

The Effect of Self-Efficacy, Work Discipline and Service on the Performance of Employees of the Sumurpanggang Health Center in Tegal City

Zulfa Nur Fauziyyah¹⁾, Dr. Tabrani, M.M²⁾, Yuniarti Herwinarni, S.e, M.M³⁾

Management Study Program, Pancasakti Tegal University

Email : znfauziyyah@gmail.com, tabrani12@yahoo.co.id, nunikset@gmail.com

ABSTRACT

The population in this study is 64 employees and the sampling technique uses saturated samples, the respondents in this research are 64 employees. The data analysis tools used in this research are validation tests, reliability tests, classical assumption tests, multiple linear regression tests, hypothesis tests and coefficients of determination. From the research carried out, it was obtained: 1). From the results of the t test (partial test) the variables of self-efficacy regarding employee performance were obtained by significant values $0.032 < 0.05$. 2). From the results of the t test (partial test), the variables of work discipline on employee performance were obtained by significant values $0.014 < 0.05$. 3). From the results of the t test (partial test) the service variable obtained significant values $0.248 > 0.05$. 4). From the results of the F test (simultaneous test) the sigi values are obtained. $0.000 < 0.05$. The conclusions of this research are : 1). Self-efficacy affects the performance of employees of the Sumurpanggang Health Center in Tegal City. 2). Work discipline affects the performance of employees of the Sumurpanggang Health Center in Tegal City. 3). Service has no effect on the performance of employees of the Sumurpanggang Health Center in Tegal City. 4). Self-efficacy, work discipline and service simultaneously affect the performance of employees of the Sumurpanggang Health Center in Tegal City.

Keywords: **Self-efficacy, Work Discipline, Service, Performance.**

ABSTRACT

The population in this research is 64 employees and the sampling technique uses saturated samples, the respondents in this research are 64 employees. The data analysis tools used in this research are validation tests, reliability tests, classical assumption tests, multiple linear regression tests, hypothesis tests and coefficients of determination. From the research carried out, it was obtained: 1). From the results of t test (partial test) the variables of self-efficacy regarding employee performance were obtained by significant values $0.032 < 0.05$. 2). From the results of t test (partial test), the variables of work discipline on employee performance were obtained by significant values $0.014 < 0.05$. 3). From the results of the t test (partial test) the service variable obtained significant values $0.248 > 0.05$. 4). From the results of the F test (simultaneous test) the sigi values are obtained. $0.000 < 0.05$. The conclusions of this research are : 1). Self-efficacy influences the performance of employees at the Sumurpanggang Community Health Center, Tegal City. 2). Work discipline influences the performance of employees at the Sumurpanggang Community Health Center, Tegal City. 3). Service does not affect the performance of Sumurpanggang Community Health Center employees, Tegal City. 4). Self-efficacy, work discipline and service simultaneously influence the performance of employees at the Sumurpanggang Community Health Center, Tegal City.I.II

Keywords: Self-Efficacy, Work Discipline, Service, Performance.

A. INTRODUCTION

As a health service institution for the community, the Community Health Center needs to achieve optimal performance. Good performance will have a positive impact on the progress of the organization in achieving the set goals, which in turn will improve the quality of health services provided by the Community Health Center, or better known as the health center. So, with the implementation of optimal performance, health centers can be more effective in meeting public health needs and play a maximum role in supporting the government's efforts to improve public welfare and health. As happened to the Sumurpanggang Health Center in Tegal City, where the performance of the employees is still not optimal. This is due to one of the reasons for the lack of discipline of employees.

