

THE INFLUENCE OF WORK DISCIPLINE AND WORK ENVIRONMENT ON EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION AT KUALA CENAKU COMMUNITY HEALTH CENTER OF INDRAGIRI HULU REGENCY

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Abstract: This research was conducted on employees of Kuala Cenaku Community Health Center. In research, whether work discipline influences employee performance at Kuala Cenaku Community Health Center. Does the work environment influence the performance of Kuala Cenaku Community Health Center employees? Does work discipline influence employee job satisfaction at the Kuala Cenaku Health Center? Does the work environment influence employee job satisfaction at Kuala Cenaku Community Health Center. The aim of the research is to determine the influence of work discipline and work environment variables through job satisfaction on employee performance at Kuala Cenaku Community Health Center. The Sampling was carried out using the questionnaire distribution method with 62 samples as respondents. The analysis method used was quantitative, data analysis was carried out using path analysis. The research results show that work discipline influences employee performance at Kuala Cenaku Community Health Center. The work environment influences employee performance at Kuala Cenaku Community Health Center. Work discipline influences job satisfaction at Kuala Cenaku Community Health Center. The work environment influences job satisfaction at Kuala Cenaku Community Health Center.

Keywords: Work Discipline, Work Environment, Job Satisfaction, Employee Performance.

1. Introduction.

The Community Health Center (Puskesmas) is one of the most important public health service facilities in Indonesia. The public health center is the technical implementation unit of the department responsible district/city responsible for organizing health development in a work area. Community Health Center is a functional organizational unit that carries out comprehensive, integrated, equitable health efforts that are acceptable and affordable to the community with the active participation of the community and using the results of the development of appropriate science and technology, at a cost that can be borne by the government and the wider community in order to achieve optimal level of health, without neglecting the quality of service to individuals.

Employee performance is a manifestation of the work carried out by employees which is usually used as a reference for evaluating employees in an organization. Good performance is a step towards achieving organizational goals, therefore, performance is a determining means in achieving organizational goals so efforts need to be made to improve employee performance. It is suspected that the employee performance conditions expected by the leadership are not optimal, this cannot be separated from job satisfaction. The community health center began to actively serve inpatients and was declared an inpatient health center in 2014.

The following is a performance table explained through a table of the number of program services outside and inside the community health center in the last 5 years

Table 1. Number of patient services, Kuala Cenaku Community Health Center 2018 to 2021

No	Program	Year	Number of Services
1	Infant and Toddler Vaccines	2018	1821
		2019	1670
		2020	1840
		2021	1200
		2022	1436
2	Giving Vitamin A and Postpartum Mothers	2018	573
		2019	959
		2020	486
		2021	486
		2022	544
3	The baby is weighed	2018	554
		2019	550
		2020	252
		2021	252
		2022	554
4	Patient care at the health center	2018	14,051
		2019	14,569
		2020	15,165
		2021	7,655
		2022	6,898

Source: Kuala Cenaku Community Health Center, Indragiri Hulu Regency, 2022.

Based on the data above, it can be assessed that the performance of the Kuala Cenaku Community Health Center employees is still not optimal. Furthermore, below you can see the absence of employees which is thought to have an influence on performance, this is because employees who work are still found to be alpha at work. Below you can see the attendance of Kuala Cenaku employees from 2018 to 2022 who are working.

Table 2. Number of Employees and Absence Rate at Kuala Cenaku Community Health Center Indragiri Hulu in 2018-2022.

No	Year	Number of employees	Sick	Permission	Without explanation
1	2018	54	12	11	2
2	2019	55	15	14	2
3	2020	57	14	13	3
4	2021	59	13	16	3
5	2022	62	18	19	4

Source: Kuala Cenaku Community Health Center, Indragiri Hulu Regency, 2022.

Based on the table above, it can be seen that the level of employee discipline is still not optimal as desired by the leadership. Not only discipline and employee job satisfaction, the work environment is a factor that is no less important in influencing an employee's performance. The work environment created at Kuala Cenaku Community Health Center can be seen in the employees who have rooms with designated sections. Employees work according to the field they have mastered. The following is data regarding the working environment conditions at the Kuala Cenaku K Health Center, Indragiri Hulu Regency in 2022.

