The Key Role of Work Environment in Combining Reward and Work Discipline to Support Nurse Performance

Mustari[1], Boge Triatmanto[2], Mokhamad Natsir[3]

[1] Student of Magister Management, University of Merdeka Malang, Indonesia
[2,3] Faculty of Economics and Business, University of Merdeka Malang, Indonesia

Abstract:
The purpose of this study is to analyze the effect of reward and work discipline on nurse performance through work environtment. This type of research is quantitative research with Path Analysis techniques. The study was located at the Malang City General Hospital (RSUD Kota Malang), East Java, Indonesia. The population is all nurses who work at RSUD Kota Malang. The sampling technique is based on the probability sampling method with a Simple Random Sampling approach. The number of samples determined amounted to 60 nurses using the Slovin formula. The results prove that reward and work discipline have a positive and significant effect on the work environment. Reward and work discipline have a positive and significant effect on the nurse performance. The work environment has a positive and significant effect on nurse performance. Furthermore, this study found that the work environment was able to mediate the effect of reward and work discipline on nurse performance. The results of this study are expected to be used as consideration and input for RSUD Kota Malang to determine policies to improve nurse performance through rewarding and implementing good work discipline and forming a healthy, safe, and comfortable work environment.

Keywords:Nurse performance, work environment, work discipline, reward

I. INTRODUCTION

An essential component that plays a proactive and eminently significant function in a corporation is its human resources. This is so because, according to (Mangkunegara, 2017), "humans are subjects who become planners, actors, and determinators of the realization of the goals of the organization." In other words, the growth and accomplishment of corporate goals depend greatly on the critical assets known as human resources. Employees that are willing to go above and beyond the call of duty and offer performance that surpasses expectations are essential for successful firms (Nisa et al., 2018).

For agencies that provide services as well as hospitals, human resources have an important role in providing services. Hospitals are very dependent on the ability and expertise of their staff, both health staff and non-health staff (R. Astuti &; Lesmana, 2018). In connection with this, it is necessary to have reliable human resources and have optimal performance as the most important requirement in achieving the goals of the organization. This achievement can certainly be obtained from the efforts made by Rumah Sakait in managing human resources that have the potential to improve performance (Sembiring &; Winarto, 2020).

Performance is the result of work achieved by a person or group of people in carrying out the duties and responsibilities assigned to them. The performance of employees in a hospital can be known based on evaluation in assessing the quality of health services, especially those related to nurse performance. This is because nurses are the main element in health organizations. (Heryyanoor et al., 2021). Employees with high performance will always be fully aware of their respective responsibilities and try to carry out all the tasks assigned to them as well as possible following their abilities to get maximum work results (Wijaya et al., 2023).Many aspects can affect nurse performance, including rewards, work discipline, and work environment.

Reward is known as a form of company appreciation for employee competence and professionalism (Aulia et al., 2022). This reward is the company's effort to reward the work of employees, to encourage employees to work harder and potentially. Employees need rewards when their work results have met or even exceeded the standards set by the company (Mambrasar et al., 2021). Reward is used as one of the levers to meet employee needs to achieve the best self-quality points. The use of rewards will be a reference for employees to improve their skills and self-development so that the rate of performance improvement will affect the company (Sofiati, 2021). The relationship between reward and work performance has been widely studied by previous researchers, including (Aulia et al., 2022; Firmansyah et al., 2021; Manzoor et al., 2021) which shows that rewards have a significant effect on employee performance.

Employee performance can also be impacted by features of work discipline in addition to rewards. According to (Yulizar, 2019), discipline is a state that is developed by a succession of actions that demonstrate the ideals of obedience, obedience, order, and order. In other words, work discipline that has been integrated into the employee, the attitude or action done is not at all felt as a burden but will burden him if the employee does not act as usual. Discipline is something that must be maintained and improved so that nurses are accustomed to full discipline and responsibility for the duties given by the company in this case the hospital (Dhermawan &; Pratama, 2020). Research conducted by (Ambar S et al., 2021; E. M. Y. Astuti et al., 2022; and Dhermawan &; Pratama, 2020) state that work discipline has a significant relationship with employee performance.

Because the workplace environment can either directly or indirectly impact how well an employee performs the duties assigned, the hospital must also pay attention to it in order to ensure that staff can work successfully and efficiently(Sani, 2019). A healthy and comfortable work environment can have an impact on employee performance. The relationship between the work environment and employee performance has been previously investigated by (Putri, 2023; Wijaya et al., 2023; and Wirya, 2019) which states that the work environment significantly impacts employee performance.

