

The Effect of Workload, Discipline, and Motivation on Employee Performance at Vania Hospital Bogor City

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Abstract

This study aimed to determine and analyze the effect of workloads, discipline, and work motivation on employee's performance at Vania Hospitals, Bogor City. The data collection was divided into two parts namely primary and secondary data where primary data was obtained by distributing questionnaires to 65 respondents. The data that has been collected was then analyzed by inferential analysis with multiple linear regression and hypothesis testing. As a result, there was an insignificant effect between workload (X1) and employee performance (Y), discipline (X2) has a positive and significant effect on employees performance (Y), motivation (X3) have a positive and significant effect on employees performance (Y).

Keywords: workloads, discipline, motivation, and Performance

INTRODUCTION

Source Power man become Wrong One element important as decidersuccess of a company or organization. Activities in an organization No will walk without exists contribution source Power man which There is inside it. Wilson Get up (2012) interpret human resources as matter main which important as mover activity in company. For To improve workers' skills, management must provide coaching workers so that workers become more skilled in their field and avoid any errors caused by humans themselves or *human error*. Work can be said effective if human resources meet the requirements and qualifications needed. With say other, performance employee determine level continuity company. As addition, have employee which Achievement can have a big influence on improving company performance. By Therefore, management must pay attention to human resources his abilities can continue to develop according to their skills.

By line big, source Power man interpreted as which productive and as a driving force in a company with its capabilities must be trained and developed (Susan, 2019). Focusing on the home scope sick, then the human resources must be competent in the field of health and relevant. In era competition business which the stricter, House Sick Lots competing for give service which best. By because that, success House Sick in give service his health must supported by competent and capable human resources his job well. So, patients who receive treatment will feel happy and satisfied with hospital services. The level of patient satisfaction is the benchmark success of the hospital in providing its services. In this case, home the hospital is also considered successful in managing its quality human resources. It means, source Power man quality be measured from attitude worker and his skills which Good and qualified. With thereby,

How to cite: Felita Charity Wulandari (2024) The Effect of Workload, Discipline, and Motivation on Employee Performance at Vania Hospital Bogor City, (5) 1. Doi:

E-ISSN: [2721-5202](https://doi.org/10.27209/2721-5202)

Published by: [CV. Syntax Corporation Indonesia](http://www.syntaxcorp.com)

patient will feel satisfied and make the hospital their choice and develop a sense of loyalty patient to the hospital of his choice.

Article 12 of the 2009 Law explains that hospitals consist of resources Power man which divided in power medical, support medical, power nursing, pharmaceutical staff, hospital management staff, and non-professional staff medical. This part of the workforce has a role that is as important as need service House Sick. In context this, employee very upright success House Sick in give service to patients from both medical and non-medical personnel. Without any resources man, the hospital is just an empty building with no activity. As supporting human resources, both medical and non-medical personnel plays an important role as the main key. This means that human resources can prove is activity which held in organization already materialized with Good. Achievement objective organization needed source Power people who meet the required qualifications. This is done for the sake of making it a hospital that has satisfactory services for patient.

A person's work ability is a combination of ability, effort, and chance which assessed from results his job. Mangkunegara (2013:67) explains performance as a form of work in terms of quality and quantity in carrying out their responsibilities. That is, employees who work on company must in accordance with his abilities. So that can reach target company, so source Power the human must managed with Good so that get maximum results. However, Hernawati (2020) explains behind its success of hospital services, there are problems that can influence performance employee. Matter this become challenge House Sick for overcome problem experienced by workers.

One of the factors that can influence performance is workload. Workload is very important to achieve good performance. Generally, performance employee can increases simultaneously with the height burden Work. But, workload that is too high can affect the quality of workers. One of the cause is employee No capable finish his job because their capacity and abilities do not match the demands of the job. Study This in line with Mudayana (2010) which explain Wrong One which influence results work employee is burden Work. There is various type the cause, for example is the height request work, limitations time, imbalance between time And ability, And other. Munandar (2011:385) explain burden Work employee is workers' obligations to complete tasks according to their abilities and workers' skills. If workers are able to complete and adapt himself to his work and responsibilities, then it cannot be said to be a burden Work. On the other hand, if the worker is unsuccessful, then it is classified as a workload due inability workers in completing their work.

