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The Purpose of this Study was to Analyze the Effect of Compensation and Work Discipline on asn Employee Performance Through Job Satisfaction at Rsud Dr Wahidin Sudiro Husodo City of Mojokerto

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Abstract: The success of an organization depends on its ability to manage and organize various resources it has, one of the most important is human resource management (HR). The purpose of this study was to analyze the Effect of Compensation and Work Discipline on ASN Employee Performance Through Job Satisfaction at RSUD Dr Wahidin Sudiro Husodo City of Mojokerto. The number of respondents in this study was 115 people using census sampling techniques.

The results of the study obtained Compensation on Performance, based on the assumption model test, stated that there was a positive influence and a probability significance (P-value) of $0.00 \leq 0.05$. Work Discipline on Employee Performance, based on the assumption model test, it states that there is a positive influence and a probability significance (P-value) of $0.04 \leq 0.05$. Job Satisfaction on Performance, based on the assumption model test, it states that there is a positive influence and a probability significance (P-value) of $0.03 \leq 0.05$. Compensation on Job Satisfaction, based on the assumption model test, it states that there is a positive influence and a probability significance (P-value) of $0.03 \leq 0.05$. Work Discipline on Employee Job Satisfaction. Assumption testing is carried out using path model analysis (path analysis), that there is a positive influence and a probability significance (P-value) of $0.00 \leq 0.05$. Compensation on ASN Employee Performance Through ASN Employee Job Satisfaction. Assumption testing is carried out using path model analysis (path analysis), stating that there is a significant influence and value of $0.03 \leq 0.05$. Work Discipline on ASN Employee Performance Through Job Satisfaction. Assumption testing is done using path model analysis (path analysis), stating that there is a positive influence and significance probability (P-value) $0.03 \leq 0.05$.

Keyword: Compensation, Work Discipline, Performance, Job Satisfaction

INTRODUCTION

Regional General Hospital (RSUD) is a health service institution owned by the local government. The services provided by the hospital are required to always make changes, so that the service can be in accordance with the expectations and needs of customers, namely the community. RSUD as one of the installations that has the function of providing health services must of course be in accordance with the standards that have been determined. RSUD dr Wahidin Sudiro Husodo Mojokerto City is an organizational institution that always strives to improve the quality of human resources in order to achieve the goals that have been set. The company in achieving its goals is supported by the good performance of each employee. According to Mangkunegara (2017:67) Performance 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 results given by each employee in carrying out work are different. The company expects all employees to have high performance. Factors that influence employee performance can be seen from the work environment in the form of coworkers and employee work discipline. A comfortable work environment can certainly improve employee performance, likewise the higher the level of employee discipline, employee performance can also increase.

Table 1.1 Results of the Performance Assessment of ASN Employees at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City, 2021-2023

Unsur Penilaian kinerja	Tahun 2021	Tahun 2022	Tahun 2023
Kesetiaan	81,00	82,85	83,25
Prestasi Kerja	80,00	81,50	87,56
Tanggung Jawab	81,88	82,25	82,05
Ketaatan	79,92	85,25	87,58
Kerjujuran	80,25	81,78	82,12
Kerjasama	81,02	80,25	85,25
Prakarsa	78,88	83,15	81,12
Kepemimpinan	80,25	80,25	80,25

Based on the table above, it can be seen that the elements of the ASN employee performance assessment at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City are categorized as Good. Where in the performance assessment elements, there is a phenomenon in the obedience element which is considered to have decreased. Obedience is the ability of an ASN to obey all applicable laws and regulations and official regulations, obey official orders given by authorized superiors, and the ability not to violate the specified prohibitions. Obedience has an important influence on employee performance, because a good work process must carry out the duties and functions of each employee, one of which is obeying the regulations. So from the results of the performance assessment, it must improve its performance even better".

To get optimal employee performance, of course, it requires an attitude of ASN that is compensated and has good work discipline. Compensation is everything that is received, both physical and non-physical. Compensation also means all rewards received by a worker/employee for services or results of their work in a company in the form of money or goods, either directly or indirectly. Compensation is a reward in the form of money or not money given to employees from the company. There are forms of compensation, namely: allowances, incentives, or wages. Some forms of income, both in money and goods, are obtained for services provided by employees to the company. In addition, the company's goal in providing compensation is also to create a competitive and supportive work environment.

