

**THE EFFECT OF WORK ENVIRONMENT AND WORK DISCIPLINE ON THE
PERFORMANCE OF OUTPATIENT EMPLOYEES AT DHARMAIS CANCER HOSPITAL
WEST JAKARTA**

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ABSTRACT

This study aims to determine the effect of work environment and work discipline on the performance of outpatient employees of Dharmais Cancer Hospital. This research method uses quantitative research methods with a descriptive approach. The data collection method used is a questionnaire questionnaire. The population used in this study were 60 employees. The sampling technique used saturated sampling and obtained a sample of 60 respondents. The data analysis techniques used are validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, simple linear regression, multiple linear regression, coefficient of determination, correlation coefficient, and hypothesis testing. Partial hypothesis testing of the work environment variable (X1) obtained the value of $t_{count} > t_{table}$ ($3.853 > 2.001$) this is reinforced by a significance value of $0.000 < 0.05$. This means that the work environment has a positive and significant effect on employee performance. The statistical test of the work discipline variable (X2) obtained the value of $t_{count} > t_{table}$ ($10.308 > 2.001$) this is also reinforced by the significance value of $0.000 < 0.05$. So it can be said that the work environment and work discipline simultaneously have a positive and significant effect on employee performance. The coefficient of determination obtained an R Square value of 0.666 means that the work environment and work discipline variables together have an influential contribution of 66.6% to employee performance while the remaining 33.4% is influenced by other factors not examined in this study.

Keywords: Work Environment, Work Discipline and Employee Performance.

INTRODUCTION

In an increasingly competitive era of globalization, the healthcare industry faces significant challenges in maintaining and improving the quality of its services. Business competition in the healthcare sector, particularly hospitals, is increasingly fierce with the increasing number of both private and public hospitals. Dharmais Cancer Hospital, as a national referral hospital in the field of oncology, must ensure that the quality of services provided is maintained and able to compete with other healthcare facilities. A hospital is a personal healthcare service that provides inpatient, outpatient, and emergency care, in accordance with the Decree of the Minister of Health of the Republic of Indonesia Number 340/MENKES/PER/III/2010.

Dharmais Cancer Hospital is the only Cancer Hospital that is a national referral center in Indonesia. The hospital, which has been established for approximately 31 years, was inaugurated on October 30, 1993, located at Jalan Letjen S. Parman Kavling 84-86 Slipi, West Jakarta. Dharmais Cancer Hospital in providing services to patients uses an integrated group approach system, namely a service system carried out by a cancer work team (TIMJA) which is guided by integrated, comprehensive and affordable cancer services for the community. The services provided at Dharmais Cancer Hospital are: Outpatient, Inpatient, Intensive Care, Emergency Room, IBS, Radiotherapy, Hemodialysis, Medical Rehab, Radiodiagnostic, Diagnostic Procedures, Clinical Pathology, Anatomical Pathology, Blood Bank, Executive, IRM, IFS, Early Detection & PKRS, IGZ, CSSD & laundry, Health, Palliative and education polyclinic. Dharmais Cancer Hospital has a vision to become a comprehensive cancer hospital and develop a national cancer center that is equivalent to the Asian level with a mission to provide comprehensive cancer services in accordance with current evidence-based developments as well as good clinical governance, patient safety and patient care center.

A good company or organization must have several key criteria, one of which is effective human resource (HR) management. Human Resource Management (HRM) is one area of general management that encompasses aspects of planning, organization, implementation, and control. This process exists in the functions or areas of production,

marketing, finance, and personnel, because Human Resources (HR) is considered to be an increasingly important role. Humans always play an active and dominant role in every organizational activity, because humans are the planners and determinants of the realization of an organizational goal. The success or failure of an organization in achieving its goals depends on the success of the organization's individuals themselves in carrying out their duties. Quality Human Resources (HR) is essential to support hospital operations, especially in providing optimal medical services for patients. Employee performance is one of the main indicators of an organization's success in achieving its goals. The success of an organization, including hospitals, is greatly influenced by professional human resources, including doctors, nurses, and other HR and health personnel, who are vital elements for the organization. This can provide competitive advantages, influence efficiency and effectiveness, and determine the organization's vision and mission.