**Table 3. Work Environment at Kuala Cenaku
Community Health Center, Indragiri Hulu Regency, 2021.**

No	Room type	Amount	Condition
1	General examination room		
	- Digital Thermometer	2	Good
	- Adult Stethoscope	1	Good
	- Children's Stethoscope	1	Good
	- Adult Scales	1	Good
	- Bed Check	2	Good
	- Reflex Hammer	1	Good
	- Head Lamp	1	Good
	- Tool Holder Metal Tray	3	Good
2	KB & KIA room		
	- Bed Check	1	Good
	- Head Circumference Measuring	1	Good
	- Implant Kit	1	Good
	- IUD Kits	1	Good
	- Instrument / Tool Table	1	Good
	- Closed Instrument Body	1	Good
- Baby Stethoscope	1	Good	
3	Dental health room		
	- Big Straight Bein	1	Good
	- Contra Angle Handpiece	1	Good
	- Straight Handpieces	1	Good
	- Flat Mouth Glass	20	Good
- Dental Chair	1	Good	
4	Postnatal room		
	- Closed Metal Tray	4	Good
	- ENT speculum	1	Good
	- Emesis Basin/Nierbeken	1	Good
	- Guedel Airway	1	Good
	- Bandage Scissors	3	Good
- Seam Opening Scissors	1	Good	
5	Immunization room		
	- Carrier Vaccine	10	Good
	- Plastic chair	1	Good
	- Wall clock	1	Good
	- Cupboard	1	Good
	- Wooden table	1	Good
- Thermometer inside the chold	3	Good	
6	Inpatient room		
	- Oxygen Concentrator	1	Good
	- Umbilical Clamp	1	Good
	- Nald Holder	1	Good
	- Serugis Tweezers	1	Good
	- Heacting Scissors	3	Good
- Straight artery clamp	1	Good	
7	IGD		
	- 12cm Straight Arterial Clamps	3	Good
	- Without Teeth	3	Good
	- Straight Artery Clamp	1	Good
	- Sewing Needle Holder Clamp 18 cm	2	Good
	- Sponge Clamp Corrange	1	Good
	- Wheel chair	1	Good
- Head Lamp	1	Damaged	

No	Room type	Amount	Condition
8	Laboratory		
	- Microscope	1	Good
	- Urine Analyzer	1	Good
	- Slide Box	2	Good
	- Beaker Glass	2	Good
	- Chair	1	Good
	- Dye Rack	1	Good
	- Blood Lancet	1	Good
9	Delivery room		
	- Bed	1	Good
	- Pertus Set	1	Good
	- Meter	1	Good
	- Heacting Set	1	Good
	- Doppler	1	Good
	- Tensimeter	1	Good
	- Spotlights	1	Good
	- Big Comm	1	Good

Source: Kuala Cenaku Community Health Center .

From the table above, it can be seen that the work environment at Kuala Cenaku Community Health Center, Indragiri Hulu Regency, consists of the work room, namely the condition of the room and the equipment in it, some of which are damaged, of course this condition has a big influence on employee job satisfaction. Based on the above phenomenon, researchers are interested in raising the research title, namely " The Influence of Work Discipline and Work Environment on Employee Performance Through Job Satisfaction at Kuala Cenaku Community Health Center, Indragiri Hulu Regency. "

2. Literature Review

Employee Performance

The Definition of Employee Performance

Performance is the quantity and quality of the work of individuals or groups within an organization in carrying out basic tasks and functions that are guided by norms, standard operating procedures, criteria and measures that have been determined or are applicable in the organization. (Torang, 2012:118). Performance is a description of the level of achievement of an activity program or policy in realizing the goals, objectives, vision and mission of an organization as outlined in an organization's strategic planning. (Moeheriono, 2012:95). Performance is a general term used in part or all of the actions or activities of an organization in a period with reference to a number of standards such as past costs projected on the basis of efficiency, accountability or management accountability and the like (Rivai, 2013: 604). Performance comes from *job performance* or *actual performance* as work performance or actual achievements achieved by someone (Moeheriono, 2012:16)

The Factors Influence Employee Performance, according to Kasmir, (2016:189). Abilities and Expertise; Knowledge; Work Plan; Personality; Work motivation; Leadership; Leadership Style; Organizational culture; Job satisfaction; Work environment; Loyalty; Commitment; Work discipline. **Performance Indicators**, There are 6 measures of performance indicators, namely as follows: (Kasmir, 2016:208) Quality; Quantity; Time; Cost emphasis; Supervision; Relations between employees.

Discipline

The Definition of Work Discipline

Discipline is a person's awareness and willingness to obey all organizational regulations and applicable social norms. Good discipline reflects the extent of a person's responsibility for the tasks given to him. This will encourage work passion, work enthusiasm and the goals of an organization. (Hasibuan, 2013:193-194). Work discipline is a tool that managers use to communicate with employees so that they are willing to change behavior and as an effort to increase a person's awareness and willingness to comply with all organizational regulations and applicable social norms. (Rivai, 2013:444). Work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten and being able to carry out and not evade accepting sanctions if he violates the duties and authority given to him. Discipline is training, especially training of thoughts and attitudes to produce self-control, habits to obey applicable rules. (Siagian, 2016:278). Work discipline: a person's awareness and willingness to obey all organizational regulations and applicable social norms. (Hasibuan, 2014:190)

Factors that Influence Work Discipline. According to Hasibuan, (2016:194),: Goals and Capabilities; Leader; Compensation; Legal sanctions. **Work Discipline Indicators.** According to Hasibuan, (2017:194). Goals and abilities; Exemplary leader; Remuneration; Justice; Punishment sanctions; Firmness.

Work Environment

The Definition of Work Environment

The work environment is the totality of tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both as an individual and in a group. (Rahmawati, 2014:3). The work environment is a place where there are a number of groups where there are several supporting facilities to achieve organizational goals in accordance with the organization's vision and mission (Sedarmayanti, 2013: 23)

The Factors Influence the Work Environment. According to Kusuma, (2013:21-23).: Color; Work environment; Lighting; Air Exchange; Guarantee of Security; Noise; Spatial. **Work Environment Indicators.** According to Sedarmayanti, (2014:46). Lighting; Air temperature; Working room; Employee and management relations; Good relations between colleagues.