The existence of hospitals at the regional level known as regional public hospitals is an effort by the government to increase service capacity to regional communities in the health sector. Nursing as a form of professional service is an integral part that cannot be separated from overall health service efforts (Hermianti et al., 2021). Based on the background mentioned above, this study aims to analyze the effect of reward and nurse work discipline by presenting the work environment as a mediating variable in regional public hospitals.

II. LITERATURE REVIEW

Muhammad (Putra et al., 2020) defines performance as an act or behavior of a person in carrying out his duties that can be observed and assessed by others. Performance can also be interpreted as information that shows the level of quality and quantity of an employee's work (Wijaya et al., 2023). It can be said that nurse performance is a nurse's activity that shows the results of work in quality and quantity in carrying out their duties and obligations. Nurse performance can be measured through several indicators according to (Mathis &; Jackson, 2011) including quality; quantity; accuracy; attendance, and ability.

The work environment is said to have a positive impact if it creates a conducive work environment. On the contrary, it is said to be negative if the work environment is not conducive so the short impact felt can have an effect on employee performance in carrying out work activities and have a long impact on the company (Aulia et al., 2022). The work environment consists of two types, namely the physical work environment (pleasant office layout, clean environment, sufficient air exchange, color, adequate lighting, and others) and non-physical work environment including work atmosphere, relationships between colleagues, leadership and subordinate relationships, cooperation between colleagues (Apriyanto et al., 2021). It is mentioned in (Gamal et al., 2018) that usually, employees can tolerate an adequate physical environment as long as there is a non-physical environment such as a comfortable and pleasant work atmosphere and harmonious relationships with colleagues is one of the factors that can influence employees to stay in a company.

In addition to environmental factors, work discipline factors can also affect nurse performance because what is the company's goal will be difficult to achieve if there is no work discipline (Yulizar, 2019). Discipline is a form of obedience or obedience or compliance with applicable regulations, both written and unwritten (Wirya, 2019). Measurement of work discipline can be measured through several indicators, namely compliance with the rules of time; obey basic rules; obey the rules of guidelines and labor relations, and obey other rules (Sutrisno, 2016; Wardani &; Riyanto, 2019).

Organizations need to pay special attention to the achievements obtained by employees by providing rewards (prizes, rewards, and rewards) and motivation to work with enthusiasm and have high responsibility for their duties so that an organization will easily meet planned goals (Meregawa &; Suwandana, 2020). So that it can be defined as reward is a reward for services given to employees as an organizational effort so that employees work with enthusiasm, and have high responsibility for their duties, so it will be easy to meet the planned goals. Aspects that can be used to measure rewards include salary and bonuses given; welfare provided; career development awarded and psychologist and social awards given (Mahmudi, 2013)

This study further examines the factors that can affect nurse performance by carrying out the work environment as a mediating variable between reward and work discipline for nurse performance. So based on the relationship between these variables, researchers describe them in several research hypotheses below:

H1: Reward and work discipline significantly impact the work environment.
H2: Reward and work discipline significantly impact nurse performance.
H3: The work environment significantly impacts nurse performance
H4: The work environment significantly impacts the nurse's performance through the work environment.
Based on these four hypotheses, the conceptual framework of the research shown below can be described:

Figure 1: Research concept framework
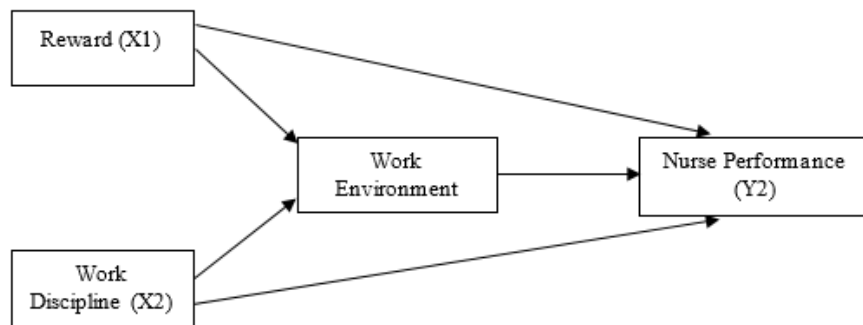
III. RESEARCH METHODS

This research is included in quantitative research using explanatory research methods, namely testing the influence between variables consisting of reward-free variables and work discipline; The mediating variable is the work environment and the dependent variable is the nurse's performance. In this study, the population used was all nurses at the Malang City General Hospital (RSUD Kota Malang), East Java, Indonesia. Because population includes probability sampling, the determination of the number of samples uses simple random sampling whose sample size can be known through the Slovin formula. Based on the calculation of the Slovin formula with an error degree of 10%, a sample of 60 nurses was obtained.