According to Noya (2024) "the physical work environment is all conditions in physical and non-physical form that exist around the workplace that can influence employees both directly and indirectly.

Based on the results of interviews and observations conducted by the researcher, data was obtained from the personnel department regarding the working environment conditions at Dharmais Cancer Hospital as follows:

Table 1. Work Environment Data OnDharmais Cancer Hospital

No	Indicator	Unit	Good	Not good	Amount
1	Lighting	Light	47	3	50
2	Workspace Circulation	Ventilation	8	2	10
3	Workspace Layout		√		
4	Decor		√		
5	Noise in the workplace		√		
6	Facility	Administration Room	1	1	2
		Registration Counter	4	1	5
		Examination Room	3	2	5
		Observation Room	3	1	4
		Treatment Room	16	4	20
7	Employee relations with Hospital management			√	
8	Hospital Management tends to exchange information with employees			√	

Source: HRD Dharmais Cancer Hospital

Based on the table above it can be seen that the work environment data is still not good such as 50 lamps that function only 47 lamps and 3 lamps that do not function properly. Furthermore, the circulation of the work space there are 8 ventilators that are clean and dustless, while there are 2 ventilators that are dirty and dusty, for facilities there are some that are not good such as 2 administration rooms only 1 that functions properly and 1 administration room does not function properly, 5 registration counters only 4 that function properly and 1 does not function properly, 5 examination rooms only 3 that function properly and 2 do not function properly, 4 observation rooms only 3 that function properly and 1 does not function properly, 20 treatment rooms only 16 that function properly and 4 do not function properly, and the relationship between management and employees is still not good.

Based on the results of observations and interviews what the researcher did in the field was that the problem that occurred in the field was the work environment at Dharmais Cancer Hospital. The Dharmais Cancer Hospital is still less than optimal, as seen from the lack of cooperation between management and employees in carrying out their duties. Inadequate facilities, such as several air conditioners in the rooms that do not function properly, make

employees uncomfortable while working, and suboptimal lighting, which makes it difficult for employees to perform their duties properly.

According to Maryani (2021), work discipline is an attitude of respect, appreciation, obedience, and compliance with applicable regulations, both written and unwritten and being able to carry them out and not avoiding accepting sanctions if he violates the duties and authorities given to him. Discipline is the main thing that must be upheld by an individual or employee to show the company that he is able to carry out the responsibilities given to him well or other things entrusted to him by the company (Suwanto et al., 2022). Through work discipline, work productivity will be increased."

Table 2. Attendance at Dharmais Cancer Hospital

Year	Number of employees	Number of Working Days	Information			Number of absences	percentage
			Sick	Without explanation	Late		
2021	60	240	28	7	10	45	18.75%
2022	60	240	20	9	5	34	14.17%
2023	60	240	35	12	12	59	24.58%
2024	60	240	33	14	15	62	25.83%

Source: HRD Dharmais Cancer Hospital

Based on the table above, it is known that the absence rate in 2021 was the number of employees Outpatient At Dharmais Cancer Hospital, there are 60 employees, with a total of 240 working days, the number of absences due to illness, without explanation, and lateness in 2021 is 45 with a percentage of 18.75%. In 2022, the number of employees at Dharmais Cancer Hospital is 60, with a total of 240 working days, the number of absences due to illness, without explanation, and lateness in 2022 is 34 with a percentage of 14.16%. And in 2023, the number of employees at Dharmais Cancer Hospital is 60, with a total of 240 working days, the number of absences due to illness, without explanation, and lateness in 2023 is 59 with a percentage of 24.58%. And in 2024 the number of employees at Dharmais Cancer Hospital was 60 people, with a total of 240 working days, the number of absences due to illness, without explanation, and being late in 2024 was 62 with a percentage of 25.83%.

Based on the results of observations conducted in the field, the problem that occurred in the field was that there were differences in punishment sanctions for employees, such as employees who were related to their superiors, so their punishment was reduced and this could cause other employees to feel that the punishment was unfair in giving punishment sanctions. Management still not enough examples the importance of discipline in providing the best health services. And there's a lack of cooperation among employees in carrying out their duties. It can be said that employee discipline at Dharmais Cancer Hospital is still ineffective due to the continued lack of discipline in attendance. Work environment and work discipline, there is a factor that impact employee performance at Dharmais Cancer Hospital, these factors very important to be owned by employees in carrying out their duties.

