

IMPACT OF DISCIPLINE AND MOTIVATION TOWARD RADIOTHERAPY INSTALLATION EMPLOYEES PERFORMANCE AT RSUD Dr. H. ABDUL MOELOEK LAMPUNG PROVINCE

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Abstract. The research was conducted at RSUD Dr. H. Abdul Moeloek Hospital Lampung Province. This study used 18 respondents. The variables in this study are: 2 (two) independent variables (X_1 and X_2) and 1 (one) dependent variable where discipline (X_1) and motivation (X_2) are independent variables and employee performance (Y) is the dependent variable. Quantitative analysis uses a simple regression equation with partial hypothesis testing using the T test, and multiple linear regression equations with partial hypothesis testing using the F test. From the results of data processing, it has been found that the answers to the hypothesis are as follows; there was influence of discipline (X_1) on employee performance (Y), with a level of influence (R -square) of 73.0%, which means that discipline has an effect of 73.0% on employee performance. There was influence of motivation (X_2) on employee performance (Y), with a level of influence of 48.6% which means that motivation has an influence of 48.6% on employee performance. There was influence of discipline (X_1), motivation (X_2) on employee performance (Y), with an influence level of 81.0% which means that discipline and motivation have an influence of 81.0% on employee performance.

Keywords : Discipline, Motivation, Performance.

PENGARUH DISPLIN DAN MOTIVASI TERHADAP KINERJA PEGAWAI INSTALASI RADIOTERAPI RSUD Dr. H. ABDUL MOELOEK PROVINSI LAMPUNG

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Abstrak. Penelitian dilakukan di RSUD Dr. H. Abdul Moeloek Provinsi Lampung. Penelitian ini menggunakan 18 responden. Variabel dalam penelitian ini yaitu: 2 (dua) Variabel bebas (X_1 dan X_2) dan 1 (satu) variabel terikat dimana disiplin (X_1) dan motivasi (X_2) sebagai variabel bebas dan kinerja pegawai (Y) sebagai variabel terikat. Analisis Kuantitatif menggunakan persamaan regresi sederhana dengan pengujian hipotesis secara partial menggunakan Uji T , serta persamaan regresi linear berganda dengan pengujian hipotesis secara partial menggunakan Uji F . Dari hasil pengolahan data telah berhasil ditemukan jawaban hipotesis yakni sebagai berikut; terdapat pengaruh disiplin (X_1) terhadap kinerja pegawai (Y), dengan tingkat pengaruh (R -square) sebesar 73,0% yang berarti disiplin memberikan pengaruh sebesar 73,0% terhadap kinerja pegawai. Terdapat pengaruh motivasi (X_2) terhadap kinerja pegawai (Y), dengan tingkat pengaruh sebesar 48,6% yang berarti bahwa motivasi memberikan pengaruh sebesar 48,6% terhadap kinerja pegawai. Terdapat pengaruh disiplin (X_1), motivasi (X_2) terhadap kinerja pegawai (Y), dengan tingkat pengaruh sebesar 81,0% yang berarti bahwa disiplin dan motivasi memberikan pengaruh sebesar 81,0% terhadap kinerja pegawai.

Kata kunci : Disiplin, Motivasi, Kinerja

INTRODUCTION

Based on the description above, it can be seen how important the role of work discipline and work motivation is in improving employee performance. Regional General Hospital Dr. H. Abdul Moeloek Lampung Province is one of the agencies engaged in health services. This agency serves various services such as outpatient services for general practitioners and specialists, inpatient care, childbirth, surgery, x-rays, and so on. The facilities owned by RSUD Dr. H. Abdul Moeloek Lampung Province is available in the ER, various poly specialist doctors, operating rooms, perina, HCU, laboratories, ATM centers, and so on.

Problems that often arise are related to the performance of employees at RSUD Dr. H. Abdul Moeloek Lampung Province is the provision of motivation is still felt to be less than optimal this is based on the ineffectiveness of awarding, the compensation system is not good, the lack of synchronization between superiors and subordinates, career planning that is not given effectively, unpleasant working conditions, some These aspects certainly have an impact on the less than optimal performance of employees which results in the lack of enthusiasm of employees in doing their jobs and decreasing the employee's work discipline.

