

# The Effect of Discipline and Physical Work Environment on the Performance of Nurses RSUD Budhi Asih (Case Study at Budhi Asih Hospital, East Jakarta)

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## Keywords

*Discipline, Physical Work Environment, Nurse Performance.*

## ABSTRACT

This study aims to analyze how much influence discipline, and physical work environment have on nurse performance. In this study using primary data obtained from the distribution of questionnaires to 97 nurses as respondents at Budhi Asih Hospital (Regional General Hospital). This study used descriptive analysis methods and inferential analysis. Data were analyzed using multiple linear regression correlation analysis, instrument test, model feasibility test, and t test. The results indicate a positive and significant influence on nurse performance, as evidenced by the regression equation model ( $Y = 10.790 + 0.204 (X1) + 0.185 (X2)$ ). The model's feasibility test yields a significant value of 0.000, indicating its significance and suitability for the study. In the t-test hypothesis, both discipline (sig = 0.003) and the physical work environment (sig = 0.014) show a positive and significant influence on nurse performance. While the study provides valuable insights, it is important to note the limitations, such as the specific context of Budhi Asih Hospital. Future research could explore these factors in diverse healthcare settings. Understanding the positive impact of discipline and the physical work environment on nurse performance is crucial for healthcare organizations seeking to enhance overall patient care and satisfaction.

## INTRODUCTION

The existence of Human Resources in a company plays a very important role. The potential of every human resource in the company must be utilized as well as possible to provide optimal output (Ben Moussa & El Arbi, 2020; Saks, 2022; Wilton, 2019). Organizational activities will not run without the involvement of human elements in it. The element of control is in humans, so in the end, compared to other factors, humans are the element that most determines the success or failure of an organization in carrying out various activities to achieve the goals and objectives of the organization (Liu et al., 2023; Nguyen et al., 2023; Priyanka et al., 2023; Saebah et al., 2023).

According to Bangun (2018, p. 230), performance is a dependent variable influenced by many factors that have meaning in delivering organizational goals. Achieving these goals requires a series of activities known as management processes, consisting of planning, organizing, mobilizing, and controlling actions (Bhatta et al., 2024; Choi et al., 2022; Yeh et al., 2022). These are carried out to determine and achieve predetermined goals using human and other resources. In addition, companies must also think about how to improve the performance of their employees to achieve company goals well. The performance of the rich is very important for an organization to improve it. One way is through performance appraisal or performance management (Ghosh, 2023; Kim et al., 2021; Li et al., 2024; Liaquat et al., 2023).

A hospital is an institution engaged in health whose services are provided by doctors, nurses, and other health experts (Lui et al., 2023; Rony et al., 2023). An article published by the Ministry of Health in 2011 stated that the number of nurses in Indonesia is the highest compared to other health workers. Hence, its role is decisive in improving health services' quality in puskesmas and hospitals. Nurses and hospital employees play a major role in health services and achieving hospital goals. This role is greatly supported by the performance of the nurses who work in this hospital (Deetz et al., 2020; Dewanto et al., 2020; Pedersen et al., 2023; Peutere et al., 2024).

This study aims to bridge this gap by focusing on Budhi Asih Hospital in East Jakarta. The hospital's objective of providing "Good Patient Care" requires constant improvement in service quality, considering the escalating demands of the community and heightened competition with State Hospitals. Despite this imperative, the performance of nurses at Budhi Asih Hospital has fallen below management expectations. The methodology employed, including questionnaires, preliminary interviews, and pre-surveys, has identified many factors contributing to this decline.

Therefore, the unique contribution of this study lies in its targeted analysis of discipline and the physical work environment, elucidating their distinct influences on nurse performance at Budhi Asih Hospital. By addressing this specific gap in knowledge, the research aims to provide actionable insights for hospital management, offering practical solutions to enhance nurse performance. The anticipated applicability of the research findings to the field of hospital nursing underscores the potential usefulness for healthcare institutions facing similar challenges. Furthermore, this study aspires to serve as a reference for future researchers, contributing to the ongoing discourse on analyzing and resolving issues related to the declining achievement of nurse performance in hospital settings.

The usefulness of research for hospitals is expected that the results of this research can be applied to provide input and useful as consideration material related to hospital nursing, for the author of this study is carried out to observe the problems faced by hospitals in terms of achieving nurse performance and try to provide alternative problem solving based on the results obtained in this study for other studies the results of this study are expected to be able to Become a reference for other researchers in the future in terms of analyzing and solving problems in decreasing the achievement of nurse performance in hospitals.