Job Satisfaction

The Definition of Job Satisfaction

Employee job satisfaction is an important issue to be considered in relation to employee work productivity and dissatisfaction is often associated with high levels of job demands and complaints. (Sutrisno, 2012:73). Job satisfaction is an employee's feelings towards their work, whether they are happy/liked or unhappy/disliked as a result of the employee's interaction with their work environment or as a perception of their mental attitude, as well as the result of the employee's assessment of their work. Employee feelings towards their work reflect their attitudes and behavior at work. (Priansa, 2014:291). Job satisfaction is a person's general attitude towards their work, the difference between the amount of income an employee receives and the amount they receive, namely what they should receive. (Robbins, 2015:170)

The Factors Influence Job Satisfaction according to Priansa, (2014:116). Psychological Factors; Social Factors; Physical Factors; Financial Factors; **Job Satisfaction Indicators.** According to Robbins, (2015:181 182): Work that is mentally challenging; Supportive working conditions; Appropriate salary or wages; Personality suitability for the job; Supportive co-workers.

Previous Research Journals:

Illanisa NW Zulkarnaen (2019): The Influence of Work Discipline on the Performance of Employees at the Binar Indonesia Islamic Primary School, Bandung; The results of the research carried out can reveal the influence of Work Discipline on Employee Performance.

Dahlan Rusdian Rauf Muhammad Yunus (2020): The Influence of Work Discipline on Employee Performance at the Center for Meteorology, Climatology and Geophysics Region IV Makassar; Work discipline has a positive and significant effect on employee performance.

Andi Irwan Azhary Ismail Nurdin Latif A. Zulqadri Putra Pradana M (2022); The influence of the work environment on the performance of PT employees. Hadji kalla Toyota Makasar; Performance Results of PT After Sales (Service) workers. Hadji Kalla Toyota Maros Branch is influenced by the work environment due to research findings that examine the topic (Services).

Kartika Yuliantari Ines Prasasti (2020); The Influence of the Work Environment on Employee Performance at LLDIKTI Region III Jakarta; The research results show that the work environment on performance is positive.

Alfian Nurrohmat Rini Lestari (2021); The Effect of Job Satisfaction on Employee Performance at PT Kahatex Bandung; Conclusions based on research results and discussion of the influence of job satisfaction on employee performance.

Suhroji Adha, Didi Wandu, Yanto Susanto, 2019; The Influence of Job Satisfaction on Employee Performance at the Department of Industry, Trade and Energy and Mineral Resources of Pandeglang Regency; Job Satisfaction and Employee Performance: There is a significant relationship between Job Satisfaction and Performance at the Department of Industry, Trade and Energy and Mineral Resources of Pandeglang Regency. And to see the effect of job satisfaction on performance using simple linear regression analysis, a significant value was obtained. This means that the variable Job Satisfaction (X) has a positive and significant effect on employee performance (Y).

Windi Astuti Ocky Sundari Rahardjo (2021); The influence of work discipline and work environment on employee performance (intervening job satisfaction); The research results show that job satisfaction mediates the influence of work discipline and work environment on employee performance.

Framework

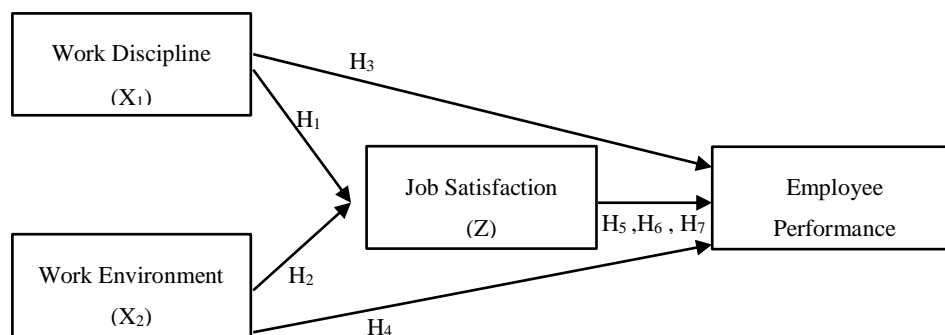


Figure 1. Research Framework

H1 It is suspected that work discipline influences the job satisfaction of Kuala Cenaku Health Center employees , Indragiri Hulu Regency.

H2 It is suspected that the work environment has an influence on job satisfaction of Kuala Cenaku District Health Center employees Upper Indragiri.

H3 It is suspected that work discipline affects employee performance at Kuala Cenaku Community Health Center , Indragiri Hulu Regency.

- H4 It is suspected that the work environment influences employee performance at Kuala Cenaku Community Health Center , Indragiri Hulu Regency.
- H5 It is suspected that job satisfaction influences the performance of Kuala Cenaku District Health Center employees Upper Indragiri.
- H6 It is suspected that work discipline through job satisfaction influences employee performance at the Kuala Cenaku Health Center, Indragiri Hulu Regency.
- H7 It is suspected that the work environment through job satisfaction influences the performance of Kuala Cenaku Health Center employees, IndragiriHulu Regency .