The data collection technique uses a questionnaire instrument that is arranged based on the Likert scale. The data analysis technique consists of two parts, the first data analysis uses descriptive analysis, and the next data analysis tests the influence using path analysis analysis which first begins with a data validity test through validity and reliability tests, followed by classical assumption tests and influence tests. In the statistical test process using SPPS ver. 26 as a tool to analyze data.

IV. RESEARCH RESULT

Malang City General Hospital (RSUD Kota Malang)is one of the government hospitals located in Malang City, East Java, Indonesia. The respondents in this study were nurses who worked at RSUD Kota Malang, totaling 60 nurses. Researchers have collected primary data, namely in the form of respondents' answers to questionnaires, and have tabulated data.

Here is the demographic data profile of the study respondent:

Table 1 Characteristics of Respondents

Characteristic	Category	Frequency	Percentage
Gender	Man	24	40%
	Woman	36	60%
Age	20-30 years	9	15%
	31-40 years	35	58,3%
	41-50 years	12	20%
	>50 years	4	6,7%
Education Level	Diploma	53	88%
	Bachelor	7	12%
Period of Service	5-10 years	7	12%
	10 -15 years	8	13%
	> 15 years	45	75%

Table 1 shows the profile characteristics of respondents, the majority of whom are female. The age characteristics are dominated by respondents aged in the range of 31-40 years, thisshows that most respondents are at a mature age, because in general at that age are considered to have the ability to make decisions wisely and easily deal with problems well. while the majority education level is a Diploma which indicates that the respondent has qualified skills according to their field of work as a nurse. Based on respondent data, it is also

known that the majority of respondents have a working period of >15 years, this can be interpreted that the longer the employee works, the attitude of service and loyalty to the profession will increase as well.

For data analysis, research is processed using SPSS ver. 26. There are 4 research variables with a total of 16 indicators and covering 32 instrument items in total. As an initial stage of data processing, validity and reliability tests are first carried out on all instrument items. The results of the validity test showed that 32 instrument items through the Pearson correlation had a calculated r value > r table with a significance probability of < 5% so it was proven that the questionnaire items were entirely valid. For reliability tests, research instruments are known to prove reliable as shown by the value of Chronbach alpha > 0.6 (Ghozali, 2017). Attached validity and reliability test results.

The results of the Descriptive analysis based on respondents' responses found that the reward variable had a total average of 4.04 which described nurses agreeing that the rewards given to nurses at RSUD Kota Malang had been fulfilled properly. The salary and bonus indicators given have the highest perception value to measure the rewards given to nurses at RSUD Kota Malang. The work discipline variable has a total average of 4.08 which illustrates that nurses agree that the work discipline applied by nurses at RSUD Kota Malang has been carried out well. The indicator of compliance with time rules has the highest perception value to measure work discipline applied to RSUD Kota Malang. Furthermore, the total work environment variable has an average value of 4.19 which describes nurses agreeing that the work environment where nurses work and work is well met. The work environment indicator that has the highest average value is the cooperation indicator between colleagues, this information illustrates that the co-worker relationship indicator has the highest perception value to measure the nurse's work environment at RSUD Kota Malang. The next variable is the performance of nurses who in total have an average value of 4.17, this illustrates that nurses agree that employee performance has been carried out well. The quantity indicator has the highest perceived value in measuring the performance of nurses at RSUD Kota Malang. The results of the descriptive analysis are attached.