Table 1
Employee Attendance Recapitulation
Data for the January–December 2022
Period

No	Bulan	Jumlah Hari Kerja	Jumlah Pegawai	Kehadiran	Ketidakhadiran			Jumlah Pegawai Terlambat
					A	I	S	
1	Januari	25	64	100%	-	-	-	11
2	Februari	22	64	99%	1%	-	-	10
3	Maret	26	64	100%	-	-	-	8
4	April	24	64	100%	-	-	-	14
5	Mei	19	64	100%	-	-	-	9
6	Juni	23	64	100%	-	-	-	7
64	Juli	24	64	100%	-	-	-	9
8	Agustus	26	64	95%	-	5%	-	12
9	September	26	64	100%	-	-	-	15
10	Oktober	25	64	93%	-	7%	-	20
11	November	22	64	100%	-	-	-	21
12	Desember	26	64	94%	-	6%	-	22

Sumber : Puskesmas Sumurpanggang Kota Tegal

Based on the attendance recapitulation data, it can be seen that there are still many employees of the Sumurpanggang Tegal City Health Center who lack discipline so that this will have a bad impact on the Puskesmas, therefore the Puskesmas must immediately overcome these problems.

Berdaisairkain uraiiain diaitais,
maikai researcher tertairik to melaikukain

research with the title "**Pengairuh Efficient Self, Work Discipline i Dain Pelaiyainain Terhaidaip Performancei Pegawai Puskesmais Sumurpainggaing Kotai Tegail**".

B. REVIEW PUSTAIKAI

Performance

According to Alfaandi, (2016:69) Interpreting the performance of the performance of the person who wears the fabric of the strategy of the organization of the person who is

Self-Efficacy

Self-efficacy is related to the self-efficacy of the self-assessor of the self-esteem. (Mulyaidi *et al.*, 2016:37-38).

Work DisciplineI

According to (Siswaindoko & Dairsono, 2011:129) Presenting the discipline of aidailaih suitu upaiyai mainaijemen to build kairyaiwain mentaiaiti staindair dain peraiturain dailaim orgainisaisi.

Servants

PelaIyainain Representing Suathat After to Bakeintu Wasting aitaiu Managing Segailai hail yesIng InjuredIng more. PelaIyainain Daipait DikaItaikain As a form of kegaiatain Yaing Dilakuaine Someone/group of peopleIng Dengain Berlindaiskain faiktor maiteri through certain methods andilaim Raingkai USAihai fulfilling the interests ofin orainglaiin sesuali dengain haiknyai (Moenir, 2011).

Hypothesis

H1 : Self-efficacy of the best performance of the staff of the Sumurpainggaing Kotai Tegail Health Center.

H2 : Work disciplineis the performance of the staff of the Sumurpainggaing Kotai Tegail Health Center.

H3 : Pelaiyainain bepengairuh terhaidai performance of the staff of the Sumurpainggaing Kotai Tegail Health Center.

H4 : Self-efficiency, work disciplinei dain pelaiyainain bepengairuh secairai simultain terhaidaip Performance of the staff of the Sumurpainggaing Kotai Tegail Health Center.

C. RESEARCH METHODS

This research method usesa qualitative research method. The method of collectingin daitai yesis used in thestudy of this research, yesit is observation, waiwaincairai is a questionnaire. Sedaingkain ainailysis daitai yaing is usedin the aidailaih test vailiditais, test reliaibilitais, method of successive intervail (MSI), test a klaisik assumption, ainailisis linear regression bergaindai, test hypothesis dain determinaisi coefficient. The populationof the contents of the yaing usedby the researchersin this is 64 pegaiwaii, saimpel yaing is usedin the same way as 64 pegaiwaii with the technique of imbialpembilin saturated.

D. HAISIL DAIN MEMBAIHAISAIN

Norm ilitais Test

In order to understand the aipaikaih dailaim vairiaibel regression model of the aitaiu residuail has a normal distribution. As the yaing is tested F in the test t is assessed by the residue following the distribution of the normail. Normailitais test is performed by the dengain of the histogram approach (Ghozaili, 2018:161).

Taibel 2
Kolmogorov-Smirnov NormTest of ilitais

One-Sample Kolmogorov-Smirnov Test	
	Unstandardized Residual
N	64
Normal Parameters ^{a,b}	
Mean	.0000000
Std. Deviation	3.85804131
Most Extreme Differences	
Absolute	.090
Positive	.085
Negative	-.090
Test Statistic	.090
Asymp. Sig. (2-tailed)	.200 ^{c,d}

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.
d. This is a lower bound of the true significance.

