
The Influence of Work Motivation And Work Discipline On Employee Performance At PT. The Goodwood Interior Design Cengkareng, West Jakarta

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Abstract

This research aims to determine the variables of the influence of work motivation and work discipline on employee performance at PT. The Goodwood Interior Design Cengkareng, West Jakarta. The method used in this research is an associative quantitative research method where the data obtained is in the form of a questionnaire which is processed using the SPSS 2.6 application. Data analysis used includes: Descriptive Statistical Test, Normality, Multicollinearity, Heteroscedasticity, Autocorrelation, Simple Linear Regression, Multiple Linear Regression, t Test (Partial), F Test (Simultaneous), Correlation Coefficient (R) and Determination Coefficient (R²). The results of the research partially show that motivation has a significant effect on employee performance as seen from the t test, the value obtained is $t_{count} > t_{table}$ ($5.322 > 1.99167$) and is significant $0.000 < 0.05$. Then, the work discipline variable has a significant effect on employee performance, seen from the t test, the value obtained is $t_{count} > t_{table}$ ($4.414 > 1.99167$) and is significant $0.000 < 0.05$. Then simultaneously the motivation variable and the work discipline variable have a significant effect on employee performance as evidenced by the Fcount value of 63.502 and a significance value of 0, while the Ftable value is at a significance level of 0.05 with df 1 (number of variables -1) $3-1 = 2$, and df 2 ($nk-1$) or $= 78-2-1 = 75$, the F table value is 3.12. So it can be concluded that $F_{count} > F_{table}$ ($63.502 > 3.12$) and significance < 0.05 ($0 < 0.05$), then H_a is accepted, so it can be concluded that Work Motivation and Work Discipline together influence employee performance.

Keywords: Work Motivation, Work Discipline, Employee Performance

INTRODUCTION

The era of globalization is marked by increasingly rapid development in all fields of activity. Globalization in the 90s that hit the world has influenced the development of various sectors of activity in Indonesia. The emerging globalization is global competition, global business, global company and global organization. The very tight competition in the world of work confronts organizations with efficiency and strong competitiveness. To increase efficiency, among other things, quality human resources (HR) are needed. Human resources are one of the elements that greatly determine the success of an organization. On the other hand, humans are also creatures who have thoughts, feelings, needs and certain expectations. This requires special attention because these factors will affect achievement, dedication and loyalty as well as love for their work and organization.

Human Resources (HR) have an important role in company activities. Human Resources (HR) are resources used to mobilize and synergize other resources to achieve organizational goals. Employees are important assets in a company. Every company always needs employees as workers who carry out every activity in the

company. The company must also be able to manage human resources well, so that the company succeeds in achieving its vision, mission and goals. The most important thing in managing human resources (HR) is to be able to improve employee performance so that it remains optimal, because there is a relationship between work motivation and company performance.

Motivational factors are important in improving employee performance. Providing motivation is very important in every company. Employees who have high work motivation will be able to encourage employees to work more enthusiastically and can make a positive contribution to the work that has become their responsibility. Motivation is something that causes, channels and supports human behavior, so that they want to work hard and enthusiastically to achieve optimal results.

One of the company's goals is to improve the quality of employee performance. Employee performance is something that people actually do and can be observed. Good performance is optimal performance, namely performance that meets organizational standards and supports the achievement of organizational goals. Employee performance is influenced by several factors, both those related to the workforce itself and those related to the company or organization environment.

Motivation is one of the driving factors for someone to carry out an activity in order to get the best results. Employees who have high work motivation will also have high performance. Motivation is a potential force that exists within a human being. Which can be developed independently or developed by a number of external forces that essentially revolve around material and non-material.

employee performance as an expression such as output, efficiency and effectiveness which are often associated with productivity. The output in question is the work results produced by employees in terms of quality and quantity. Thus, performance is the result of a person's work which will ultimately determine the overall and success of employees in working as well as possible.

