

Influence of Competence, Culture Organization and Discipline against Employee Performance House Ar-Rasyid Islamic Hospital Palembang

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Abstract

The research objective was to determine the effect of competence, organizational culture and discipline simultaneously and partially on the performance of employees at the Islamic Hospital of Ar-Rasyid Palembang. The type of research used in this research is associative. Data collection methods are observation, interviews, questionnaires (questionnaire) and documentation. The analysis technique used in this study is multiple linear regression analysis in the form of hypothesis testing. The results of this study indicate that there is a simultaneous and significant influence between competence, organizational culture and discipline on the performance of employees of the Islamic Hospital of Ar-Rasyid Palembang. The results of this study also show that there is a partial and significant effect of competence, organizational culture and discipline on the performance of employees of the Islamic Hospital of Ar-Rasyid Palembang. There is an influence of organizational culture on the performance of employees of the Islamic Hospital of Ar-Rasyid Palembang, and there is an influence of discipline on the performance of employees of the Islamic Hospital of Ar-Rasyid Palembang. The impact on the Ar-Rasyid Palembang Islamic Hospital can be a reference for improving the performance of employees in the company.

Keywords: competence, organizational culture, discipline, employee performance.

1. Introduction

Source Power man is mover main debt activity A organization , forward retreat something organization determined by presence source Power human , so source Power man or employee in A organization become attention important in framework business reach success organization . Human by nature is creature owned social _ encouragement For each other interact in life organize and live socialize . Employee is the essence of life for company, because every support given to whole employees for implementation activity can walk with ok . Nice employee _ will give contribution Good in matter standard performance employee . Something organization or company always try increase performance employee so that something objective can achieved with effective and efficient.

According to (Busro, 2020), performance (achievement work) is appearance Work in a manner the quality and quantity served by employees , good in a manner individual nor group in carry out given __ in accordance with existing organization _ in organizations that follow . one _ influencing factors _ performance employee is cargo . According to Emron Edison in book (Silaen, 2021), payload is ability individual For carry out something work with right and have excellence based on the things in question knowledge , skills and attitudes . According to (Zaleha, et al., 2020) Competence

influence employee as owned capital Educated and skilled human resources, who are ready compete with other HR . Those who have payload that's what it will be Can win competition.

2. Literature Review

Another factor that can influence performance employee is culture organization. According to (Afandi, 2021, hal. 98), culture organization is something power that is not seen while can influence thoughts , feelings and actions of the people who work in something organization . Culture organization will determinant How all employee or all member organization do he . Something organization when capable do conditions , then the learning process face problem that is done by all member organization can said success and organization still capable win existing competition . _ According to (Zaleha , et al ., 2020) other factors besides Needs and culture organization , discipline is also one influencing factors _ performance employee . According to (Afandi, 2021), discipline Work is something tools used by managers _ For change something behavior as well as as something effort For increase consciousness and consciousness somebody obey all regulation company and norms prevailing social . _ Employees who have high discipline _ will feel risky big leave work If Not yet finished , even will feel like If can finish work appropriate time .

Competence employee House Islamic Hospital Ar -Rasyid Palembang still counted low seen from lack deep experience (knowledge) . finish work Because employee Still do work with long time . Besides that , understanding employee No too tall because when activity meeting employee not enough active , also exists a number of employees who don't capable finish work not enough max , where Still There is employees who don't capable to method work chosen by superiors . _ Culture Organization that happens to employees House Islamic Hospital Ar -Rasyid Palembang still not enough Good Where a number of employee Not yet own business in Work like employee which is lacking thorough in do assigned tasks , in part no employees either fully bales , like forced employees _ walk order or direction from boss , because feel Not yet become part from House Ar -Rasyid Palembang Islamic Hospital and there are also several employees who haven't own soul Sick seen from feeling employees _ fed up Because task previously Not yet finished plus new assignment _ again . Discipline in employees House Ar - Rasyid Palembang Islamic Hospital whole Still Not yet in accordance with the expected , seen employees who don't use time in a manner effective in carry out job . this _ caused by frequent employees _ please delay work , which shows use no time _ effective . A number of There are also employees who don't obey the rules at home _ Ar -Rasyid Palembang Islamic Hospital , where Still There is employees who use gadgets outside interest work and also there a number of employees who meet work targets with do wrong , p This because employees too _ in a hurry do the mandate given , because No There is freedom time in carry out assigned jobs _ to employee show target _ No reached .

research results (2020) with title influence discipline work, content and culture organization to performance employees of PT Sanfremy Sejahtera . Research Results This show that in a manner partial and simultaneous discipline work , content and culture organization influential positive and significant to performance employees of PT Sanfremy Sejahtera. The similarity of this research with the research is the same use variable discipline work , culture organization and competence as variable free . The

difference lies in the research object and sample.

This research is in line with Siagian's research (2018) with the title influence of work discipline, organizational culture and competence on the performance of employees of PT Sat Nusapersada Tbk Batam. The results of this study indicate that partially work discipline, organizational culture, and content have a positive and significant effect on the work performance of PT Sat Nusapersada Tbk Batam employees. The similarity of this research with the research is the same use variable discipline work , culture organization and competence as variable free . The difference lies in the research object and sample.

