



## The Influence Of Human Resource Quality And Work Discipline On Employee Performance At Brabasan Health Centre, Mesuji District

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**Abstract.** Human Resources (HR) have an important role in developing the governance system. The success of government agencies in carrying out their activities cannot be separated from the performance of the human resources within them. Performance is a measure of the level of ability of HR elements or employees in carrying out tasks and functions according to their roles in the organization. One of the agency's efforts to maintain employee performance is by paying attention to employee work discipline, because with good discipline from an employee, it reflects the great sense of responsibility for the tasks given. The phenomenon that occurred at the Brabasan Health Center, Mesuji Regency regarding the implementation of work discipline still felt less than optimal. Based on observation data at the Brabasan Health Center, Mesuji Regency, it was found that there were still employees who were not able to carry out tasks/work on time, slow completion of work and ineffective work implementation. The purpose of this study is to determine: 1. The influence of HR quality on employee performance 2. The influence of discipline on employee performance 3. The influence of HR quality and work discipline together on employee performance at the Brabasan Health Center, Mesuji Regency. This study uses a quantitative descriptive research method, namely a research method that uses data in the form of numbers in analyzing the facts found which aims to determine the relationship between variables in a population. The analysis used is simple and multiple regression. This study used 38 respondents. Based on the results of the data analysis, the answers to the hypothesis were found as follows; There is an influence of HR quality (X1) on employee performance (Y) at the Brabasan Health Center, Mesuji Regency, with an influence level (R-square) of 49,5%. There is an influence of Work Discipline (X2) on employee performance (Y) at the Brabasan Health Center, Mesuji Regency with an influence level of 78%. There is an influence of HR quality and work discipline together on employee performance at the Brabasan Health Center, Mesuji Regency, with an influence level of 88%.

**Keywords:** *Human Resources Quality, Work Discipline, Performance, Regression.*

### INTRODUCTION

Human Resources (HR) have an important role in developing the governance system. The success of government agencies in carrying out their activities cannot be separated from the performance of the human resources within them. Performance is a measure of the level of ability of HR elements or employees in carrying out tasks and functions according to their roles in the organization. Mangkunegara (2013:61) states that performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties according to the responsibilities given to him. Basically, performance is a perspective and mental attitude that always tries to improve quality, that now must be better than the past, and the future must be

better than now. The success of employee performance is also influenced by the management and empowerment of resources (financial, physical, human, and technological) owned by the organization, both formal and non-formal organizations. Performance is not just a technical or managerial problem but is a complex problem, namely individual employees, leaders and other external factors. Performance includes integrated utilization of human resources, skills, capital goods, technology, management, information and other sources. Organizations are required to be able to optimize these resources to achieve organizational goals and improve the goods or services produced by the organization. One of the agency's efforts to maintain employee performance is by paying attention to employee work discipline. The application of work discipline to each member of the organization is very important, in order to ensure that operational guidelines in carrying out their duties are in line with efforts to realize their goals effectively and efficiently.

Discipline binds all employees to obey all norms, rules and regulations that apply to an organization. The level of employee work discipline can basically be seen from attendance, when entering the office whether there are still employees who arrive late, or not in accordance with the specified time both when employees arrive and go home from work. This negative behavior is included in the category of employee attitudes that violate the discipline applied in the organization. For this reason, for such attitudes, it is necessary to implement sanctions against violators of discipline by giving warnings, must be immediate, consistent, and impersonal. In addition to employee work discipline factors, the quality of Human Resources (HR) from employees also affects their performance. HR holds the control for the realization of achieving organizational goals. Currently, an employee is not only viewed as a resource, but also as capital or an asset. In other words, HR is viewed as the quality of effort given by someone in a certain time to produce goods or services. Some define HR as the design of a formal system of an organization in order to utilize human talent effectively and efficiently to achieve organizational goals.

