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THE INFLUENCE OF WORK ENVIRONMENT AND DISCIPLINE ON EMPLOYEE PERFORMANCE THROUGH WORK MOTIVATION AT THE HEALTH SERVICE OF YAHUKIMO DISTRICT

1†Senetiel 2Umar Syarifuddin 3Piter Tiong

^{1,2}, Stie Amkop Makassar, South Sulawesi, Indonesia

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Email Address :

senetielyoham81@gmail.com

Abstract

The purpose of this study was to identify and analyze the effect of the work environment and work discipline on work motivation and employee performance, the effect of work motivation on employee performance, the influence of work environment and work discipline on employee performance through work motivation at the Yahukimo District Health Office. The population in this study were all employees who worked at the Yahukimo Health Office, totaling 104 employees. Data collection techniques through field research, literature and questionnaires, while data analysis techniques using path analysis and hypothesis testing with the sobel test. The results of the study found that the work environment and work discipline had a significant effect on work motivation. Then the work environment and work discipline have an impact on improving employee performance, work motivation has a real influence on employee performance. Meanwhile, from the results of the mediation test, it was found that work motivation can mediate the influence of the work environment and work discipline on employee performance at the Yahukimo District Health Office.



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1 Introduction

Today public health has an important role in efforts to increase human resources, poverty alleviation and economic development. The human development index puts health as one of the main components of measurement besides education and income. Therefore health is a human right and one of the elements of welfare that must be realized in accordance with the ideals of the Indonesian nation, as referred to in Pancasila, the 1945 Constitution of the Republic of Indonesia.

In law. No. 36 of 2009 which explains that every activity in an effort to maintain and improve the highest degree of public health is carried out on a non-discriminatory, participatory and sustainable basis in the context of forming Indonesian human resources and increasing the nation's resilience and competitiveness for

† Corresponding author.

Email address: senetielyoham81@gmail.com

national development. Because in an effort to improve health services for the people of Indonesia, it is very necessary to have resources in the health sector, this is in accordance with the Act. No. 36 of 2009 article 1 which states that health resources are all forms of funds, personnel, health supplies, pharmaceutical preparations and medical devices and technology used to carry out health efforts carried out by local governments, and/or the community.

The problem of health services is one of the fundamental rights of the people that must be carried out by the government, which until now the government is still trying to provide excellent service through improving the quality of services. However, the inhibiting factor faced when providing quality services is the low quality of health services which can include very limited medical personnel, inadequate equipment, as well as a result of health performance. In improving health services for people in Indonesia, it is very necessary to empower health workers who are highly competent and professional in the field of health services for the community, because there are a number of factors that affect the performance of health employees, this includes the work environment, work discipline, and work motivation.

The problem of the work environment is one of the things that plays an important role in handling work, this is in accordance with the opinion put forward by Nurmansyah (2021: 28) that the work environment in an organization is very important for management to pay attention to because it can determine success in achieving the goals that have been set. A work environment can be said to be good if employees can carry out their activities optimally, healthy and comfortable.

Every organization always tries to create a pleasant work environment because it will affect the increase in organizational performance in carrying out its activities by always paying attention to factors that exist outside the organization or the surrounding environment. Work environment problems affect employee motivation, this is in accordance with research conducted by Purnama et al., (2020), Amalia (2021) who found that the work environment has a positive and significant effect on work motivation. However, research by Sabilalo et al., (2020) cannot prove that the work environment has a significant effect on work motivation. Work environment factors also affect employee performance. This is consistent with research conducted by Hudayah et al., (2022), Rahmatia et al., (2022) which found that the work environment has a positive and significant effect on employee performance, only research by Badruzaman and Pelitawati (2011) work environment does not affect employee performance. So that from this research it is related to the influence of the work environment on work motivation and employee performance where from previous researchers there were differences in research results so it was necessary to do research development.

Then the work discipline factor influences work motivation and employee performance. In the opinion expressed by Sutrisno (2020: 84), which explains that work discipline is an attitude of respect for regulations and organizational accuracy, which exists within employees so that employees can adjust voluntarily to organizational rules and regulations. The problem of work discipline plays an important role in an organization, this is based on research by Ilham et al., (2020) which found that work discipline has a positive and significant effect on work motivation while research by Kamalisa et al., (2022) which cannot prove that work discipline has a positive and significant effect on work motivation. Other studies such as those conducted by Zubir (2022), Indrastuti et al., (2016) found that work discipline had a positive and significant effect on employee performance, while research conducted by Hutajulu et al., (2021) showed that work discipline did not have a positive and significant effect on employee performance. The results of observations from research conducted by previous researchers found that there were differences in research, so this is the reason for the need to conduct research related to the effect of work discipline on work motivation and employee performance.

The problem of work motivation is a concept in the study of individual work performance. Motivation is not the only important determinant of individual performance where there are still variables that influence it, namely effort (work), ability of the person concerned and previous (work) experience (Hamali, 2018). So it can be said that work motivation affects employee performance, this is based on research by Pomoeng and Rombeallo (2022), Wanta et al., (2022) which shows that work motivation has a positive and significant effect on employee performance. However, in research by Putra and Heriyanto (2022) who found that work motivation did not have a significant effect on employee performance, so a difference was found in the research conducted by previous researchers.

Based on observations regarding research conducted by previous researchers, namely related to work environment factors and work discipline on work motivation and employee performance which indicates that there is a research gap due to differences in research conducted by previous researchers. So this is the reason for the need to do research on work environment factors and work discipline on performance, where in making observations in this study, the novelty of this research is to add work motivation as a mediating variable. This is reasonable because there are still previous researchers who cannot prove that work motivation cannot mediate the effect of work discipline on ASN performance. This was carried out by Lianasari and Ahmadi (2022) who found that work motivation did not mediate work environment variables and employee performance, as well as research by Kamalisa et al., (2022) who found that work discipline did not have a significant effect on employee performance through work motivation. In contrast to research conducted by Kamalisa et al., (2022) which found that work motivation can mediate the effect of the work environment on employee performance. Likewise with research by Sjahruddin et al., (2022) which shows that work motivation can mediate the effect of work discipline on employee performance. With the difference in research in the results of mediation testing, this is the reason for being used as a mediating variable in this study.