In path analysis, first, build a structural equation model which is carried out three regressions and has the following results:
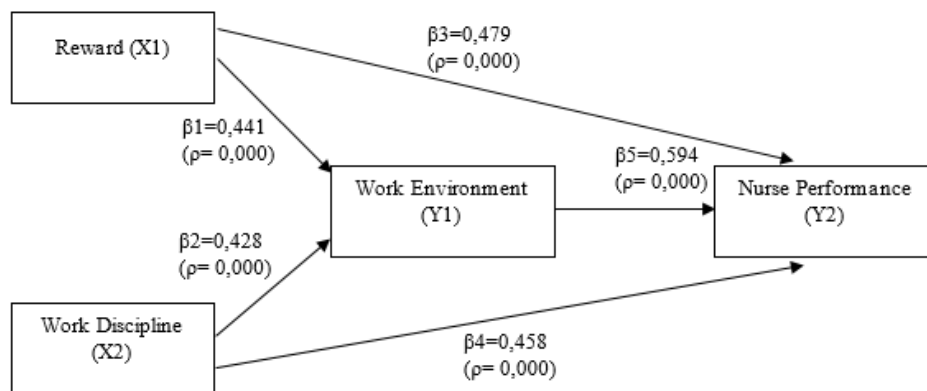
First multiple linear regression model: Y1 = 0.441X1 + 0.428 X2 + e1
Second multiple linear regression model: Y2 = 0.479X1 + 0.458X2 + e2
Simple linear regression model: Y2 = 0.594Y1 + e3

The structural equation model results areshown in the following figure:

Figure 2 Structural Equation Model Results

Based on Figure 2 above, data can be obtained regarding the effect of reward and work discipline on the work environment, that each p-value (0.000) < α (0.05) which can be interpreted as a reward and work discipline has a significant effect on the work environment. Regarding the effect of reward and work discipline on nurse performance, each obtained p-value (0.000) < α (0.05) which can be interpreted as reward and work discipline have a significant effect on nurse performance. Regarding the influence of the work environment on nurse performance, p (0.000) < α (0.05) can be interpreted as a significant effect on nurse performance. In the following Table 2, the results of the pathway analysis show that the work environment fully mediates between reward and work discipline on nurse performance because the total influence value is greater than the direct influence.

Table 2 The Result of Path Analysis

Variable			p	Coefficient			Result
Independent	Mediation	Dependent		Direct effect	Indirect effect	Total effect	
Reward	Work Environment		0,000	0,441			H1-Accepted
Work Discipline	Work Environment		0,000	0,428			
Reward		Nurse Performance	0,000	0,479			H2-Accepted
Work Discipline		Nurse Performance	0,000	0,458			
Work Environment		Nurse Performance	0,000	0,594			H3-Accepted
Reward	Work Environment	Nurse Performance			0,441x0,594 = 0,261	0,479+0,261= 0,740	H4-Accepted
Work Discipline	Work Environment	Nurse Performance			0,428x0,594= 0,254	0,458+0,254= 0,712	

V. DISCUSSION

Reward and work discipline significantly affect the work environment. Rewards include many of the stimuli provided by organizations to employees as part of a psychological contract (Moorhead & Griffin, 2013). Awards also satisfy several needs that employees seek to meet through their choices over work-related behaviors. The better the reward given and set by the hospital will contribute to the nurse's work environment. Similarly, the work discipline applied will be able to form an orderly work environment that can support the right service process. As is known, services in hospitals require the alacrity of nurses, this can be seen through timely attendance during working hours which can realize the transfer of duties and responsibilities of each shift smoothly to create a good work environment. A good work environment can be realized through harmonious relationships with colleagues and without mutual intrigue between colleagues which can affect a pleasant work atmosphere (Sutrisnoputri et al., 2018).

Nurse performance is significantly affected by reward and work discipline. Giving rewards is a form of company appreciation given to its employees for the performance that has been done. The reward can shape the perception of employees that their contribution to the company is valued so that it can spur increased employee performance. Like employees in general, nurses as part of workers in hospitals related to rewards or service rewards in the form of appropriate salaries and bonuses are one of the triggers for nurses' enthusiasm at work. It can be said that the form of reward is a reflection of the company's efforts in managing human resources as the company's main ingredient in encouraging better employee performance. The existence of work discipline and the application of discipline to the rules made by a well-run organization is considered capable of improving work performance and goals to be achieved by the organization. Based on descriptive analysis, nurses' perceptions of work discipline at RSUD Kota Malang have an average value that is overall considered to be well implemented. Nurses' adherence to time rules is the main reflection of the implementation of work discipline that can support better nurse performance. This shows that nurse performance is related to the great duties and responsibilities of providing health services to patients and the responsibility of completing assigned tasks on time. The results of this study are consistent with research conducted by (Dairi et al., 2020; Nompo &; Pandowo, 2020; and Tanaka et al., 2021) who stated that reward and work discipline affect employee performance.