3. Method

Quantitative approach method; The location of this research is the Kuala Cenaku Community Health Center, Indragiri Hulu Regency with the address Jalan Lintas Tembilahan, Rengat District , Indragiri Hulu Regency; Population and Sample, 62 people. And the sampling method used is the census method or saturated sample; The type of data used in this research is quantitative. The data sources used in the research use primary data ; Data collection technique; Interview. Distribution of Questionnaires. Data Analysis Method: Validity Test; Reliability Test; Classic assumption test; Normality test; Linearity Test; Model Feasibility Test (F Test); Path Analysis (*Path Analysis*) ; Path Correlation Coefficient (R); Multiple Correlation; Coefficient of Determination (R²); Hypothesis Test (t Test).

4. Results and Discussion.

Instrument Test; Variable Validity Test, Work Discipline, Work Environment, Job Satisfaction and Employee Performance. has valid status.; Reliability Test for Work Discipline, Work Environment, Job Satisfaction and Employee Performance variables, has strong reliability; **Classic assumption test; Normality test;** normally distributed; **Linearity Test;** the regression model is linear.

Model Feasibility Test (F Test)

Equation 1

Table 4. F Test of Work Discipline, Work Environment on Job Satisfaction
ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	205,123	2	102,562	32,113	,000 ^b
Residual	188,432	59	3,194		
Total	393,555	61			

a. Dependent Variable: Job Satisfaction

b. Predictors: (Constant), Work Environment, Work Discipline

Source: Research Results from SPSS 2023

From the table above, it can be seen that the significance value for job satisfaction (X₃), mediating the influence of work discipline (X₁) and work environment is 0.000 < 0.05 and F count = 32.113 > F table value = 3.15. This proves that if F count > F table at alpha 5% then it can be interpreted that the model is declared feasible.

Equation 2

Table 5. F Test of Work Discipline, Work Environment and Job Satisfaction on Employee Performance

		ANOVA ^a				
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	214,213	3	71,404	23,323	,000 ^b
	Residual	177,572	58	3,062		
	Total	391,785	61			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Job Satisfaction, Work Discipline, Work Environment

Source: Research Results from SPSS 2023

From the table above, it can be seen that the significant value for the influence of work discipline (X_1), work environment (X_2) and job satisfaction (X_3) on employee performance (Y) is $0.000 < 0.05$ and calculated $F = 23.323 > \text{value } F \text{ table} = 2.76$. This proves that if $F \text{ count} > F \text{ table}$ at alpha 5% then it can be interpreted that the model is declared feasible.

Path Analysis

First Model Path Coefficient

Table 6. First Model Path Coefficient Test Results Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,901	1,614		2,418	.019
Work Discipline	,790	.103	,841	7,681	,000
Work environment	,238	,096	,271	2,478	.016

a. Dependent Variable: Job Satisfaction

Source: 2023 SPSS Research Results

Based on the regression output of model 1 in the "Coefficients" table section, it can be seen that the significance value of the two variables is work discipline (X_1) = $0.000 < 0.05$ and $t = 7.681 > t \text{ table } 2.001$ and work environment (X_2) = $0.016 < 0.05$ and $t = 2.478 > t \text{ table} = 2.001$. These results provide the conclusion that model 1 path, namely work discipline variables and work environment variables, has a significant effect on job satisfaction.

Table 7. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,722 ^a	,521	,505	1.78711

a. Predictors: (Constant), Work Environment, Work Discipline

Source: 2023 SPSS Research Results

Based on the table above, it is known that the *R square value* in the "Model Summary" table is 0.521. This shows that the contribution of work discipline and work environment to job satisfaction is 52.1%, while the remaining 47.9% is the contribution of other variables not examined in the research. Meanwhile, the value ε_1 can be found using the formula $\varepsilon_1 = \sqrt{1 - 0.521} = 0.479$. Here's a diagram of the first path.

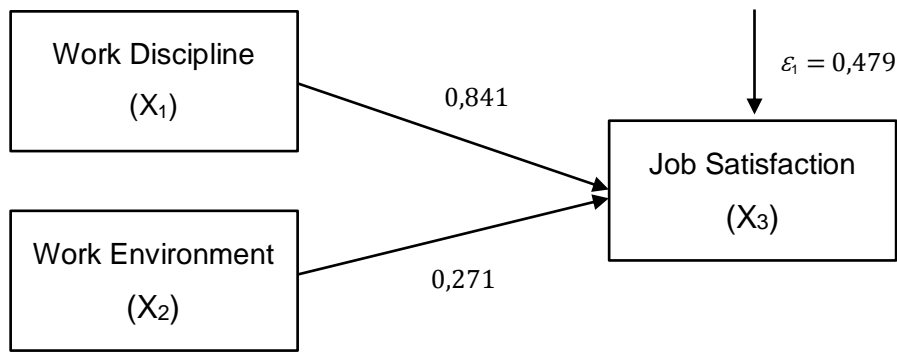


Figure 2. First Equation Path Diagram

From the Model *Summary* and *Coefficients* table above, the equation below can be explained.