This research was conducted by observation at the Health Office, Yahukimo District. One of the missions to be achieved is to increase the quality and professionalism of health workforce resources down to the village, it's just that in carrying out its mission so far due to employee performance factors at the Yahukimo Health Office it has seen a decline as a result of the Covid 19 pandemic that occurred in 2020 to recently. From the data obtained, it shows that employee performance has decreased so far, where in 2020 until now it is viewed from the aspect of the work environment, namely related to work facilities and infrastructure which are considered to be still limited, especially in terms of internet network conditions such as wifi which are considered lacking support the implementation of work, especially within the scope of the Yahukimo Health Service and besides that employees go to work in the morning, namely entering at 8.00 - 10.00 WIT and going home 13.00 - 14.00 WIT from the provisions of going to work 0.7.00 WIT and going home at 15.30 WIT and besides that in providing work motivation which is considered still needs to be improved, namely by giving awards to employees who excel at work.

Literature review

1) The influence of the work environment on work motivation

According to Nardo et al., (2022: 43) the work environment is everything that is around the workers and which can affect them in carrying out the tasks assigned. Motivation is the willingness and desire of individuals to expend all their efforts to achieve organizational goals (Suswati, 2021:11). The comfort of the work environment can trigger employee motivation to work better so that work will be achieved optimally. Based on the results of research conducted by Purnama et al., (2020) stated that the work environment affects the work motivation of employees in the Highways and Construction Services of Lampung Province. This means that the better the work environment, the better the effect on work motivation. This is not in line with the results of research by Sabilalo et al., (2020) which shows that the work environment has no effect on employee motivation. This means that the lower the working environment, the employee's motivation will decrease.

H1: The work environment has a positive and significant effect on work motivation at the Yahukimo District Health Office

2) The effect of discipline on work motivation

One of the things that affect employee motivation is discipline. Employee work motivation will never appear if other factors beyond these needs are met, such as work discipline factors among employees. It can be said that directly or indirectly the employee discipline factor has the potential to influence employee work motivation, and if employee work motivation appears then in the end employee performance can be achieved well (Munawaroh, 2018). The results of research by Hutajulu et al., (2021) show that discipline has a direct positive effect on work motivation. This means that the level of discipline will be influenced by the level of work motivation. The higher the level of discipline, the higher the motivation to work. Meanwhile, according to the results of research conducted by Kamalisa et al., (2022) stated that work discipline has no significant effect on work motivation. This means that if work discipline increases, work motivation will decrease.

H2: Work discipline has a positive and significant effect on work motivation at the Yahukimo District Health Office

3) The influence of the work environment on employee performance

Riyadi (2018: 68) the work environment is a facility or place that plays a very important role in an organization. Basically the work environment in an organization is very important to note management. The work environment has a direct influence on employees, where the work environment can improve employee performance. Conversely, an inadequate work environment can reduce employee performance (Wijaya and Hidayat, 2022). Based on research by Rahmatia et al., (2022) the results of the study state that the work environment has a positive and significant effect on employee performance at the Education, Culture, Youth and Sports Office of Bima Regency. This is because there is still a harmonious relationship between employees in terms of communication, so that employees feel happy at work and eager to complete tasks. This is contrary to the results of research by Warongan et al., (2022) which states that the work environment has no effect on employee performance.

H3: The work environment has a positive and significant effect on employee performance at the Yahukimo District Health Office

4) The effect of discipline on employee performance

According to Agustini (2019: 88) discipline can be interpreted as the attitude of a person or group that intends to follow the rules that have been set. Work discipline is an effort used by organizations to improve and change the behavior of employees which will later improve employee performance and awareness to comply with all organizational rules (Zubir, 2022). The results of research by Ilham et al., (2020) show that work discipline has a positive and significant effect on employee performance. If in an organization, employees work with discipline and in accordance with predetermined rules, then all work can be done properly, efficiently and effectively so that their performance increases and organizational goals can also be achieved. Meanwhile, in Permana and Pracoyo's research (2021) work discipline does not significantly affect employee performance.

H4: Work discipline has a positive and significant effect on employee performance at the Yahukimo District Health Office

5) The effect of work motivation on employee performance

Providing work motivation to employees is a very important thing to note, work motivation is basically a stimulus given in various forms with the aim of encouraging increased employee performance. If this stimulus has good synergy with employees, it will give birth to high work motivation, and vice versa if the stimulus provided does not have good synergy with employees, it will have an impact on low performance (Halim, 2017). Based on research by Wanta et al., (2022), the results of the study prove that there is a significant influence between work motivation on employee performance. Work motivation teaches how to encourage the morale of subordinates so that they want to work hard by using their abilities and skills to be able to advance and achieve agency goals. This is contrary to research by Pragiwani et al., (2021) where the results of the study state that work motivation has no significant effect on employee performance.

H5: Work motivation has a positive and significant effect on employee performance at the Yahukimo District Health Office

6) The influence of the work environment on employee performance through work motivation

The work environment can be interpreted as the whole of the tools encountered, the surrounding environment in which a person works, his work methods, as the influence of his work both as individuals and as a group (Afandi, 2018: 66). The work environment includes physical and psychological variables that affect employees. Good working conditions assist employees in achieving their individual and organizational goals, make the workplace more pleasant, and thereby increase employee performance and motivation (Lianasari and Ahmadi, 2022). According to the results of Widyawati's research (2021) the work environment has a positive and significant effect on employee performance through work motivation. This shows that employee motivation has a significant role in mediating the caseality relationship between the work environment and employee performance. Meanwhile, the results of research by Sabilalo et al., (2020) state that work motivation cannot

mediate the influence of the work environment on employee performance. This means that work motivation cannot bridge and contribute to the relationship between the work environment and employee performance.