Talking about human resources in a government organization, it cannot be separated from the quality of HR itself, the quality of HR will certainly affect the performance of HR itself which will also affect the performance of the agency or organization, the quality of human resources is very much needed to support the success of the company's business. HR quality is something in humans that is a characteristic of the individual that can distinguish one human from another, both in terms of physical and non-physical quality. Quality human resources are reflected by their ability to work effectively and efficiently, reliable performance, so as to provide optimal contribution to organizational performance. Danim stated in Pratiwi (2013) "The quality of human resources is a resource that meets the criteria of physical and health quality, intellectual quality (knowledge and skills), and mental spiritual quality (struggle)." From several opinions above, it can be concluded that the quality of human resources is something within a human being that is a characteristic of the individual that can distinguish one human being from another, both in terms of physical and non-physical quality. Good quality human resources will support the company to achieve its goals.

## **LITERATURE REVIEW**

### **Human Resources Quality**

Human resources quality is the level of ability that can be demonstrated by human resources through knowledge, skills and abilities of a person used to produce professional services. According to Hasibuan (2013;10), Human resources are the science and art of managing relationships and roles of workers to effectively and efficiently help realize the goals of the organization, employees, and society. Human resource management has components

that are part of the human workforce, these components support each other in the organization. According to Fahmi (2017;1), Human resources management is a series of organizational activities that are directed at attracting, developing, and retaining an effective workforce.

### **Work Discipline**

Rivai (2014:44) expressed the following opinion about discipline: "Discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to increase awareness and willingness of a person to obey all company regulations and applicable social norms". Hasibuan (2013:190) expressed the following opinion about discipline: "Discipline is the awareness and willingness of a person to obey all company regulations and applicable social norms". Muchdarsyah (2013:39) defines discipline into several meanings as follows:

- a. The word discipline seen from the (terminological) aspect comes from the Latin word "discipline" which means teaching, training and so on (starting from the word *discipulus*, which is a person who learns). So etymologically there is a relationship between discipline and *disciple* (English which means student, loyal follower, teaching or school).
- b. Training that develops self-control, character, or order and efficiency.
- c. Compliance or obedience to government regulations and rules or ethics, norms and rules that apply in society.
- d. Punishment carried out through correction and training to achieve controlled behavior (controlled behavior)

Discipline that comes from the individual himself is discipline that is based on the individual's own awareness and is spontaneous. This discipline is a discipline that is highly expected by an organization because this discipline does not require direct orders or reprimands. Meanwhile, what is meant by discipline based on orders is carried out because of sanctions or threats of punishment. Thus, people who carry out this discipline are afraid of being sanctioned or punished, so that discipline is considered a tool to demand the implementation of responsibility.

Starting from the description, it can be concluded that the core of forming discipline can be implemented in two ways, namely through the development of personal discipline or the development of discipline that comes from the individual and through the implementation of strict disciplinary actions, meaning that an employee who is indisciplined will be subject to punishment or sanctions according to the level of error.

### **Punishment for Violations of Work Discipline**

State Civil Apparatus who do not carry out their obligations and commit prohibited acts as stipulated in Government Regulation No. 94 of 2021, are considered to have committed ASN disciplinary violations and of course must be punished. The purpose of disciplinary punishment is to improve and educate State Civil Apparatus who commit disciplinary violations. Therefore, every official who has the authority to punish before imposing disciplinary punishment must first examine the State Civil Apparatus who committed the disciplinary violation.

An examination is carried out against ASN who are suspected of committing disciplinary violations. The examination also aims to determine the background and things that prompted the disciplinary violation. The examination is carried out by the official who has the authority to punish or another appointed official. Based on Government Regulation No. 94 of 2021, disciplinary punishment is a punishment imposed on State Civil Apparatus for violating the State Civil Apparatus Disciplinary Regulations; level and type of disciplinary punishment

## **Employee Performance**

Mathis and Jackson (2013: 78) argue that employee performance is what influences how much they contribute to the organization, which includes: quantity of output, quality of output, output period, attendance at work and cooperative attitude. So performance as a description of the level of ability to carry out tasks in accordance with the established regulations. Performance basically contains elements related to motivation issues, HR training, loyalty and responsibility and a sense of sincerity in working, including the level of productivity and achievement that can be realized in work. All devices of an institution, whatever its form, need to clearly know the level of performance that has been achieved, in addition, this performance needs to be informed to certain parties, in order to know the level of achievement of the institution's work results which are linked to the vision and mission carried out by the institution itself. The definition of performance as stated by Dharma (2013: 105) is something achieved by employees, work achievements that are considered by employees, Work Discipline related to the use of office equipment".