There is a previous study, the first entitled *The Influence of Work Motivation and Work Discipline on Employee Performance* written by Tifani Nur Adinda, Muhamad Azis Firdaus, Syahrums Agung, discussing the same research. The study published in 2023 by Ibnu Khaldun University, Bogor, was processed using the SmartPLS 4.0 Application with the Structural Equation Modeling (SEM) analysis method. The results obtained from the influence of work motivation on employee performance with an original sample value of 0.389, T-statistics $3.442 > 1.96$, and P-value $0.001 < 0.05$, meaning that there is a positive and significant influence between work motivation and employee performance. The results obtained from the influence of work discipline on employee performance with an original sample value of 0.602, T-statistics $5.503 > 1.96$, and P-value $0.000 < 0.05$, meaning that there is a positive and significant influence between work discipline on employee performance. The results obtained from the influence of work motivation on work discipline with an original sample value of 0.841, T-statistics 6.757 , and P-value $0.000 < 0.05$, meaning that there is a positive and significant influence between work motivation on work discipline. The results obtained from the influence of work motivation through work discipline on employee performance with an original sample value of 0.506, T-statistics $4.194 > 1.96$, and P-value $0.000 < 0.05$, meaning that there is a positive and significant influence between work motivation through work discipline on employee performance.

The second study entitled the influence of work motivation and work discipline on employee performance at PT Pegadaian (Persero) Nganjuk Branch, written by Kartika Dwi Arisanti, Ariadi Santoso, Siti Wahyuni. The sampling of this study used a saturated sampling technique, which was written in 2019. Based on the results of the study, the following regression equation was obtained: $Y = 3.838 + 1.451X_1 + 0.063X_2 + e$. It can be stated that the Work Motivation variable (X_1) and the Work Discipline variable (X_2) have a positive effect on Employee Performance at PT. Pegadaian (Persero) Nganjuk Branch. The results of the study indicate that partially the work motivation variable has a significant effect on employee performance, while work discipline has no significant effect on employee performance. Simultaneously, the work motivation and work discipline variables have a significant effect on employee performance at PT Pegadaian (Persero) Nganjuk Branch. The results of the determination coefficient analysis obtained 0.483 or 48.3%, which means that the contribution of the work motivation and work discipline variables to performance is 48.3%, while the rest is influenced by other factors outside this regression model.

PT The Goodwood Interior Design An interior design company with the best service located in Jakarta, Indonesia. Starting from a belief that everyone has the right to be able to realize their dream home, PT The Goodwood Interior Design continues to strive to make every project an unforgettable experience for each of our clients by creating a comfortable work, according to needs, and friendly prices. PT The Goodwood Interior Design provides a variety of services from the Design process to making the design a reality. PT The Goodwood Interior Design has committed to continuing to provide quality end results, affordable prices, and maximum service to every client. Our team will assist you from the planning process, pre-design review, until the project will be executed.

Based on the data, it was found that the performance of PT The GoodWood Interior Design employees in 2022-2023 decreased every year. In 2022, employee work achievement in completing tasks reached 82% and decreased in 2023 to 70%. Then in terms of working hours in 2022, it reached 80% and decreased in 2023 to 75%. Furthermore, the absenteeism rate in 2022 reached 83% and decreased in 2023 to 81%. In 2022, cooperation between employees reached 77% and decreased to 70%. This is due to a lack of communication between superiors and subordinates, and the difficulty of coordinating with others.

Because good performance is optimal performance, namely performance that meets organizational standards and supports the achievement of organizational goals. Performance is the result of work that has a strong relationship with the strategic goals of the organization, customer satisfaction, and contributes to the economy. The achievement of suboptimal performance is due to the lack of work discipline and employee motivation. Improving employee performance is highly dependent on the awareness of each employee and this improvement can be seen from the behavior in an existing work environment.

One of the factors that influence employee performance is work motivation. Motivation is a willingness to try as optimally as possible in achieving organizational goals that are influenced by the ability of the business to satisfy several individual needs. Every company always wants the performance of each employee to increase. To achieve this, the company must provide good motivation to all its employees so

that they can achieve work achievements and improve performance. Without motivation, an employee will not be able to fulfill his duties according to standards or even exceed standards because what is his motive and motivation is not fulfilled.

From the observation results with the Admin and Operational Manager and one of the staff of PT The Goodwood Interior Design, the work motivation of the employees is still not optimal. This will certainly be related to the spirit and passion of employees in carrying out their duties and responsibilities and will affect the performance results of the employees. Without motivation, an employee will not be able to fulfill his duties according to standards or even exceed standards because what is his motive and motivation is not fulfilled.