Burden Work described as form response worker when finish the job. In fact, according to Setiawan (2016), physical fatigue nor mentally Wrong the only one caused because burden Work and reaction emotional. Meanwhile, a low workload will cause boredom on employee. There is feeling bored the Then leads to low employee attention to their work, which then leads to on low performance employee. Giving burden Work which Correct is according to the abilities of each employee. The goal is for workers No feel stressed. By because that, description work must customized with their abilities and avoid ineffective employee performance and company. Matter this aligned with Situmorang and Hidayat (2019) Also show that performance employees can influenced by load it works.

Factor second which often experienced worker is discipline Work. Discipline is an important variable in a company, because when disciplined employees, it will be easier for the company to achieve its goals or target which has determined. Employee which own level discipline tall very influential and highly dedicated to the development of the company. Matter this is because employees will be more organized at work and

on time accordingly with the work plan that has been made. Tumilaar (2015) adds more discipline of an employee, then the employee tends to have performance Work which tall also. When employee discipline, employee can complete their work in accordance with existing procedures and rules to achieve results which maximum so that results it works (performance) will increase (Nugrohadi, Nurminingsih, & Pujiwati, 2019). According to Leiden (2001; in Nugrohadi, et al, 2019), when company try for discipline his employees, matter the in a way No direct will repair performance employee which bad and strengthen behavior employee which positive in organizational environment. Research conducted by Nugrohadi and colleagues (2019) also show that when work discipline increases, work performance employee Also follow increase. On the contrary, when discipline Work employee decrease, performance Work employee Also will experience decline. So, the advantage of being a disciplined person at work is that there will be more work completed quickly, errors in work can be minimized, and employee absenteeism can decrease.

Referring to the two factors above, there needs to be other supporting factors to optimize human resources with good value. One of them is motivation. Motivation can be interpreted as an encouragement for someone to do something. Definition motivation according to Hasibuan in Khomsahrial (2014:73), namely the existence of encouragement within a person to create enthusiasm Work, embed cooperation, Work effective And integrated. For A Motivational hospitals are one of the important things in development which is directly related to the human element. Hospital motivation factors are Serve patients with the best service a hospital can provide. WithoutIf there is motivation, then the hospital's goals will not be realized and vice versa (Gitosudamo in Khomsarial Romli, 2014:73). This statement is also strengthened by Rahmayanti (2014) which explain motivation which tall giveimpact positive for employee. Without motivation, employee No will easy achieving optimal results and not being sure of direction or not understanding what is what be the target. Potu (2013) added motivation has an influence which positive and significant on performance employee.

In accordance with background behind problem, Wrong One company service the health sector in Bogor City that will be studied is Vania Hospital. House Sick which stand on 1 November 2014 own vision as place patient's choice of health services because they can be trusted. To realize this vision, so employee participation from medical and non-medical personnel is needed form of performance improvement. In other words. The better the quality of performance owned by employees, the company will be increasingly superior and able to survive in global competition.

Based on the background of the problem, the author is interested in raising the title in this research regarding "The Effect of Workload, Discipline, and Motivation to Employee Performance on House Vania's sick Bogor city."

This research aims to analyze the influence of workload, discipline and motivation on the performance of employees at Vania Hospital, Bogor City. The aim of this research is outlined in three points, namely to determine and analyze the influence of workload, discipline and motivation on the performance of hospital employees. The use of this research includes evaluation for companies, especially the Vania Hospital in Bogor City, in increasing workload, discipline, and motivation and employee performance. Academically, the research results can be a reference in human resource management regarding these factors. Apart from that, the results of this research can be used as comparison material and a source of literacy for other parties as well as a basis for developing ideas for further research regarding the influence of workload, discipline and motivation on employee performance.