In line with this understanding, Mangkunegara (2013:53) stated that employee performance (work achievement) is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. The definition of performance according to Robbins (2016:176): "Performance is the result of an evaluation of the work done by employees compared to previously established criteria". Based on several definitions of performance above, it can be concluded that what is meant by employee performance is the result of work or work achievement that can be achieved by employees in one unit of time. Employee performance is closely related to the achievement of employee work quality, knowledge and skills and responsibility in carrying out their work. As a guideline, it can be concluded that performance is an employee's Work Discipline which can be proven from the results of daily work that can provide added value for the progress of the work unit or organization.

Every employee is expected to have satisfactory performance (work achievement), so that the synergy of employee achievements will be able to improve and develop the existence of the organization in the midst of society. Performance management according to Ruky (2014:6) is basically related to efforts, activities or programs initiated and implemented by the organization's leadership to plan, direct and control employee performance. Thus, it can be said that performance management is an effort made by the organization's leadership to foster a new paradigm or develop employee performance. As part of management, performance coaching is basically an effort made by employee leaders to foster/develop employee performance. Because this program includes the word management, all activities carried out in a management process must begin with setting goals and objectives to be achieved, then the planning, organizing, mobilizing/directing stages and finally evaluating the results. Technically, this program must begin with setting goals and objectives, namely what form of performance and what kind of performance is to be achieved. Performance as a description of the level of achievement of the implementation of an activity/program/policy by employees in realizing the goals, objectives, mission and vision of the organization as stated in the formulation of an organization's strategic planning.

## **METHODS**

### **Validity Test**

The validity test is used to measure the validity of a questionnaire. A questionnaire is said to be valid if the statements (indicators) in the questionnaire are able to reveal something that will be measured by the questionnaire, namely measuring the construct or variable studied by

the researcher. The validity test is carried out by comparing the calculated  $r$  value (for each statement item can be seen in the corrected item-total correlations column), with the  $r$  table by finding the degree of freedom ( $df$ ) =  $N - k$ , in this case  $N$  is the number of samples, and  $k$  is the number of independent research variables. If the calculated  $r > r$  table, and has a positive value, then the statement (indicator) is said to be valid.

### Reliability Test

The reliability test is a tool to measure the reliability, certainty or consistency of a questionnaire. A questionnaire is said to be reliable if the respondents' answers to the statement items in the questionnaire are consistent or stable over time. Construct reliability is assessed by calculating the reliability index of the instrument used (Composite reliability) from the model being analyzed. According to Uyanto (2016:50), an instrument can be said to be reliable if it has a reliability coefficient of 0.6 or more.

## RESULTS

### Test Instruments (Test Validity And Reliability)

A statement is said to be valid if the statement is able to measure what needs to be measured and is able to express what is to be expressed. In this study, the validity test used is a person correlation. Validity test is used to measure the statements in the questionnaire. Validity test is done by correlating each with the total score of the variable. Furthermore, the resulting correlation number will be compared with the  $r$  table value at  $\alpha = 0.05$ , which is 0.444. Thus, based on the validity test, a statement item is said to be valid if the calculated  $r$  value item score against its total score is above 0.444 or is said to be invalid if the calculated  $r$  value of the statement item is less than 0.444. Therefore, the better the Pearson Correlation coefficient value of an item, the better the validity of the item. Testing done with use Program SPSS 23. Based on the validity test of each variable, namely 10 statements for the independent variables ( $X_1$ ,  $X_2$ ) and the dependent variable ( $Y$ ), the respondents' answers have quite good validity. The overall results of the validity test on the statement instrument for the Work Discipline variable ( $X_1$ ) and Human Resource Quality ( $X_2$ ) as well as Performance variables ( $Y$ ) can be seen in the following table:

### Test Validity Quality HR ( $X_2$ )

Table 1. Test Validity Quality HR ( $X_2$ )

Item Statement	$r$ table	Coefficient $r$ count	Information
1	0.444	0.671	Valid
2	0.444	0.746	Valid
3	0.444	0.471	Valid
4	0.444	0.701	Valid
5	0.444	0.746	Valid
6	0.444	0.671	Valid
7	0.444	0.746	Valid
8	0.444	0.450	Valid
9	0.444	0.445	Valid
10	0.444	0.760	Valid
<b>Flat – flat</b>	<b>0.444</b>	<b>0.641</b>	<b>Valid</b>

Source : data processed, 2024

Based on the table, it can be seen that all score items statement about Quality HR own mark  $r_{\text{count}}$  with mark average  $r_{\text{count}} = 0.641$  is greater than  $r_{\text{table}}$ . Thus it can be said that all statement items regarding HR Quality are valid and can be used. as a research measuring tool.