Apart from the problem of motivation, work discipline is also one of the things highlighted in this study. This can be seen in the data on disciplinary absences in the company below.

In addition to work motivation, another factor that affects employee performance is work discipline. Discipline is the awareness and willingness of a person to obey all company regulations and applicable norms. Awareness is the attitude of a person who voluntarily obeys all regulations and is aware of his duties and responsibilities. So, he will obey to do all his duties well, not by coercion. While what is meant by willingness is an attitude, behavior and actions of a person that are in accordance with company regulations, both written and unwritten.

This study aims to determine the effect of work motivation and work discipline on employee performance at PT The Goodwood Interior Design. Based on the description above, it is clear that the implementation of work motivation and work discipline is closely related to performance and has not been proven positive at PT The Goodwood Interior Design. From the description of the background of the problem above, the author then conducted further research to examine in depth the thesis entitled "The Effect of Work Motivation and Work Discipline on Employee Performance at PT The Goodwood Interior Design".

METHOD

The research method used in this study is a quantitative approach. This study aims to collect data that can be analyzed using numbers, although qualitative data in the form of words or sentences from interviews and consultations are also used as support. According to Sugiyono (2019), quantitative methods involve analyzing data calculated using statistics, with the aim of describing and testing previously established hypotheses.

This research was conducted at PT The Goodwood Interior Design in West Jakarta, from November 2023 to January 2025. The research process was carried out in stages, starting from observation, distributing questionnaires, data processing, to thesis revision. During this period, researchers collected data through questionnaires and direct observation to assess the effect of work motivation and work discipline on employee performance.

The variables in this study include work motivation, work discipline, and employee performance. Work motivation and work discipline are measured using indicators that include aspects such as driving force, willingness, responsibility, and compliance with regulations. Meanwhile, employee performance is assessed based on

the accuracy of task completion, attendance, and cooperation between employees. Sampling was carried out by census, in where the entire population of PT The Goodwood Interior Design employees, totaling 78 people, was used as a sample.

The data used consists of primary and secondary data. Primary data is obtained through questionnaires distributed to employees, while secondary data obtained from literature studies relevant to the research topic. Data analysis was carried out using validity and reliability tests, as well as statistical tests to test classical assumptions and relationships between variables using simple linear regression (Sugiyono, 2019).

RESEARCH RESULT

Simple linear regression

Linear regression is used to determine the regression equation and the relationship between each variable studied is shown by the regression equation with the formula $Y = A + Bx$. Where A is a constant value and B is the value of the variable.

1. Simple linear regression test of work motivation on employee performance.

Table 1. Simple Linear Regression Results of Work Motivation on Employee Performance

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	4,750	4.028		1,179	.242
	Work motivation	.877	.094	.730	9,300	.000

Source: SPSS 2.6 Output

Based on the results of the regression calculation in table 4.17, the regression equation $Y = 4.750 + 0.877 X_1$ can be obtained. From the equation above, it can be concluded as follows:

- The constant value of 4.750 means that if the Work Motivation variable (X_1) is not 0, then there is an Employee Performance value (Y) of 4.750 points.
- The regression coefficient value of Work Motivation (X_1) of 0.877 means that if the constant remains constant, then every 1 unit change in the Work Motivation variable (X_1) will result in a change in Employee Performance (Y) of 0.877 points.

2. Partial linear regression test of work discipline on employee performance.

Table 2. Partial linear regression of work discipline on employee performance

		Coefficients ^a				
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	14,398	3.270		4.403	.000
	Work Discipline	.669	.078	.699	8,519	.000

Source: SPSS 2.6 Output

Based on the results of the regression calculation in table 4.18, the regression

equation $Y = 14,398 + 0.669X_2$ can be obtained. From the equation above, it can be concluded as follows:

- a. The constant value of 14,398 means that if the Work Discipline variable (X_2) does not exist, then there is an Employee Performance value (Y) of 14,398 points.
- b. The regression coefficient value of Work Discipline (X_2) of 0.669 means that if the constant remains constant, then every 1 unit change in the Work Discipline variable (X_2) will result in a change in Employee Performance (Y) of 0.669 points.