The work environment significantly affects the performance of nurses. The work environment can be shown through relationships between colleagues, superior and subordinate relationships, and cooperation between colleagues. For nurses, relationships between colleagues that are well established, especially in carrying out work, and a sense of security from all forms of intimidation at work can support nurses' performance to work optimally, healthily, safely, and comfortably. With a good work environment, a good working climate will be formed and nurses will be able to work optimally. Consistently the results of this study support the research conducted by(Maidiyanto et al., 2021; Meregawa & Suwandana, 2020; Nguyen et al., 2020)

According to the study's findings, the workenvironment can influence how well nurses perform in terms of rewards and work rules. The workplace is a tool for ensuring the efficiency of the work process, and comfort and safety are key factors in fostering a welcoming and enjoyable work environment for all employees. This will help employees perform better, which will help nurses accomplish their duties effectively (Siahaan &; Bahri, 2019). The provision of rewards and the application of work discipline can improve nurses' performance through the creation of a good and conducive work environment in the form of well-established relationships between colleagues. A conducive work environment will encourage and increase the nurse's work passion to

work optimally. For this reason, hospital management should consider the work environment for nurses, especially non-physical work environments. This is in line with (Nabawi, 2019) which states in which comfort and safety at work are also very calculated in creating a conducive and pleasant work environment for employees so they can support the performance of nurses in carrying out their duties. The idea is that the work environment is a means of supporting the efficient operation of the work process.

VI. CONCLUSION AND RECOMMENDATION

The performance of nurses in hospitals, especially government hospitals, can be improved through the provision of rewards, the application of work discipline, and a conducive work environment. Giving rewards that have been fulfilled properly can form a conducive work environment so that it can support nurse performance better, considering that the rewards received by nurses have been met and do not cause gaps related to salaries and bonuses received. Similarly, the application of good work discipline will be able to form an orderly work environment that can support nurse performance in the service process. This condition explains that improving nurse performance is carried out by increasing rewards and work discipline so that organizational goals can be achieved through a well-formed and conducive work environment.

Recommendations for hospitals, especially at RSUD Kota Malang, are expected to continue to improve the performance of their nurses by providing rewards and implementing work discipline through a good and conducive work environment with the fulfillment of needs and factors related to these variables. In future research, it is expected to add other variables that can affect performance and use other variables to be used as mediation variables.

BIBLIOGRAPHY

[1].   Ambar S, D., Respati, H., &Harsono. (2021). The Effect Of TPP Incentives (Income Improvement Allowance), Presence , Work Culture , And Work Discipline Against Employee Performance At The Department Of Population And Civil Registration Of Malang Regency. Journal Of Research In Business And Management, 9(11), 28–38.

[2].   Apriyanto, A., Respati, H., &Supriadi, B. (2021). The Effect Of Work Environment And Work Motivation On Employee Performance Through Work Discipline At The Office Of Investment And One Stop Integrated Services (DPMPTSP) Malang Regency. Journal Of Research In Business And Management, 9(11), 20–27.

[3].   Astuti, E. M. Y., Yarnest, &Arigin, S. (2022). The Influence Of Discipline, Work Environment, Teacher Professional Attitude, And Principal Supervision On The Performance Of State Vocational High School Teachers In The Malang Regency. IOSR Journal Of Research &Method In Education, 12(5), 24–30. Https://Doi.Org/10.9790/7388-1205032430

[4].   Astuti, R., &Lesmana, O. P. A. (2018). Pengaruh Motivasi Dan Beban Kerja Terhadap Kinerja Perawat Pada Rumah Sakit Umum Mitra Medika Medan. Jurnal Ilman: Jurnal Ilmu Manajemen, 6(2), 42–50.

[5].   Aulia, A. A., Aju, I., &Damayanti, N. (2022). The Effect Of Reward , Punishment , Internal Communication , And Work Enviroment On Employee Performance PT . Aira Mitra Media. WORLD JOURNAL OF BUSINESS RESEARCH AND PROJECT MANAGEMENT, 2(2), 70–75.

[6].   Dairi, Pebriandi, &Azwar, D. (2020). Analysis The Effect Of Reward And Punishment Effect On Performance With Working Discipline As Intervening Variable (A Case Study Of Employee At The Culture And Tourism Office Sungai Penuh City). American Journal Of Humanities And Social Sciences Research, Vol.4(8), Hal.435-444.