## **METHODS**

The object of research in writing this thesis is employee performance, which Discipline and Physical Work Environment influence the object of research Budhi Asih Hospital Jakarta. In this study, the data source is a questionnaire filled out by respondents. Respondents in this study were employees at Budhi Asih Hospital Jakarta to be filled out. They recollected to answer research statements at the author's wishes and were given questionnaire sheets by asking a list of questions behind closed doors. The data used in this study are primary. In this study, the population is 127 Budhi Asih Hospital Jakarta employees.

Determination of the number of samples can be done by calculation, namely by using the Slovin formula. The Slovin formula is used to determine the sample size of a population that has known numbers of 127 employees, and based on the above formulation, the amount of drawing the number of samples in the study is 97 respondents. The analysis methods used in the research include data processing using statistical calculations and sampling techniques. For data for statistical calculations, the author uses a research instrument in the form of a questionnaire. Each alternative answer in the questionnaire is given a value weight. Alternative answers are measured using the "Likert" scale, which is a scale used to measure the attitudes, opinions, and perceptions of a person or group of people about social phenomena. For statistical purposes, each answer is given a score as in Table 1. Next:

**Table 1. Weight the value for each answer**

Alternative answers	Positive values
Totally Agree	5
Agree	4
Hesitate	3
Disagree	2
Strongly Disagree	1

As a basis for decision making, researchers use the following testing criteria:

1. If the level of sigifikansi  $< \alpha$  (0.05), then it means that the independent variable has a positive and significant effect on the dependent variable.
2. If the significance level is  $> \alpha$  (0.05), then it means that the independent variable does not have a positive and significant effect on the dependent variable.

## RESULTS

The purposes of descriptive analysis, respondent characteristics are included, respondent characteristics are data about respondents' personal circumstances. This characteristic is needed to make it easier for researchers to analyze respondents, so that the characteristics of the majority and minority of respondents can be known. Such as gender, age, last education, and length of work.

**Table 2. Instrument Validity Test Results (X<sub>1</sub>), (X<sub>2</sub>) and (Y)**

Questionnaire	Calculate	Rtabel	information
X1, P1	.675	0,198	Valid
X1, P2	.761	0,198	Valid
X1, P3	.712	0,198	Valid
X1, P4	.651	0,198	Valid
X2, P1	.638	0,198	Valid
X2, P2	.594	0,198	Valid
X2, P3	.498	0,198	Valid
X2, P4	.580	0,198	Valid
Y, P1	.486	0,198	Valid
Y, P2	.590	0,198	Valid
Y, P3	.583	0,198	Valid
Y, P4	.611	0,198	Valid

Source : SPSS output. Item-Total Statistics.Processed 2018

Results Table 2. Above, it can be explained that the output of data processing inputted into SPSS states that all questionnaire items submitted have a greater Corrected Item Total Correlation value when compared to the r table, which is  $n = 97$  is 0.198, which means that the entire recalculate  $>$  r table.

From the output of the Validity Test, the largest coefficient value of the Disciplinary Instrument (X<sub>1</sub>) is found in point 2 (two), which is 0.761. From the output of the Physical Work Environment Validity Test in the table, the largest coefficient value of the Physical Work Environment Instrument (X<sub>2</sub>) is found in point 1 (one), which is 0.638. From the output of the dependent variable Validity Test, the largest coefficient value of the Nurse Performance Instrument (Y) is found at point 4 (four), which is 0.611. From

the overall output results of the Validity Test on the Discipline instrument (X1), Physical Work Environment Instrument (X2), and Nurse Performance Instrument (Y). All questionnaire items submitted are declared valid, so they can be continued at the next stage, namely the Reliability Test, and can also be used to examine all samples.

**Table 3. Instrument Reliability Test Results of Each Variable**

Reliability Statistics	
Cronbach's Alpha	N of Items
.856	4
.774	4
.764	4

Source : SPSS output. Reliability Statistics.Processed 2018

Based on the output of data processing carried out with the SPSS program, the value shown in Table 3. above, it can be concluded that all questionnaire items used to measure all variables in this study are considered Valid and Reliable. What is shown in Cronbach's alpha value is that all variables have a level value above, which is not good or 0.6. This means that all variable values are said to be good and acceptable because they are above the level of not good, which is shown in the output of the Reliability statistic, where all values of Cronbach's alpha of all variables are above the good level which is above 0.6 in the table above.