3. Research Method

Type research used _ in study This is study associative , because study This will explain relationship (relationship or influence) between One variable with variable other . Population in study This is whole employee still House Ar -Rasyid Palembang Islamic Hospital which totals 177 employee . Sample in study This as many as 64 employees . Retrieval technique sample in study This is Cluster S amplification technique. Data used in study This using primary data and secondary data . Method data collection used in study This is observation , interview , questionnaire (questionnaire) and documentation . _ Data analysis use analysis quantitated qualitative _ with use technique analysis multiple linear regression.

4. Findings and Discussions

Table 1. Regression Result

Coefficient ^a				
Model		Nonstandard coefficients		Standard Coefficient
		B	St. Error	Betas
1	(Constant)	2,484	1,197	
	X1	,304	,112	,302
	X2	,265	,125	,270
	X3	,292	,110	,340
A. Dependent Variable: Y				

Based on table 1, the results of the multiple linear regression test obtained using version 25, obtained multiple linear regression as follows: $Y = 2.484 + 0.304X_1 + 0.265X_2 + 0.292X_3$. A constant value of 2,484 (positive) indicates competency, organizational culture and discipline do not exist, so employee performance is positive, meaning that if competence, organizational culture and competence do not exist then employee performance is still there. The load regression coefficient value is 0.304 (positive),

indicating that the charge has a positive effect on the performance of the employees of the Islamic Hospital of Ar- Rasyid Palembang. The test scores show that if competency increases, employee performance will increase, and conversely if competence decreases, employee performance will also decrease. The regression coefficient value of organizational culture is 0.265 (positive), indicating organizational culture has a positive effect on the performance of employees of the Islamic Hospital of Ar-Rasyid Palembang. The value of this test also shows that if organizational culture increases, employee performance will increase, and vice versa if organizational culture decreases, employee performance will also decrease. The discipline regression coefficient value is 0.292 (positive), indicating that discipline has a positive effect on the performance of employees of the Islamic Hospital of Ar-Rasyid Palembang. The value of the disciplinary regression coefficient test also shows that if discipline increases, employee performance will increase, and conversely if discipline decreases, employee performance will also decrease.

Table 2. F Test Results (Simultaneous)

AN OV A ^a					
Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	412,861	3	137,620	46,094	,000 ^b
Residual	179,139	60	2,986		
Total	592,000	63			

A. Dependent Variable: Y

B. Predictors: (Constant), X3, X2, X1

Determine F_{table} with level 90% confidence and level error (α) 10% = 0.100, with degrees freedom $F(3;64-3) = F(3;61)$. So rate $F_{table} = 2,180$. Based on table 2 F test (Anova) above , got Look mark $F_{count} 46,094 > F_{table} 2,180$, with level Sig.F 0.000 < 0.100, then H_0 rejected and H_a accepted , that is There is influence significant Needs , culture organization and discipline to performance employee House Ar -Rasyid Palembang Islamic Hospital.

Table 3. t test results (partial)

Model	coefficient		t ^a		Sig.
	B	St. Error	Betas	Q	
1 (Constant)	2,484	1,197		2076	.042
X1	,304	,112	,302	2,720	,009
X2	,265	,125	,270	2.113	.039
X3	,292	,110	,340	2,645	,010

A. Dependent Variable: Y

Determine t_{table} with level 90% confidence and level error (α) 10% = 0.100 and degrees freedom (df) = $\alpha:2$ (nk-1). Then (df) = 0.100 (64-3-1) is (df) = 0.05(60) so mark t_{table} is 1,671. Based on table 3 . Test t (partially) above , can Look as following : t value count For The need (X1) is $2,720 > t_{table}$ 1671 with sig.t level $0.009 < 0.100$ (significant), then H_0 2 rejected and H_a 2 accepted , that is There is influence significant payload to performance employee House Ar-Rarsyid Palembang Islamic Hospital. t value count For culture organization (X2) of $2.113 > t_{table}$ 1671 with sig.t level $0.039 < 0.100$ (significant), then H_0 3 rejected and H_a 3 accepted , that is There is influence significant culture organization to performance employee House Ar-Rarsyid Palembang Islamic Hospital. t value count For discipline (X3) of $2.645 > t_{table}$ 1671 with sig.t level $0.010 < 0.100$ (significant), then H_0 4 rejected and H_a 4 accepted , that is There is influence significant discipline to performance employee House Ar -Rasyid Islamic Hospital Palembang.

Table 4 Coefficient Determination

Models Summary			
Model	R Square	Customized R Square	Standard Estimation Error
1	,835a	,697	,682

Predictors: (Constant), X3, X2, X1

Based on table 4 above, it can be seen that the value of *Adjusted R Square* in the regression model obtained is 0.631 or $0.682 \times 100\% = 68.2\%$. This shows that the magnitude of the contribution of competence, organizational culture and discipline to the performance of employees of the Islamic Hospital of Ar-Rasyid Palembang is 68.2% while the remaining 31.8% is influenced by other variables not included in this study.

