THE INFLUENCE OF WORK MOTIVATION, DISCIPLINE AND WORK ENVIRONMENT ON ASN PERFORMANCE WITH WORK COMPENSATION INTERVENING VARIABLES IN WEST PASAMAN HOSPITAL

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ABSTRACT

This research aims to determine the influence of work motivation, discipline and work environment on ASN performance through work compensation as an intervening variable at West Pasaman Regional Hospital. The method used is multiple linear regression analysis and path analysis. by distributing a questionnaire to 100 respondents. The results obtained show that there is a positive and significant influence of work motivation on work recovery. There is a positive and insignificant influence of discipline on work compensation. There is a positive and insignificant influence of the work environment on work compensation. There is a positive and significant influence of work motivation on performance. There is a positive and significant influence of discipline on performance. There is a positive and significant influence of the work environment on performance. There is a positive and insignificant effect of work recovery on performance. Work pay does not mediate the effect of work motivation on performance. Work compensation does not mediate the influence of the work environment on performance. Finally, the author suggests to the West Pasaman Regional Hospital to further increase work motivation, discipline and pay attention to the work environment so that it is hoped that employee performance will increase.

Keywords: Work Motivation, Discipline, Work Environment, Compensation and Performance

INTRODUCING

The West Pasaman Regional General Hospital is a regional government-owned company which operates in the field of health services in West Pasaman Regency which aims to provide health services for the community in West Pasaman Regency and its surroundings. The following is the performance of West Pasaman Regional Hospital employees in 2021-2022 which has not yet been achieved optimally, which can be seen in table 1 as follows

Table 1
Performance of West Pasaman Regional Hospital employees in 2020-2021

No	Indicator Target	2021		2022	
		Target	**Realization**	**Target**	**Realization**
1	Customer satisfaction	86%	86%	88%	90%
2	*Customer loyalty*	96%	96%	100%	97%
3	Certified emergency services provider	85%	84%	85%	73%
4	Achievement of minimum hospital service standards	83%	73%	85%	75%
5	Improving independent and accountable hospital governance	79%	72%	85%	82%

Data: West Pasaman Regional Hospital 2021

Based on the table above, it can be seen that there are 5 indicators at the West Pasaman Regional Hospital in 2021. From this data there are 3 target indicators that have not achieved the predetermined targets, namely providing certified emergency services, achieving minimum hospital service standards and improving governance. an independent and accountable hospital, while the 2

target indicators that have achieved the predetermined targets are customer satisfaction and customer loyalty.

In 2022 there are 5 target indicators at the West Pasaman Regional Hospital. From this data, there are 3 target indicators that have not reached the predetermined targets, namely customer loyalty, certified emergency service providers, achievement of minimum hospital service standards, while 2 target indicators that have achieved the predetermined targets are customer satisfaction, and Improving governance. manage an independent and accountable hospital. This data illustrates that the performance of West Pasaman Regional Hospital employees still has not yet achieved perfect results. From the data above, it can be concluded that employee performance is not optimal, which is apparently caused by work motivation, discipline and work environment.

To improve high performance, it is necessary to increase optimal work and be able to utilize the potential of human resources possessed by employees to create organizational goals, so that they will make a positive contribution to the development of the organization. In addition, organizations need to pay attention to various factors that can influence employee performance, in this case the role of the organization is needed in providing compensation, providing work motivation, enforcing discipline and creating a conducive work environment to encourage the creation of professional attitudes and actions in completing work in accordance with respective fields and responsibilities. Performance refers to employee work performance measured based on standards or criteria set by the organization. Management to achieve very high employee performance, especially to improve overall organizational performance.

Based on the results of initial observations by researchers at the West Pasaman Regional General Hospital, it can be seen that employee performance has not been maximized, it still appears to be ineffective, such as in completing filling in patient status, there are still some who are not on time, there are still employees who do not utilize their working time well at work. , this can be seen when employees carry out their work and responsibilities, employees sometimes do not comply with the SOPs at work. This situation results in the employee's work being ineffective and not achieving the set goals. This ineffective employee performance is caused by several factors, including the work motivation at the West Pasaman Regional Hospital provided by the leadership which is still not implemented every

month. So that employees are less enthusiastic about the tasks given by the leadership and it can also be seen that the work motivation of employees at the West Pasaman Regional Hospital is still low, this can be seen by the fact that there are still employees who waste time joking, enter data slowly and sometimes there are also those who look at smartphones so that work becomes take longer and keep piling up and are slow to resolve.