One of the newly established service centers at RSUD Dr. H. Abdul Moeloek Lampung Province is a Radiotherapy Installation that serves examination and treatment based on radio therapy. As a newly formed installation, the Radiotherapy Installation certainly has various problems and obstacles in providing services to the community. The problem that often occurs in the radiotherapy room is the lack of employee motivation, namely the lack of responsibility for the work given, for example in operating radiation equipment, not maintaining or caring for the radiation

equipment so that it often causes damage. As for other problems, namely the problem of attendance or absenteeism which still often occurs employees who arrive late and leave early which are not in accordance with established regulations. Based on employee attendance data from January to December 2020, it was found that there were still employees who were late for work. For more details, data on employee attendance rates at the Radiotherapy Installation of RSUD Dr. H. Abdul Moeloek Lampung Province

Tingkat Kedatangan Pegawai pada Instalasi Radioterapi RSUD Dr. H. Abdul Moeloek Provinsi Lampung dari bulan Januari s.d Desember 2020

Bulan	Tingkat Kedatangan Pegawai			Jumlah Pegawai
	Tepat Waktu	Terlamb at (5 – 15 Menit)	Sangat Terlambat (> 15 Menit)	
Januari	9	5	6	20
Februari	12	5	3	20
Maret	11	5	4	20
April	13	4	3	20
Mei	14	4	2	20
Juni	13	4	3	20
Juli	12	6	2	20
Agustus	12	2	6	20
September	13	5	2	20
Oktober	11	6	3	20
Nopember	12	6	2	20
Desember	11	5	4	20
JUMLAH	143	57	40	240
RATA-RATA	12	5	3	20
PERSENT ASE	59.58	23.75	16.67	100

Sumber : SIMRS RSUDAM (2021)

From the data above, it shows the level of employee attendance at the Radiotherapy Installation at RSUD Dr. H. Abdul Moeloek Lampung Province from January to December 2020 experienced fluctuations, and the average percentage of late employee arrival rates was quite high at 23.75 percent (up to 15 minutes late) and 16.67% (over 15 minutes late)

Things can cause the absence rate of work delays not by the employee's wishes—one possibility due to the existing compensation system. In addition, in terms

of administration, it is still not good, which can be seen from the frequent occurrence of missing letters, even though they are needed for official archives. With such conditions, on the other hand, the Radiotherapy Installation at RSUD Dr. H. Abdul Moeloek Lampung Province has employees with an average educational background of undergraduate education. With such conditions of human resources, it can be assumed temporarily that the staff in the Radiotherapy Installation of RSUD Dr. H. Abdul Moeloek Lampung Province has a fairly good competence because the education possessed by employees is sufficient to support performance.

To improve organizational performance through employee performance, the factors that need to be seriously considered include compensation and employee motivation. To increase employee performance, the personnel department must pay attention to the suitability of compensation in accordance with the competence of the employee. In addition, the right motivation will encourage employees to do as much as possible in carrying out their duties because they believe that with the organization's success in achieving its goals and various objectives, the employee's personal interests will also be covered. With high motivation, he will create a commitment to his responsibility in completing each job.

In addition, judging from employees' work motivation, it appears that employee motivation is still low. This can be seen from the low morale of employees to complete the work by the targets that have been set. This results in the visible low performance of employees and frequent delays in completing work.

THEORETICAL BASIS

Human Resource Management

The term management comes from the word management, which comes from

the word "to manage" which means to manage or administer. So that management can be interpreted how to organize, guide, and lead all those who are subordinates so that the business being carried out can achieve the goals that have been set previously.

Human Resource Management (HR) according to Hasibuan (2016), can be interpreted as the science and art of regulating the relationship and role of the workforce to be effective and efficient in the use of human abilities in order to achieve the goals of each company.

According to Simamora (2014), human resource management is the utilization, development, appraisal, remuneration and management of individual members of the organization or group of employees also involves the design and implementation of planning systems, employee preparation, employee development, career management, performance evaluation, employee compensation. and good employment relations.

According to Mathis and Jackson (2016), human resource management is the design of formal systems within an organization to ensure the effective use of human talent to achieve organizational goals.

Management as the science and art of managing the process of utilizing human resources and other resources efficiently, effectively and productively is the most important thing to achieve certain goals. In addition, management is also to achieve a goal through the activities of other people, meaning that goals can be achieved when carried out by one or more people. In human resource management, employees are the company's main asset, so they must be maintained properly. HR management uses a modern approach and studies at a macro level. The factor of concern in HR management is the human itself. Currently it is very realized that HR is the most important company problem,

because with HR it causes other resources in the company to function / run. In addition, human resources can create efficiency, effectiveness and productivity of the company. Through effective human resources, managers or leaders can find the best way to utilize the people in the company environment so that the desired goals can be achieved.

Discipline

Discipline comes from the Latin "disciple" which means follower. Along with the times, the word has changed into "discipline" which means compliance or relating to order. Work discipline is an attitude of one's obedience. With the rules / regulations that apply in the organization, namely: joining the organization on the basis of conviction, not an element of coercion (Wursanto, 2011: 147).