Influence Competence, Culture Organization and Discipline on Employee Performance. Based on results multiple linear regression show that coefficient regression Needs, culture organization and discipline worth positive. It means Needs, culture organization and discipline influential positive to performance employee House Ar-Rasyid Islamic Hospital Palembang. Coefficient payload positive means performance employee will increase, and vice versa. If payload decrease so performance will decrease. Coefficient culture organization positive means performance employee will increase, and vice versa. If culture organization decrease so performance will decrease. Coefficient Discipline is also valuable positive means performance employee will increase, and vice versa. If discipline decrease so performance will decrease. Hypothesis test results in a manner simultaneous with show There is influence significant Needs, culture organization and discipline to performance employee House Ar-Rasyid Islamic Hospital Palembang. Those results can explain that with exists Needs, culture organization and discipline make employee can work with maximum so that influential to performance his employees. The magnitude contribution in the regression model show that contribution Needs, culture organization and discipline to performance employee House Palembang Ar-Rasyid Islamic Hospital is appropriate. Study This show that Needs, culture organization and discipline influence performance employee House Ar-Rasyid Islamic Hospital Palembang. This study support the research of Pohan (2020) and Siagian (2018) where discipline work, content and culture organization positive effect on performance employees of PT Sanfremy Sejahtera.

Influence Competence on Employee Performance. Hypothesis test results in a manner part show exists influence significant payload to performance employee House Ar-Rasyid Islamic Hospital Palembang. This result explain, if Good or bad Vitamins owned by employees will determinant Good or bad performance generated employees. Study This prove that hypothesis already written at the start. Already proven that There is influence payload to performance employee House Ar-Rasyid Islamic Hospital Palembang. This

can interpreted If employee own Needs a good , then will make it easy employee in walk yes in a manner good and have knowledge about the job as well as own good understanding and ability _ in finish work provided by the company. Research results This in line with study previously carried out by Muhammad Bakri (2022) , Bella Kristin, Fajrillah and Ripka Seriidanaita Ginting (2021) show payload own positive and significant influence _ to performance employee . Research results the explain that payload is possible aspects _ influence and improve performance employee.

Influence Culture Organization on Employee Performance. Based on t test results by means part show exists influence significant culture organization to performance employee House Ar-Rarsyid Palembang Islamic Hospital . this result explain , if Good or bad culture organization owned by employees _ will determinant Good or bad performance generated employees. Study This prove that hypothesis already _ written at the start Already proven that There is influence culture organization to performance employee House Ar - Rasyid Islamic Hospital Palembang. Research results This in line with theory stated by _ (Kasmir, 2018, hal. 189-192) as in theory the state that culture organization including inside influencing factors _ performance employee. Research results This in line with study previously conducted by Syaefudin Aziz , Riska Apriani and Nuraeni Aziz (2020) with results Culture Organization own positive and significant influence _ in a manner part to performance employee . Research results the explain that culture organization is possible aspects _ influence and improve performance employee.

Influence Discipline on Employee Performance. Based on t test results by means part show exists influence significant discipline to performance employee House Ar-Rarsyid Palembang Islamic Hospital . Study This prove that hypothesis already _ written at the start Already proven that There is influence discipline to performance employee House Ar -Rasyid Islamic Hospital Palembang. Research results This in line with theory stated by _ (Kasmir, 2018, hal. 189-192) as in theory the state that discipline including inside influencing factors _ performance employee. Research results This in line with study previously conducted by Pohan (2020) with results study show that in a manner part discipline Work influential positive and significant to performance employee Research results the explain that discipline is possible aspects _ influence and improve performance employee.

5. Conclusion

Based on the research results from the discussion it can be concluded: There is a significant influence of competence, organizational culture and discipline on the performance of employees at the Islamic Hospital of Ar-Rasyid Palembang. There is a significant effect of competence on the performance of employees of the Islamic Hospital of Ar-Rasyid Palembang. There is a significant influence of organizational culture on the performance of employees of the Islamic Hospital of Ar-Rasyid Palembang. There is a significant effect of discipline on the performance of employees of the Islamic Hospital Ar-Rasyid Palembang. Based on the results of the study, the researchers provide the following suggestions: The company needs to improve employee performance, because through employee performance the quantity of work will be in accordance with company expectations. Companies also need to overcome quality problems so that the quality of employee work always increases, and good work discipline in order to complete work on time. The company needs to improve the competence of employees, because

through competence can make employees have very good knowledge and understanding, so that they become more skilled and experienced in carrying out work and employees have good abilities, so that they can produce optimal work results. The company needs to improve the organizational culture, because organizational culture can become a system that is embraced and believed by employees, so that employees can work with diligence, sincerity and patience in completing the work assigned by the company to its employees, thereby creating a positive habit that can trigger conditions dynamic and useful for performance temptation. The company needs to improve discipline, because discipline can become rules or regulations that must be obeyed by employees, so that employees can work using time effectively, comply with all company regulations and complete targets

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