Motivation to comply[2]is a psychological factor that shows an individual's interest in work, a sense of satisfaction and responsibility for the activities or work carried out. A person's behavior is generally motivated by the desire to obtain certain goals. Motivation is an important thing to pay attention to, because with motivation an employee or employee will be able to have high enthusiasm in carrying out the assigned tasks. Without motivation, an employee cannot fulfill his duties well, and the resulting work results will not be satisfactory. Meanwhile, according to[3]says that motivation is something that creates enthusiasm or encouragement for work, for this reason work motivation is defined as a condition in a person's personality that encourages the individual's desire to carry out activities to achieve goals. The work motivation at West Pasaman Regional Hospital provided by the leadership is still not fully implemented so that the tasks given by the leadership are not in accordance with the employees' abilities so that in their performance the employees find it difficult to develop their careers.

Next, discipline, it can be seen that there is still a lack of employee discipline in working, such as there are still employees who are late, there are still employees who do not comply with dress codes. As stated by Saydam in[4]that the application of discipline in organizational life is aimed at ensuring that all employees in the organization are willing to obey all applicable rules and regulations, if everyone in the organization can control themselves and comply with all applicable norms then this can be the main determining factor in achieving organizational goals. The better the employee's work discipline, the higher the performance they produce. Good work discipline reflects the extent of a person's responsibility for the tasks assigned to him. Absolute work discipline is maintained so that all activities that are and will be carried out run according to the predetermined mechanism. With work discipline, employees will not take actions that could harm the agency. This can be seen in employees who are still absent without news and come to work and leave work not on time. Work discipline is also an important

factor in improving employee performance. Work discipline is a condition or attitude of respect that exists in employees towards company rules and regulations. Thus, if the rules or regulations within the company are ignored, or frequently violated, then employees will have poor work discipline. On the other hand, if employees comply with company regulations, it illustrates that there is a condition of good discipline[5]. Discipline is a very important function and is the key to realizing goals because without good discipline it is difficult to achieve maximum goals[6]Discipline is a feeling of obedience and obedience to the values for which one is believed to be responsible, such as duties in the office and employee attendance at the company's adjusted hours. The higher the discipline, the employee performance will also increase, so that employees will sincerely work as best as possible to achieve the goals of a company.

According to supardi inside[4]The work environment has a big role in improving employee performance in the company. According to[7]states that the physical work environment is all physical conditions found around the workplace that can affect employees either directly or indirectly. Furthermore, the work environment is an important factor in creating employee performance because the work environment has a direct influence on employees in completing work which will ultimately improve organizational performance. A work environment condition is said to be good if employees can carry out activities optimally, healthily, safely and comfortably.

Compensation is a factor that can influence employee performance, where providing compensation is very important for employees who are expected to be able to provide welfare for these employees so that they can motivate employees to work better which will have an impact on improving performance. According to Rivai inside[8]Compensation is something that employees receive in lieu of contributing their services to the company. Compensation can be interpreted as extrinsic rewards received by employees in the form of wages or salaries, incentives or bonuses, and several benefits. Compensation can be interpreted as extrinsic rewards received by employees in the form of wages or salaries, incentives or bonuses, and several benefits.

Then the next factor that causes less effective employee performance is the work environment. As said by[9]that a work environment is said to be good or suitable if the people in it can carry out their activities optimally, healthily, safely and comfortably. The suitability of the work environment has an impact over a long period of time, an unfavorable work environment will make it difficult to obtain an effective and efficient work system. The work environment is a very important factor and has a huge influence on employee performance. The work environment can be said to be good if the work environment is clean, healthy, comfortable and enjoyable, it will make employees feel better at work so that it can make employees feel more at home in their work space and more enthusiastic about completing their work. On the other hand, if the work environment is not good and not supportive, it will make employees feel less good, less comfortable and less enthusiastic about completing their work.