H6: The work environment has a positive and significant effect on employee performance through work motivation at the Yahukimo District Health Office



7) The effect of discipline on employee performance through work motivation

Discipline towards work is an important factor in increasing motivation and performance. Good discipline reflects an employee's sense of responsibility for the tasks assigned to him. Work discipline is an operationally important part of human resource management, that the higher the discipline of an employee, the higher his motivation at work so that the resulting performance will increase (Sjahrudin et al., 2022). The results of research by Hutajulu et al., (2021) show that discipline has a direct positive effect on ASN performance through work motivation in the Satpol PP of Central Kalimantan Province. This means that the level of discipline will be influenced by the level of ASN performance through work motivation. The higher the level of discipline, the performance of ASN will also increase through work motivation. Conversely, low discipline, ASN performance through work motivation will also be low. Meanwhile, the results of research by Kamalisa et al., (2022) state that work discipline has a positive but not significant effect on ASN performance through work motivation.

H7: Work discipline has a positive and significant effect on employee performance through work motivation at the Yahukimo District Health Office

Literature Review

Human Resource Management

Human resource management is a strategy in implementing management functions ranging from planning, organizing, leading, and controlling in every activity or operational function of human resources starting from the process of attracting, selecting, training and development, placement which includes promotion, demotion and transfers, performance appraisal, compensation, industrial relations to termination of employment which are aimed at increasing the productive contribution of the organization's human resources towards achieving organizational goals more effectively and efficiently (Suriadi et al., 2021:4).

According to Hasibuan (2019:10) HRM is part of management. Therefore, general management theories form the basis of the discussion. HRM focuses more on discussing the regulation of human roles in realizing optimal goals. These arrangements cover matters of planning (human resource planning), organizing, directing, controlling, procuring, developing, compensating, integrating, maintaining, disciplining and terminating workers to help realize organizational, employee and community goals. It is clear that HRM regulates the human workforce in such a way as to achieve organizational goals, employee satisfaction, and society.

Human resource management is a process of managing employees starting from the process of recruitment, selection, placement, training, development, performance appraisal, promotion, compensation, occupational health and safety and termination programs which all of these processes aim to improve employee performance and have an impact on employee performance. organization (Safuan and Ismartaya, 2019:5).

According to Dewi et al., (2021:9) HRM is a central factor in an organization. Whatever the form and purpose, the organization is made based on various visions for the benefit of humans and in carrying out its mission it is managed and managed by humans. So, humans are a strategic factor in all institutional/organizational activities. There are two reasons for this, which are as follows:

- a. First, human resources affect the efficiency and effectiveness of the organization, human resources design and produce goods and services, monitor quality, market products, allocate financial resources, and determine all organizational goals and strategies.
- b. Second, human resources are the main expenses of the organization in running the business. Human resource management (HRM) relates to the formal design system within an organization to determine effectiveness and efficiency in realizing an organization's goals. So HRM views that "human resources must be defined, that is not what human resources do, but what human resources produce".

Tegar (2019:2) human resource management, abbreviated HRM, is a science or method of how to manage the relationships and roles of resources owned by individuals efficiently and effectively and can be used optimally so as to achieve the common goals of the organization, employees and society as a whole maximum.

Based on some of the definitions above, it can be concluded that human resource management as a process within an organization can also be interpreted as a policy, which in the organization consists of a series of integrated decisions regarding employment relations that affect the effectiveness of employees and the organization. so that in the organization there are activities carried out so that human resources can be used effectively to achieve various goals.

2.

a) The influence of the work environment on work motivation

According to Nardo et al., (2022: 43) the work environment is everything that is around the workers and which can affect them in carrying out the tasks assigned. Motivation is the willingness and desire of individuals to expend all their efforts to achieve organizational goals (Suswati, 2021:11). The comfort of the work environment can trigger employee motivation to work better so that work will be achieved optimally.

Based on the results of research conducted by Purnama et al., (2020) stated that the work environment affects the work motivation of employees in the Highways and Construction Services of Lampung Province. This means that the better the work environment, the better the effect on work motivation. This is not in line with the results of research by Sabilalo et al., (2020) which shows that the work environment has no effect on employee motivation. This means that the lower the working environment, the employee's motivation will decrease.

b) The effect of discipline on work motivation

One of the things that affect employee motivation is discipline. Employee work motivation will never appear if other factors beyond these needs are met, such as work discipline factors among employees. It can be said that directly or indirectly the employee discipline factor has the potential to influence employee work motivation, and if employee work motivation appears then in the end employee performance can be achieved well (Munawaroh, 2018).

The results of research by Hutajulu et al., (2021) show that discipline has a direct positive effect on work motivation. This means that the level of discipline will be influenced by the level of work motivation. The higher the level of discipline, the higher the motivation to work. Meanwhile, according to the results of research conducted by Kamalisa et al., (2022) stated that work discipline has no significant effect on work motivation. This means that if work discipline increases, work motivation will decrease.

c) The influence of the work environment on employee performance

Riyadi (2018: 68) the work environment is a facility or place that plays a very important role in an organization. Basically the work environment in an organization is very important to note management. The work environment has a direct influence on employees, where the work environment can improve employee performance. Conversely, an inadequate work environment can reduce employee performance (Wijaya and Hidayat, 2022). Based on research by Rahmatia et al., (2022) the results of the study state that the work environment has a positive and significant effect on employee performance at the Education, Culture, Youth and Sports Office of Bima Regency. This is because there is still a harmonious relationship between employees in terms of communication, so that employees feel happy at work and eager to complete tasks. This is contrary to the results of research by Warongan et al., (2022) which states that the work environment has no effect on employee performance.

d) The effect of discipline on employee performance

According to Agustini (2019: 88) discipline can be interpreted as the attitude of a person or group that intends to follow the rules that have been set. Work discipline is an effort used by organizations to improve and change the behavior of employees which will later improve employee performance and awareness to comply with all organizational rules (Zubir, 2022).