Siagian (2013), argues that work discipline is an attitude of respect, respect, obedience and obedience to the applicable regulations, both written and unwritten and is able to carry out and not avoid accepting sanctions if he violates the duties and authorities assigned to him. given to him. Discipline is training, especially the training of the mind and attitude to produce self-control, habits to obey applicable regulations.

The factors related to discipline, which are also indicators of work discipline according to Soejono (2011), are:

1. Punctuality; employees come to the office on time, in an orderly and orderly manner, so it can be said that work discipline is good.
2. Utilization of office facilities; Careful attitude in using office equipment can show that someone has good work discipline, so that office equipment can be avoided from damage and use of appropriate office facilities according to work needs.

3. High responsibility; Employees who always complete the tasks assigned to them in accordance with procedures and are responsible for work results can also be said to have good work discipline.
4. Compliance with office rules; employees wear office uniforms, use ID/identity cards, make permits when not entering the office, are also a reflection of high discipline.

RESEARCH METHODS

In a study, measurable methods or methods are needed so that the knowledge obtained meets scientific characteristics, this is considered necessary because with a method, the research has a clear order or guideline.

The population is a combination of all elements in the form of events, things, or people who have similar characteristics that are the center of attention of researchers, therefore they are seen as the universe of research (Ferdinand, 2011). The population in this study were all employees of the Raditherapy Installation at RSUD dr. H. Abdul Moeloek, Lampung Province in 2021, totaling 20 people.

Quantitative analysis was conducted based on primary data obtained from the distribution of the instrument (question list) to the sample, and to determine the effect of the independent variable (independent variable) on the dependent variable (dependent variable). The formula used to measure the extent of the influence of discipline and motivation on the performance of employees of the Radiotherapy Installation dr.H.Abdul Moeloek Lampung Province with multiple linear regression equations with the formula.

RESEARCH RESULTS AND DISCUSSION

Simultaneous calculation of Discipline (X1) and Motivation (X2) variables together (simultaneously) on Employee Performance variable (Y) Radiotherapy Installation at RSUD Dr. H. Abdul Moeloek Lampung Province through the results of calculations through the SPSS Program as follows:

Perhitungan Koefisien Korelasi secara Simultan				
Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.900 ^a	0.810	0.785	1.443
a. Predictors: (Constant), Motivasi Kerja, Disiplin				

The correlation between discipline and motivation with employee performance is 0.900, meaning that the three variables have a close and positive relationship. This means that the better the Discipline and Motivation, the employee's performance will increase, on the contrary if the Discipline and Motivation are not good, it will result in a decrease in the Performance of the Radiotherapy Installation Employees at Dr. Hospital. H. Abdul Moeloek Lampung Province.

Coefficient of Determination (KD) = $R = 0.900 = 0.810 \times 100\% = 81.0\%$. So it can be concluded that the magnitude of the influence of Discipline and Motivation on Employee Performance is 81.0% and the remaining 19.0% is due to adjustment of other factors that the authors did not examine in this study.

Based on the results of the study, the data obtained from multiple regression calculations between Discipline (X1) and Motivation (Y) on Employee Performance (Y) as follows:

Analisis Regresi Linier Disiplin dan Motivasi Terhadap Kinerja Pegawai			
Variables Entered/Removed ^a			
Model	Variables Entered	Variables Removed	Method
1	Motivasi Kerja, Disiplin ^b	.	Enter
a. Dependent Variable: Kinerja Pegawai			
b. All requested variables entered.			

The Entered Variables table shows that there are no variables removed from the regression model. This means that the two independent variables can be included in the multiple regression calculation.

Calculation of Multiple Regression Between Disciplines, Employee Motivation and Performance

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	0.941	5.297		0.178	0.861
Disiplin	0.631	0.125	0.675	5.059	0.000
Motivasi Kerja	0.373	0.149	0.149	2.507	0.024
a. Dependent Variable: Kinerja Pegawai					

From the ANOVA test or F test, it is obtained that the calculated F is 31,986 and is much larger and much greater than the value of $F_{table} = 3.68$, at a significant level of 5% with $Dk = 18$. With a significant level of 0.000 because the probability is much smaller than 0.05, then Discipline (X1) and Motivation (X2) together (simultaneously) affect Employee Performance (Y) Radiotherapy Installation at RSUD Dr. H. Abdul Moeloek Lampung Province. Thus, the proposed hypothesis states: There is an influence between Discipline (X1) and Motivation (X2) together on Employee Performance (Y) Radiotherapy Installation at RSUD Dr. H. Abdul Moeloek Lampung Province can be proven or accepted based on the results of the analysis carried out above.