Based on the results of researchers' observations, the work environment at the West Pasaman Regional Hospital is very uncomfortable, because the environment at the West Pasaman Regional Hospital still requires a lot of improvement, especially the location of the parking lot, patient waiting room, and patient queue along with the medicine queue, because the activities are still manual and not yet available. supported by IT activities. Some of the existing rooms appear to be lacking in arrangement and facilities, and the air circulation is not optimal. In terms of neatness, the spatial layout is still not optimal, because work files are still arranged in an untidy manner.

From the explanation of the background and problems above which are based on previous theories and research, the author conducted research on the influence of work motivation, discipline and work environment on ASN performance with the intervening variable work compensation at the West Pasaman Regional Hospital.

The hypothesis proposed by this research is as follows:

H1:   Allegedly there isThe influence of work motivation on ASN employee compensation at West Pasaman Regional Hospital.

H2:   Allegedly there isThe influence of discipline on compensation for ASN employees at West Pasaman Regional Hospital.

H3:   Allegedly there isThe influence of the work environment on ASN employee compensation at West Pasaman Regional Hospital.

H4:   Allegedly there isThe influence of work motivation on the performance of ASN

employees at West Pasaman Regional Hospital

H5: Allegedly there isThe influence of discipline on the work performance of ASN employees at West Pasaman Regional Hospital

H6: Allegedly there isThe influence of the work environment on the work performance of ASN employees at West Pasaman Regional Hospital

H7: Allegedly there isThe Influence of Compensation on the Performance of ASN Employees at West Pasaman Regional Hospital

H8 : Allegedly there isThe influence of work motivation on ASN employee performance through compensation as an intervening variable at West Pasaman Regional Hospital

H9 : Allegedly there isThe influence of discipline on the performance of ASN employees through compensation as an intervening variable at the West Pasaman Regional Hospital

H10 : Allegedly there isThe influence of the work environment on the performance of ASN employees through compensation as an intervening variable at the West Pasaman Regional Hospital.

RESEARCH METHODS

This research is quantitative research. The population in this study were all ASN employees at West Pasaman Regional Hospital, totaling 225 people. samples were taken usingformula. The formula used to determine the number of samples to be taken is the Slovin formula, then the author found a sample of 100 employees. Data collection techniquesused are: Interview Method, Questionnaire Method, Observation Method,Literature method. The instrument tests used are validity tests and reliability tests. Then, the basic assumption test is carried out. The analysis technique uses multiple linear regression analysis and path analysis.

RESULTS AND DISCUSSION
Validity test

From the results of the motivation validity test, discipline, work environment, performance and compensation stated that all statement items have a corrected Item-Total Correlation value > 0.30. From the results above, all statements are declared valid and can be used for further testing.

Reliability Test

From testing the reliability of these variables, the results obtained can be seen in the following table:

Table 2
Reliability Test Results for Work Motivation, Discipline, Work Environment, Performance and Compensation Variables

Variable	N= 100		Rule of Trump	Information
	Number of Statement Items	Cronbach alpha		
Work motivation (X1)	10	0.844	0.70	Reliable
Discipline (X2)	8	0.908	0.70	Reliable
Working environment (X3)	8	0.861	0.70	Reliable
Performance (Y)	8	0.832	0.70	Reliable
Compensation (Z)	7	0.781	0.70	Reliable

From table 2 above, it can be seen that all instruments based on reliability analysis of other research variables show that the Cronbach's alpha value for all variables is above 0.7, therefore all variables can be declared reliable (reliable).