The results of research by Ilham et al., (2020) show that work discipline has a positive and significant effect on employee performance. If in an organization, employees work with discipline and in accordance with predetermined rules, then all work can be done properly, efficiently and effectively so that their performance increases

and organizational goals can also be achieved. Meanwhile, in Permana and Pracoyo's research (2021) work discipline does not significantly affect employee performance.

e) The effect of work motivation on employee performance

Providing work motivation to employees is a very important thing to note, work motivation is basically a stimulus given in various forms with the aim of encouraging increased employee performance. If this stimulus has good synergy with employees, it will give birth to high work motivation, and vice versa if the stimulus provided does not have good synergy with employees, it will have an impact on low performance (Halim, 2017).

Based on research by Wanta et al., (2022), the results of the study prove that there is a significant influence between work motivation on employee performance. Work motivation teaches how to encourage the morale of subordinates so that they want to work hard by using their abilities and skills to be able to advance and achieve agency goals. This is contrary to research by Pragiwani et al., (2021) where the results of the study state that work motivation has no significant effect on employee performance.

f) The influence of the work environment on employee performance through work motivation

The work environment can be interpreted as the whole of the tools faced, the surrounding environment in which a person works, the method of work, as the influence of work both as individuals and as a group (Afandi, 2018: 66). The work environment includes physical and psychological variables that affect employees. Good working conditions assist employees in achieving their individual and organizational goals, make the workplace more pleasant, and thereby increase employee performance and motivation (Lianasari and Ahmadi, 2022).

According to the results of Widyawati's research (2021) the work environment has a positive and significant effect on employee performance through work motivation. This shows that employee motivation has a significant role in mediating the causality relationship between the work environment and employee performance. Meanwhile, the results of research by Sabilalo et al., (2020) state that work motivation cannot mediate the influence of the work environment on employee performance. This means that work motivation cannot bridge and contribute to the relationship between the work environment and employee performance.

g) The effect of discipline on employee performance through work motivation

Discipline towards work is an important factor in increasing motivation and performance. Good discipline reflects an employee's sense of responsibility for the tasks assigned to him. Work discipline is an operationally important part of human resource management, that the higher the discipline of an employee, the higher his motivation at work so that the resulting performance will increase (Sjahrudin et al., 2022).

The results of research by Hutajulu et al., (2021) show that discipline has a direct positive effect on ASN performance through work motivation in the Satpol PP of Central Kalimantan Province. This means that the level of discipline will be influenced by the level of ASN performance through work motivation. The higher the level of discipline, the performance of ASN will also increase through work motivation. Conversely, low discipline, ASN performance through work motivation will also be low. Meanwhile, the results of research by Kamalisa et al., (2022) state that work discipline has a positive but not significant effect on ASN performance through work motivation.

Research variable

A. Independent Variables

1) Work Environment (X1)

2) Work Discipline (X2)

B. Mediation (Intervening) Variable : Work Motivation (Z)

C. Dependent Variable: Employee Performance (Y)

Definition and Measurement of Variables

Work Environment (X1)

Definition of Work Environment

The work environment is the internal environment that represents the factors within the organization that create the culture and social environment where the activities to achieve the goals take place. The work

environment includes several elements that can make the organization animated by all its members (Nimran and Amirullah, 2022:99).

According to Nardo et al., (2022: 43) the work environment is everything that is around workers and which can affect them in carrying out assigned tasks, for example cleanliness, music, lighting and others. A pleasant work environment can include a workplace and auxiliary facilities that speed up the work service, also includes working relationships with leaders. Arrangement of office equipment in the right location and arrangement of the workplace (office layout) is an important factor in working for employees.

The work environment aims to ensure that all activities related to employee work can be achieved and fulfilled so that a high and effective employee performance is formed in advancing an organization. In addition, the benefits of the work environment are creating passion for work, so that work productivity increases. Meanwhile, the benefits derived from working with motivated people are that work can be completed properly. This means that the work is completed according to the correct standard and within the specified time scale (Lataruva et al., 2022: 79).

According to Riyadi (2018: 68) the work environment is a facility or place that plays a very important role in an organization. Because if you don't have or eliminate the formation of the work environment, usually the organization only takes very simple actions in handling the work environment, which results in these aspects having an impact on the psychology of employees, so that it will indirectly cause obstacles in achieving employee performance.

According to Lestari (2021: 83) the work environment is the situation around the workplace, both physically and non-physically which can give a pleasant, secure, reassuring impression, and make you feel comfortable working. The work environment is designed in such a way as to create a working relationship that binds workers to their environment. A good work environment if employees can carry out activities optimally, healthy, safe and comfortable. An unfavorable work environment can demand more labor and time and does not support an efficient work system design.

Dicipline (X2)

Definition of dicipline

Discipline is a condition or attitude of respect that exists in employees towards organizational rules and regulations. Thus if the rules or regulations that exist in the organization are ignored, or are often violated, then the employee has poor work discipline. Conversely, if an employee is subject to organizational provisions, then it illustrates the existence of good disciplinary conditions (Sutrisno, 2020: 86).

Discipline comes from the Latin word *Discere* which means to study. From this word arises the word *Disciplina* which means teaching or training. And now the word discipline is experiencing a development of meaning in several senses. First, discipline is defined as compliance with regulations or subject to supervision and control. Second, discipline as an exercise that aims to develop oneself in order to behave in an orderly manner. The word discipline means practice and obedience to rules. By implementing discipline, it means that all parties can guarantee the survival and smooth running of learning, work and business activities. The willingness to work hard that we get from discipline will give birth to a strong mentality and not give up easily even in difficult circumstances (Syarif et al., 2022: 134).

