

ABSTRACT

Siabu health center is a Technical Service Unit in the health sector under the guidance of the Mandailing Natal District Health Office, having its address at Imam Bonjol Number 23 Siabu Village, Siabu District, Mandailing Natal Regency. Based on the secondary data found during the preliminary study, currently, the Siabu Mandailing Natal Health Center is experiencing problems related to the performance of its employees. As a community service, the Siabu Mandailing Natal Health Center needs to maintain excellent employee performance so that they are able to provide effective and efficient services to the community. Work discipline programs and work motivation are factors that can affect employee performance.

The purpose of this study were: 1) to find out the discipline, motivation, and performance of employees at the Siabu Mandailing Natal Health Center; 2) to determine the effect of work discipline on employee performance at the Siabu Mandailing Natal Health Center; 3) know the effect of work motivation on the performance of Siabu Mandailing Natal Health Center employees; 4) to determine the effect of work discipline and work motivation on employee performance at the Siabu Mandailing Natal Health Center.

The approach used in this study was a quantitative approach. This study used a saturated sample, namely all employees of the Siabu Mandailing Natal Health Center as many as 112 people. Data collection techniques were carried out using the survey method by distributing 31 questionnaires which were measured using a 5-point Likert scale. The data analysis method used is descriptive statistical analysis and multiple linear regression which is processed with the help of IBM SPSS 26 software.

The results of this study found that the level of work discipline, work motivation, and employee performance was good, work discipline and work motivation had a positive and significant effect on the performance of Siabu Mandailing Natal Health Center employees.

Work motivation has a greater regression coefficient value than work discipline, which is equal to $7,440 > 4,965$. This shows that work motivation is the most dominant variable influencing performance compared to work discipline. The coefficient of determination obtained is 66%. While the remaining 34% is explained by other variables outside this study.

Keywords: work discipline, work motivation, employee performance