Classic assumption test
Normality test
The results of the normality test calculations can be seen in the table below:
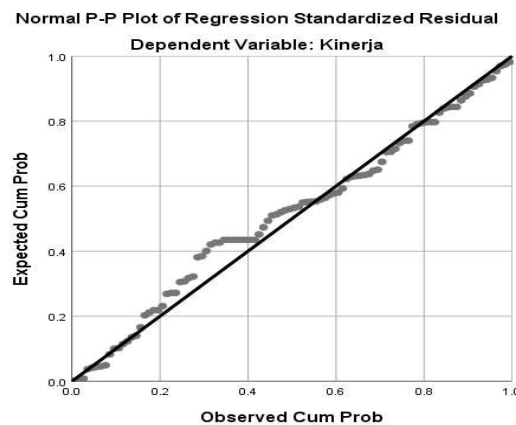
Table 3 Normality Test Results

No	Variable	Sig	Alpha	Information
1	*Work motivation*(X1)	0.096	0.05	Normal
2	*Discipline*(X2)	0.129	0.05	Normal
3	Work Environment (X3)	0.132	0.05	Normal
4	Performance (Y)	0.121	0.05	Normal
5	Compensation (Z)	0.126	0.05	Normal

From table 3 above, it can be seen that the significant value for Performance (Y) is 0.121, motivation (X1) shows the number 0.096, discipline (X2) shows the number 0.129, Work Environment (X3) shows the number 0.132 and Compensation (Z) shows the number 0.126 . And all variables have a significant value > 0.05, so the data in this study can be said to be normally distributed.

Linearity Test

Based on testing, the linearity test results are presented in the following table:

Figure 2 linearity test

From Figure 2 above, which is the result of a linear probability plot curve, it can be explained that the points on the graph appear to stick together and follow a straight diagonal line, so that based on the linear probability plot curve, the data used is linearly distributed.

Multicollinearity Test

The results of the multicollinearity test can be seen as follows:

Table 4 Multicollinearity Test of Tolerance and VIF

Independent variable	Tolerance	VIF	Information
Work Motivation (X1)	0.440	2,273	No symptomsmulticollinearity
Discipline (X2)	0.511	1,958	No symptomsmulticollinearity
Work Environment(X3)	0.517	1,934	No symptomsmulticollinearity
Compensation (Z)	0.407	2,455	No symptomsmulticollinearity

Based on table 4above it is known that the tolerance value for all independent variables is > 0.10. The Variance Inflation Factor (VIF) value for the three variables is < 10. Based on the criteria in decision making, it can be concluded that there is no multicollinearity.

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is inequality of variance from the residue of one observation to another.
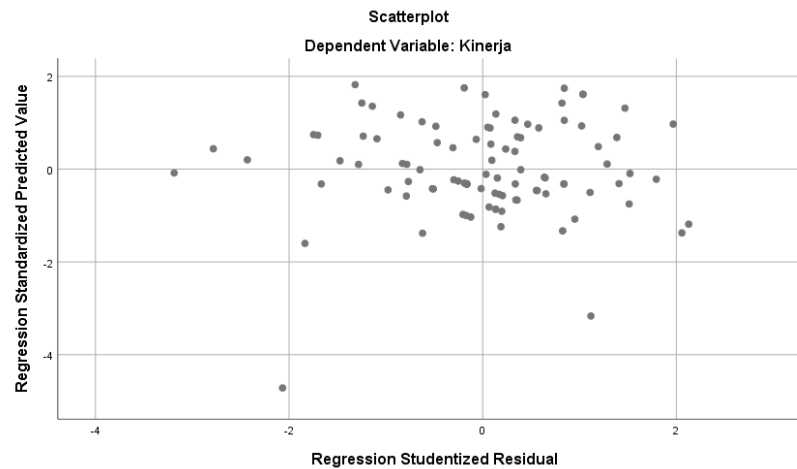

Figure 3 Heteroscedasticity test

From Figure 3 above, it can be seen that there are no symptoms of heteroscedasticity in the regression model because there is no clear pattern, and the points are spread above and below the number 0 on the Y axis. So it can be said that the heteroscedasticity test is fulfilled.