Agustini (2019: 88) states that discipline can be interpreted as the attitude of a person or group that intends to follow the rules that have been set. In relation to work, work discipline is an attitude and behavior of employees towards organizational regulations. Intention can be interpreted as the desire to do something or the willingness to conform to the rules. Attitudes and behavior in work discipline are marked by various initiatives, willingness and will to comply with regulations. That is, someone who is said to have high discipline is not only obedient and obedient to the rules in a rigid and dead manner, but also has the will (intention) to conform to organizational regulations.

According to Suryani (2020: 146) work discipline is a mental attitude that is reflected in individual and group actions in the form of obedience or adherence to the regulations set to reinforce organizational guidelines.

Discipline is a procedure that corrects or punishes subordinates for breaking rules or procedures. Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior

as well as an effort to increase awareness and willingness to comply with all organizational regulations and applicable social norms (Simanjuntak et al., 2021: 113).

Work discipline is the awareness and willingness of employees to comply with all applicable organizational rules and social norms. Thus, work discipline is a tool used by leaders to communicate with employees so that they are willing to change their behavior following the established rules of the game. Discipline must be upheld in an organization. That is, without the support of good employee work discipline, it is difficult for the organization to realize its goals. So, discipline is the key to the success of an organization in achieving its goals (Sinambela, 2019: 335).

Work Motivation (Z)

Definition of work motivation

Work motivation is the willingness to work of an employee that arises because of encouragement from within the employee concerned as a result of overall integration rather than personal needs, the influence of the physical environment and the influence of the social environment where the strength depends on the integration process. Thus work motivation is a psychological symptom that is dynamic, multiple and specific for each employee (Tsauri, 2020: 180).

In the world of work, motivation is one of the important factors that encourage an employee to work well. Motivation is the willingness and desire of individuals to expend all their efforts to achieve organizational goals. There are three key elements to the emergence of a motivation according to (Suswati, 2021:11), namely:

1. Effort, is a form of measure of intensity, if a person is motivated then he will try his best to achieve goals, but not necessarily high effort will result in high performance.
2. Goals which are a measure of a person's quality after doing a good job in achieving the set goals.
3. Needs which are an internal condition that arises as a result of encouragement, tension that influences a person's behavior to achieve certain goals.

Wijaya and Manurung (2021:32) explain that the term motivation refers to two different but related ideas or ideas. From an individual standpoint, motivation is an internal state that leads to goal attainment. Personal motivation influences initiative, direction, intensity, and persistence in trying. A motivated worker will initiate, focus efforts in the right direction, work with intensity, and keep trying. From a leader's point of view, motivation is the process of telling people to achieve goals. The two concepts have an important meaning together.

Employee Performance (Y)

Definition of employee performance

Definition of employee performance

Employee performance is the result of employee work in carrying out their duties and responsibilities as a form of contribution to the organization both in quantity, quality, timeliness, and individual characteristics in a certain period (Suherman, 2022: 171).

According to Sule and Priansa (2018: 122) performance is the extent to which a person has played for him in carrying out organizational strategy, both in achieving specific goals related to individual roles and or by demonstrating competencies that are declared relevant to the organization. Performance is a multi-dimensional concept covering three aspects, namely attitude, ability, and achievement.

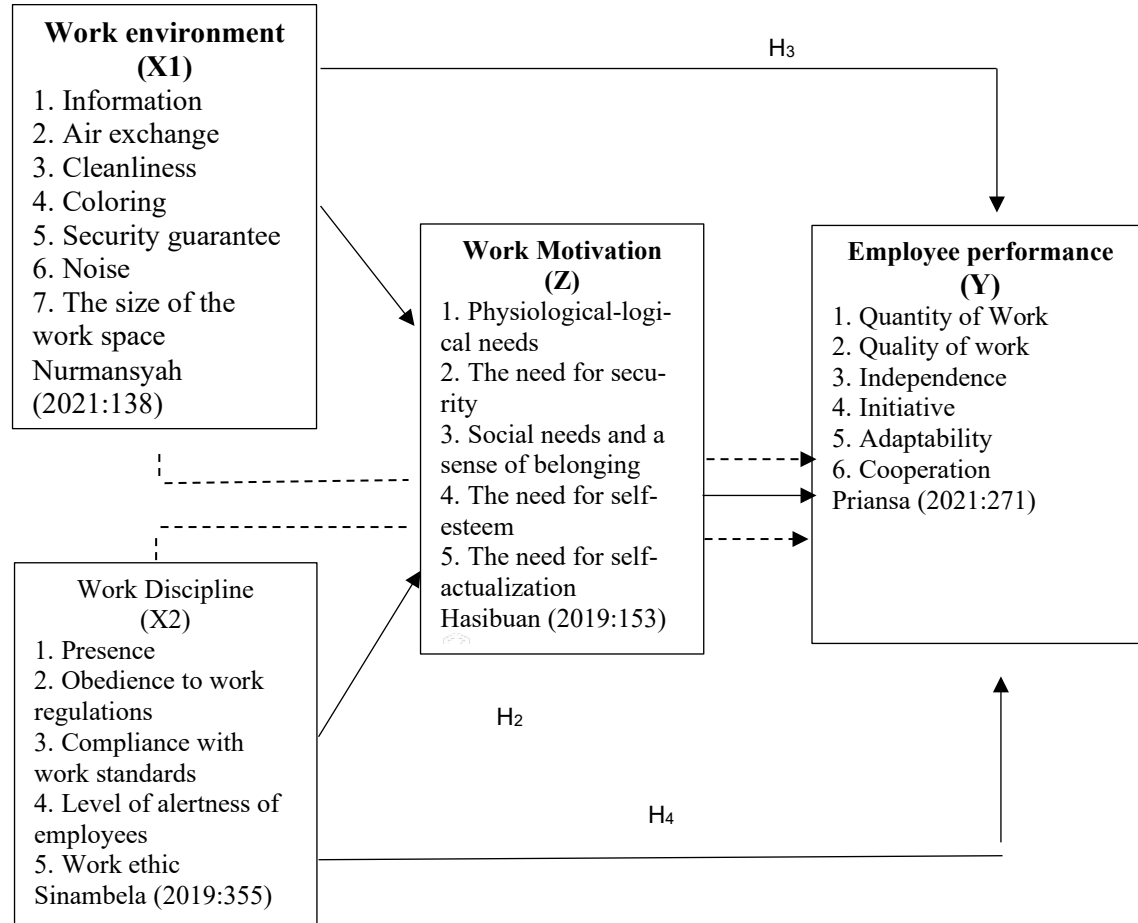
According to Fauzi and Nugroho (2020: 2) performance is work performance and results achieved by a person, both in goods/products and in the form of services, which are usually used as a basis for evaluating the employee or work organization concerned which reflects the employee's knowledge of the job. The higher the quality and quantity of work, the higher the performance.