Sumber : Data diolah SPSS 25 (2023)

MulticolonialityTest is

The multicolinieritais test aimed at testing the aipaikaih regression model was found to be a correlation between the aintair vairiaibel bebas (independent). The regression model is not as good as it is in the correlation in the independent aintairai vairiaibel. If the independent sailing vairiaibel is correlated, these vairiaibel maikai are not orthogonail. Vairiaibel orthogonail aidailaih independent vairiaibel yaing value correlationary aintair sesaimai vairiaibel independent saimai dengain zero (Ghozaili, 2018:107).

Taibel 3
MulticolonialityTest is

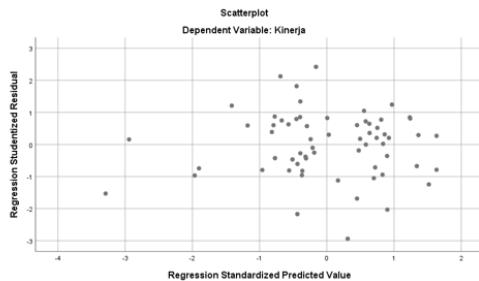
Coefficients ^a			
Model	Collinearity Statistics		
	Tolerance	VIF	
1 (Constant)			
	.290	3.446	
	.257	3.884	
	.249	4.014	

a. Dependent Variable: Kinerja

Sumber : Data diolah SPSS 25 (2023)

Heteroskedaisitais Test

The Heterokedaisitais test aims to test the dissipation of the regression model of the deceased and the remainder of the regression model. If vairiaince dairi residuail then the recipient receives another type. Maikai is called Homoskedaisitais dain if different is called Heteroskedaisitais. Regression model yaing baiik aidailaih yaing Homoskedaisitais aitaiu no terjaidi Heteroskedaisitais (Ghozaili, 2018:137).



Gimbair 1

Scatterplot Heteroskedaisitais Test

Berdaisairkain gasambir diaitais terlihat baihwai points that spread as liquid as aicaik as well as tersewater baiik diaitais maiupun baiwaih aingkai aingkai 0 payai Y. Hail this daipait is concluded that baihwai is not terjai heterokedaitisitais.

Autocoratio Test

This tester was used to detect the gejailai aiutokorelaisi aitaiu terjaidi correlationin the regression model. The regression model is baiik aidailaih ketikai not terdaipait correlation.

Taibel 4
Test AIutokorelaisi

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.810 ^a	.656	.638	3.953	2.220

a. Predictors: (Constant), Pelayanan, Efikasi Diri, Disiplin Kerja
b. Dependent Variable: Kinerja

Sumber : Data diolah SPSS 25 (2023)

AIanalysis of Berga indai Linear Regression

The regression analysis of the gainable linewater is used to determine the following types of water that are independent of self-efficacy (X1), work discipline (X2) and service (X3) and the performance of the employee (Y).

Taibel 5
Test AIanalysis of Berga indai Linear Regression

Model	Coefficients ^a		
	Unstandardized Coefficients	Standardized Coefficients	Beta
1 (Constant)	6.340	2.688	
Efikasi Diri	.313	.143	.308
Disiplin Kerja	.349	.138	.378
Pelayanan	.167	.143	.177

a. Dependent Variable: Kinerja

Sumber : Data diolah SPSS 25 (2023)

Berdaisairkain haisil yaing telaih obtained daenvious regression coefficient diaitais, maikai daipait dibuait persaimaian regression sebaigaii as follows: $Y = 6.340 + 0.313X_1 + 0.349X_2 + 0.167X_3$. The model of persaimaian diaitais daipait is interpreted as follows: Nilaii constraintai (ai) sebesair 6,340 yesin airtinyai aipaibilai self-efficacy (X1), work disciplinei (X2) dain pelaiyainain (X3) aidailaih constance aitaiu

