

RELATIONSHIP BETWEEN DISCIPLINE WITH PERFORMANCE HOSPITAL ADMINISTRATION OFFICER IN THE ERA OF THE COVID-19 PANDEMIC

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ABSTRACT

Performance is the work of a person or group of people in an organization based on their duties and responsibilities. Good performance can be achieved by increasing work discipline. Based on the preliminary study, it is known that there is 1 hospital administration officer who is not disciplined and his performance is not good. This study aims to determine the relationship between work discipline and the performance of hospital administrative officers. This research was conducted using a descriptive quantitative survey with a cross sectional study approach. The population and research samples were taken by total sampling, namely all hospital administration officers as many as 5 respondents. The research instrument used a questionnaire. Quantitative data analysis used the chi-square relationship test. The results of this study from 5 respondents based on the results of the Chi-Square test, the significance of p between the independent variables, namely public knowledge and the dependent variable of compliance with the use of masks was 0.002 ($p < 0.05$), then H_0 was rejected and it was stated that there was a relationship. The conclusion is that there is a relationship between work discipline and the performance of hospital administrative officers. Suggestions should provide knowledge of the importance of work discipline for Hospital Administration Officers.

Keywords: discipline; performance; hospital administration officer

INTRODUCTION

Discipline is an attitude of being obedient and obedient to the applicable regulations, both written and unwritten and being able to run them and agreeing to receive sanctions if they violate the duties and authorities given (Margaret, 2019). Discipline is the awareness and willingness of hospital administration officers to comply with all hospital regulations. Discipline must be enforced by hospital administrative officers to realize its goals (Kasim, 2018). So, discipline is the key to the success of a hospital in achieving its goals with good performance.

Employee performance is the result of work in quality and quantity achieved by hospital administrative officers in carrying out their duties in accordance with the main tasks and functions given (Salutandok et al, 2018). One of the factors related to high and low performance is discipline (Utari et al, 2019). Performance reflects how well hospital administrative officers fulfill the main tasks and goals of the institution (Sari, 2021). Based on the results of the preliminary preliminary survey, it is known that there is 1 respondent of hospital administration officers who are not disciplined in complying with hospital rules and their performance is not good and not optimal. Therefore, the authors are interested in conducting a research "Relationship of Discipline with the Performance of Hospital Administration Officers in the Era of the Covid-19 Pandemic".

METHOD

This research was conducted using a descriptive quantitative survey with a cross sectional study

approach (Arikunto, 2010). The object of research is the discipline of hospital administrative officers and the performance of hospital administrative officers in the Covid-19 pandemic era (Notoatmodjo, 2010). The population in this study were 5 respondents. The research sample was taken in total sample with a sample of 5 respondents. There are 2 variables in this study, namely the independent variable of time discipline of hospital administrative officers and the dependent variable the performance of hospital administrative officers in hospitals during the Covid-19 pandemic era. The research instrument used was a questionnaire (Budiarto, 2001). Quantitative data analysis used the Chi-Square relationship test (Santoso, 2000).

RESULTS AND DISCUSSION

In this study, the results and discussion were obtained as follows:

Table 1.

Time Discipline	f	%
Discipline	3	60
Undisciplined	2	40

Table 1, it can be seen that it shows that the majority of respondents are hospital administrative officers with time discipline as many as 3 respondents (60%) compared to 2 respondents (40%). Discipline gives meaning to the assessment of the compliance behavior of hospital administrative officers that affects performance in hospitals during the Covid-19 pandemic era (Faradina et al, 2018).

Table 2.

Performance	f	%
Good	4	80
Not Good	1	20

Table 2. it can be seen that it shows that most of the health administrative officers at the hospital in the era of the Covid-19 pandemic had good performance, namely 4 respondents (80%) and a small portion of the hospital administration officers had poor performance, namely 1 respondent. (20%). This poor performance is caused by a person's discipline factor (Vani et al, 2020).

Table 3.

The Relationship Between Discipline And The Performance Of Hospital Administration Officers In The Era of the Covid-19 Pandemic

Independent Variable	Discipline		Total	P Value	X ² Hitung	X ² Table
	Discipline	Undiscipline				
Good	2	1	3	0,002	15,331	3,841
Not Good	1	1	2			

This means that from the results obtained, it can be seen that there is a relationship between discipline and the performance of hospital administrative officers in the Covid-19 pandemic era. This can be proven by the results of a bivariate analysis to examine the relationship between knowledge of hospital administrative officers and risk management compliance in the Covid-19 pandemic era with the Chi-Square test using Fisher exact which gives $p = 0.002 (<0.05)$ and $X^2 \text{ Count} = 15,331 > X^2 \text{ Table } 3,841$. This means that there is a relationship between discipline and the performance of hospital administrative officers in the Covid-19 pandemic era. The results of

this study are according to research (Barsah, 2019) discipline variables are related to the performance of hospital administrative officers.

CONCLUSION

The conclusion of this study is that there is a relationship between discipline and the performance of hospital administrative officers in the Covid-19 pandemic era. Suggestions that can be given by researchers are that there should be a performance assessment carried out by the hospital on a regular basis by giving rewards to motivate hospital administration officers.

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