The equation is as follows:

$$X_3 = P_{X_3 X_1} X_1 + P_{X_3 X_2} X_2 + \epsilon_1$$

$$X_3 = 0.841X_1 + 0.271X_2 + 0.479$$

From the results of the calculations and the path coefficient analysis equation above, it can be interpreted as follows:

1. The influence of work discipline on job satisfaction is 0.841.
2. The influence of the work environment on job satisfaction is 0.271.
3. The influence of other variables on the variables studied is (ϵ) = 0.479.

Second Model Path Coefficient

Table 8. Second Model Path Coefficient Test Results

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1 (Constant)	7,209	1,656			4,352	,000
Work Discipline	,351	,142	,375		2,468	,017
Work environment	,230	,099	,262		2,326	,024
Job satisfaction	,496	,127	,497		3,891	,000

a. Dependent Variable: Employee Performance

Source: Research Results from SPSS 2023

Based on the table above, the output of Regression Model 2 in the " Coefficients " table section , it is known that the significance value of the three variables is work discipline (X_1) = 0.017 < 0.05 and t count = 2.468 > 2.001 and work environment (X_2) = 0.024 < 0.05 and t = 2.326 > t table = 2.001 and job satisfaction (X_3) = 0.000 < 0.05 and t = 3.891 > t table = 2.001 . These results conclude that the Model 2 path, namely work discipline variables (X_1), work environment (X_2) and job satisfaction (X_3) have a significant effect on employee performance (Y).

Table 9. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,739 ^a	,547	,523	1.74974

a. Predictors: (Constant), Job Satisfaction, Work Discipline, Work Environment

Source: Research Results from SPSS 2023

Based on the table above, it is known that the *R square value* contained in the " *Model Summary* " table is 0.547. This shows that the contribution of work discipline, work environment and job satisfaction to employee performance is 54.7%, while the remaining 45.3% is the contribution of other variables not examined in this research. So for the value $\varepsilon_2 = \sqrt{1 - 0.547} = 0.453$. Here's a diagram of the second path.



Figure 3. Second Equation Path Diagram

From the *Model The summary and coefficients* above can be explained by the second equation below.

The equation is as follows:

$$Y = \text{Pyx}_1 X_1 + \text{Pyx}_2 X_2 + \text{Pyx}_3 X_3 + \varepsilon_2$$

$$Y = 0.375X_1 + 0.262X_2 + 0.497X_3 + 0.453$$

From the results of the calculations and path coefficient analysis equation above, it can be interpreted as:

1. The influence of work discipline on employee performance is 0.375.
2. The influence of the work environment on employee performance is 0.262.
3. The effect of job satisfaction on employee performance is 0.497.
4. The influence of other variables on the variables studied is $(\varepsilon) = 0.453$.

Path Correlation Coefficient (R)

Multiple correlation coefficient (R) is an analysis used to see how strong the relationship is between the variables studied and other variables.

Equation 1

Table 10. Path Correlation Coefficient Test Results (R) Equation 1

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,722 ^a	,521	,505	1.78711

a. Predictors: (Constant), Work Environment, Work Discipline

b. Dependent Variable: Job Satisfaction

Source: Research Results from SPSS 2023

The R value or correlation seen from the table above is 0.722, meaning that there is a strong and unidirectional relationship between work discipline and work environment and job satisfaction, meaning that if work discipline and work environment increase, job satisfaction will also increase.

Equation 2

Table 11. Path Correlation Coefficient Test Results (R) Equation 2
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,739 ^a	,547	,523	1.74974

- a. Predictors: (Constant), Job Satisfaction, Work Discipline, Work Environment
 b. Dependent Variable: Employee Performance

Source: Research Results from SPSS 2023

The R value or correlation seen from the table above is 0.739, meaning that there is a strong and unidirectional relationship between work discipline (X_1), work environment (X_2) and job satisfaction (X_3) with employee performance (Y), meaning that work discipline (X_1), the work environment (X_2) and job satisfaction (X_3) increase, then employee performance (Y) will also increase.

Coefficient of Determination (R^2)

Equation 1

The coefficient of determination measures how far the model's ability to explain the dependent variable.

Table 12. Coefficient of Determination Equation 1

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,722 ^a	,521	,505	1.78711

- c. Predictors: (Constant), Work Environment, Work Discipline
 d. Dependent Variable: Job Satisfaction

Source: Research Results from SPSS 2023

The *R Square value* or coefficient of determination (R^2) obtained from the table is 0.521, meaning that the job satisfaction variable can be explained by the work discipline (X_1) and work environment (X_2) variables of 52.1%, while the remainder is 47.9 % explained by other independent variables not studied.

Equation 2

The coefficient of determination measures how far the model's ability to explain the dependent variable.