Multiple linear regression

Table 3. Multiple linear regression

Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,746	3.676		.475	.636		
	Work motivation	.577	.108	.480	5.322	.000	.608	1,645
	Work Discipline	.381	.086	.398	4.414	.000	.608	1,645

Source: SPSS 2.6 Output

Based on the results of the regression calculation in table 4.19, the regression equation $Y = 1.746 + 0.577 X_1 + 0.381X_2$ can be obtained. From the equation above, it can be concluded as follows:

1. The constant value of 1.746 means that if the variables Work Motivation (X_1) and Work Discipline (X_2) do not exist, then there is an Employee Performance (Y) value of 1.746 points.
2. The regression coefficient value of Work Motivation (X_1) is 0.577 and the regression coefficient of Work Discipline (X_2) is 0.381. This means that if the constant remains the same, then every 1 unit change in each variable will result in a change in the Employee Performance value of the constant value of each variable.

Correlation coefficient

Correlation coefficient To determine the relationship between Work Motivation and Work Discipline on Employee Performance, the product moment correlation coefficient test is used. The usefulness of the correlation coefficient is to determine how strong the relationship is between the dependent variable and the independent variable. To increase the correlation value between the two variables is indicated by r . Basically r can vary, namely from a value of -1 to 1, where $r = 0$ or close to 0, then the relationship between the two variables is said to be weak. If $r = 1$ or close to 1, then the relationship between the two variables is very strong.

1. Correlation coefficient of work motivation to employee performance.

Table 4. Correlation Coefficient of Work Motivation to Employee Performance

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
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1	.730a	.532	.526	3.54320
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Source: SPSS 2.6 Output

Based on table 4, the correlation coefficient (R) value is 0.730, which means the coefficient between work motivation variables and employee performance is strong. Based on the correlation coefficient table, the range of 0.60 - 0.799 indicates a strong level of relationship or influence.

2. Correlation coefficient of work discipline to employee performance.

Table 5. Correlation Coefficient of Work Discipline to Employee Performance Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.699a	.488	.482	3.70536

Source: SPSS 2.6 Output

Based on table 5, the correlation coefficient (R) value is 0.699, which means the coefficient between the variables of Work Discipline and Employee Performance is Strong. Based on the correlation coefficient table above, the range of 0.60 - 0.799 indicates a strong level of relationship or influence.

3. Correlation coefficient of Work Motivation and Work Discipline on Employee Performance.

Table 6. Results of the correlation coefficient between work motivation and work discipline on employee performance.

Model Summary

Model	R	R Square	Adjusted Square	Std. Error of the Estimate	Durbin-Watson
1	.793a	.629	.619	3.17782	1,727

Source: SPSS 2.2 Processed Data

Based on table 4.22, the correlation coefficient (R) value is 0.793, which means that the coefficient between the variables of work motivation and work discipline on employee performance is strong. Based on the correlation coefficient table above, the range of , 60 - 0.799 indicates a strong level of relationship or influence.

Coefficient of determination

The coefficient of determination is a determining coefficient because the variance that occurs in the dependent variable can be explained through the variance that occurs in the independent variable. With the coefficient of determination, the magnitude of the contribution of the influence of the independent variable on the dependent variable can be known.

Table 7. Results of the coefficient of determination of work motivation and work discipline on employee performance.

Model Summaryb

Model	R	R Square	Adjusted Square	Std. Error of the Estimate	Durbin-Watson
1	.793a	.629	.619	3.17782	1,727

Source: SPSS 2.6 Output

From the calculation results in Table 4.23, it can be seen that the value of the

determination coefficient (KD) = (R²) x 100% is obtained from R, namely KD = 0.629 x 100% = 62.9% while the remaining 37.1% (100% -62.9%) is the influence of other factors that were not examined in this study by the author.

Hypothesis testing

t-test

The t-test (partial regression test) is used to determine whether the partial influence of the variables Work Motivation and Work Discipline has a significant effect or not on Employee Performance. The test uses a significance level of 0.05. The basis for returning the decision of the t-test is:

- a. If t count > t table, it means H₀ is rejected, H_a is accepted.
- b. If t count < t table, it means H₀ is accepted, H_a is rejected.