From the results of the study showed that the Discipline of Employees at the Radiotherapy Installation of RSUD Dr. H. Abdul Moeloek Lampung Province in good category. The results of the calculation of the correlation level between the Discipline variable (X1) and Employee Performance (Y) of 0.855 are included in the very strong category (0.800 – 1,000). The magnitude of the coefficient of

determination between discipline and employee performance is = 73.0%. Partial hypothesis test through t test (test) obtained tcount value between Discipline to Employee Performance = 6.585 and tcount $6.585 > t_{table} 2.131$. The regression equation between the Discipline variable (X1) and the Employee Performance variable (Y) Radiotherapy Installation at RSUD Dr. H. Abdul Moeloek Lampung Province is $Y = 9.030 + 0.798X_1$, which means that every one point increase in the Discipline variable will be followed by an increase in the Employee Performance variable by 0.798 points.

The results showed that the motivation (X2) of the Radiotherapy Installation Staff at RSUD Dr. H. Abdul Moeloek Lampung Province in good category. The results of the calculation of the correlation level between the Motivation variable (X2) and the Employee Performance variable (Y) Radiotherapy Installation at Dr. Hospital. H. Abdul Moeloek Lampung Province was 0.697, included in the strong category (0.600 – 0.799). The coefficient of determination between motivation (X2) and employee performance (Y) is 48.6%. Partial hypothesis testing through t test (test) obtained tcount value between motivation to employee performance = 3.889 and tcount $3.889 > t_{table} 2.131$. The regression equation between the Motivation variable (X2) on Employee Performance (Y) is $Y = 10.039 + 0.777X_2$, which means that every one point increase in the Motivation variable will be followed by the Employee Performance variable of 0.777 points. This shows that motivation also has an influence in improving the performance of radiotherapy installation employees at RSUD Dr. H. Abdul Moeloek Lampung Province.

CONCLUSION AND IMPLICATION

Based on the data analysis and discussion in the previous chapter, the following conclusions are obtained:

1. 1. There is a positive and significant effect of Discipline (X1) on the Employee Performance variable (Y) Radiotherapy Installation at RSUD Dr. H. Abdul Moeloek Lampung Province, this is evident from the Partial Hypothesis Test through the t test (test). The tcount value between Discipline and Employee Performance is 6.585, and the result is tcount = $6.585 > t_{table} = 2.131$. These results indicate that there is an influence of Discipline (X1) on the Employee Performance variable (Y) Radiotherapy Installation at RSUD Dr. H. Abdul Moeloek Lampung Province.
2. 2. There is a positive and significant effect of Motivation Variable (X2) on Employee Performance (Y) Radiotherapy Installation at RSUD Dr. H. Abdul Moeloek Lampung Province, this is evident from the results of the Partial Hypothesis Test through the t test (test). The tcount value between motivation and employee performance is = 3.889 and tcount $> t_{table} 2.131$. These results indicate that there is an influence of Motivation (X2) on the Employee Performance variable (Y) in the Radiotherapy Installation of RSUD Dr. H. Abdul Moeloek Lampung Province.
3. 3. The calculation of multiple linear regression between Discipline and Motivation on Employee Performance is obtained from the results of simultaneous hypothesis testing (together) between Discipline and Motivation on Employee Performance, as evidenced by the results of the Fcount test = 31,986 and is much larger and much greater than the value of Ftable = 3.68, at a

significant level of 5% with $D_k = 18$. So F_{count} is greater than F_{table} ($F_{count} > F_{table}$). These results indicate that there is a simultaneous influence of Discipline and Motivation on the performance of the employees of the Radiotherapy Installation at RSUD Dr. H. Abdul Moeloek Lampung Province..

Implications

1. On the Discipline variable, what needs attention to improve this indicator is that the leadership needs to provide guidance to employees who come and go home not on time, provide direction on the importance of discipline to come and go home on time in order to improve the quality and quality of health services to the community. In addition, the leadership can also approach employees regarding the reasons why they come and go home not on time so that alternative solutions to work discipline problems can be found at the Radiotherapy Installation of RSUD Dr. H. Abdul Moeloek Lampung Province.
2. In the motivation variable, what needs attention is the leadership needs to map the main tasks and competencies of employees in the radiotherapy installation. Furthermore, the leadership can plan education and training programs for employees according to their duties and responsibilities. This is expected to improve the competence and skills of employees in carrying out their work so that they are able to produce quality services for patients. Furthermore, it is necessary to provide appropriate allowances for employees in order to increase employee motivation in achieving organizational goals.
3. In the employee performance variable, what needs attention is the indicator regarding me understanding that my job requires creativity because this

indicator gets the lowest score. Increasing this indicator can be done by holding refreshing activities for all employees to increase the sense of kinship and togetherness among employees such as outbound activities and family gathering activities to temporarily forget the workload at hand.

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