Table 13. Coefficient of Determination Equation 2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,739 ^a	,547	,523	1.74974

- a. Predictors: (Constant), Job Satisfaction, Work Discipline, Work Environment
 b. Dependent Variable: Employee Performance

Source: Research Results from SPSS 2023

The *R Square value* or coefficient of determination (R^2) obtained from the table is 0.547, meaning that the employee performance variable (Y) can be explained by the variables work discipline (X_1), work environment (X_2) and job satisfaction (X_3) of 54.7%, while the remaining 45.3% is explained by other independent variables that were not studied.

Hypothesis Test (t Test) Equation 1

Table 14. (t) Test Significant Work Discipline and Work Environment on Job Satisfaction Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	3,901	1,614		2,418	.019
Work Discipline	,790	.103	,841	7,681	.000
Work environment	,238	,096	,271	2,478	.016

a. Dependent Variable: Job Satisfaction

Source: Research Results from SPSS 2023

From the table above, the results of the t test show that the values of the two variables are work discipline (X_1) = 0.000 < 0.05 and $t = 7.681 > t$ table 2.001 and work environment (X_2) = 0.016 < 0.05 and t count = 2.478 > t table = 2.001. These results provide the conclusion that model 1 path, namely the work discipline variable (X_1) and the work environment variable (X_2) have a significant effect on job satisfaction (X_3).

The test results for each variable are as follows:

1. Based on the results of the SPSS analysis above, it shows that the calculated t value for the work discipline variable (X_1) is 7.681 because the calculated t value > t table (7.681 > 2.001) so that accepting H_a and rejecting H_o , it is interpreted that the work discipline model (X_1) has an influence on job satisfaction (X_3), so the hypothesis in this study reads: work discipline (X_1) has a significant effect on job satisfaction (X_3).
2. Based on the results of the SPSS analysis above, it shows that the calculated t value for the work environment variable (X_2) is 2.478 because the calculated t value > t table (2.478 > 2.00247) so that it rejects H_o and accepts H_a , it is interpreted that the work environment model (X_2) has an influence on job satisfaction (X_3), so the hypothesis in this study reads: the work environment (X_2) has a significant influence on job satisfaction (X_3).

Equation 2

Table 15. Test (t) Significant variables: Work Discipline, Work Environment and Job Satisfaction On Employee Performance Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
1 (Constant)	7,209	1,656		4,352	.000
Work Discipline	,351	,142	,375	2,468	.017
Work environment	,230	,099	,262	2,326	.024
Job satisfaction	,496	.127	,497	3,891	.000

a. Dependent Variable: Employee Performance

Source: Research Results from SPSS 2023

From the table above, the results of the t test show that the value of the three variables is the significance value of the three variables, namely work discipline (X_1) = 0.017 < 0.05 and t count = 2.4680 > 2.001 and in the work environment (X_2) = 0.024 < 0.05 and $t = 2.326 > t$ table = 2.001 and job satisfaction (X_3) = 0.000 < 0.05 and $t = 3.891 > t$ table = 2.001. These results conclude that the Model 2 path, namely work discipline variables (X_1), work environment (X_2) and job satisfaction (X_3) have a significant effect on employee performance (Y).

The test results for each variable are as follows:

1. Based on the results of the SPSS analysis above, it shows that the calculated t value for the work discipline variable (X_1) is 2.4680 because the calculated t value $>$ t table ($2.4680 > 2.001$) so that it rejects H_0 and accepts H_a , it is interpreted that the work discipline model (X_1) has an influence on employee performance (Y), so the hypothesis in this research reads: work discipline (X_1) has a significant effect on employee performance (Y).
2. Based on the results of the SPSS analysis above, it shows that the calculated t value for the work environment variable (X_2) is 2.326 because the calculated t value $>$ t table ($2.326 > 2.001$) so that it rejects H_0 and accepts H_a , it is interpreted that the work environment model (X_2) has an influence on employee performance (Y), so the hypothesis in this research reads: the work environment (X_2) has a significant effect on employee performance (Y).
3. Based on the results of the SPSS analysis above, it shows that the calculated t value for the job satisfaction variable (X_3) is 3.891 because the calculated t value $>$ t table ($3.891 > 2.001$) so that it rejects H_0 and accepts H_a , it is interpreted that the job satisfaction model (X_3) has an influence on employee performance (Y), so the hypothesis in this research reads: job satisfaction (X_3) has a significant effect on employee performance (Y).

Discussion

The Influence of Work Discipline on Job Satisfaction

Discipline is something that is very important for a company, discipline is a tool that leaders use to communicate with employees so that employees are willing to change behavior to be in line with company goals. Discipline aims to guarantee compliance in complying with regulations, guarantee conditions so that employees can carry out their work correctly and responsibly, ensure that agency facilities and infrastructure are used and maintained properly, respond to employee participation, and ultimately will produce high work productivity in accordance with agency expectations.

If an employee feels job satisfaction, the employee will carry out their work happily and enthusiastically. If job satisfaction is met, discipline will arise by complying with all the regulations set by the agency, so that employees will complete work more quickly, damage can be prevented, and absenteeism can be reduced.