### Test Validity Discipline Work (X 1 )

Table 2 Test Validity Discipline Work (X 1 )

Item Statement	r table	Coefficient r count	Information
1	0.444	0.655	Valid
2	0.444	0.711	Valid
3	0.444	0.572	Valid
4	0.444	0.652	Valid
5	0.444	0.711	Valid
6	0.444	0.655	Valid
7	0.444	0.711	Valid
8	0.444	0.572	Valid
9	0.444	0.451	Valid
10	0.444	0.711	Valid
Flat – flat	0.444	0.640	Valid
<b>Flat – flat</b>	<b>0.444</b>	<b>0.640</b>	<b>Valid</b>

Source : Data Results Study 2024

Based on the table, it can be seen that all the statement score items regarding Discipline Work own mark  $r_{\text{count}}$  more big from  $r_{\text{table}} = 0.444$ . With an average value of  $r_{\text{count}} = 0.640$ . Thus it can be said that all statement items regarding Work Discipline are valid and can be used as a research measuring tool.

### Test Validity Performance (Y)

Table 2. Validity Test Performance (Y)

Item Statement	r table	Coefficient r count	Information
1	0.444	0.569	Valid
2	0.444	0.784	Valid
3	0.444	0.451	Valid
4	0.444	0.765	Valid
5	0.444	0.784	Valid
6	0.444	0.569	Valid
7	0.444	0.784	Valid
8	0.444	0.464	Valid
9	0.444	0.452	Valid
10	0.444	0.693	Valid
Item Statement	r table	Coefficient r count	Information
Flat – flat	0.444	0.651	Valid

Based on the table, it can be seen that all statement score items about Performance have a calculated r value. with an average value of  $r_{\text{count}}$  of 0.651 which is greater than  $r_{\text{table}}$  of 0.444. Thus it can be said that all statement items regarding Performance are valid and can be used as a research measuring tool.

### Test Data Reliability

Reliability test used for knowing worth whether or not the respondent data used in this study. An instrument can be said to be reliable if it has coefficient reliability reliability as big as 0.778 or more. (Uyanto, 2017). To find out the reliability or otherwise of the research variable data, this can be found out by using the SPSS *version 23* statistical program tool so that obtained results as following:

### Test Reliability Quality Variable HR (X 1 )

The results of the reliability test of the HR Quality variable (X1 ) based on the answer data Respondent to 10 statement as following :

**Table 3. Test Reliability Variables Quality HR (X 1 ) Reliability Statistics**

Cronbach's Alpha	N of Items
.805	10

From the results of the reliability test above, the *alpha value* of HR Quality (X2 ) was obtained as 0.805, and from these results it can be concluded that the questionnaire used in this study was declared reliable because its alpha value was  $0.805 > 0.60$ . This means that the measuring instrument used in this study already has the ability to provide consistent measurement results in measuring the same symptoms.

### Test Reliability Discipline Variable Work (X 2 )

The results of the reliability test of the Work Discipline variable (X2 ) based on the answer data Respondent to 10 statement as following :

**Table 4. Test Reliability Variables Discipline Work (X 2 ) Reliability Statistics**

Cronbach's Alpha	N of Items
.723	10

From the results of the reliability test above , the Work Discipline *Alpha value* (X1 ) was obtained as 0.723, and it can be concluded that the questionnaire used in this study was declared reliable because its alpha was  $0.723 > 0.60$ . This means that the measuring instrument used in this study already has the capability For give results measurement Which consistent in measuring the same symptoms.

### Test Reliability Variables Performance (Y)

The results of the reliability test of the Performance variable (Y) based on respondent answer data to 10 statement as following:

**Table 5. Test Reliability Variables Performance (Y) Reliability Statistics**

Cronbach's Alpha	N of Items
.818	10

From the results of the reliability test above, the Performance *Alpha* (Y) value was obtained as 0.818, and from these results it can be concluded that the questionnaire used in study This stated reliable Because mark alpha-nya as big as  $0.818 > 0.60$ . This means that the measuring instrument used in this study already has the ability For give results measurement Which consistent in measure the same symptoms.