Multiple Linear Regression Analysis
Regression Model 1

To determine the influence of work motivation, discipline and work environment on work compensation, multiple linear regression analysis is used, where the independent variables are work motivation (X1), discipline (X2) and work environment (X3) and the dependent variable is work compensation (Z) . The following model I regression test was carried out:

Table 5 Multiple Linear Regression Test Results
Coefficientsa

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	Q	Sig.
1 (Constant)	,591	,323		1,830	,070
Work Motivation	,367	.105	,323	3,495	,001
Discipline	.126	,091	.125	1,388	,168
Work Environment	,389	,066	,459	5,917	,000

Based on table 5 above, the regression equation can be seen as follows:

Z = 0.591 + 0, 367 X1+0, 126 X2+0, 389 X3 + e

Regression Model II

To determine the influence of work motivation, discipline, work environment and compensation on performance, multiple linear regression analysis is used, where the independent variables are work motivation (X1), discipline (X2), work environment (X3) and compensation (Z) as well as variables The binding factor is performance (Y). The following model II regression test was carried out:

327

Table 6 Multiple Linear Regression Test Results

Coefficientsa

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	,816	,238		3,429	,001
	Work Motivation	,253	,081	,271	3,133	,002
	Discipline	.401	,066	,485	6,037	,000
	Work Environment	.111	,056	,159	1,992	,049
	Compensation	.041	,074	,050	,557	,579

Based on table 6 above, the regression equation can be seen as follows:

$$Y = 0.816 + 0{,}253\ X1 + 0{,}401\ X2 + 0.111\ X3 + 0.041Z + e$$

Hypothesis testing
t test

From the table above, it can be seen that in regression model I, the regression coefficient for the work motivation variable is 3,495 and a significance value of 0.001 (< 0.05). Thus it can be concluded that work motivation has a positive and significant effect on compensation or hypothesis 1 is accepted. The discipline variable has a regression coefficient of 1.388 and a significance value of 0.168 (> 0.05). This data shows that the discipline variable has a positive and insignificant effect on compensation. This means that hypothesis 2 is rejected. The work environment variable has a regression coefficient of 5,917 and a significance value of 0,000 (< 0.05). This data shows that work environment variables have a positive and significant effect on compensation. This means that hypothesis 3 is accepted.

In regression model II, the regression coefficient for the work motivation variable is 3,133 and a significance value of 0.002 (< 0.05). Thus it can be concluded that work motivation has a positive and significant effect on performance or hypothesis 4 is accepted. The discipline variable has a regression coefficient of 6.037 and a significance value of 0.000 (< 0.05). This data shows that the discipline variable has a positive and significant effect on performance. This means that hypothesis 5 is accepted. The work environment variable has a regression coefficient of 1.992 and a significance value of 0.049 (< 0.05). This data shows that work environment variables have a positive and significant effect on performance. This means that hypothesis 6 is accepted. The compensation variable has a regression coefficient of 0.557 and a significance value of 0.579 (> 0.05). This data shows that the compensation variable has a positive and insignificant effect on performance. This means that hypothesis 7 is rejected.

F test
Regression Model 1

The results of calculating the regression model parameters together are obtained in the following table:

Table 7
Simultaneous variable hypothesis testing

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	16,848	3	5,616	46,553	,000b
	Residual	11,581	96	.121		
	Total	28,429	99			

Source: primary data (processed)

From table 7 it can be seen that the regression value is 46,553 with a significance value of the F test of 0.000. This means that the F significance value is smaller than alpha 5% (0.000 < 0.05). Thus, it can be said that the existing regression model is good and suitable for use in this research.

Apart from seeing the suitability of the model, the F test is also used to see the influence of independent variables simultaneously. From the

results of the F test above, it can be concluded that the variables of work motivation, discipline and work environment together have a positive and significant effect on compensation.

Regression Model 2

The results of calculating the regression model parameters together are obtained in the following table:

Table 8 Simultaneous variable hypothesis testing

ANOVAa

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	13,197	4	3,299	52,155	,000b
	Residual	6,010	95	,063		
	Total	19,207	99			

From table 8 it can be seen that the regression value is 52,155 with the significance value of the F test being 0.000. This means that the F significance value is smaller than alpha 5% (0.000 < 0.05). Thus, it can be said that the existing regression model is good and suitable for use in this research.

