 0.037. This value is less than 0, 05 so that H0 is rejected and H1 is accepted. Thus, it can be concluded that there is an influence of the work environment (X3) on employee performance (Y). Everything around workers can influence them in carrying out their assigned tasks. Meanwhile, according to Sedarmayanti, the work environment is the totality of tools and materials encountered in the surrounding environment where a person works, with work methods and work arrangements, both as individuals and in groups.

The results of this research are in accordance with research by Diana Khairani Sofyan (2017) which examined the influence of the work environment on employee work performance with the results of the analysis namely that the work environment has a positive influence on employee performance.

4. Work ability influences employee performance at Sandi Karsa Hospital, Makassar City

Based on the statistical results of the description of the results of the workability questionnaire from 109 respondents, a maximum score of 59 was obtained, a minimum score of 30, a range of 29, an average of 46.64, and a standard deviation of 7.75. Meanwhile, the results of the workability questionnaire from the 109 respondents studied were obtained by respondents who answered that 45 respondents (41.28%) showed strongly agreed workability, the answers of 46 respondents (42.20%) showed agreed workability, and 18 respondents answered (16.51%) showed disagreeing workability. Thus, it can be concluded that workability is good, with the majority of respondents answering "Agree," namely 46 respondents (42.20%). The results of hypothesis testing for the influence of workability (X4) on employee performance (Y) obtained a p-value (Sig.) = 0.032. This value is less than 0, 05 so that H0 is rejected and H1 is accepted. Thus, it can be concluded that there is an influence of workability (X4) on employee performance (Y). By testing this hypothesis, this research has succeeded in explaining the significance of the influence of workability on employee performance at this research location. It is in accordance with the theory put forward by (Handoko, 2014), where workability shows a person's abilities, such as

intelligence and skills. This is also supported by the opinion (Robbins & Timoty, 2012), which states that ability is closely related to the physical and mental abilities that people have to carry out work. The absence of things like this can affect employee performance improvement. Thus, it can be concluded that there is an influence of workability (X4) on employee performance (Y). By testing this hypothesis, this research has succeeded in explaining the significance of the influence of workability on employee performance at this research location. It is in accordance with the theory put forward by (Handoko, 2014), where workability shows a person's abilities, such as intelligence and skills. This is also supported by the opinion (Robbins & Timoty, 2012), which states that ability is closely related to the physical and mental abilities that people have to carry out work. The absence of things like this can affect employee performance improvement. Thus, it can be concluded that there is an influence of workability (X4) on employee performance (Y). By testing this hypothesis, this research has succeeded in explaining the significance of the influence of workability on employee performance at this research location. It is in accordance with the theory put forward by (Handoko, 2014), where workability shows a person's abilities, such as intelligence and skills. This is also supported by the opinion (Robbins & Timoty, 2012), which states that ability is closely related to the physical and mental abilities that people have to carry out work. The absence of things like this can affect employee performance improvement. By testing this hypothesis, this research has succeeded in explaining the significance of the influence of workability on employee performance at this research location. It is in accordance with the theory put forward by (Handoko, 2014), where workability shows a person's abilities, such as intelligence and skills. This is also supported by the opinion (Robbins & Timoty, 2012), which states that ability is closely related to the physical and mental abilities that people have to carry out work. The absence of things like this can affect employee performance improvement. By testing this hypothesis, this research has succeeded in explaining the significance of the influence of workability on employee performance at this research location. It is in accordance with the theory put forward by (Handoko, 2014), where workability shows a person's abilities, such as intelligence and skills. This is also supported by the opinion (Robbins & Timoty, 2012), which states that ability is closely related to the physical and mental abilities that people have to carry out work. The absence of things like this can affect employee performance improvement. This is also supported by the opinion (Robbins & Timoty, 2012), which states that ability is closely related to the physical and mental abilities that people have to carry out work. The absence of things like this can affect employee performance improvement. This is also supported by the opinion (Robbins & Timoty, 2012), which states that ability is closely related to the physical and mental abilities that people have to carry out work. The absence of things like this can affect employee performance improvement.