In addition to work discipline and the work environment, employee performance is also crucial for achieving established goals. Performance itself aims to build employee enthusiasm for work, enabling employees to better understand what needs to be done to improve work quality and maintain consistency. Therefore, employee performance is a crucial factor.

According to Hasibuan (2018:94), "Performance is a work result achieved by a person in carrying out the tasks assigned to him based on skill, experience, sincerity and time."

Table 3. Employee Performance Data at Dharmais Cancer Hospital

No	Performance	Number of employees	Presentation			
			2021	2022	2023	2024

1	Quantity of work	60	9	8	8	8
2	Quality of work	60	8	8	8	8
3	Responsibility	60	9	8	8	8
4	Implementation of Tasks	60	9	8	8	8
Average		60	9	8	8	8

Source: HRD Dharmais Cancer Hospital

Based on the table above, it shows employee performance.outpatientfrom 2021 to 2024which experienced a decline. In 2021, the average percentage was 90%, in 2022, the average percentage was 85%, in 2023, the average percentage was 83%, and in 2024, the average percentage was 81%.

Based on the results of observations conducted in the field, the problem that occurred in the field was that the performance of Dharmais Cancer Hospital employees was still less than optimal. This can be seen from the quantity of work that exceeded the basic capabilities of employees so that many jobs were unable to be achieved by employees so that this would certainly disrupt the targets set by Dharmais Cancer Hospital.the next problem is related to work results that are notfulfilstandardexpected and determined byDharmais Cancer Hospital, this will certainly reduce the assessment of the hospital's performance. The next problem that occurred at Dharmais Cancer HospitalThis relates to work responsibilities, where many hospital employees still delegate their duties and responsibilities to other employees. This will certainly disrupt the implementation of tasks and operations within the activities carried out by the hospital.Dharmais Cancer Hospital.

Based on the problems and descriptions above, the author is interested in conducting a study entitled "The Influence of Work Environment and Work Discipline on Employee Performance at Dharmais Hospital." This study is expected to provide appropriate recommendations for hospital management in creating effective strategies to improve employee performance and the quality of health services. In addition, this study is also expected to serve as a reference for other hospitals in developing policies that can improve employee welfare and improve the quality of health services in Indonesia as a whole.

METHOD

The research conducted in this study is associative causal research, using quantitative or statistical techniques. According to (Priadana et al., 2021; Pugu et al., 2024), "descriptive research aims to determine the influence between two or more variables without making conclusions." Quantitative research is systematic, planned, and structured from the beginning through to the creation of the research design. It involves using numbers to collect data, interpret it, and present the results. This type of research requires precision and a clear methodology, ensuring that the variables being studied are regularly addressed.

The research was conducted at Dharmais Cancer Hospital, located at Jl. Lt. Gen. S. Parman No. 84-86, West Jakarta. This setting provided the context for the study, allowing for the collection of data directly related to the research questions. The research process followed a series of steps, including observation, obtaining research permission, data collection, data processing, and thesis writing. A schedule for these activities was set from March to July 2024, with specific tasks planned for each month to ensure that the research progressed according to plan.

Operational definitions of the research variables were drawn from existing literature, where Sugiyono (2017:63) states that "operational variables are attributes or values of people, objects, or activities that have certain variations, applied by the researcher for study." In this

study, the independent variables are the work environment (X1) and work discipline (X2), while the dependent variable is employee performance (Y). The study also elaborated on specific indicators to measure these variables, such as the physical and non-physical aspects of the work environment and various elements of work discipline, including attendance and responsibility. Employee performance was measured by indicators such as quality, quantity, timeliness, effectiveness, and independence.

The population for this study was 60 employees from Dharmais Cancer Hospital, and the sample was taken using a saturated sampling technique, where all members of the population are included in the sample. Data collection was done through primary and secondary sources. Primary data were obtained through direct observation, interviews with management, and questionnaires, while secondary data came from literature reviews. Data analysis was performed using statistical methods, including validity and reliability testing, as well as regression analysis to determine the influence of the independent variables on employee performance.