Apart from seeing the suitability of the model, the F test is also used to see the influence of independent variables simultaneously. From the results of the F test above, it can be concluded that the variables of work motivation, discipline, work

environment and compensation together have a positive and significant effect on performance.

Coefficient of Determination (R2)
Regression Model 1

Analysis of the coefficient of determination in multiple linear regression is used to determine the percentage contribution of the influence of independent variables consisting of work motivation (X1), discipline (X2) and work environment (X3) on compensation (Y).

Table 9
Results of the Coefficient of Determination of the Variables Work Motivation (X1), Discipline (X2) and Work Environment (X3) simultaneously on Compensation (Z)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.770a	,593	,580	.34732

Source: primary data (processed)

Based on table 9 above, the Adjusted R2 figure is 0.580 or 58%, this shows that the percentage contribution of the independent variables work motivation (X1), discipline (X2) and work environment (X3) to the dependent variable Compensation (Z) is 0.580 or 58 %. Meanwhile, the remaining 42% is influenced by other variables outside this research.

Regression model 2

Analysis of the coefficient of determination in multiple linear regression is used to determine the percentage contribution of the influence of independent variables consisting of work motivation (X1), discipline (X2), work environment (X2) and compensation (Z) on performance (Y).

Table 10
Results of the Coefficient of Determination of Variables Work Motivation (X1) Discipline (X2),
Work Environment (X3) and Compensation (Z)
simultaneously on Performance (Y)
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.829a	,687	,674	.25151

Source: primary data (processed)

Based on table 4.23 above, the Adjusted R2 figure is 0.674 or 67.4%, this shows that the percentage contribution of the independent variables work motivation, discipline, work environment and compensation to the dependent variable Performance is 0.674 or 64.7%. Meanwhile, the remaining 32.6% is influenced by other variables outside this research.

Path Analysis
Model 1 Path Coefficients

Based on the equation obtained from multiple linear regression analysis in model 1, the path diagram for model 1 can be formulated as follows:
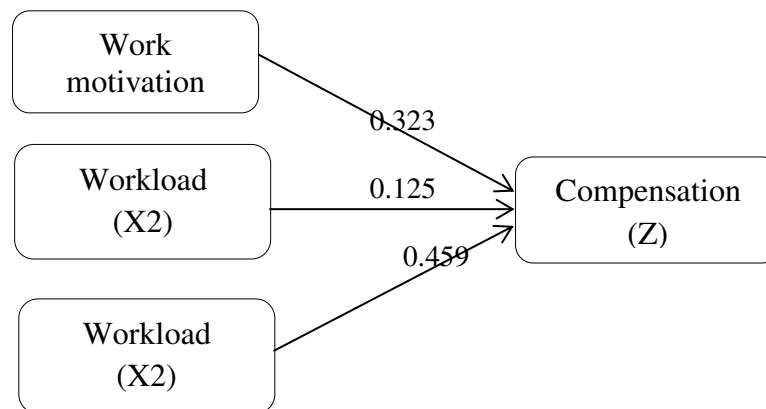
$$Z = 0.323\ X1 + 0.125\ X2 + 0.459\ X3 + e$$

Figure 4
Model 1 Path Diagram (Structure I)