**Table 4. Multiple linear regression outputs on the influence of discipline, competence, and physical work environment on nurse performance**

Coefficients <sup>a</sup>			
		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	10.790	1.686
	Discipline	.204	.068
	Ling Physical Work	.185	.074

a. Dependent Variable: Nurse Performance

Source: SPSS output. Coefficients, linear regression. Processed 2018

Based the output table 4. Above are the output coefficients of multiple linear regression. In the linear regression equation is;  $Y=10.790 + 0.204 (X1) + 0.185 (X2)$  Description: Y = Nurse Performance X1= Discipline X2= Physical Work Environment. Based on the equation above, the researcher explained that (Constant) = 10.790 describes if Discipline and Physical Work Environment have a constant value, then the Nurse Performance value is 10,790. The regression coefficient of Discipline Style ( $\beta_1X1$ ) = 0.204 describes that if the Physical Work Environment is assumed to be constant, then every 1-point increase in Discipline will affect Nurse Performance by 0.204.

**Table 5. Model Feasibility Results (Test F)**

ANOVA <sup>b</sup>						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	58.701	2	29.350	7.124	.001a
	Residuals	387.258	94	4.120		
	Total	445.959	96			

a. Predictors: (Constant), Physical Work Ling, Discipline

b. Dependent Variable: Nurse Performance

Based on the results of calculations assisted by the SPSS program, Sig = (0.001) is smaller than the alpha probability limit or the allowable error limit rate of 5% (0.05). The meaning of the Sig value in the Anova table, the model is said to be significant because it is below the specified alpha value limit of  $0.001 < 0.05$ .

**Table 6. Coefficient of Determination R<sup>2</sup>  
Model Summary<sup>b</sup>**

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.363a	.132	.113	2.030

a. Predictors: (Constant), Physical Work Ling, Discipline

b. Dependent Variable: Nurse Performance

Analysis in the Model Summary table, the resulting value shown in column R is 0.363, which means that the relationship between variables is still far from the strong criterion because it is still far from number 1.

While in R Square, it gets a value of .132, which is interpreted or converted into a percentage of 13.2%. This means that the influence on nurse performance is influenced by the variables studied in this study, namely Discipline and Physical Work Environment, only 13.2%. In comparison, the remaining 86.8% is influenced by many factors and other variables not studied in this study because many affect performance.

**Table 7. Model Feasibility Results (T Test)  
Coefficients<sup>a</sup>**

Type	Standardized Coefficients		
	Beta	t	Sig.
1	(Constant)	6.401	.000
	Discipline	.291	.003
	Ling Work Fisik	.242	.014

a. Dependent Variable: Nurse Performance

The Partial Hypothesis of the Discipline Variable Coefficient (X1) can be explained that the influence of the Discipline variable on the performance of the Nurse is seen from a significant value of 0.003. ( $0.003 < 0.05$ ) Then, it is partially interpreted that discipline has a positive and significant effect on the performance of nurses at Budhi Asih Hospital.

The Partial Hypothesis of the Physical Work Environment Variable Coefficient (X2) can be explained that the effect of the Physical Work Environment variable on the performance of the Nurse is seen from a significant value of 0.014. ( $0.014 < 0.05$ ) Then, it is partially interpreted that the Physical Work Environment has a positive and significant effect on the performance of nurses on the performance of nurses at Budhi Asih Hospital.

## CONCLUSION

Based on the research and discussion presented in the preceding chapter, the author concludes that: First, the research findings and discussions on the influence of discipline on the performance of nurses at Budhi Asih Hospital indicate that discipline has a positive and significant impact on nurse performance. This serves as an answer and evidence supporting the hypothesis that discipline positively and significantly affects nurse performance. Second, the research results and discussions regarding the influence of the physical work environment on the performance of nurses at Budhi Asih Hospital reveal that the physical work environment has a positive and significant effect on nurses' performance. This also serves as an answer and proof of the hypothesis that the physical work environment positively and significantly affects nurse performance. Thus, it can be inferred that discipline and the physical work environment play crucial roles in enhancing the performance of the nurses at Budhi Asih Hospital.

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