### Test Quality HR (X 1 )

Based on results study, Quality influence HR (X 1 ) on Performance (Y) as follows:

**Table 6 Test Hypothesis Quality HR**

#### Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	12,260	4.499	.704	2.725	.010
Quality HR	.682	.115		5.946	.000

a. Dependent Variables: Performance

Based on the results of the t-test, the calculated t value was 5.946. When compared with the t table at a significance level of 0.05, which is 1.664, then the calculated t  $5.946 > t_{table} 1.664$ , so can concluded that; Hypothesis Which state there is The influence of the HR Quality variable (X1 ) on Performance (Y) is acceptable. Equality regression between variables Quality HR (X 1 ) to Performance (Y) is  $Y = 12,260 + 0.682 X_2$ , which means that every one point increase in the HR Quality variable will be followed by an increase in the Performance variable of 0.682 points. Based on the research results above, the determination coefficient of Human Resource Quality was obtained. on Performance are as follows:

**Table 7 Coefficient Determination Quality HR to Performance**

#### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.704 <sup>a</sup>	.495	.481	2,554

a. Predictors: (Constant), Quality HR

The results of the calculation of the correlation level between the HR Quality variable (X1 ) and Performance (Y) of 0.704 are included in the Strong category, namely (0.600 – 0.799). Coefficient of Determination (KD) =  $R^2 = 0.495 \times 100\% = 49.5\%$ . It can be concluded that the HR Quality variable (X 1 ) explains the variation in changes in the variable Performance (Y) as big as 49.5%, whereas the rest as big as 51.5% explained by other factors not examined in this study.

**Test Hypothesis Discipline Work (X 1 )**

Based on results study so obtained data influence of discipline Work on Performance as follows:

**Table 8. Discipline Test Work (X 2 )**

Coefficients <sup>a</sup>					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.312	2.995		1,774	.085
Discipline Work	.858	.076	.883	11,260	.000

a. Dependent Variables: Performance

Based on The t-test results obtained a value of  $t_{\text{count}} 11,260$ . When compared with  $t_{\text{table}}$  at a significance level of 0.05 is 1.664, then the  $t_{\text{calculated}} 11.260 > t_{\text{table}} 1.664$  so it can be concluded that;  $H_a$  which states that there is an influence of the Work Discipline variable ( $X_2$ ) on the Performance variable (Y) can be accepted. So the Work Discipline variable ( $X_2$ ) has an influence on the Performance variable (Y). The regression equation between the Work Discipline variable ( $X_2$ ) and the Performance variable (Y) is  $Y = 5.312 + 0.858 X_1$ , which means that every one point increase in the Work Discipline variable will be followed by an increase in the Performance variable of Brabasan Health Center employees, Mesuji Regency by 0.858 points. Based on the research results above, the determination coefficient of Work Discipline was obtained. on Performance are as follows:

**Table 9 Coefficient Determination Discipline Work on Performance Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.883 <sup>a</sup>	.779	.773	1,691

a. Predictors: (Constant), Discipline Work

The results of the calculation of the correlation level between the Work Discipline Variable ( $X_1$ ) and Performance (Y) of 0.883 are included in the Very Strong category, namely (0.800 – 1.000) Coefficient of Determination (KD) =  $R^2 = 0.779 \times 100\% = 78\%$ . It can be concluded that the Work Discipline variable ( $X_1$ ) explains the variation of changes in the Performance variable (Y) at the Brabasan Health Center, Mesuji Regency by 78%, while the remaining 22% is explained by other factors not examined in this study.