RESEARCH METHOD

This research focuses on the performance of Vania Hospital employees in Bogor City, which is influenced by workload, discipline and motivation. Data was obtained through questionnaires and document studies. The research population consisted of all non-medical employees, with a research sample of 65 people. The data collection method uses a questionnaire with a Likert scale and documentation. The operational definition of variables involves workload, discipline, motivation, and employee performance. Data analysis includes validity and reliability tests, classical assumption tests, simultaneous significance tests (F-test), coefficient of determination tests (R²), and hypothesis tests (t-test). The multiple linear regression analysis method is used to assess the influence of the independent variable on the dependent variable. The final stage of research involves testing the feasibility of the model with reference to predetermined criteria.

RESULTS STUDY AND DISCUSSION

A. Results Complete Estimate Study

1. Analysis Descriptive

The descriptive statistical test in this research aims to determine the value total mean And average total mean for each variable which there is. Variable independent covers Burden Work, Discipline, Motivation and variable dependent namely Employee Performance.

a. Burden Work (X1)

Table 1. Descriptive Variable Burden Work (X1)

No.	Statement	Mean
1.	Burden Work daily has in accordance with standard work Which set.	3.75
2.	Tasks/work which given Already in accordance with position/position each employee	3.86
3.	I can enjoy task/work which I do	4.02
4.	Moment O'clock Rest I Still finish work	3.42
5.	Time Work Already in accordance with burden Work which given	3.40
6.	I can leave office when time Work has finished	3.86
7.	Target which must I achieved in task/work It is clear	4.29
8.	The tasks/work given are sometimes in nature sudden And own deadline time which short	3.62
Total		30.80
Average Total Mean Burden Work		3.85

Source: Data processed (2022)

Based on table 1 obtained results responsive respondents on questionnaire Workload variable. Shows that there are almost a lot of respondents' assessments those who answered in the affirmative had a total mean score of 3.85. Average the highest total is in statement item number 7, namely *the target that I have to be achieved in task/work Already clear* with mark 4.29. And For results Lowest There is on items statement number 5 that is *time Work Already in accordance with workload given* with a value of 3.40.

b. Discipline (X2)

Table 2. Descriptive Variable Discipline (X2)

No.	Statement	Mean
1.	Tasks/work which charged must in accordance with ability employee which concerned	4.32
2.	Employee must own discipline tall so that can increase its performance	4.49
3.	Leader can made as example And role model by para his employees	4.14
4.	Leaders must be fair in enforcing disciplinehis employees	4.48
5.	Unsatisfactory remuneration will affect disciplineemployee	4.35
6.	Reply service the one I thank you can make ends meet a day-day	3.55
7.	Justice leader Already applied with good place Work	3.80
8.	Employee treated in a way fair without differentiate position	4.00
9.	There is supervision active from the leadership will influence discipline employee	4.20
10.	Employee which violate regulation given penalty which firm without differentiate	4.26
11.	The punitive sanctions that are enforced will also have an influence good/bad employee discipline	4.11
12.	Discipline employee will created if connection humanity between fellow employees are well connected	4.49
Total		50.20
Average Total Mean Discipline		4.18

Source: Data primary processed, (2022)

Based on table 2 obtained results responsive respondents on questionnaire Discipline variable. Shows that the respondent's assessment is categorized as good because many people answered agree with having an average total mean value 4.18. The highest total average is found in statement items number 2 and 12, namely with both getting a mean value of 4.49. And for the lowest results It's in statement item number 6, namely *the compensation I received for the services I received fulfil daily needs* with a value of 3.55.

c. Motivation (X3)

Table 3. Descriptive Variable Motivation (X3)

No.	Statement	Mean
1.	Means And infrastructure which provided Already support For carry out task/work	3.78
2.	Need There is protection guarantee insurance For employees in order Work better	4.69
3.	Work equipment and tools are safe and suitable for useused	4.12
4.	Leader And employee must own connection Work which Good	4.58
5.	Communication between fellow employee must Good	4.62
6.	Employee which finish task/work appropriate time need appreciated	4.55
7.	Employee which own results Work Good entitled given promotion	4.60
8.	There will be appreciation from the leadership for the results of the employees' work influence development And growth personal employee	4.49
Total		35.45
Average Total Mean Motivation		4.43

Source: Data primary processed, (2022)