$* e1 = \sqrt{(1 - R^2)}$
$= \sqrt{(1 - 0{,}593)}$
$= 0.637$

Model II Path Coefficients

Based on the equation obtained from multiple linear regression analysis in model 2, the path diagram for model 2 can be formulated as follows:
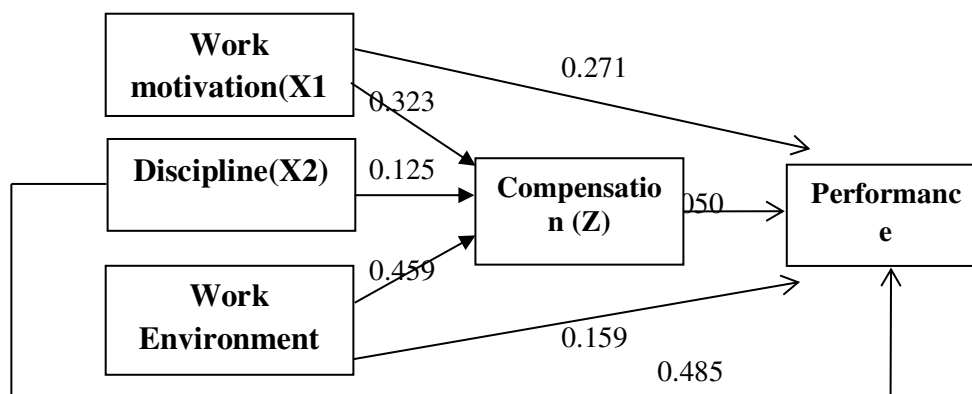
$$Y = 0.271\ X1 + 0.485\ X2 + 0.159$$

Figure 5
Model II path diagram (Structure II)

$$* e1 = \sqrt{(1 - R^2)}$$
$$= \sqrt{(1 - 0,687)}$$
$$= 0.559$$

Path Analysis Test Interpretation

Based on the path diagram that has been formulated, it can be concluded that the direct and indirect effects are as follows:

1. The influence of work motivation (X1) on performance (Y) through compensation (Z) as an intervening variable
   a. Direct effect = 0.271
   b. Indirect influence through work motivation (Y) = 0.323*0.050 = 0.016

So it can be concluded that the indirect influence of work motivation on performance (Y) through compensation (Z) is smaller than the direct influence of work motivation (X1) on performance (Y). Proven by the value of Indirect effect < direct effect or 0.016 < 0.271, it can be explained that compensation has not been able to act as an intervening variable or compensation mediates the influence of work motivation on performance.

2. The influence of discipline (X2) on performance (Y) through compensation (Z) as an intervening variable
   a. Direct effect = 0.485
   b. Indirect effect through compensation (Z) = 0.125*0.050 = 0.006

So it can be concluded that the indirect effect of discipline (X2) on performance through compensation (Z) is smaller than the direct effect of discipline (X2) on performance (Y). Proven by the value of Indirect effect > direct effect 0.006 < 0.485, it can be explained that compensation has not been able to act as an intervening variable or compensation mediates the influence of discipline on performance.

3. The influence of the work environment (X3) on performance (Y) through compensation (Z) as an intervening variable
   a. Direct effect = 0.159
   b. Indirect effect through compensation (Z) = 0.459*0.050 = 0.022

So it can be concluded that the indirect influence of the work environment (X3) on performance through compensation (Z) is smaller than the direct influence of the work environment (X3) on performance (Y). Proven by the value of Indirect effect > direct effect 0.022 < 0.159, it can be explained that compensation has not been able to act as an intervening variable or compensation mediates the influence of the work environment on performance.

Table 11 Recapitulation of Research Results

Hypothesis	Statement	Significant	Comparison	Decision
H1	Work Motivation has a significant effect on Work Compensation	0.001	0.05	Accepted
H2	Discipline has a significant effect on Work Compensation	0.168	0.05	Rejected
H3	The work environment has a significant effect on Work Compensation	0,000	0.05	Accepted
H4	Work Motivation has a significant effect on performance	0.002	0.05	Accepted
H5	Discipline has a significant effect on performance	0,000	0.05	Accepted
H6	The work environment has a significant effect on performance	0.049	0.05	Accepted
H7	Compensation has a significant effect on performance	0.579	0.05	Rejected

Source: primary data (processed)

Table 12
Recapitulation of Direct and Indirect Research Results

Hypothesis	Statement	Direct	Indirect	Decision
H8	Compensation mediates the effect of work motivation on performance	0.271	0.016	Not Mediating
H9	Compensation mediates the effect of discipline on performance	0.485	0.006	Not Mediating
H10	Compensation mediates the influence of the work environment on performance	0.159	0.022	Not Mediating

Source: primary data (processed)

DISCUSSION

Based on the results of the research that has been carried out, the author can imply the following:

1. **The influence of work motivation on compensation**
   The results of the research found that work motivation has a positive and significant effect on compensation. Proven by the sig value (0.001) < (0.05). So it can be concluded that partially the work motivation variable has a positive and significant effect on compensation.