**Test Hypothesis Discipline Work (X 1 ) And Quality HR (X 2 ) to Performance (Y)**

Based on results study, obtained results test hypothesis in a way simultaneously as follows:

**Table 10. Test Hypothesis Simultan**

**ANOVA <sup>a</sup>**

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	362,655	2	181,328	61,662	.000 <sup>b</sup>
Residual	102,924	35	2,941		
Total	465,579	37			

- a. Dependent Variables: Performance  
b. Predictors: (Constant), Quality HR, Discipline Work

From the ANOVA test or F test, the calculated F was 61.662, which is much larger than mark  $F_{table}$  3.111 so Discipline Work ( $X_1$ ) And Quality HR ( $X_2$ ) in a way simultaneously affect Performance (Y). Thus, the proposed hypothesis stating that there is an influence of Work Discipline ( $X_1$ ) and HR Quality ( $X_2$ ) simultaneously on Performance (Y) can be proven or accepted. Simultaneous calculation of the variables Work Discipline ( $X_1$ ) and Human Resource Quality ( $X_2$ ) together (simultaneously) against the Performance variable (Y) through the calculation results using the SPSS 23 Program as follows:

**Table 11. Calculation influence Coefficient Determination in a way Simultan**

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.893 <sup>a</sup>	.879	.866	1,815

- a. Predictors: (Constant), Quality HR, Discipline Work

The results of the calculation of the level of simultaneous correlation between Work Discipline ( $X_1$ ) and Quality HR ( $X_2$ ) simultaneously on the Performance variable (Y) is 0.893, which is included in the Very Strong category, namely (0.800 – 1.000). Coefficient of Determination (KD) =  $R^2 = 0.879 \times 100\% = 88\%$ . So it can be concluded that the magnitude of the influence of Work Discipline and Human Resources Quality towards Performance by 88% and the rest 12% was due to other factors that the author did not examine in writing this thesis.

**Analysis Regression Linear Multiple ( $X_1$ ) And ( $X_2$ ) to (Y)**

following multiple regression calculation data was obtained for HR Quality ( $X_1$ ) and Work Discipline ( $X_2$ ) on Performance (Y) :

**Table 12. Calculation Regression Multiple Discipline Work, Quality HR and Performance**

**Coefficients <sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.188	3.199		1,622	.114
	Quality HR	.846	.126	.870	6,700	.000
	Discipline Work	.016	.126	.016	.123	.903

- a. Dependent Variables: Performance

Based on table in on can made Model The regression is :

$$Y = 5.188 + 0.846 X_1 + 0.016 X_2$$

- a. Every there is an increase value on the Quality variable HR amounting to One points, then Performance will increase by 0.846 points.
- b. Every happen improvement mark on variables Discipline Work as big as One points, then Performance will increase by 0.016 points.
- c. Based on the above information, it can be concluded that the value of the regression coefficient  $X_1$  0.846 is greater than the regression coefficient  $X_2 = 0.016$ . This shows that the contribution of the HR Quality variable is greater than the Work Discipline variable. in improving employee performance at the Brabasan Health Center, Mesuji Regency

## DISCUSSION

The results of the calculation of the correlation level between the Human Resource Quality Variable ( $X_1$ ) and Performance (Y) of 0.883 are included in the Very Strong category, namely (0.800 - 1.000), meaning that Human Resource Quality has a very strong connection or relationship as a determinant for improving Performance. While the Test partial hypothesis through t-test obtained the calculated t value Quality of Human Resources on Performance of = 11.260 > t table 1.664. T

he size coefficient determination Discipline Work on Performance is 78%. With the regression equation of Human Resource Quality and Performance is  $Y = 5.312 + 0.858$  This gives the influence of HR Quality on Employee Performance at the Brabasan Health Center, Mesuji Regency by 78%, while the remaining 22% is influenced by other factors not examined in this study. Meanwhile, the results of the study show that the influence of Work Discipline ( $X_2$ ) on Employee Performance at the Brabasan Health Center, Mesuji Regency. The calculation results obtained level correlation between variable Discipline Work ( $X_2$ ) And variable Performance (Y) at the Brabasan Health Center, Mesuji Regency, was 0.704, which is included in the Strong category, namely (0.600 – 0.799).

Meanwhile, the Partial Hypothesis Test through the t-test obtained a calculated t value of 5.946 > t table 1.664. And for the value of the Work Discipline Determination Coefficient ( $X_2$ ) on Performance (Y) is 49.5%. For the Work Discipline equation model, the regression is  $Y = 12.260 + 0.682 X_2$ , which means that every one point increase in the Work Discipline variable will be followed by a Performance variable of 0.682 points. This shows that work discipline also has an influence in increasing performance by 49.5%, while the remainder is 51.5%. explained by other factors not examined in this study.