Based on table 3 obtained results responsive respondents on questionnaire Motivation variable. Shows that the respondent's assessment is categorized as good because many people answered agree with having an average total mean value 4.43. The highest total average is found in statement item number 2, namely necessary There is protection guarantee insurance For employee so that Work more Good by obtaining a mean value of 4.69. And the lowest results are at statement item number 1 is the facilities and infrastructure that have been provided support to implement task/work with value 3.78.

d. Performance Employee (Y)

Table 4. Descriptive Variable Performance Employee (Y)

No.	Statement	Mean
1.	Employee must finish task/work which given For meet work standards has been determined	4.35
2.	Employee must do task/work with not quite enough answer to achieve maximum results	4.38
No.	Statement	Mean
3.	Employee must thorough, neat, orderly in do task/work	4.54
4.	Tasks/work must resolved appropriate time so that No become obstacle	4.55
5.	Employee must maximizing time Work which available Forwork other uses achieving targets	4.40
6.	Employee must present appropriate time in accordance with regulation which determined	4.55
7	No roll call If No truly in urgency	3.68
Total		30.46
Average Total Mean Performance Employee		4.35

Source: Data primary processed, (2022)

Based on table 4 obtained results responsive respondents on questionnaire variable Performance Employee. Show that evaluation respondents categorized as good because many people answered that they agreed that it had value average total mean 4.35. The highest total average is found in the statement items numbers 4 and 6 both obtained a mean value of 4.55. And the lowest result is in statement item number 7, namely not absent if No really deep urgent situation with a value of 3.78.

2. Analysis Inferential

Inferential is analysis which know exists influence from independent variable with the dependent variable using testing, namely test hypothesis and make conclusions regarding the resulting hypothesis.

a. Test Instrument

1.) Test Validity

Testing validity intended for measure so far where instrument the questionnaire used is valid or not in its use and appropriate for use used as an instrument for this research. As according to Ghazali (2011) a questionnaire is said to be valid if the statements on the questionnaire are able to explain something that will be measured by the questionnaire. Validity testing in study this use

method correlation product moments *Pearson correlation* ie with method correlate each score itemsstatement with scores whole.

Table 5. Results Test Validity

Variable	Number Items	rCount	rTable	Decision
Workload(X1)	1	0.672	0.244	Valid Valid Valid
	2	0.575	0.244	Valid Valid Valid
	3	0.637	0.244	Valid
	4	0.477	0.244	Valid
	5	0.636	0.244	
	6	0.403	0.244	
	7	0.648	0.244	
	8	0.431	0.244	
Discipline (X2)	1	0.574	0.244	ValidValidValid
	2	0.719	0.244	Valid
	3	0.680	0.244	Valid Valid Valid
	4	0.721	0.244	Valid Valid Valid
	5	0.628	0.244	Valid
	6	0.256	0.244	Valid
	7	0.491	0.244	
	8	0.588	0.244	
	9	0.613	0.244	
	10	0.756	0.244	
	11	0.596	0.244	
	12	0.683	0.244	
Motivation (X3)	1	0.625	0.244	Valid Valid Valid
	2	0.671	0.244	Valid Valid Valid
	3	0.686	0.244	Valid
	4	0.873	0.244	Valid
	5	0.885	0.244	
	6	0.873	0.244	
	7	0.870	0.244	
	8	0.754	0.244	
Performance Employee (Y)	1	0.755	0.244	ValidValidValid
	2	0.810	0.244	Valid
	3	0.795	0.244	
	4	0.825	0.244	
Variable	5	0.804	0.244	ValidValidValid
	6	0.813	0.244	
	7	0.599	0.244	

Source: Data primary processed, (2022)

Based on table results test validity showing that results testing instrument on the variables of workload, discipline, motivation and employee performance with all total statement items 35 items were declared valid. Because mark rcount (*Pearson correlation*) show domination from mark rtable that is of 0.244.