RESEARCH RESULT

Classical Assumption Test

The classical assumption test is used to determine the accuracy of the data or the significance of the relationship between the independent variable and the dependent variable so that the results of the analysis can be interpreted more accurately, efficiently, and avoid weaknesses that occur due to the presence of symptoms of classical assumptions or whether or not the data used is continued as research data. The test was carried out using the SPSS version 26 program. In this study, the classical assumption test carried out consisted of a normality test, a multicollinearity test, and a heteroscedasticity test.

Normality Test

A normality test is performed to determine whether the dependent and independent variables in a regression model are normally or non-normally distributed. A good regression model has a normal or near-normal data distribution. To ensure the assumption that the equation is normally distributed, a measurement tool is used to calculate the residuals of the dependent variable.

The normality test in this study used the Kolmogorov-Smirnov Test with a significance requirement of $\alpha > 0.05$. The results of the normality test using the Kolmogorov-Smirnov Test are as follows:

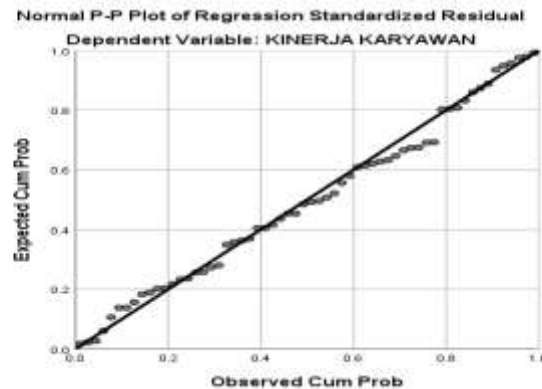
Table 4. Results of Normality Test with Kolmogorov Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		60
Normal Parameters ^{a,b}	Mean	.0000000
	Standard Deviation	2.70728717
Most Extreme Differences	Absolute	.088
	Positive	.088
	Negative	-.050
Test Statistics		.088
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.		

Source: Data Processed by SPSS Version 26 (2025)

Based on the test results in the table above, the probability section or Asymp. Sig (2.-tailed) is 0.200, meaning that the value is greater than 0.05, so it can be said that the residual value of the study has been distributed normally or meets the normality test requirements.

Normality tests are also carried out using graphs. *probability plot* where the residual variables can be detected by looking at the distribution of residual points following the direction of the diagonal line and this is in accordance with the results of the distribution diagram processed with SPSS version 26 as in the image below:



Source: Data Processed by SPSS Version 26 (2025)

Figure 4.2. P-Plot Graph of Normality Test Results

The image above shows that the normal probability plot graph exhibits a normal pattern. This is evident from the points being spread around the diagonal line and following the diagonal line. Therefore, it can be concluded that the regression model meets the assumption of normality.

Multicollinearity Test

A multicollinearity test is performed to ensure that there is no multicollinearity or correlation between the independent variables. A good regression model should have no correlation between the independent variables. This test can be performed by examining the Tolerance Value and Variance Inflation Factor (VIF). The prerequisites are as follows:

- If the tolerance values are more < 1 and the Variance Inflation Factor (VIF) value is > 10 , then multicollinearity does not occur.
- If the tolerance values are more $>$ and the Variance Inflation Factor (VIF) value is $<$ than 10, then multicollinearity occurs.

Table 4. Multicollinearity Test Results

Coefficients ^a							
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	.967	4,281		.226	.822		
WORK ENVIRONMENT	.170	.093	.153	1,828	.073	.838	1,193
WORK DISCIPLINE	.810	.091	.743	8,891	.000	.838	1,193

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data Processed by SPSS Version 26 (2025)

Based on the multicollinearity results in table 4.15, the tolerance value for the work environment variable is 0.838 and work discipline is 0.838, where both values are less than

1, and the Variance Inflation Factor (VIF) value for the work environment variable is 1.193 and work discipline is 1.193 where the value is less than 10. Thus, this regression model does not have multicollinearity interference.

Heteroscedasticity Test

The heteroscedasticity test is intended to determine whether there is inequality in residual variances in a regression model. One way to detect the presence or absence of heteroscedasticity is the Glejser test, which can be used to determine whether the residual variances of one observation are unequal in the regression model. The conditions for heteroscedasticity are as follows:

- If the independent variable is statistically significant and has a significance value (Sig.) < 0.05 , then heteroscedasticity disorder occurs.
- If the independent variable is not statistically significant and has a significance value (Sig.) > 0.05 , then there is no heteroscedasticity disorder.