The results of the hypothesis test of the influence of HR Quality and work discipline on Performance are proven by the results of the F test calculation which obtained a result of 61.662, which is much greater than the F table value of 3.111. While the test results for the Coefficient Correlation Quality HR ( $X_1$ ) And Discipline Work ( $X_2$ ) to Performance (Y) is 0.893 including in category Very Strong. For results test coefficient determination shows that the influence of HR quality and work discipline collectively on employee performance at the Brabasan Health Center, Mesuji Regency, amounting to 88% and the remainder 12% is explained by other factors not examined in this study.

**Table 13. Table Interpretation Results Data Processing**

Variables	R	r <sup>2</sup>	Model	Information Model
X <sub>1</sub>	0.704	49.5%	$Y = \alpha + b X_1$ $Y = 12,260 + 0.682 X_1$	Every one point increase in the HR Quality variable will be followed by the Performance variable. as big as 0.682 points
X <sub>2</sub>	0.883	78%	$Y = \alpha + b X_2$ $Y = 5.312 + 0.858 X_2$	Every one point increase variable Work Discipline will be followed by an increase in the Performance variable by 0.858 points
X <sub>1</sub> ; X <sub>2</sub>	0.893	88%	$Y = \alpha + b X_1 + b X_2 + et$ $Y = 5.188 + 0.016 X_1 + 0.846 X_2$	1. Every time there is an increase in the value of the HR Quality variable by one point, then Performance will increase by 0.016 points 2. Every time there is an increase in the value of the Work Discipline variable by one point, then Performance will increase by 0.846 points

## CONCLUSION

Based on data analysis and discussion in the previous chapter, The following conclusions were obtained:

1. There is an influence of Human Resource Quality (X<sub>1</sub>) on Employee Performance (Y) at the Brabasan Health Center, Mesuji Regency, as proven by the partial hypothesis test through the t test, the calculated t value of Human Resource Quality on Performance is = 11.260 > t table 1.664. With the regression equation  $Y = 5.312 + 0.858 X_1$ , which shows that every one point increase in the Human Resource Quality variable will be followed by an increase in the Performance variable by 0.858 points. The magnitude of the relationship between HR Quality and Performance is 0.883 (Very Strong) while the magnitude of the influence/Coefficient of Determination (KD) of HR Quality on Employee Performance is 78%, while the remaining 22% is influenced by other factors outside the research.
2. There is an influence of Work Discipline (X<sub>2</sub>) on Employee Performance (Y) at the Brabasan Health Center, Mesuji Regency, as proven by the Partial Hypothesis Test through the t-test, the calculated t value was 5.946 > t table 1.664. Regression equation Discipline Work with Performance is  $Y = 12.260 + 0.682 X_2$ , which shows that every one point increase in the Work Discipline variable will followed by an increase in the Performance variable by 0.682 points. The magnitude of the relationship between Work Discipline and Performance is 0.704, which is included in the Strong category, while the magnitude of the influence of Work

Discipline on employee Performance is 49.5%, while the remaining 51.5% is influenced by other factors outside the study.

3. There is an influence of HR Quality and work discipline together on employee performance at the Brabasan Health Center, Mesuji Regency. This is proven by the results of the F test calculation which obtained a result of 61.662 which is much greater than the F table value of 3.111. The multiple equation regression between HR Quality and Work Discipline with Performance is  $Y = 5.188 + 0.846 X_1 + 0.016 X_2$ . The magnitude of the relationship between HR Quality and Work Discipline on Performance is 0.893 (included in the Very Strong category).

### **LIMITATION**

Based on the research results above, future implications are formulated as follows:

1. The variable of Human Resource Quality that needs attention and improvement is statement no. 2. In carrying out my work, I am supported by the technological knowledge that I have according to my work, employees must have the knowledge and ability to carry out their work.
2. The Work Discipline variable that needs attention to improve performance is statement no. 4. Employees are always disciplined with the established regulations, so that employees have high discipline so that employee performance is achieved.
3. Performance variables that need to be considered and improved are statement no. 3. Employees experience an increase in work ability after working for some time, this indicator can be improved by the leader by providing supervision and motivation to employees, so that the work can be completed properly. effective and efficient, in accordance with the quality and work targets that have been determined.

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