2) Test Reliability

Reliability testing has a function as a tool to measure the stability of something research instruments used and suitable for further research carry on. Determining the feasibility of measuring reliability is carried out using tests *Cronbach Alpha* in SPSS. According to Ghozali (2011) a variable can said *reliable* is if value *Cronbach Alpha* > 0.6. As for the results from reliability testing can be

done seen on table below:

Table 6. Results Test Reliability

Variable	Cronbach's Alpha	Critical Value	Decision
X1	0.647	0.6	Reliable
X2	0.838	0.6	Reliable
X3	0.904	0.6	Reliable
Y	0.843	0.6	Reliable

Source: Data primary processed, (2022)

Based on table test reliability on is known that mark *Cronbach's Alpha* each items from indicator independent (X) that is burden Work, discipline, motivation And indicator dependent (Y) that is performance employee get mark on 0.6 which made as reject measuring. So canconcluded that all indicators are stated reliable.

b. Test Assumption Classic

1.) Test Normality

The data normality test is basically carried out to test the regression model the two variables between independent and dependent are normally distributed or not. Testing normality done with test one until Kolmogorov-Smirnov. The criteria for decision making are if the value significance *Asymp. Sig.* > 0.05 then it means data distribute normal, vice versa if *Asymp. Sig.* < 0.05 so it means data No normally distributed.

Table 7. Results Test Normality

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		65
Normal Parameters ^{a, b}	Mean	.0000000
	Std. Deviation	2.45905824
Most Extreme Differences	Absolute	.080
	Positive	.062
	Negative	-.080
Test Statistic		.080
Asymp. Sig. (2-tailed)		.200 ^{c, d}
a. Test distribution is Normal. b. Calculated from data. c. Lilliefors Significance Correction. d. This is a lower bound of the true significance.		

Source: Primary data processed, (2022)

Based on the table above, the results of the One-Sample Kolmogorov-Smirnov test are obtained seen *Asymp.Sig* (2-tailed) obtain mark as big as 0.200 where is the probability > 0.05 so can concluded data in study This distribute in a way normal.

2.) Test Multicollinearity

According to Ghozali (2011), test multicollinearity intended for find out whether the regression model found a correlation between the independent variables (independent). Because, a good regression model should not have correlation between variable free. Wrong one reject measuring for detect happen or whether there are symptoms of multicollinearity, namely by looking at the

tolerance and value values *variance inflation factor* (VIF). If the tolerance value is more than 0.1 and the VIF value less than 10 then it can be stated that there are no symptoms of deep multicollinearity model regression.

Table 8. Results Test Multicollinearity

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Burden Work	,771	1,298
	Discipline	,623	1,604
	Motivation	,719	1,391

a. Dependent Variables: Performance Employee

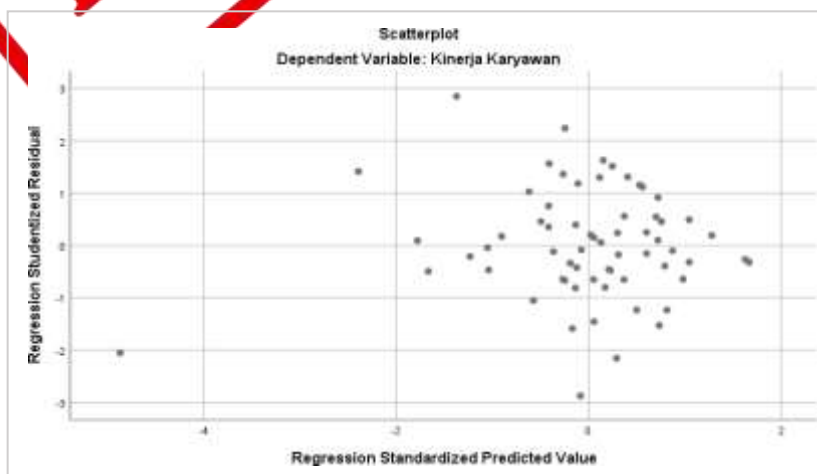
Source: Data primary processed, (2022)

The multicollinearity test results listed in table 8 above are known that the tolerance value is greater than (0.1) and the VIF value is less than 10. So It can be concluded that multicollinearity does not occur, due to the variables burden Work obtained mark tolerance 0.771 with VIF 1,298 And variables discipline get mark tolerance as big as 0.623 with mark VIF 1,604. Meanwhile, the motivation variable obtained a tolerance value of 0.719 with VIF value 1.391. So regression or model is used in this research free from exists multicollinearity.