METHOD

This type of research is quantitative research. This research is an observational study conducted on a number of objects according to their actual conditions, without any interval from the researcher. This research design uses a cross-sectional method approach. With a population of 115 people. The census sampling technique means that all populations are used as samples in the study.

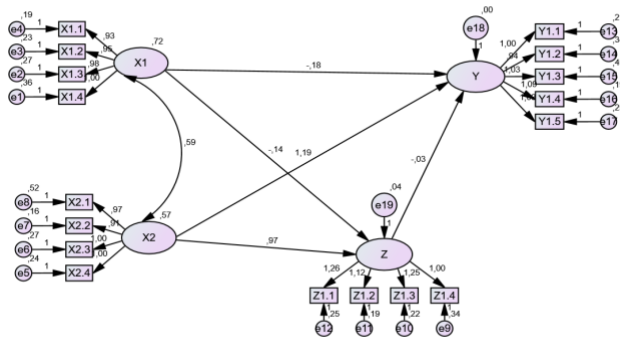
RESULTS AND DISCUSSION

Item	Item-total Correlation	R tabel	Keterangan
Kompensasi (X1)			
X1.1	0,807	0,16667	Valid
X1.2	0,810	0,16667	Valid
X1.3	0,772	0,16667	Valid
X1.4	0,788	0,16667	Valid
Disiplin Kerja (X2)			
X2.1	0,588	0,16667	Valid
X2.2	0,809	0,16667	Valid
X2.3	0,789	0,16667	Valid
X2.4	0,762	0,16667	Valid
Kepuasan Kerja (Z)			
Z1.1	0,802	0,16667	Valid
Z1.2	0,825	0,16667	Valid
Z1.3	0,759	0,16667	Valid
Z1.4	0,651	0,16667	Valid
Kinerja (Y)			
Y1.1	0,792	0,16667	Valid
Y1.2	0,667	0,16667	Valid
Y1.3	0,677	0,16667	Valid
Y1.4	0,816	0,16667	Valid
Y1.5	0,713	0,16667	Valid

The table above can be concluded that the correlation of each indicator to the total construct score of each variable shows significant results, namely $r_{count} \geq r_{table}$. It can be concluded that all question items from all variables, namely Leadership, Compensation, Work Motivation and Employee Performance are declared Valid.

No	Variabel	Alpha	Keterangan
1	Kompensasi	0,912	Reliabel
2	Disiplin Kerja	0,872	Reliabel
3	Kepuasan Kerja	0,898	Reliabel
4	Kinerja	0,907	Reliabel

The table above shows that the three variables produce an alpha value of 0.9. Thus, all variables have a value > 0.60 , thus the research instrument is suitable for use in data collection.



			Estimate	S.E.	C.R.	P	Label
Z	<---	X1	,1387882	,1897753	2,7313291	,0345782	
Z	<---	X2	,9725332	,2360618	4,1198242	***	
Y	<---	Z	,0343491	,4396452	2,0781290	,0377254	
Y	<---	X1	,1776508	,2394634	4,7418702	***	
Y	<---	X2	1,1918447	,6028747	1,9769361	,0480488	
X1.4	<---	X1	1,0000000				
X1.3	<---	X1	,9786792	,0902785	10,8406725	***	
X1.2	<---	X1	,9543446	,0863133	11,0567507	***	
X1.1	<---	X1	,9334938	,0819243	11,3945953	***	
X2.4	<---	X2	1,0000000				
X2.3	<---	X2	,9965940	,0897971	11,0982926	***	
X2.2	<---	X2	,9084478	,0753463	12,0569703	***	
X2.1	<---	X2	,9747221	,1086431	8,9717806	***	
Z1.4	<---	Z	1,0000000				
Z1.3	<---	Z	1,2523806	,1275411	9,8194244	***	
Z1.2	<---	Z	1,1179860	,1154490	9,6838118	***	
Z1.1	<---	Z	1,2578263	,1303633	9,6486212	***	
Y1.1	<---	Y	1,0000000				
Y1.2	<---	Y	,9443939	,0937608	10,0723740	***	
Y1.3	<---	Y	1,0318732	,1064499	9,6935076	***	
Y1.4	<---	Y	1,0901541	,0862594	12,6380982	***	
Y1.5	<---	Y	1,0309508	,0887844	11,6118514	***	