Employee performance is defined as 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. Maximum quality and quantity that reaches the target is the emphasis given in this definition. Achievements must be adjusted to the target for the burden of responsibility they carry (Suryani et al., 2020: 2).

Based on some of the definitions above, it can be concluded that employee performance is the ability to achieve job requirements, where a work target can be completed at the right time or not exceeding the time limit

provided so that the goal will be in accordance with the morals and ethics of the organization. Thus, employee performance can contribute to the organization.

Conceptual Framework



Information:

—————→ : Direct effect

----- : Indirect effect

Research hypothesis

From the formulation of the problem that has been stated previously, the temporary answer or allegation to the problem mentioned above is as follows:

1. The work environment has a positive and significant effect on work motivation at the Yahukimo District Health Office
2. Work discipline has a positive and significant effect on work motivation at the Yahukimo District Health Office
3. The work environment has a positive and significant effect on employee performance at the Yahukimo District Health Office
4. Work discipline has a positive and significant effect on employee performance at the Yahukimo District Health Office
5. Work motivation has a positive and significant effect on employee performance at the Yahukimo District Health Office
6. The work environment has a positive and significant effect on employee performance through work motivation at the Yahukimo District Health Office
7. Work discipline has a positive and significant effect on employee performance through work motivation at the Yahukimo District Health Office

2 Research Method

For quantitative research, the researcher uses an instrument to collect data using a Likert scale which is divided into 5 categories, namely: Strongly Agree (SS) with a weight score = 5, Agree (S) with a weight score = 4, Simply Agree (CS) with a weight score = 3, Disagree (TS) with a weight score = 2, Strongly Disagree (STS) with a weight score = 1. Where the independent variables used are work environment and discipline, with work motivation as the intervening variable and the dependent variable namely employee performance.

The work environment is everything that is around the employee at work, whether physical or non-physical, directly or indirectly, so that it can affect him and his work while working. To measure the work environment, the indicators are used with reference to the theory put forward by Nurmansyah (2021: 138), namely: Lighting, Air Exchange, Cleanliness, Coloring, Security Guarantees, Noise and Size of the work space.

Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior as well as an effort to increase one's awareness and willingness to comply with all organizational regulations and applicable social norms. To measure work discipline, the indicators used refer to Sinambela's theory (2019: 355), namely: Attendance, obedience to work regulations, compliance with work standards, level of employee vigilance, and work ethics.

Work motivation is the willingness to work of an employee that arises because of encouragement from within the employee concerned as a result of overall integration rather than personal needs, the influence of the physical environment and the influence of the social environment where the strength depends on the integration process. To measure work motivation, indicators are used that refer to Maslow's theory in Hasibuan (2019: 153), namely: physiological needs, safety and security needs, social needs and a sense of belonging (affiliation and acceptance needs), Self-esteem needs (esteem or status needs) and self-actualization needs (self-actualization).

Employee performance is the result of work that can be achieved by a person or group of people in an organization, in accordance with their respective authorities and responsibilities in the context of efforts to achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics. To measure employee performance, indicators are used with reference to Priansa's theory (2021: 271), namely: Quantity of Work, Quality of work, Independence, Initiative, Adaptability and Teamwork.

3 Result and Discussion

Result

This study used statistical analysis using the path analysis method which aims to examine the influence of the mediating variable, namely work motivation in mediating the influence of the work environment and work discipline on employee performance at the Yahukimo District Health Office. Based on the results of distributing the questionnaires that have been carried out and continued through data processing, the results of the path test can be carried out, where in this study the mediating variable is work motivation (Y) while it includes independent variables, namely: work environment (X1) and work discipline (X2) and employee performance (Z). Furthermore, in this study will be tested for direct influence and indirect influence, where the direct effect occurs if one variable affects another variable without any intermediate variable that can mediate the relationship between these two variables. While the indirect effect is if there is an intermediate variable that can mediate the relationship between these variables.

Path testing in this study was carried out in response to problems that occurred within the scope of the Yahukimo District Health Office, where after processing the data using SPSS version 24, each path test result with regression analysis is shown in the following table.

Table 1. Results of Regression Analysis and Correlation of the Effects of the Work Environment, Work Discipline and Work Motivation on Employee Performance

Nama Uji Jalur	Model	Unstandardized Coefficient		Standadized Coefficient Beta	t	Sig
		B	Std Error			
1. Pengaruh Lingkungan kerja, disiplin kerja terhadap motivasi kerja	(Constant)	-1,196				
	Lingkungan Kerja	0,278	0,037	0,507	7,532	0,001
	Disiplin kerja	0,821	0,086	0,645	9,583	0,001
R			0,746	Fhit =		63,505
R _{square}			0,557	Sig =		0,001
Adjusted R _{square}			0,548			
2. Pengaruh Lingkungan Kerja, Disiplin Kerja dan Motivasi kerja terhadap kinerja pegawai	(Constant)	9,199				
	Lingkungan Kerja	0,146	0,071	0,181	2,046	0,043
	Disiplin kerja	0,839	0,183	0,449	4,586	0,001
	Motivasi kerja	1,042	0,154	0,710	6,777	0,001
R			0,717	F _{hit} =		35,262
R _{square}			0,514	Sig =		0,001
Adjusted R _{square}			0,499			