Based on the results of data analysis, it shows that work discipline has a significant effect on job satisfaction of Kuala Cenuku Health Center employees, Indragiri Hulu Regency . This shows that the higher the work discipline, the higher the employee satisfaction and vice versa. The results of this research are supported by previous research researched by Ahya Rizqiah (2022) which stated that work discipline influences the job satisfaction of PT employees. Darma Henwa Tbk Kintap Coal Project. This is in line with research conducted by Janny Adriani Djaria, Firdaus Sitepu (2017) which states that discipline influences the job satisfaction of employees of the Semarang Maritime Science Polytechnic.

The Influence of the Work Environment on Job Satisfaction

The work environment plays an important role in creating and increasing employee job satisfaction. Satisfied employees will be more loyal to the organization, so that employees can carry out their duties and responsibilities well. Job satisfaction arises as a result of the work situation that exists in the organization. Job satisfaction reflects the employee's feelings regarding whether he is happy or unhappy, comfortable or uncomfortable with the work environment of the organization where he works. The form of employee job satisfaction will be seen from the employee's positive or negative attitude. Employee job satisfaction is dynamic, meaning it can change at any time.

At one time, employees may experience dissatisfaction, but after improvements are made by organizational management, employees will become satisfied. Therefore, organizations are required to always be able to innovate in creating a comfortable work environment for the organization.

Based on the results of data analysis, it shows that the work environment has a significant effect on job satisfaction of Kuala Cenaku Health Center employees, Indragiri Hulu Regency. This shows that the higher the work discipline, the higher the employee performance and vice versa. The results of this research are supported by previous research researched by Ade Irma and Muhammad Yusuf (2020) which states that there is an influence of the work environment on employee job satisfaction at the Bima Regency Cooperatives and MSMEs Service. This research is also in line with research by Rosento, Resti Yulistria, and Eka Putri Handayani (2022) which states that there is a significant influence between the physical work environment on employee job satisfaction and there is a positive influence between the work environment on employee job satisfaction at PT Dexter Ekspresindo Jakarta.

The Influence of Work Discipline on Employee Performance

Work discipline as an operative function of human resource management is very important because the better the discipline of a company's employees, the higher the work performance they will achieve and will create quality employees. Good discipline from employees will also show that the organization can maintain and maintain the loyalty and quality of its employees. From discipline you can also know the value of the quality of work of its employees.

Performance is a result that can be measured from the level of efficiency and effectiveness of an employee in carrying out work which is supported by other resources in achieving general company goals. Employee performance functions to support and maintain employee satisfaction with the aim of improving employee and organizational working conditions as well as profits for the employer.

Based on the results of data analysis, it is known that work discipline has a significant effect on the performance of Kuala Cenaku Health Center employees, Indragiri Hulu Regency. This shows that the higher the work discipline, the higher the employee performance and vice versa. The results of this research are supported by previous research researched by Dahlan, et al (2020) which states that work discipline has a positive and significant effect on employee performance at the Makassar Region IV Meteorology, Climatology and Geophysics Agency. The results of this research are also in line with research by Illanisa N and W Zulkarnaen (2019) which states that work discipline has a significant effect on the performance of employees at the Binar Indonesia Islamic Elementary School in Bandung.

The Influence of the Work Environment on Employee Performance

The work environment is the main part that can improve the quality of work productivity. The work environment is the social, physical and psychological life of an agency that can influence employee performance.

Based on the results of data analysis, it is known that the work environment has a significant effect on the performance of Kuala Cenaku Health Center employees, Indragiri Hulu Regency. This shows that the higher the work environment, the higher the employee performance and vice versa.

The results of this research are supported by previous research researched by Andi Irwan Azhary Ismail Nuridin Latif A. Zulqadri Putra Pradana M (2022) which stated that the performance results of PT After Sales (Service) workers. Hadji Kalla Toyota Maros Branch is influenced by the work environment due to research findings that examine the topic (Services). This shows that the more pleasant the work environment is, the higher employee performance will be. The results of this research are also in line with research by Kartika Yuliantari Ines

Prasasti (2020) which states that the work environment on performance is positive, meaning it is in the same direction. From the results of data processing or research output, it was concluded that there is a very strong and positive relationship between the work environment and performance, and there is quite a significant influence between the work environment and performance. As the work environment continues to improve, the performance of employees in LLDIKTI Region III Jakarta will increase. However, with the increasing improvement in the work environment, it is also necessary to balance it with an increase in human resource capabilities.

The Influence of Job Satisfaction on Employee Performance

An organization reflects the performance of its employees. Optimal employee performance in an organization can be achieved if the organization is able to manage its employees to become reliable personnel. A good organization is reflected in the good performance of its employees. An effective workplace and management processes play an important role in increasing employee productivity, thereby improving organizational performance. One of the factors that influences employee performance is job satisfaction. Job satisfaction and performance have a very close relationship. Job satisfaction is a positive and optimistic emotional state regarding the assessment of work results and work experience. High employee job satisfaction will usually improve employee performance. Organizations that have employees with high levels of job satisfaction tend to be more productive and effective.

Based on the results of data analysis, it is known that job satisfaction has a significant effect on the performance of Kuala Cenaku Health Center employees, Indragiri Hulu Regency. This shows that the higher the job satisfaction, the higher the employee's performance and vice versa.