**Table 8. t-test
Coefficientsa**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,746	3.676		.475	.636		
	Work motivation	.577	.108	.480	5.322	.000	.608	1,645
	Work Discipline	.381	.086	.398	4.414	.000	.608	1,645

Source: processed data from SPSS 2.6

Based on the output coefficients in table 4.24, it is known that the regression coefficient values of the independent variables, namely work motivation and work stress, are as follows:

- 1. The calculated t value of the Work Motivation variable is 5.322 > t table 1.99167 with a significance level of 0.0 < 0.05, which means that H_a is accepted and H₀ is rejected, so it can be concluded that Work Motivation has a positive and significant effect on Employee Performance.
- 2. The t-value of the Work Discipline variable is 4.414 > t-table 1.99167 with a significant level of 0 < 0.05, it can be interpreted that H_a is accepted and H₀ is rejected. So it can be concluded partially that Work Discipline has a positive and significant effect on Employee Performance.

F Test

The F test basically shows whether all variables entered in the model have a joint influence on the dependent variable to make a decision on whether the hypothesis is accepted or rejected by comparing the significance level of 0.005 (5%). If the probability value of F is greater than 0.005 (5%), then the regression cannot be used to predict the dependent variable or in other words the independent variables together do not affect the dependent variable.

**Table 9. f test
ANOVA**

Model	Sum of Squares	df	Mean Square	F	Sig.
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1	Regression	1282,556	2	641,278	63,502	.000b
	Residual	757,392	75	10,099		
	Total	2039.949	77			

Source: SPSS 2.6 Processed Data

From the output in table 4.25, it is known that F count is 63,502 and the significance value is 0 while the F table value at the significance level of 0.05 with df 1 (number of variables -1) $3-1 = 2$, and df 2 (nk-1) or $= 78-2-1 = 75$, the F table value is 3.12. So it can be concluded that F count > F table ($63,502 > 3.12$) and significance < 0.05 ($0.00 < 0.05$), then H_a is accepted, so it can be concluded that Work Motivation and Work Discipline together have an effect on Employee Performance.

CONCLUSION

Based on the results of the research that has been conducted on the influence of work motivation and work discipline on employee performance at PT The Goodwood Interior Design, several important things can be concluded. First, there is a significant influence between work motivation and employee performance. This is evidenced by the regression equation $Y = 4.750 + 0.877 X_1$ which shows that every one unit increase in work motivation will contribute to increased employee performance. In addition, the correlation coefficient (R) value of 0.730 indicates a strong correlation between the two variables. The results of the t-test show that the t-count value for the work motivation variable is 5.322 which is greater than the t-table (1.99167), with a significance level of 0.0 which is less than 0.05. Thus, the alternative hypothesis (H_a) is accepted and the null hypothesis (H_0) is rejected, which means that work motivation has a positive and significant effect on employee performance partially.

Second, the results of the study also show a significant influence between work discipline and employee performance at PT The Goodwood Interior Design. The regression equation found is $Y = 14.398 + 0.669 X_2$, which also shows a positive contribution between work discipline and employee performance. The correlation coefficient (R) value of 0.699 indicates that there is a strong relationship between the two variables. In addition, the results of the t-test show that the t-count value for the work discipline variable is 4.414, which is greater than the t-table (1.99167), with a significance level of 0.0 which is smaller than 0.05. Therefore, the alternative hypothesis (H_a) is accepted and the null hypothesis (H_0) is rejected, so it can be concluded that work discipline has a positive and significant influence on employee performance partially.

Third, simultaneously, work motivation and work discipline have an influence on employee performance at PT The Goodwood Interior Design. The regression equation obtained is $Y = 1.746 + 0.577 X_1 + 0.381 X_2$, which shows that both variables together contribute to improving employee performance. The correlation coefficient (R) of 0.793 indicates a strong correlation between work motivation, work discipline, and employee performance. In addition, the determination coefficient (R^2) of 0.629 or 62.9% indicates that variations in employee performance can be explained by the influence of work motivation and work discipline. The rest, which is 37.1%, is influenced by other factors not examined in this study. The results of the F test show that the F-count value of 63.502 is greater than the F-table (3.12), and the significance value of 0 is smaller than

0.05. Thus, the alternative hypothesis (H_a) is accepted and it can be concluded that work motivation and work discipline simultaneously affect employee performance.

Overall, the results of this study indicate that work motivation and work discipline have a positive and significant influence on employee performance at PT The Goodwood Interior Design, both partially and simultaneously. This study provides an illustration that both factors are very important in improving employee performance in the company..

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