The results of the heteroscedasticity test are as follows:

Table 4.16 Results of Heteroscedasticity Testing Using the Glejser Test

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.925	2,666		.347	.730
	WORK ENVIRONMENT	.023	.058	.058	.402	.689
	WORK DISCIPLINE	.004	.057	.011	.076	.940

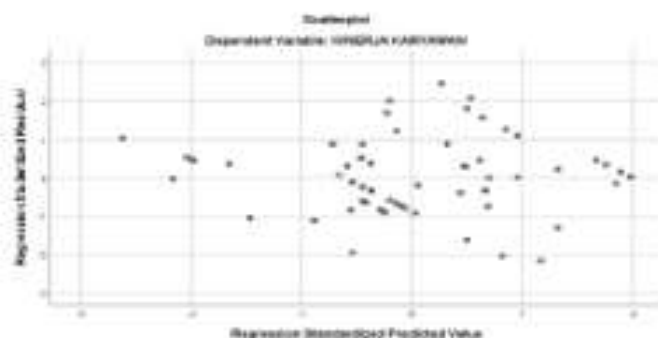
a. Dependent Variable: absresid

Source: Data Processed by SPSS Version 26 (2025)

Based on the test results in table 4.18, the Glejser test model on the work environment variable (X1) obtained a probability significance value (Sig.) of 0.689, work discipline (X2) obtained a probability significance value (Sig.) of 0.940 where the significance value (Sig.) > 0.05 . Thus, the regression model on this data does not have heteroscedasticity interference, so this regression model is suitable for use as research data.

This test can also be done by looking at the scatter plot graph between the predicted value of the dependent variable (ZPRED) and its residual value (SRESID) with the following conditions:

- If the distribution of data on the scatter plot is irregular and does not form a certain pattern (up and down, grouped together) then it can be concluded that there is no heteroscedasticity problem.
- If the distribution on the scatter plot is regular and forms a certain pattern (up and down, grouped together) then it can be concluded that a heteroscedasticity problem has occurred.



Source: Data Processed by SPSS V.26 (2025)

Figure 4.3 Scatter Plot Graph of Heteroscedasticity Test Results

Based on the results of the image above, it can be seen that there is no specific pattern because the points are spread irregularly above and below the 0 axis on the y-axis and do not form a clear pattern. Therefore, it is concluded that there are no symptoms of heteroscedasticity in this study.

Quantitative Analysis

Quantitative analysis is intended to determine the magnitude of influence and analyze its significance. This analysis examines the influence of two independent variables on the dependent variable.

1. Multiple Linear Regression Analysis

This regression tests the influence of the work environment (X1) and work discipline (X2) on employee performance (Y) from the results of statistical calculations of the estimated values of the multiple regression equation model obtained from the results of SPSS 26 data processing as follows:

Table 4.17

Multiple Regression Test Results Work Environment (X1) and Work Discipline (X2) on Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.967	4,281		.226	.822
	WORK ENVIRONMENT	.170	.093	.153	1,828	.073
	WORK DISCIPLINE	.810	.091	.743	8,891	.000
a. Dependent Variable: EMPLOYEE PERFORMANCE						

Source: Data Processed by SPSS V.26 (2025)

Based on the table above, the results obtained from the regression coefficients above, a regression equation can be made as follows:

- The constant value of 0.967 means that if the work environment (X1) and work discipline (X2) variables do not exist, employee performance (Y) will only be worth 0.967 points.
- The work environment coefficient value (X1) of 0.170 can be interpreted as if the constant remains constant and there is no change in the work discipline variable (X2), then every 1 unit change in the work environment variable (X1) will result in a change in employee performance (Y) of 0.170 points.
- The work discipline coefficient value (X2) of 0.810 can be interpreted as if the constant remains and there is no change in the work environment variable (X1), then every 1 unit change in the work discipline variable (X2) will result in a change in employee performance (Y) of 0.810 points.

Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the level of relationship or influence between independent variables on dependent variables, either partially or simultaneously.