The results of this research are supported by previous research researched by Suhroji Adha, Didi Wandu, Yanto Susanto (2019) which states that job satisfaction and employee performance have a significant influence between job satisfaction and performance at the Department of Industry, Trade and Energy and Mineral Resources of Pandeglang Regency. The results of this research are also in line with research by Gusti Ngurah Bagus Hendrayana, Gusti Ayu Wimba and IA Putu Widani Sugianingrat (2021) which states that job satisfaction has a significant effect on employee performance. Job satisfaction has a significant effect on organizational commitment. Organizational commitment has a significant effect on employee performance. Organizational commitment can mediate the relationship between job satisfaction and employee performance at PT. Inti Dufree Propertindo in Denpasar.

The Influence of Work Discipline Mediated by Job Satisfaction on Employee Performance

One factor that can influence performance is work discipline. In order for employee performance to increase, it is necessary to create work discipline and job satisfaction. Discipline is very important for the development of an agency because it can be used as a tool to motivate people to be able to discipline themselves in carrying out work both individually and in groups. Discipline is behavior and actions that respect each other and respect and obey the regulations made by the agency, both written and unwritten, and are able to carry out and accept sanctions if employees violate the regulations within the agency. Furthermore, if the agency is able to improve work discipline among its employees, it will gain greater profits. By improving work discipline, work will be completed more quickly, damage will be reduced, absenteeism will be reduced and the possibility of turnover can also be reduced.

Apart from work discipline, job satisfaction is also a factor that can influence employee performance. Employee satisfaction or dissatisfaction can be measured by the extent to which the organization can fulfill employee needs and desires in carrying out their duties and

responsibilities. Job satisfaction will shape employee performance at work, thereby forming a good work culture by providing a sense of comfort in the environment and having a good quality of work life to be able to carry out their duties appropriately in accordance with the goals set by the organization. Apart from that, companies can provide a sense of satisfaction to employees to create a feeling of joy in employees when doing their work.

Based on the results of data analysis, it is known that work discipline and work environment on employee performance are mediated by job satisfaction at the Kuala Cenaku Health Center, Indragiri Hulu Regency. This shows that the research results show that job satisfaction mediates the influence of work discipline and work environment on employee performance.

The results of this research are supported by previous research researched by Windi Astuti Ocky Sundari Rahardjo (2021) which states that job satisfaction mediates the influence of work discipline and work environment on employee performance. This is in line with research conducted by Muhammad Al Hafizh and Arif Hartono (2022) which states that motivation and work discipline have a positive and significant influence on employee performance, motivation and work discipline have a positive and significant influence on job satisfaction. Job satisfaction can mediate the relationship between motivation and work discipline on employee performance, which means that the indirect influence of motivation and work discipline on employee performance is greater than the direct influence on CV Company. Three Diamonds.

The Influence of the Work Environment Mediated by Job Satisfaction on Employee Performance

Employee performance is the result of work, both quality and quantity, produced by employees or real behavior displayed in accordance with their respective authority and responsibilities in order to achieve the goals of the organization in question legally, without violating the law, and in accordance with morals and ethics. Influence of improving performance Employees can improve when working, and if employees already understand how employees should do their work. Government agencies usually provide provisions or preparation for each employee, so that employees become familiar with the new work environment with the aim of being able to develop their performance in the work environment they occupy.

The work environment an employee gets can influence how well the employee performs his or her duties. A work environment that supports employees will also clearly help employees feel comfortable and relaxed when working. In this way, employees will feel satisfied with their work because employees are able to adapt to a work environment that feels comfortable.

Job satisfaction is a driving factor in increasing employee performance which in turn will contribute to improving organizational performance. Employees who have a high sense of satisfaction with their work will also have high positive feelings, and vice versa.

Based on the results of data analysis, it is known that the work environment mediated by job satisfaction has a significant effect on the performance of Kuala Cenaku Health Center employees, Indragiri Hulu Regency.

The results of this research are supported by previous research researched by Ende and Ahmad Asep Firdaus (2021) which stated that job satisfaction can mediate between the work environment and employee performance at the Serang City Population and Civil Registration Service. The results of this research are also in line with research conducted by Topan (2020) which states that employee job satisfaction can mediate between the work environment and job placement implications of employee performance at PT BPRS Bangun Drajat Warga (BDW) Yogyakarta.

5. Conclusion

Work discipline influences on job satisfaction of employees of Kuala Cenaku Community Health Center, Indragiri Hulu Regency; work environment influence on job satisfaction of Kuala Cenaku Community Health Center employees, Indragiri Hulu Regency; work discipline influences on employee performance of Kuala Cenaku Community Health Center, Indragiri Hulu Regency; work environment influences on employee performance of Kuala Cenaku District Health Center, Indragiri Hulu Regency; job satisfaction influences employee performance of Kuala Cenaku Community Health Center, Indragiri Hulu Regency; work discipline through job satisfaction influences on employee performance of Kuala Cenaku Community Health Center, Indragiri Hulu Regency. ; work environment through job satisfaction has a significant influences on performance of Kuala Cenaku Health Center employees, Indragiri Hulu Regency.

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