[7].   Dhermawan, A., &Pratama, M. P. (2020). Pengaruh Kompensasi, Disipln Kerja, Dan Beban Kerja Terhadap Kinerja Rumah Sakit Aisyiyah Purworejo. Jurnal Ilmiah Mahasiswa Manajemen, Bisnis Dan Akuntansi (JIMMBA), 2(4), 537–545. Https://Doi.Org/10.32639/Jimmba.V2i4.609

[8].   Firmansyah, M. R., Setyadi, S., &Sumarsono, T. G. (2021). The Effect Of Reward And Punishment On Employee Performance Through Work Motivation In PT. Haleyora Power, Zone 1 And Zone 2 In Pasuruan Area. International Journal Of Scientific &Technology Research, 10(06). Www.Ijstr.Org

[9].   Gamal, N. L., Taneo, S. Y. M., &Halim, L. (2018). Job Satisfaction As A Mediation Variable In The Relationship Between Work Safety And Health (K3) And Work Environment To Employee Performance. Jurnal Aplikasi Manajemen, 16(3), 486–493. Https://Doi.Org/10.21776/Ub.Jam.2018.016.03.13

[10].   Ghozali, I. (2017). Aplikasi Analisis Multivariate Dengan Program SPSS. Semarang: Badan Penerbit UNDIP.

[11].   Hermianti, Amir, R., &Rusman, A. D. P. (2021). Hubungan Motivasi Dan Disiplin Kerja Dengan Kinerja Tenaga Perawat Di Wilayah Kerja Puskesmas Lakessi Kota Parepare. Jurnal Ilmiah Manusia Dan Kesehatan, 4(2), 237–246.

[12].   Heryyanoor, H., Nursalam, N., Hidayat, A. A. A., Hidayat, T., Raziansyah, R., Zubaidah, Z., &Pusparina, I. (2021). Culture-Based Situational Leadership Model In Improving The Organization Nurse Performance. Journal Of International Dental And Medical Research, 14(3), 1251–1259.

[13].   Mahmudi. (2013). Manajemen Sektor Publik. Yogyakarta: UPP Sekolah Tinggi Ilmu Manajemen YKPN YKPN.

[14].   Maidiyanto, R., Asmui, A., &Sompa, A. T. (2021). The Effect Of Work Motivation, Work Environment And Quality Of Communication On Employee Performance At The Regional Secretariat Of South Kalimantan Province, Indonesia. European Journal Of Human Resource Management Studies, 5(2), 122–152. Https://Doi.Org/10.46827/Ejhrms.V5i2.1108

[15].   Mambrasar, R., Lengkong, V., &Taroreh, R. (2021). Effect Of Work Environment, Reward, Punishment And Work Discipline On Organizational N Organizational Commitment (Study On Employees N Employees Of The Regional Financial Management Agency He Regional Financial Management Agency Of Tambrauw Regency, West . INTERNATIONAL JOURNAL ON ECONOMICS, FINANCE AND SUSTAINABLE DEVELOPMENT, 3(6), 48–59. Www.Researchparks.Org

[16].   Mangkunegara, A. P. (2017). Manajemen Sumber Daya Manusia Perusahaan. Bandung: Remaja Rosdakarya.

[17].   Manzoor, F., Wei, L., &Asif, M. (2021). Intrinsic Rewards And Employee's Performance With The Mediating Mechanism Of Employee's Motivation. Frontiers In Psychology, 12(July), 1–13. Https://Doi.Org/10.3389/Fpsyg.2021.563070

[18].   Mathis, R. L., &Jackson, J. H. (2011). Human Resource Management. (10th Ed.). Jakarta: Salemba Empat.

[19].   Meregawa, N. F., &Suwandana, G. M. (2020). Work Environmental Analysis Of Employee Performance With Reward As Mediation Variables (Case Study On Bay Beach Resort &Spa Jimbaran. American Journal Of Humanities And Social Sciences

Research, 8, 296–302. Www.Ajhssr.Com

[20]. Moorhead, G., &Griffin, R. W. (2013). Perilaku Organisasi. Jakarta: Salemba Empat.