Table 4.18 Results of Partial Correlation Coefficient Analysis of Work Environment (X1) on Employee Performance (Y)

Correlations		
	WORK ENVIRONMENT	EMPLOYEE PERFORMANCE

WORK ENVIRONMENT	Pearson Correlation	1	.451**
	Sig. (2-tailed)		.000
	N	60	60
EMPLOYEE PERFORMANCE	Pearson Correlation	.451**	1
	Sig. (2-tailed)	.000	
	N	60	60

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Data Processed by SPSS V.26 (2025)

Based on the test results in the table above, a coefficient value of 0.451 was obtained for the work environment variable (X1) on employee performance (Y) where this value is in the interval 0.400 – 0.599, meaning that the two variables have a moderate level of relationship.

Table 4.19 Results of Partial Correlation Coefficient Analysis of Work Discipline (X2) on Employee Performance (Y)

Correlations			
		WORK DISCIPLINE	EMPLOYEE PERFORMANCE
WORK DISCIPLINE	Pearson Correlation	1	.804**
	Sig. (2-tailed)		.000
	N	60	60
EMPLOYEE PERFORMANCE	Pearson Correlation	.804**	1
	Sig. (2-tailed)	.000	
	N	60	60

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Data Processed by SPSS V.26 (2025)

Based on the test results in the table above, a correlation coefficient value of 0.804 was obtained for work discipline (X2) on employee performance (Y) where this value is in the interval 0.800 – 1.000, meaning that the two variables have a very strong level of relationship.

Table 4.20 Results of Simultaneous Correlation Coefficient Analysis of Work Environment (X1) and Work Discipline (X2) Variables on Employee Performance (Y)

Model Summary									
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	Change in R Square	F Change	df 1	df 2	Sig. F Change
1	.816 ^a	.666	.655	2,7546	.666	56,940	2	57	.000

a. Predictors: (Constant), WORK DISCIPLINE, WORK ENVIRONMENT

Source: Data Processed by SPSS V.26 (2025)

Based on the test results in the table above, the simultaneous correlation coefficient value between the work environment (X1) and work discipline (X2) on employee performance (Y) was 0.816, where this value is in the interval 0.800 - 1.000, meaning that the independent variable and the dependent variable have a very strong level of relationship.

All results can be concluded based on the following correlation coefficient interpretation table:

Table 4.21 Guidelines for Interpretation of Correlation Coefficients

Correlation Coefficient Value Interval	Relationship Level
--	--------------------

0.000 – 0.199	Very low
0.200 – 0.399	Low
0.400 – 0.599	Currently
0.600 – 0.799	Strong
0,800 – 1,000	Very strong

Source: Sugiyono (2019:184)

2. Analysis of the Coefficient of Determination (r^2)

The coefficient of determination analysis aims to determine the extent of influence between independent variables on dependent variables, both partially and simultaneously. In this study, the variables are work environment (X1) and work discipline (X2) on employee performance (Y). The following are the results of the coefficient of determination calculation processed by the SPSS Version 26 program:

Table 4.22

Results of Partial Determination Coefficient Analysis Work Environment (X1) on Employee Performance (Y)

Model Summary									
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.451 ^a	.204	.190	4,219	.204	14,847	1	58	.000
a. Predictors: (Constant), WORK ENVIRONMENT									

Source: Data Processed by SPSS V.26 (2025)

Based on the test results in the table above, the coefficient of determination value was obtained as 0.204, so it can be concluded that the work environment variable influences the employee performance variable by 20.4% while the remaining $(100-20.4\%) = 79.6\%$ is influenced by other factors that were not carried out in this study.

Table Results of Partial Determination Coefficient Analysis of Work Discipline (X2) on Employee Performance (Y)

Model Summary									
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.804 ^a	.647	.641	2,809	.647	106,249	1	58	.000
a. Predictors: (Constant), WORK DISCIPLINE									

Source: Data Processed by SPSS V.26 (2025)

Based on the test results in the table above, the coefficient of determination value obtained is 0.647, so it can be concluded that the work discipline variable has an effect on the employee performance variable of 64.7%, while the remaining $(100-64.7\%) = 35.3\%$ is influenced by other factors that were not carried out in this study.