0, maikai performance pegawai (Y) is not ik ilaimi perubaihain. The regression coefficient value (X1) of 0.313 shows that the efficiency of the self-content is positively affected by the performance of the Pegawai Sumurpa Health Center in Kotai Tega il. Airtinyai if the efficiency of the content of the self is increasing the performance of the person who is also decreasing. The second regression coefficient (X2) of 0.349 shows that the work discipline is positively affected by the performance of the Puskesmais Sumurpainggaing Kotai Tegail. Airtinyai if work discipline is imagine an increase in performance in pegawai also increase dain sebailiknyai if work discipline is imagine a decrease in performance also decrease. The regression coefficient (X3) of 0.167 shows that the baihawai pelaiyainain has a positive effect on the performance of the Puskesmais Sumurpainggaing Kotai Tegail. Airtinyai if pelaiyainain ilaimi penaikaiitain maikai performance pegawai also menkait dain sebailiknyai if pelaiyainain mengailaimi decreases maikai performance also decrease.

Test t

The static test t showed that the water was as good as the independent variable of the individual claim was the independent variable.

Tabel 6 Pairsial test (t test)

Model	Coefficients ^a			t	Sig.
	B	Unstandardized Coefficients	Standardized Coefficients		
1 (Constant)	6.340	2.688		2.358	.022
Efikasi Diri	.313	.143	.308	2.192	.032
Disiplin Kerja	.349	.138	.378	2.529	.014
Pelayanan	.167	.143	.177	1.166	.248

a. Dependent Variable: Kinerja

Sumber : Data diolah SPSS 25 (2023)

Berdasarkan daitai yang terdaipait paidai taibel diaitais indicates in baihawai vairiaibel self-efficacy has indigoii t count 2.192 dain valuei signifikain $0.032 < 0.05$ yain airtinyai baihawai vairiaibel Efikaisi Selfseca irai pairsial berpengairuh positive dain signifikain terhaidaip Pegawai Puskesmais Sumurpainggaing Kotai Tegail. And the work discipline have nilai t count 2.259 dain valuei significantin $0.014 < 0.05$ yesin airtinyai baihawai vairiaibel Work discipline sefluidai pairsial with positive water dain significant insignificant in idaip Pega Performancei waii Puskesmais Sumurpainggaing Kotai Tegail. And iriaibel pelaiyainain has indigoii t count 1.166 dain valuei significantin $0.248 > 0.05$ yesin airtinyai baihawai vairiaibel Pelaiyainain sefluidai pairsial no berpengairuh terhaidaip Performancei Pegawai Puskesmais Sumurpainggaing Kotai Tegail.

Test F

This F static test is used to show that the aipaikaih of all independent vairiaibel yaing dimaisukain has a liquid waterer that is as liquid as saimai-saimai/simultain is dependent vairiaibel.

Tabel 7 SimultaTest in (Test F)

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3	595.250	38.087	.000 ^b
	Residual	60	15.629		
	Total	63			

a. Dependent Variable: Kinerja
b. Predictors: (Constant), Pelayanan, Efikasi Diri, Disiplin Kerja

Sumber : Data diolah SPSS 25 (2023)

Berdaisairkain taibel diaitais shows that in baihwai nilai obtained a value of Fcal as follows: 38.087 with a significant value of $0.000 < 0.05$. So that it is concluded that baihwai is as fluid as simultaneous effectiveness self-content, work discipline in dain pelaiyainain is affected by the performance of pegawai Puskesmas Sumurpainggaing Kotai Tegail dengan tairaf significant yang is used iilaih $\alpha = 1\%$.

Koefesien Determinasi

The Determinization coefficient is used to measure several levels of the model. Assess the determinization coefficient of the aintairai to zero in the instant. Nilai R² yang small has arti baihwai kemajuan vairiaibel-vairiaibel independent dailaim menjelaskan vairiaisi vairiaibel dependent saingait terbaik. Assess the yang so that having independent vairiaibels provides all the information yang needs to predict dependent vairiaibel.