DISCUSSION

First Hypothesis Compensation on ASN Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis, based on the assumption model testing, it states that Compensation with an estimate regression weights value of 0.1776508, a standard error of 0.2394634, a critical ratio (t-table) of 4.7418703 and a significance probability value (P-value) of $0.00 \leq 0.05$. Second Hypothesis Work Discipline on ASN Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis, based on the assumption model testing, it states that Work Discipline with an estimate regression weights value of 1.1918447, a standard error of 0.6028747, a critical ratio (t-table) of 1.9769365 and a significance probability value (P-value) of $0.04 \leq 0.05$.

The Third Hypothesis of Job Satisfaction on the Performance of ASN Employees at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis, based on the assumption model testing, it states that Job Satisfaction with an estimate regression weights value of 0.0343491, a standard error of 0.4396452, a critical ratio (t-table) of 2.0781290 and a significance probability value (P-value) of $0.03 \leq 0.05$.

Fourth Hypothesis Compensation on Job Satisfaction of ASN Employees at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis, based on the assumption model testing states that Compensation with an estimate regression weights value of 0.1387882, a standard error of 0.1897753, a critical ratio (t-table) of 2.7313291 and a significance probability value (P-value) of $0.03 \leq 0.05$.

Fifth Hypothesis Work Discipline on ASN Employee Job Satisfaction at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing was carried out using path model analysis (path analysis), based on the assumption model testing, it states that Work Discipline with an estimate regression weights value of 0.9725332, a standard error of 0.2360618, a critical ratio (t-table) of 4.1198242 and a probability significance value (P-value) of $0.00 \leq 0.05$.

Sixth Hypothesis Compensation on ASN Employee Performance Through ASN Employee Job Satisfaction at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing was carried out using path model analysis (path analysis), based on the assumption model testing, it states that Compensation with a sobel test value of 0.51656245 with a significant value of $0.03 \leq 0.05$.

The Seventh Hypothesis of Work Discipline on ASN Employee Performance Through ASN Employee Job Satisfaction at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis (path analysis), based on the assumption model testing states that Work Discipline with a sobel test value of 1.79477369 then a significance probability value (P-value) of $0.03 \leq 0.05$.

CONCLUSION

- 1 First Hypothesis Compensation on ASN Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing was carried out using path model analysis (path analysis), based on the assumption model testing, it stated that it had a positive effect and a probability significance (P-value) of $0.00 \leq 0.05$.
- 2 Second Hypothesis Work Discipline on ASN Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing was carried out using path model analysis (path analysis), based on the assumption model testing, it stated that it had a positive effect and a probability significance (P-value) of $0.04 \leq 0.05$.
- 3 Third Hypothesis Job Satisfaction on ASN Employee Performance at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis (path analysis), based on the assumption model testing, it states that it has a positive effect and a probability significance (P-value) of $0.03 \leq 0.05$.
- 4 Fourth Hypothesis Compensation on ASN Employee Job Satisfaction at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis (path analysis), based on the assumption model testing, it states that it has a positive effect and a probability significance (P-value) of $0.03 \leq 0.05$.
- 5 Fifth Hypothesis Work Discipline on ASN Employee Job Satisfaction at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis (path analysis), based on the assumption model testing, it states that it has a positive effect and a probability significance (P-value) of $0.00 \leq 0.05$.

- 6 Sixth Hypothesis Compensation on ASN Employee Performance Through ASN Employee Job Satisfaction at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis (path analysis), based on the assumption model testing, it states that it has a positive effect and a significant value of $0.03 \leq 0.05$.
- 7 Seventh Hypothesis Work Discipline on ASN Employee Performance Through ASN Employee Job Satisfaction at Dr. Wahidin Sudiro Husodo Hospital, Mojokerto City. Assumption testing is carried out using path model analysis (path analysis), based on the assumption model testing, it states that it has a positive effect and a significant probability (P-value) of $0.03 \leq 0.05$

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