3.) Test Heteroscedasticity

Test Heteroscedasticity required in study ie for test is in something model regression found similarity or inequality variance between one observation and another observation. In study this testing heteroscedasticity done use chart scatterplot.

Below is a graphic display of the results of the heteroscedasticity test scatter plot:



Picture 1. Results Test Heteroscedasticity

Source: Data primary processed, (2022)

From chart scartter plots the, can seen that No There is pattern certain

spread because the points on the graph are spread out irregularly above and below the number 0 on the Y axis, therefore this indicates no happen heteroscedasticity on deep regression model this research.

4.) Test Autocorrelation

A multiple linear regression model is said to be good if it does not exist autocorrelation. For prove there is or not autocorrelation in In this research, testing was carried out using the Durbin method Watson (DW test).

Table 9. Results Test Autocorrelation

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.792 ^a	.627	.609	2.519	1.943
a. Predictors: (Constant), Motivasi, Disiplin, Beban Kerja					
b. Dependent Variable: Kinerja Karyawan					

Source: Data primary, (2022)

Based on the results of the autocorrelation test in table 9, the Durbin value is obtained Watson was 1.943. This value can be compared using DW which use significance 5% with sample amount 65 respondents. Where is known mark DU is 1.6960 And D.L is 1.5035. If adjusted to the decision making criteria, namely being $DU < DW < 4 - DU$ or $1.6960 < 1.943 < 2.304$ which can be concluded that there is no problem or symptom autocorrelation in this study.

c. Test Appropriateness Model

1.) Test Simultaneous (F Test)

Test F done For know that all variables independent have a simultaneous influence on the dependent variable. Testing use level trust 95% or tar af significance 5%, criteria taking intermediate decision other:

- a) If $F_{count} > F_{table}$ or $sig < 0.05$ then H_0 rejected
- b) If $F_{count} < F_{table}$ or $sig > 0.005$ so H_0 accepted

Table 10. Results Test Simultaneous (Test F)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	670.388	3	223.463	37.065	.000 ^b
	Residual	367.766	61	6.029		
	Total	1038.154	64			
a. Dependent Variable: Kinerja Karyawan						
b. Predictors: (Constant), Motivasi, Disiplin, Beban Kerja						

Source: Data primary, (2022)

From table 10 it shows that the calculated f value obtained is more than 37.065 The size of the f table is 2.75 with a significant value of 0.000 which is smaller than 0.05. Conclusion which can taken means variable independent Burden Work, Discipline and Motivation simultaneously and significantly have a

real effect on variable Performance dependent Employee.

2.) Coefficient of Determination (R²)

The coefficient of determination test is intended to see how close the relationship is between independent variables together to variables bound. The more The R Square value is closer to 1, the stronger the ability of the independent variable explained variable bound. However If the more small, It means ability variable free in explained variable bound enough limited (Ghozali, 2016).

Table 11. Results Test Coefficient Determination (R²)

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.792 ^a	.627	.609	2.519	1.943

a. Predictors: (Constant), Motivasi, Disiplin, Beban Kerja
 b. Dependent Variable: Kinerja Karyawan

Source: Data primary, (2022)

The results of testing the coefficient of determination can be seen from the R Square value at the table above obtained is 0.627. This value is obtained from the result of squaring the correlation coefficient (R) or $0.792 \times 0.792 = 0.627$. Number the own meaning that variable independent Burden Work, Discipline, Motivation simultaneously influences the dependent variable, namely Employee performance was 62.7%. While the remaining 37.3% is influenced by or explained by Lots factors nor variable other which No researched in this research.

d. Analysis Regression Linear Multiple

Test regression linear multiple is method which used For measure And analyze about Far where influence which owned variable independent (X) to variable dependent (Y).