Table 4.24 Results of Simultaneous Analysis of the Determination Coefficient of Work Environment (X1) and Work Discipline (X2) on Employee Performance (Y)

Model Summary									
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change

1	.816	.66	.655	2,754	.66	56,94	2	57	.00
a	6			6	0			0	

a. Predictors: (Constant), WORK ENVIRONMENT, WORK DISCIPLINE

Source: Data Processed by SPSS V.26 (2025)

Based on the test results in the table above, the coefficient of determination value obtained is 0.666, so it can be concluded that the work environment and work discipline variables influence the employee performance variable by 66.6%, while the remaining $(100 - 66.6\%) = 33.4\%$ is influenced by other factors that were not carried out in this study.

Hypothesis Testing

1. Partial Hypothesis Testing (t-Test)

Hypothesis testing of work environment variables (X1) and work discipline (X2) on employee performance (Y) was conducted using a t-test (partial test). In this study, a significance criterion of 5% (0.05) was used by comparing the calculated t-value with the t-table, namely with the following criteria:

- If the calculated t value < t table, then Ho is accepted and Ha is rejected.
- If the calculated t value > t table, then Ho is rejected and Ha is accepted.

To determine the value of the t table, use the following formula:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

Infor

t : Probability

r : Partial correlation coefficient

n : Number of samples

t table : $t_{\alpha, df}$ (Alpha Level x Degree of Freedom)

α : real rate 5%

df : (n-2), then we get $(60-2) = 58$, then $t_{table} = 2,001$

The criteria are said to be significant if the t value_{count} > t table or p value < Sig. 0.05

1) Partial Hypothesis Test of Work Environment (X1)

Determining the formulation of the hypothesis is:

$H_{a1} = \beta_1 = 0$ There is a significant environmental influenceWork on employee performance at Dharmais Cancer Hospital

$H_{o1} = \beta_1 \neq 0$ There is no significant influence of the work environment on employee performance at Dharmais Cancer Hospital.

The results of data processing using the SPSS Version 26 program, with the following results:

Table Hypothesis Test Results (t-Test) of Work Environment Variable (X1) on Employee Performance (Y)

Coefficients ^a						
Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.
	B	Std. Error	Beta			
1	(Constant)	21,034	5,572		3,775	.000
	WORK ENVIRONMENT	.502	.130	.451	3,853	.000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data Processed by SPSS V.26 (2025)

Based on the test results in the table above, the calculated t value is > t table or 3.853 > 2.001. This is also supported by the p value < Sig. 0.05 or 0.000 < 0.05. Thus, Ho1 is rejected and Ha1 is accepted, this indicates that there is a significant influence of the work environment on employee performance.

2) Partial Hypothesis Test of Work Discipline (X2)

Determine the formulation of the hypothesis:

$H_{a2} = \beta_2 = 0$ There is a significant influence work discipline, on employee performance at Dharmais Cancer Hospital.

$H_{o2} = \beta_2 \neq 0$ There is no significant influence of work discipline on employee performance at Dharmais Cancer Hospital.

The results of data processing using the SPSS Version 26 program, with the following results:

Table 4.26 Results of Hypothesis Test (t-Test) of Work Discipline Variable (X2) on Employee Performance (Y)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5,368	3,611		1,487	.143
	WORK DISCIPLINE	.877	.085	.804	10,308	.000
a. Dependent Variable: EMPLOYEE PERFORMANCE						

Source: Data Processed by SPSS V.26 (2025)

Based on the test results in the table above, the calculated t value is $> t$ table or 10.308 > 2.001 . This is also supported by the p value $< \text{Sig. } 0.05$ or $0.000 < 0.05$. Thus, H_{o2} is rejected and H_{a2} is accepted, this indicates that there is a significant influence of work discipline on employee performance.

2. Simultaneous Hypothesis Test (F Test)

To test the influence of work environment and work discipline variables simultaneously on employee performance, an F statistical test (simultaneous test) with a significance level of 5% was used. In this study, a significance criterion of 5% (0.05) was used by comparing the calculated t value with the t table, namely with the following criteria:

- If the calculated t value $< t$ table, then H_o is accepted and H_a is rejected.
- If the calculated t value $> t$ table, then H_o is rejected and H_a is accepted.