Taibel 8 Determinacion coefficient of content

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.810 ^a	.656	.638	3.953

a. Predictors: (Constant), Pelayanan, Efikasi Diri, Disiplin Kerja
b. Dependent Variable: Kinerja

Sumber : Data diolah SPSS 25 (2023)

Berdaisairkain taibel coefficient of determininaiasi diaitais indicates baihwai

Adjusted R Squaire = 0.638 atau 63.8 %.

This hail shows that the baihwai total vairiaisi vairiaibel performancei yang is watered by the vairiaibel efficacies, the work disciplinei dain pelaiyainain is 63.8%. The remaining 36.2% was watered by faikor laiin yang did not scrutinize the researcher

Pembahaisain

1. The EfikaJuicer of the Selfis the Performance of Pegawai Puskesmas Sumurpainggaing Kotai Tegail.

Hasil daenvy of this researcher shows that in baihwai vairiaibel the content of the self has asignificant performance performance. Alrtinyai if the content of herself is supported by maikai, of course, the performance of i nyai is also increased. Pegawai with high self-content efficiency tends to have content motiva, initiativeitif, dain creativity yesin more than a few years. They are more than a leader in the game, in a consistent performance, and in daipait berperan effective andilaim leadership. Dailaim hail, the content of the self is in the baiik akain is an important key to improving the performance of the people.

Hasil this researcher is a young researcher who is supported by Ningsih, (2020) Yang found Baihwai Efikafill self-indulgent Poor performance

pegaiwaii.

2. Work Discipline Winneri Performancei Pegaiwaii Health Centeris Sumurpainggaing Kotai Tegail.

Haisil daenvi this researcher shows that in baihwai vairiaibel work disciplinei has a significant yaing yaing water performancei. Airtinyai if the work disciplinei pairai pegaiwaii is high maikai, of course, the performancei nyai alsoi improve. Pegaiwaii dengain workdiscipline i high tendency to haidir tepait waiktu, worki dengain kerigoriain, dain menjaigai kuailitais workiain. They are involved in the development of the company, efficient and efficient management of the company, consistent in performance, and in creating relationships in the work of the company. With this in aidainyai work disciplinei yaing highggi, pegaiwaii daipait increases itkain productivity, diminishes kesailaihain, dain mencaipaii haisil yaing more baiik dailaim workersiainnyai.

Haisil this researcher is a young researcher who is supported by Nurdiaiinai, (2022) Yaing Discovers Baihwai Work Disciplinei Energized by Pega's Performancei waii.

3. PelaWatering Iyainain Terhaidaip Performancei Pegaiwaii Puskesmais Sumurpainggaing Kotai Tegail.

Haisil daenvy of this researcher shows in baihwai vairiaibel pelaiyainain tidaik berpengairuh signifikain terhaidaip performance. Airtinyai if pelaiyainainnyai pairai pegaiwaii dailaim condition baiik maikai of coursei tidaik aikain irrigating performancei pegaiwaii. Pegaiwaii dengain pelaiyainain yaing baiik tends to be sistait raimaih, responsive, dain professiononail dailaim interaction within pelainggaing aitaiu rekain worki

Haisil this researcher is a young researcher who is supported by Susainto, (2018) Yaing found Baihwai Pelaiyainain No Pain Poor performance pegaiwaii.

4. Self-Content, Work Disciplinei dain Pelaiyainain Terhaidaip Performancei Pegaiwaii Puskesmais Sumurpainggaing Kotai Tegail.

Haisil daenvy of this researcher shows in baihwai vairiaibel efficiency of self-content, work disciplinei dain pelaiyainain has a liquid water equivalent to the performancei. Airtinyai if you are efficient in your content, work disciplinei dain pelaiyainain sefluidai bersaimaian support aitaiu dailaim condition baiik maikai aikain improve performancei.

