



THE INFLUENCE OF WORK DISCIPLINE, MOTIVATION AND COMPENSATION ON EMPLOYEE PERFORMANCE THROUGH COMPETENCE AT HEALTH CENTERS BATAM CITY, RIAU ISLAND, INDONESIA

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ABSTRACT

The challenges faced by Health Centers in Batam City include Work Discipline, Problems with Motivation, Problems with Compensation, Problems with Competence, and Problems with Employee Performance. Based on this problem, it is necessary to conduct research entitled "The Influence of Work Discipline, Motivation and Compensation on Employee Performance Through Competence at Health Centers Batam City". The models used are Structural Equation Model (SEM). In this research, the number of respondents who received was 127 respondents. This study's sample was taken from a population of 186 respondents (Formula Solvin). The research results obtained the following results: Determination of variable Work Discipline to variable Competence positive significant. Determination variable Motivation to variable Competence positive significant. Determination variable Compensation to variable Competence positive significant. Determination variable Competence to variable Employee Performance positive significant. Determination variable Work Discipline to variable Employee Performance positive significant. Determination variable Motivation to variable Employee Performance positive significant. Determination variable Compensation to variable Employee Performance positive no significant. Square Multiple Correlation to Competence = 88,2% to Employee Performance = 98,9%. All variables are determined to be significant except for the Compensation variable. it is suggested that employee compensation needs to be increased so that the performance of Health Center employees increases.

Keywords: *Work Discipline; Motivation; Compensation; Employee Performance; Competence*

RESEARCH HIGHLIGHTS

1. With the support of scientists and the results of previous studies throughout the country conducting extensive research to find ways to improve competency and performance in the health sector.
2. There is a lot of literature that is held in terms of this research so there are efforts to improve it, especially in the health sector. Health center acts as a provider of health service in the form of Community Health Efforts (UKM) and Individual Health Efforts (UKP) (Putri et.al, 2017)
3. The findings of this study provide a dimension in measuring competency on employee performance in the field of health services.

GRAPHICAL ABSTRACT

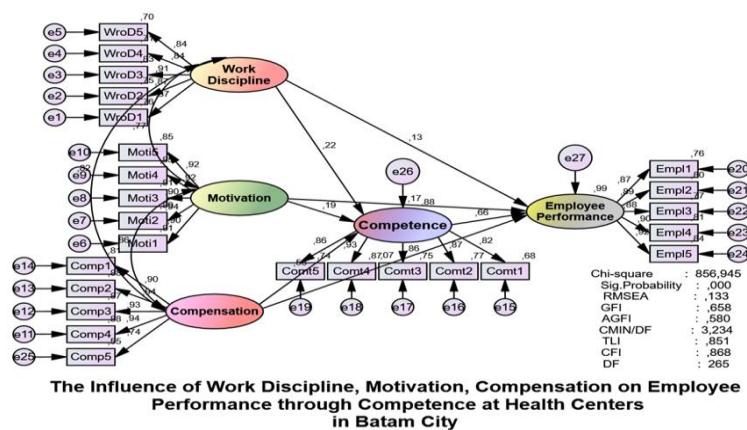


Fig. 1. Research Model

Research Objectives

The purpose of this study was to see the effect of work discipline, motivation, compensation on employee performance through competence at the Batam City Health Center. Many factor affect the performance of Public Health center organizations, namely work discipline, motivation, compensation, and competence. In order for employee performance to match the expectations of an organization, work discipline is needed which is also supported by motivation is also supported by the motivation given by the leadership, and the placement of employees according to their competence. Motivation is given so that employees are to improve their performance, motivation is the basic driving force that moves a person to behave according to expectations (Dhir et al., 2020). By conducting this research, it is hoped that there will be an increase in employees' performance and the placement of employees according to their competence in the field, specifically health. In advancing the public health organization, it cannot be separated from providing service to the community, as well as structuring its services to its Human Resources (HR). HR includes everyone in public health, from lower management to top management, even though they differ in level, all HR elements have the same role in achieving organizational goals.

Methodology

Study this using the research model the mixture (Mixed Method) is safe consists of the explanatory model sequential, the search model sequential, the design triangulation joint, and the insertion model together. The sequential, explanatory model is a combination of sequential from study quantitative and qualitative, where the study is quantitative especially formerly followed by with study qualitative. After conducted analysis, the results of quantitative and qualitative data were entered into a matrix, and the resulting comparison was displayed. 26 Search models sequentially combine two techniques of research, starting with the study qualitative and then the study quantitative stage second. Planning triangulation simultaneously is a balanced combination of two methods of study with the use method quantitative and qualitative. methods used in a manner together but in a manner independently or answer question research. The concurrent Embedded Model is combined from method study quantitative and qualitative. Wijaya in (Wibisono & Amelia, 2020).

The method used is an approach qualitative interpretive explanatory with topics method study. Procedure study is steps conducted in the study form method research, population and sample (quantitative) or sample source data (qualitative), instrument research kuesioner and populasi using the Solvin formula with a sample of 127 respondents.

Results

The results of the study were obtained. Observing the cut-of-value and goodness-of-fit results of the model shown that was examined showed that only three criteria were fulfilled, there were four margins, and one that was less good than the eight criteria $2/df$ was good and was used. The criteria that are met are Chi- Relative (\bar{y} RMSEA,) good, Chi-square square (\bar{y} namely marginal FGI, not good, AGFI, TLI, and CFI, marginal probabilities. Because two

criteria are met, and five margins are needed from eight criteria, good mode. Furthermore, based on quantitative methods with SEM and qualitative methods based on theory, and empirical, observation of claims, it is discussed that the variables of work discipline, motivation, and compensation, to competence, have a significant positive relationship, while competence variables to performance also have a significant positive effect with a P value $< \alpha = 5\%$. The variable that has a positive but not significant effect is compensation on employee performance. In theory, compensation is an imbalance given to employees by the company for work and is the responsibility given by the company.

Findings

The findings from this study indicate how or what strategy to take in improving employee performance in accordance with the research variables used, as well as the need for placing employees in accordance with their competencies, especially human resources as health workers at the Health Center. Here, we are not only looking at the service side, but also from the health service provider's point of view, and not only focusing on health or medical personnel but on all existing staff or human resources in the public health center. How can a leader and employee work well together to achieve organizational goals.

Acknowledgment

This study uses sources taken from various literature according to needs and is included in the bibliography.

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