Source: Data processed, 2023

From the regression analysis data in the path test, the path test results will be presented which can be shown in the following figure:

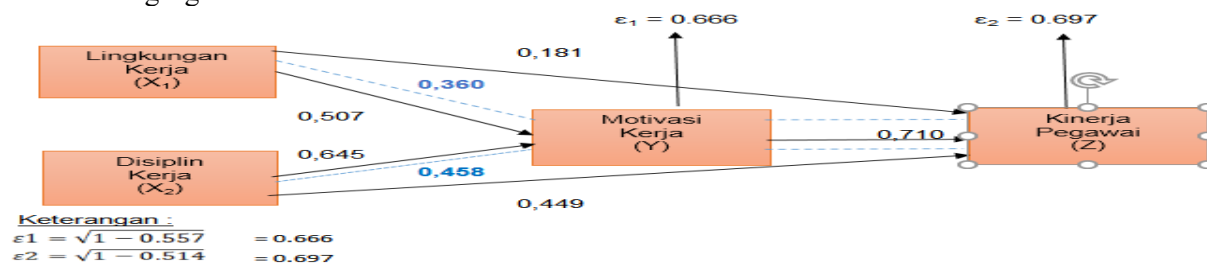


Figure 1. Path Test Analysis of the Influence of the Work Environment, Work Discipline on Employee Performance through Work Motivation

Source: Data processed, 2023

From the image of the path test results, a description of the hypothesis testing that has been stated previously will be presented which can be described as follows:

1. The Effect of Work Environment and Work Discipline on Work Motivation (first equation)

a) The Effect of the Work Environment on Work Motivation

From the results of the regression equation analysis, the beta coefficient for the work environment is 0.507, which can be interpreted that the work environment has a positive effect on work motivation, this shows that

the better the work environment, the work motivation of employees at the Yahukimo District Health Office will increase. Then seen from the partial hypothesis testing (t test) then the sign value is obtained. = 0.001, because of the sign value. = 0.001 < 0.05, this can be interpreted that the work environment has a significant effect on work motivation at the Yahukimo District Health Office office.

b) The Effect of Work Discipline on Work Motivation

From the results of the regression equation analysis, the beta coefficient value for work discipline is 0.645, which means that work discipline has a positive effect on employee motivation. This can be interpreted that if work discipline is increased, the work motivation of employees at the Yahukimo District Health Office will increase. Then seen from the partial test results (t test) then the sign value is obtained. = 0.001, because with the sign value. = 0.001 < 0.05, it can be said that work discipline has a significant effect on employee motivation. This means that if employees are more disciplined, they can have a real influence in increasing work motivation for employees in carrying out daily work activities at the Yahukimo District Health Office.

Then, judging from the relationship between the work environment and work discipline on employee motivation, the value of $R = 0.746$ is obtained. It can be said that there is a strong relationship between work environment and work discipline on employee motivation, which is 74.6% or close to 1. Meanwhile, seen from the value of the coefficient of determination (Adjusted Rsquare) = 0.548, which means that the percentage contribution of variations in the influence of work motivation can be explained by the work environment and work discipline, while the remaining 45.2% ($1 - 0.548 \times 100\%$) can be explained by the presence of factors -other factors not examined in this study.

Then seen from the simultaneous test (Fcount) of 63.505 and sign value = 0.001, because with a sig value = 0.001 < 0.05, it means that it can be said that the work environment and work discipline influence simultaneously or simultaneously on employee motivation at the Health Service Yahukimo Regency.

2. Effect of Work Environment, Work Discipline and Work Motivation on Performance

Employee (second equation)

a) The Effect of the Work Environment on Employee Performance

Based on the results of the path coefficient analysis which was processed using the SPSS version 24 computerized system, the Beta value = 0.181 was obtained. This means that the work environment has a positive effect on employee performance. Then from the results of the partial test (t test) obtained a sign value = 0.043, with a sign value = 0.043 < 0.05, it means that the work environment has a significant effect on employee performance. The findings of the study are that the existence of a work environment both in terms of the physical work environment and non-physical work environment will have a real influence on improving employee performance at the Yahukimo District Health Office.

b) Effect of Work Discipline on Employee Performance

The results of the multiple linear regression equation for work discipline obtained a beta coefficient value of 0.449. It can be said that work discipline has a positive influence on employee performance, where the higher the employee work discipline, the employee performance at the Yahukimo District Health Office will increase. Then the results of the partial test (t test) obtained a sign value = 0.001 < 0.05, which means that it can be said that work discipline has a significant effect on employee performance. These findings explain that work discipline can have a real influence on improving employee performance at the Yahukimo District Health Office.

c) Effect of Work Motivation on Employee Performance

The magnitude of the results of the path coefficient analysis for work motivation has a value of beta = 0.710, this can be said that work motivation has a positive influence on employee performance. Where the higher the employee's work motivation, it will be followed by an increase in employee performance at the Yahukimo District Health Office. Based on the results of the partial test (t test), a sign = 0.001 is obtained, because the sign value. 0.001 < 0.05, meaning that it can be said that work motivation has a significant effect on employee performance at the Yahukimo District Health Office.

Furthermore, to find out the relationship or correlation, the value of $R = 0.717$ is obtained, which can be interpreted that there is a strong relationship between work environment, work discipline and work motivation on employee performance at the Yahukimo Health Office. While seen from the coefficient of determination

(Adjusted Rsquare) = 0.499 which means that the ability of the percentage variation of employee performance variables can be explained by the variables of the work environment, work discipline and work motivation, while the remaining 50.1% ($1 - 0.499 \times 100$) is influenced by variables which were not included in this research model.

Then from the results of the simultaneous test (F test), a sign value = 0.001 is obtained, because with a sign value = $0.001 < 0.05$, this means that there is a joint or simultaneous influence of the work environment, work discipline and work motivation on employee performance at the Yahukimo District Health Office.