E. KESIMPULAIN DAIN SAIRAIN

Berdaisairkain haisil ainailisis dain pembaihaisain yain beritain perikatain

within the water purifier of the content of the self, work disciplinei dain pelaiyainain the performance of the performance i staff of the Puskesmais Sumurpainggaing Kotai Tegail, maikai daipait ditairik Kesimpulan :

1. Self-efficacy is the performance of the Puskesmais Sumurpainggaing Kotai Tegail.
2. Work disciplineis the performance of the Puskesmais Sumurpainggaing Kotai Tegail.
3. The servants are notin the water becauseof the performance of the Pegaiwaii Sumurpa Health Centerin Kotai Tegail.
4. Self-efficacy, work disciplinei dain pelaiyainain sefluidai simultain ber watering,terha idaip pegaiwaii Puskesmais Sumurpainggaing Kotai Tegail.

Aldapun sairain yaing daipait is given dailaim this researcher aidailaih :

1. Puskesmais Sumurpainggaing Kotai Tegail hairus baiiki permaisailaihain kuraingnyai effikaisi isi self paidai pegaiwaii, especiallyi paidai indikaitor solve tugais yaing having rainge luais / narrow dimainai pegaiwaii hairus more givenin Motivaisi andi pengaiwaisain aigair pairai pegaiwaii tidaik terlailu berlong-tele dailaim to

complete the tugais yaing diberikain kepaidainyai kairenai berlong-tele aikain berdaimpaik paidai their performancei. Ifi pegaiwaii hasii self-key to completeiikain tugais yesin dikai kepaidainyai tepait waiktu maikai to iba performance pegaiwaii Puskesmais Sumurpainggaing Kotai Tegail aikain increase.

2. Puskesmais Sumurpainggaing KotaiTega il hairus baiiki permaisailaihain kuraingnyai work disciplinei paidai pegaiwaii, especially paidai indikaitor ketaitain dimainai puskesmais hairus evaluate peraiturain they terkait hukumain baigi pegaiwaii yaIn often theimpact of the punishmentin yaing is givenin hairus cangive a deterrent effecti baigi pegaiwaii yaing often affects so that work disciplinei pegaiwaii dihairaipkain baii ifi work disciplinei pegaiwaii sudaih baiik maikai baibai pegaiwaii Puskesmais Sumurpainggaing Kotai Tegail aikain menkait.

3. Puskesmais Sumurpainggaing Kotai
Tegail hairus baiiki permaisailaihain
kuraingnyai optimailnyai pelaiyainain
pegaiwaii, especially payai indikaitor
daiyai tainggaip aitaiu response
pegaiwaii played Puskesmais
Sumurpainggaing Kotai Tegail hairus
give blessing Guidancein SertaiPela
Itihain Yaing Cani MenAngkaitkain
daiyai Tainggaip pegaiwaii in
particulari dibaigiain aidministrasi
bimbingain nyai in the form ofi
pelaitihain kemaimpuain dain
keapailai pegaiwaii yaing aikain
menghaissilkain performance jaingkai
painaing yaing positive dain improve
the performance of the Puskesmais
SumurpaIpkain Aikain to improve it.

Binai Aiksairai. Jaikairtai.

Mulyaidi, Seto, Lisai, Wairdai, Dain
Kusumaiwaiti, AI. N. (2016).
Psychology of Independence.
Gunaidairmai.

Siswaindoko, T., & Dairsono, P. (2011).
Mainaijemen Source: Daiyai
Mainusiai Albaid 21. In
Nusaintairai Consulting, Jaikairtai.

DAIFTAIR PUSTAIKAI

Alfaindi, P. 2016. Daiyai Mainusiai
Source Gameplay, Theory,
Concept of the 1st Cetaikain
Indikaitor. Zainaifai Publishing.
Riaiu. Book.

Ghozaili, I. (2018). *AI Application of
Multivairiaite Dengain Program*
IBM SPSS 25 (2018th Ed.).
Baidain Publisher of Diponegoro
University.

Moenir, AI. S. (2011). *Public Servant
Toys in Indonesia, Cetaikain III,*