Table 12. Results Test Regression Linear Multiple

Coefficients ^a							
Model		Unstandardized Coefficients		Standardize d Coefficient s		Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance VIF
1	(Constant)	2,157	2,872		,751	,456	
	Burden Work	.123	,079	,139	1,556	.125	,771 1,298
	Discipline	,307	,063	,482	4,867	,000	,623 1,604
	Motivation	,256	,070	,336	3,650	,001	,719 1,391

a. Dependent Variables: Performance Employee

Source: Data processed, (2022)

From the table of multiple linear regression test results above, it shows that model equality regression multiple for estimate performance employee which influenced by load work, discipline, and motivation is, as follows:

$$Y = \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \epsilon$$

Where:

Y = Performance Employee

β_1 = Coefficient regression for burden Work

X1 = Load Work

β_2 = Coefficient regression for discipline

X2 = Discipline

β_3 = Coefficient regression for Motivation

X3 = Motivation

ϵ = Error bully (*standard error*)

Based on table 12, so obtained form equality regression linear multiple in this research, are as follows:

$$Y = 0.139 (\text{Burden Work}) + 0.482 (\text{Discipline}) + 0.336 (\text{Motivation}) + 2,872$$

Model the showing meaning that:

- 1) In the Workload variable there is a positive implication in the regression coefficient is -0.139 so it can be concluded that each variable increases Burden Work as big as 1 unit, so variable Performance Employee will increased by 0.139 or 13.9% assuming other variables were considered constant. Coefficient worth positive between Burden Work with Performance Employees, meaning the higher the workload, the resulting performance will more increasing.
- 2) On variable Discipline there is implications positive in coefficient regression amounting to 0.482 so it can be concluded that each variable increases Discipline as big as 1 unit, so will increase mark on variable Employee performance of 0.482 or 48.2% with other variable assumptions considered constant. The coefficient is positive between Discipline and Performance Employees, meaning that the higher the employee's work discipline, the better the performance generated getting higher too.
- 3) On variable Motivation there is implications positive in coefficient regression amounting to 0.336 so it can be concluded that each variable increases Motivation as big as 1 unit, so will increase mark on variable Employee performance of 0.336 or 33.6% with other variable assumptions considered constant. The coefficient is positive between Motivation and Performance Employees, meaning that the higher the employee's motivation, the greater the employee's performance will increased.

e. Test Hypothesis

1.) Test Significance (T Test)

The t test aims to test how big the influence of the independent variable is individually on the dependent variable. Testing is carried out at the level significant 5%. By criteria decision making as follows:

- a) H0 accepted If t count \leq t table on $\alpha = 5\%$ or Sig. $t \geq \alpha$
- b) Ha accepted If t count $>$ t table on $\alpha = 5\%$ or Sig. $t < \alpha$

Table 13. Results Test Significance (Test Q)

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	2.157	2.872		.751	.456
	Beban Kerja	.123	.079	.139	1.556	.125
	Disiplin	.307	.063	.482	4.867	.000
	Motivasi	.256	.070	.336	3.650	.001

a. Dependent Variable: Kinerja Karyawan

Source: Data primary processed, (2022)

Based on the output table above, the results of the significance test or T test can be obtained explained as follows:

a) Results H1 Burden Work (X1) to Performance Employee (Y)

It is known that the calculated t value is based on table 4.17 for the Workload variable is 1.556 which is smaller than the t table value, namely 1.671 with sig t 0.125 > 0.05. So his decision Ha rejected H0 accepted, which It means Burden Work influential positive but No significant to Performance Employee Vania Hospital Bogor.

b) Results H2 Discipline (X2) to Performance Employee (Y)

It is known that the calculated t value based on table 4.17 for the Discipline variable is 4,867 more dominant compared to mark t table that is 1,671 with sig 0.000 < 0.05. This means that H0 is rejected and Ha is accepted, so Discipline has positive and significant influence on Home Employee Performance Sick Vania Bogor.

c) Results H3 Motivation (X3) on Performance Employee (Y)

The results of table 4.17 show that the calculated t value is 3.650 > t table 1,671 And have number significance 0.001 < 0.05. So H0 rejected and Ha accepted, that Motivation influential positive And significant to Performance Vania Hospital Bogor employee.