So this research is in line with research conducted by Anggi Maharani (2022) who in his research stated that work ability has a positive and significant influence on employee performance.

5. Work discipline influences employee performance at Sandi Karsa Hospital, Makassar City

Based on the statistical results of the description of the results of the workability questionnaire from 109 respondents, a maximum score of 48 was obtained, a minimum score of 22, a range of 26, an average of 39.65, and a standard deviation of 4.95. Meanwhile, the results of the work discipline questionnaire from the 109 respondents studied were

obtained by respondents who answered that 67 respondents (61.47%) indicated that they strongly agreed with their work discipline, the answers of 37 respondents (33.94%) showed that they agreed with their work discipline and the answers of 5 respondents (4.59%) showed that they did not agree with work discipline. Thus, it can be concluded that work discipline is very good, with the majority of respondents answering "Strongly Agree,"

namely 67 respondents (61.47%). The results of hypothesis testing for the influence of work discipline (X5) on employee performance (Y) obtained a p-value (Sig.) = 0.033. This value

is less than 0, 05 so that H0 is rejected and H1 is accepted. Thus, it can be concluded that there is an influence of work discipline (X5) on employee performance (Y). Employee awareness and willingness to comply with all organizational regulations and applicable social norms.

Good discipline reflects the extent of a person's responsibility for the tasks assigned to him. This will encourage work enthusiasm, work enthusiasm and realize the goals of the company, employees, and society. Work discipline is considered important for a company because it influences performance, which assumes that individuals who have work discipline tend to develop greater effort at work. Employee awareness and willingness to comply with all organizational regulations and applicable social norms. Good discipline reflects the extent of a person's responsibility for the tasks assigned to him. This will encourage work enthusiasm, work enthusiasm and realize the goals of the company, employees, and society. Work discipline is considered important for a company because it influences performance, which assumes that individuals who have work discipline tend to develop greater effort at work. Employee awareness and willingness to comply with all organizational regulations and applicable social norms. Good discipline reflects the extent of a person's responsibility for the tasks assigned to him. This will encourage work enthusiasm, work enthusiasm and realize the goals of the company, employees, and society. Work discipline is considered important for a company because it influences performance, which assumes that individuals who have work discipline tend to develop greater effort at work.

So this research is in line with research conducted by Afia Ferawati (2017) who in her research stated that work discipline has a positive and significant influence on employee performance.

6. Leadership, motivation, work environment, work ability and work discipline have a significant effect on employee performance at Sandi Karsa Hospital, Makassar City

Based on testing the simultaneous influence hypothesis, it shows that the p-value (Sig.) = 0.000. This value is less than 0.05, so H0 is rejected, and H1 is accepted, which means that there is an influence of leadership (X1), motivation variables (X2), work environment variables (X3), workability variables (X4) and work discipline variables (X5). Together on employee performance (Y). This is due to the continuity of the leadership in responding to the wishes of its employees, the creation of good work discipline in the relevant hospitals, and the existence of a work environment that can make employees comfortable in carrying out work so that the work is completed well. Leadership is able to encourage employees to create stable, good performance in the agency, according to Afandi (2018).

This research is supported by research conducted by Solikhin Fauzur Rohman with the results of the analysis showing that the work environment and leadership style influence the work discipline of Yogyakarta Special Region tourism service employees. The results of this research explain that the work environment has a positive and significant effect on work discipline. Apart from that, leadership style also has a positive effect on employee work discipline.

CONCLUSION

The research at Sandi Karsa Hospital, Makassar City, found that leadership has a significant influence on employee performance. Motivation has a second influence, with a second value of 0.020. The work environment has a third influence, with a third value of 0.037. Workability has a fourth influence, with a fourth value of 0.032. Work discipline has a fifth value of 0.033. The study concluded that leadership, motivation, work environment, workability, and work discipline all have a significant impact on employee performance. The results suggest that these

variables, when combined, contribute to overall employee performance. The findings suggest that leadership, motivation, work environment, workability, and work discipline are interconnected factors that contribute to employee performance.

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