[21]. Nabawi, R. (2019). Pengaruh Lingkungan Kerja, Kepuasan Kerja Dan Beban Kerja Terhadap Kinerja Pegawai. Maneggio: Jurnal Ilmiah Magister Manajemen, 2(2), 170–183. Https://Doi.Org/10.52643/Jam.V11i2.1880

[22]. Nguyen, P. T., Yandi, A., &Mahaputra, M. R. (2020). Factors That Influence Employee Performance: Motivation, Leadership, Environment, Culture Organization, Work Achievement, Competence And Compensation (A STUDY OF HUMAN RESOURCE MANAGEMENT LITERATURE STUDIES). DIJDBM: Dinasti International Journal Business Management, 1(4), 645–662. Https://Doi.Org/10.31933/DIJDBM

[23]. Nisa, D. K., Santoso, B., &Azhad, M. N. (2018). Pengaruh Budaya Organisasi Dan Organizational Citizenship Behavior (OCB) Terhadap Kinerja Pegawai Rumah Sakit Tk. III Baladhika Husada Jember. International Journal Of Social Science And Business, 2(3), 108. Https://Doi.Org/10.23887/Ijssb.V2i3.16219

[24]. Nompo, V. G. E., &Pandowo, M. H. C. (2020). Pengaruh Reward , Punishment Dan Disiplin Kerja Terhadap Kinerja Karyawan Di Pt . Pegadaian (Persero) Kanwil V Manado The Effect Of Reward , Punishment And Work Discipline On Employee Performance At Pt . Pegadaian (Persero) Kanwil V Manado. Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi, 8(4), 288–299.

[25]. Putra, M. R., Yandi, A., &Maharani, A. (2020). Determination Of Employee Motivation And Performance: Working Environment, Organizational Culture, And Compensation. Dinasti International Journal Of Education Management And Social Science, 1(3), 419–436. Https://Doi.Org/10.31933/DIJEMS

[26]. Putri, N. R. E. (2023). Influence Analysis Of Competence, Service Quality And Work Environment On Employee Performance With Motivation As An Intervening Variable In The Personnel And Human Resources Development Agency (BKPSDM) Batu City. International Journal Of Business, Management And Economics, 4(1), 1–12. Https://Doi.Org/10.47747/Ijbme.V4i1.969

[27]. Sani, N. (2019). Hubungan Antara Disiplin Kerja, Lingkungan Kerja Dan Etos Kerja Dengan Produktivitas Kerja Perawat Di Ruang Rawat Inap Rs Pertamina Bintang Amin Bandar Lampung Tahun 2018. Jurnal Ilmu Kedokteran Dan Kesehatan, 6(3), 186–193. Https://Doi.Org/10.33024/Jikk.V6i3.2207

[28]. Sembiring, R., &Winarto. (2020). Pengaruh Budaya Kerja Dan Komitmen Terhadap Kinerja Karyawan (Studi Kasus Pada Perawat Di Rumah Sakit Milik Pemerintah). Jurnal Lmiah Methonomi, 6(1), 2598–9693.

[29]. Siahaan, S., &Bahri, S. (2019). Pengaruh Penempatan, Motivasi, Dan Lingkungan Kerja Terhadap Kinerja Pegawai. Maneggio: Jurnal Ilmiah Magister Manajemen, 2(1), 16–30. Https://Doi.Org/10.30596/Maneggio.V2i1.3402

[30]. Sofiati, E. (2021). Pengaruh Reward Dan Punishment Terhadap Kinerja Pegawai. Ekono Insentif, 15(1), 34–46. Https://Doi.Org/10.36787/Jei.V15i1.502

[31]. Sutrisno, E. (2016). Manajemen Sumber Daya Manusia. Jakarta: Kencana Prenada.

[32]. Sutrisnoputri, A. L., Suryawati, C., &Fatmasari, E. Y. (2018). Hubungan Disiplin Kerja Dan Lingkungan Kerja Dengan Kinerja Perawat Di Ruang Rawat Inap Rumah Sakit Umum Daerah Tugurejo Semarang. Jurnal Kesehatan Masyarakat (E-Journal), 6(1), 1–7.

[33]. Tanaka, G. M. P., Respati, H., &Triatmanto, B. (2021). The Effect Of Rewards On Employee Performance Through Work Discipline At CV Glory Dewi Kencana. International Journal Of Business Marketing And Management (IJBMM), 6(9), 1–6. Www.Ijbmm.Com

[34]. Wardani, B. D. P., &Riyanto, S. (2019). The Influence Of Motivation, Discipline And Work Environment On The Performance Of The Inspectorate Of Government Internal Supervisory Apparatus Bekasi District. International Journal Of Innovative Science And Research Technology, 4(5), 956–964.