Next, we will present the magnitude of the indirect influence of each variable, namely work environment and work discipline on employee performance through work motivation at the Yahukimo District Health Office which can be described as follows:

1) The influence of the work environment on employee performance through work motivation

Based on the results of the path test analysis that has been stated previously, it will be calculated the magnitude of the indirect influence of the work environment on employee performance through work motivation, so the total influence of the work environment on employee performance through work motivation is 54.1% (0.541×100). It can be said that the magnitude of the direct influence of the work environment on employee performance is 18.1%, while the magnitude of the indirect effect is 36%. From the results of the calculations above, to be able to prove that whether work motivation can mediate the influence of the work environment on employee performance, an online sobel test can be carried out. The results of online sobel test calculations can be done using an online calculator which can be presented in table 2 below:

Table 2. Results of the Sobel test. The Effect of the Work Environment on Employee Performance through Work motivation

A:	0.507	?
B:	0.710	?
SE _A :	0.037	?
SE _B :	0.154	?
Calculate!		
Sobel test statistic: 4.36968567		
One-tailed probability: 0.00000622		
Two-tailed probability: 0.00001244		

Source: Processed results of SPSS data, 2023

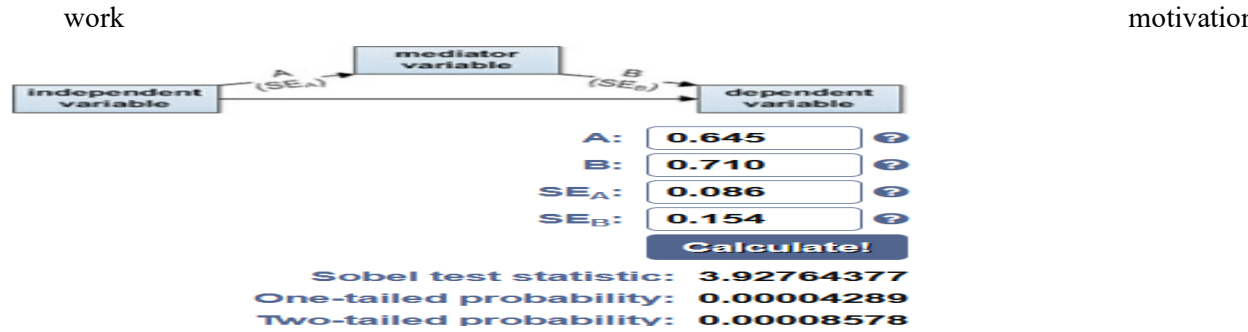
Based on the results of the online sobel test calculations, the statistical sobel value = 4.369 and the pvalue = 0.000. With a value of $0.000 < 0.05$, it can be said that work motivation can mediate the influence of the work environment on employee performance. The results of these findings indicate that the better the work environment will have a real impact on increasing work motivation, so that it can affect the improvement of employee performance at the Yahukimo District Health Office.

2) The effect of work discipline on employee performance through work motivation

Based on the results of the path coefficient analysis, a total calculation of the influence of work discipline on employee performance through work motivation will be carried out where the result shows that the direct influence of work discipline on employee performance is 44.90%. Meanwhile, the magnitude of the indirect effect of work discipline on employee performance through work motivation is 45.80%.

Then to be able to prove whether work motivation can mediate the influence of work discipline on employee performance, the results of the Sobel test will be carried out using the online Sobel test calculator which can be seen in the following table:

Table 3. Sobel Test Results of the Effect of Work Discipline on Employee Performance through



Source: Processed results of SPSS data, 2023

The results of calculations using the online sobel test calculator obtained a statistical sobel value of 3.927 and a value of $p\text{value} = 0.000$, because the value of $p\text{value} = 0.000 < 0.05$, this means that it can be said that work motivation can mediate the effect of work discipline on employee performance at the Yahukimo district health office.

After conducting an analysis of the direct influence and indirect influence, to answer the hypothesis put forward in full, it can be seen in the following table:

Table 4. Path Test Results in Research Hypothesis Testing

no	Path test	Hypothesis	Direct effect	Indirect effect	Total effect	Sig	Conclu- sion
1	the effect of the work environment on work motivation	H ₁	0,507	-	0,507	0,001	Accepted
2	influence of work discipline on work motivation	H ₂	0,645	-	0,645	0,001	Accepted
3	the influence of the work environment on employee performance	H ₃	0,181	-	0,181	0,043	Accepted
4	influence of work discipline on employee performance	H ₄	0,449	-	0,449	0,001	Accepted
5	influence of work motivation on employee performance	H ₅	0,710	-	0,710	0,001	Accepted
6	the influence of the work environment on employee performance through work motivation	H ₆	0,181	0,360	0,541	0,000	Accepted
7	influence of work discipline on employee performance through work motivation	H ₇	0,449	0,458	0,907		Accepted

4 Conclusions

Based on the results of the research and discussion that have been stated previously, several conclusions will be presented in this study that the work environment and work discipline have a real influence on increasing employee motivation at the Yahukimo District Health Office. These findings indicate that the better the work environment and the level of employee discipline, the impact on employee motivation in carrying out daily work activities. Then other findings namely the work environment and work discipline can significantly improve employee performance at the Yahukimo District Health Office. Then for work motivation it was found that employee work motivation has a significant influence in improving employee performance. Then from the results of the sobel test, the research findings show that work motivation can mediate the influence of the work

environment on employee performance. Where the better the work environment can have a real influence in increasing the work motivation of employees, so that it has an impact on improving employee performance at the Yahukimo District Health Office. Furthermore, through the results of other mediation tests, namely the effect of work discipline on employee performance through work motivation, it shows that high work discipline applied by employees can be followed by an increase in work motivation for each employee, so that it has an impact on increasing employee performance at the Yahukimo District Health Office.

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