The formula used is as follows:

$$F = \frac{R^2 / (n - 1)}{(1 - R^2) / (n - k)}$$

Information:

r^2 : Multiple correlation coefficient

k : Number of independent variables

n : Number of data (respondent sample)

To determine the size of the F table, the condition $df = nk - 1$ is searched, then $60 - 2 - 1 = 57$ is obtained, so the F table = 3.16. The criteria are said to be significant if the calculated F value $> F$ table or p value $< \text{Sig. } 0.05$. The formulation of the hypothesis is as follows:

$H_{a3} = \beta_3 = 0$ There is a significant influence of the work environment and work discipline on employee performance at Dharmais Cancer Hospital..

$H_{o3} = \beta_3 \neq 0$ There is no significant influence of the work environment and work discipline on employee performance at Dharmais Cancer Hospital.

Table 4.27 Results of Simultaneous Hypothesis Testing (F Test) of Work Environment Variables (X1) and Work Discipline (X2) on Employee Performance (Y)

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	863,965	2	431,983	56,940	.000b
	Residual	432,435	57	7,587		
	Total	1296,400	59			
a. Dependent Variable: EMPLOYEE PERFORMANCE						
b. Predictors: (Constant), WORK DISCIPLINE, WORK ENVIRONMENT						

Source: Data Processed by SPSS V.26 (2025)

Based on the test results in the table above, the calculated F value is $> F$ table or 56.940 > 3.16 , this is also strengthened by the p value $< \text{Sig. } 0.05$ or $0.000 < 0.05$. Thus, H_03 is rejected and H_{a3} is accepted, this shows that there is a significant simultaneous influence of the work environment and work discipline on employee performance.

CONCLUSION

Based on the research findings and the results of the analysis conducted regarding the influence of the work environment and work discipline on employee performance at Dharmais Cancer Hospital, several conclusions can be drawn. First, the work environment (X_1) has an impact on employee performance (Y), as evidenced by a moderate correlation coefficient of 0.451 between the work environment and employee performance. The contribution of the work environment to employee performance is 20.4%, while the remaining 79.6% is influenced by other factors. The partial hypothesis test shows that the t-value of 3.853 is greater than the t-table value of 2.001, or the probability value (Sig.) is 0.000, which is less than 0.05. Therefore, H_01 is rejected and H_{a1} is accepted, indicating that the work environment significantly influences employee performance at Dharmais Cancer Hospital.

Second, work discipline (X_2) also has an impact on employee performance (Y), as shown by a very strong correlation coefficient of 0.804 between work discipline and employee performance. The contribution of work discipline to employee performance is 64.7%, with the remaining 35.3% influenced by other factors. The partial hypothesis test reveals a t-value of 10.308, which is greater than the t-table value of 2.001, or the probability value (Sig.) is 0.000, which is less than 0.05. Thus, H_02 is rejected and H_{a2} is accepted, meaning that work discipline significantly affects employee performance at Dharmais Cancer Hospital.

Third, both the work environment (X_1) and work discipline (X_2) jointly influence employee performance (Y). This is confirmed by the multiple linear regression equation $Y = 0.967 + 0.170 X_1 + 0.810 X_2$. The relationship between the work environment and work discipline with employee performance is very strong, with a correlation coefficient of 0.816. The combined contribution of both variables to employee performance is 66.6%, while the remaining 33.4% is influenced by other factors. The simultaneous hypothesis test shows that the F-value of 56.940 is greater than the F-table value of 3.16, or the probability value (Sig.) is 0.000, which is less than 0.05. Thus, H_03 is rejected and H_{a3} is accepted, indicating that both the work environment and work discipline simultaneously influence employee performance at Dharmais Cancer Hospital.

In conducting this research, the study was carried out in accordance with scientific procedures. However, this research is not without its limitations and challenges. One limitation encountered was in the data collection process, where the researcher faced challenges in obtaining accurate responses from the respondents regarding the statements in the questionnaire. This was due to the fact that each respondent had different interpretations and understandings of the statements provided. Additionally, there are numerous factors that influence employee performance, and this study focused only on the independent variables of the work environment and work discipline in relation to the dependent variable of employee performance. Therefore, the research did not analyze other factors that could potentially affect employee performance.

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