[35]. Wijaya, A. F., Kurnia, E., &Mustaqim, H. (2023). The Effect Of Work Supervision And Non-Physical Work Environment On The Performance Of Employees At Avsec Unit Pt Angkasa Pura II (Persero) Hang Nadim Airport Branch Batam. International Journal Of Business And Quality Research, 1(2), 12–27.

[36]. Wirya, K. E. S. (2019). The Effect Of Compensation And Work Environment On Work Discipline And Performance Of Mini Mart Employees In Denpasar City How To Cite (In APA Style). Jurnal Ekonomi Dan Bisnis Jagaditha, 6(1), 60–71. Https://Ejournal.Warmadewa.Ac.Id/Index.Php/Jagaditha

[37]. Yulizar, Y. (2019). Pengaruh Lingkungan Dan Disiplin Kerja Terhadap Kinerja Perawat Pada Rumah Sakit Umum Daerah Bangkinang. Ensiklopedia Sosial Review, 1(2), 145–149. Http://Jurnal.Ensiklopediaku.Org/Ojs-2.4.8-3/Index.Php/Sosial/Article/View/245

ATTACHMENT

No	Variables and Indicators	Questionnaire Items	Correlation coefficients	Reliability coefficients	Mean	
1	Reward			0,887	4,04	
	Salaries and Bonuses given	Obtain a salary according to the specified workload.	,765**		4,15	4,11
		Get a bonus if you excel	,736**		4,07	
	Welfare provided	When you retire to get a pension fund.	,817**		3,97	3,97
		The allowance provided can meet the needs.	,788**		3,97	
	Career Development provided	Given the freedom to develop skills.	,724**		4,05	4,03
		Every nurse has the opportunity to develop a career in the hospital.	,804**		4,00	

No	Variables and Indicators	Questionnaire Items	Correlation coefficients	Reliability coefficients	Mean	
	Psychological and social rewards given	Given the opportunity to be promoted to a higher position if you excel.	,805**		4,05	4,04
		Leaders give confidence to do tasks that vary according to their expertise.	,557**		4,03	
2	Work Discipline			0,912	4,08	
	Obey the rules of time	Always be on time during business hours	,734**		4,22	4,18
		Work breaks according to the specified time.	,765**		4,13	
	Obey the ground rules.	Always tidy up work equipment after completion of use.	,710**		4,08	4,02
		Always obey the regulations set by the hospital	,799**		3,95	
	Comply with the rules, guidelines and Employment relations.	Always wear a predetermined work uniform	,817**		3,98	4,00
		Always use ID when working in a hospital.	,828**		4,02	
	Obey other rules	Always do tasks responsibly	,858**		4,07	4,12
		Able to use work equipment properly according to hospital SOPs.	,806**		4,17	
3	Work Environment			0,821	4,19	
	Co-Worker Relations	Relationships among colleagues are well established.	,765**		4,25	4,25
		Feel safe from forms of intimidation between employees	,648**		4,25	
	Relationship between Boss and Employee	Leaders do not discriminate between employees.	,722**		4,10	4,13
		Communication between leaders and employees is well established	,846**		4,17	
	Cooperation between employees	Between nurses help each other in carrying out their duties	,766**		4,15	4,18
		Good cooperation between nurses is established so that work can be completed quickly.	,603**		4,20	
4	Nurse Performance			0,860	4,17	

No	Variables and Indicators	Questionnaire Items	Correlation coefficients	Reliability coefficients	Mean	
	Quality	Have high initiative in working	,701**		4,20	4,18
		Have work achievements to support the progress of the hospital.	,638**		4,17	
	Quantity	Able to achieve predetermined work targets	,543**		4,32	4,23
		Perform work according to the number of activity cycles completed.	,689**		4,15	
	Accuracy	Can complete the work accurately according to specified standards	,620**		4,13	4,17
		Can complete work on time	,690**		4,20	
	Presence	Always be allowed to leave the workplace	,760**		4,13	4,13
		Always be present in working in accordance with existing regulations	,714**		4,13	
	Ability	Understand things related to the task given	,716**		4,10	4,13
		Have responsibility in carrying out duties and work	,607**		4,15	