Discussion

1. Influence Burden Work To Performance Employee House Sick Vania Bogor City

Based on results analysis study show that on variable Burden Work No there is influence significant to Performance Employee Vania Hospital, Bogor City. This is proven by the results of the significance test (T test) where t count < t table (1.556 < 1.671) and obtained a sig value > 0.05 (0.125 > 0.05).

This insignificant workload is very clearly due to reality actually where each unit is one with another in the non-medical section accept different workloads, therefore the meaning of the size burden Work That Alone Also can different. However, in matter distribution task/work to every employee in each the unit Already applied with Good in accordance amount And ability his employees. So Employees will continue to work well despite the workload given tall or low. Although so, condition performance employee must still noticed so that No give rise to stress which result employee lost motivation to work.

The results of this research are in line with research conducted by Wardhani

(2018), and reinforced by Sitepu's (2013) research that Workload is not influential significant impact on performance Employee.

2. Influence Discipline To Performance Employee House Sick Vania City Bogor

Based on results analysis study show mark significant is at below the value of 0.05 as well as the calculated t value which is more dominant than the t table. It means from This is variable Discipline own influence positive And significant impact on employee performance at Vania Hospital, Bogor City. Influence This positive means that discipline has an important impact on improving performance employee. According to Nawawi (2012:97), effectiveness something organization only can be realized by creating high work discipline. With these results, meaning the application of discipline to non-medical employees at Vania City Hospital Bogor Already Good. Discipline Can done start from leader which can made example as well as role model for para his employees And do everyhis job with still obey regulations which applies sake increasing performance employee.

This is supported by the results of research by Mulyadi (2010) which shows that on variable Discipline there is influence significant to performance employee. And strengthened by results study from from Elsa Adha (2021) state discipline can give influence which worth positive If implemented well, the better the employee's performance will be can the effect is getting faster organizational goals will achieved.

3. The Influence of Motivation on the Performance of Vania Hospital Employees City Bogor

Based on the results of the hypothesis testing analysis, it is known that the value is more significant lower than 0.05. This means that motivation has a direct influence Partial (positive) with show results which significant to Performance Employee House Sick Vania City Bogor. Findings This show that The decline in employee work motivation can be confirmed significantly has implications for decreasing employee performance. Or vice versa, if motivation increase so will impact Also on enhancement performance employee. As stated by Darmadi (2018), motivation can is defined as energy that can move an individual to be more focused in achieve organizational goals.

An employee has good work motivation because of his existence giving reply service which accepted Already in accordance burden work, means And infrastructure which provided For do work support, as well as Have good and harmonious communication between fellow employees and leader at Vania Hospital, Bogor City. One of the most important things fundamental in indicating this positive value motivation is motivation that given to employees is not only encouragement but also intensive and confession (Setiawan, 2013). Besides That, seen from mark items average The statement regarding the need for security was 4.69, which means is that the majority of respondents said they agreed and this was indicated that giving guarantee protection in House Sick Vania Bogor Already assessed well by employees.

Results study This in line with study Rahmayanti (2014), which states that motivation has a significant influence on employee performance. This can happen because a high increase in motivation can have an impact positive For performance employee, Because without A motivation which Good from employee will be difficult for an organization achieve results the optimal one.

This is also supported by research by Potu (2013), which explains that motivation influential positive And significant to performance employee. which

believes that the higher the motivation received by employees, the greater the performance which output will also increase.

CONCLUSION

Based on data analysis and theoretical support, the author concludes the research results as follows: Workload does not have a significant influence on employee performance at Vania Hospital, Bogor City. Discipline has a positive and significant effect on performance, showing that the better the discipline in the work environment, the employee performance increases. Motivation also has a positive and significant effect on performance, showing the importance of work motivation to improve performance. As a suggestion, the author advises Vania Hospital to pay attention to the working conditions and psychological health of employees, maintain the distribution of workload in accordance with position and abilities, be a role model in implementing discipline, and maintain harmonious working relationships. Providing support and appreciation to outstanding employees is also considered important to increase employee motivation and performance. The author hopes that these conclusions and suggestions will be useful for the Vania Hospital in Bogor City and related parties.

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Journal of Social Science

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