2. **The effect of discipline on compensation**
   The results of the research found that discipline had a positive and insignificant effect on compensation. Proven by the sig value (0.168) > (0.05). So it can be concluded that partially the workload variable has a positive and insignificant effect on compensation.

3. **The influence of the work environment on compensation**
   The results of the research found that the work environment has a positive and significant effect on compensation. Proven by the sig value (0.000) < (0.05). So it can be concluded that partially environmental variables work has a positive and significant effect on compensation.

4. **The influence of work motivation on performance**
   The results of the research found that work motivation has a positive and significant effect on performance. Proven by the sig value (0.002) < (0.05). So it can be concluded that partially the work motivation variable has a positive and significant effect on performance.

5. **The influence of discipline on performance**
   The results of the research found that discipline has a positive and significant effect on performance. Proven by the sig value (0.000) < (0.05). So it can be concluded that partially the discipline variable has a positive and significant effect on performance.

6. **The influence of the work environment on performance**
   The results of the research found that the work environment has a positive and significant effect on performance. Proven by the sig value (0.049) < (0.05). So it can be concluded that partially work environment variables have a positive and significant effect on performance.

7. **The effect of compensation on performance**
   The results of the research found that compensation had a positive and insignificant effect on performance. Proven by the sig value (0.579) > (0.05). So it can be concluded that partially work environment variables have a positive and significant effect on performance.

8. **Direct and indirect influence of work motivation on performance**
   The results of the research found that the indirect influence of work motivation on performance (Y) through compensation (Z) was smaller than the direct influence of work motivation (X1) on performance (Y). Proven by the value of Indirect effect >

direct effect or 0.016 < 0.271, it can be explained that compensation is not able to act as an intervening variable or compensation does not mediate the influence of work motivation on performance.

9. **Direct and indirect effects of discipline on performance**

The results of the research found that the indirect effect of discipline (X2) on performance through compensation (Z) was smaller than the direct effect of discipline (X2) on performance (Y). Proven by the value of Indirect effect > direct effect 0.006 < 0.485, it can be explained that compensation is unable to act as an intervening variable or compensation does not mediate the influence of discipline on performance.

10. **Direct and indirect influence of the work environment on performance**

The results of the research found that the indirect influence of the work environment (X3) on performance through compensation (Z) was smaller than the direct influence of the work environment (X3) on performance (Y). Proven by the value of Indirect effect > direct effect 0.022 < 0.159, it can be explained that compensation is unable to act as an intervening variable or compensation does not mediate the influence of the work environment on performance.

CONCLUSION

Based on the results of data analysis and interpretation of research results and discussions that have been presented previously, several conclusions from the research results can be put forward as follows:

1. There is a positive and significant influence of work motivation on work compensation at West Pasaman Regional Hospital with a significance value of 0.001 (<0.05).
2. There is a positive and insignificant effect of discipline on compensation at West Pasaman Regional Hospital with a significance value of 0.168 (>0.05).
3. There is a positive and insignificant influence of the work environment on compensation at West Pasaman Regional Hospital with a significance value of 0.000 (<0.05).
4. There is a positive and significant influence of work motivation on performance at West Pasaman Regional Hospital with a significance value of 0.002 (<0.05).
5. There is a positive and significant influence of discipline on performance at West Pasaman Regional Hospital with a significance value of 0.000 (<0.05).
6. There is a positive and significant influence of the work environment on performance at West Pasaman Regional Hospital with a significance value of 0.049 (<0.05).
7. There is a positive and insignificant effect of compensation on performance at West Pasaman Regional Hospital with a significance value of 0.579 (>0.05).
8. Compensation does not mediate the effect of work motivation on performance with an Indirect effect value > direct effect or 0.016 < 0.271
9. Compensation does not mediate the effect of discipline on performance with an indirect effect value > direct effect 0.006 < 0.485.
10. Compensation does not mediate the influence of the environment on performance with an indirect effect value > direct effect 0.022 < 0.159

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