RESEARCH ARTICLE

ANALYSIS OF FACTORS AFFECTING WORK PRODUCTIVITY OF ASSIGNERS HEALTH AT *CENTRO SAÚDE MUNICIPIO DE* BAUCAU

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ABSTRACT

Work productivity is an illustration of the ability of workers to produce output. The higher the output produced by a worker, shows the higher the level of productivity of these workers. Centro de Saúde (CdS) area of Servços Municipio Saúde (SMS) Municipio de Baucau is the most many absorb health workers in *Municipio de* Baucau. But many factors influence productivity the work of health workers at these government institutions. Therefore, what was analyzed in this study was work motivation factors, work discipline and work environment towards the work productivity of *CdS* health workers in the *SMS* area *Municipio de* Baucau. This study aims to analyze the influence of work motivation variables, work discipline, and work environment on the work productivity of *CdS* health workers in the area of *SMS Municipio de* Baucau. Data in this study using primary data through distributing questionnaires to 110 health worker respondents in the *CdS SMS* area *Municipio de* Baucau with a list of questions prepared. To reach the goal, in this study using a *cross sectional* survey method. The sampling technique uses the Slovin formula. Sampling was done using the *Proportionate Random Sampling* method. Data analysis in this study uses Analysis Multiple Linear Regression using *SPSS* version 22 software *for Windows*. The results of this study indicate that the variables of work motivation, work discipline, and work environment are an influential positive and significant effect on work productivity of health workers in the CdS area of SMS Municipio de Baucau, and has an effect of 57.0% and the remaining 43% is influenced by other variables.

INTRODUCTION

Humans are a key factor in the success of the development, to create quality human beings and productive is needed an excellent degree of human health in this case absolutely necessary for development health to support the achievement of government health development to provide several facilities or health facilities and health workers. One health facility that is widely used by the community is *Centro de Saúde (CdS),* as the spearhead of basic/primary health services and health development in Timor Leste is the *CdS,* which needs attention, especially related to the quality of health services given *CdS* to the community in their working area; in this case *CdS*, especially at the *Centro de Saúde* which is on *Posto Administrativo (PA)* and some are located in *Suco* and *Aldeia* whereas the spearhead of the community are prosecuted to always improve professionalism from the work productivity of its employees and improve facilities or health facilities to provide satisfaction to the community users of health care services. Here the role of *CdS is* required to be able to optimize

its services without having to look at the level of the economic group, race, ethnicity, customs and religion of the community itself (MS-PENSS, 2011, Effendi, 2009). Discussing the problem of human resources can actually be obtained from two aspects, namely from the aspect of quantity and quality aspects. In terms of quantity, the potential of human resources at the *Centro de Saude (CdS) Serviço Municipal Saúde (SMS)* is relatively very less considering the number of people *Municipio* Baucau very. Seen from the aspects quality, the *Centro de Saúde Municipio de* Baucau is still experiencing a lack of quality labor according to quality with the demands of position and profession. Health facilities or facilities located in *Municipio* Baucau are between the *Centro deSaúde* work units namely *CdS* Uailili, *CdS* Riamare, *CdS* Bucoli, *CdS* Vemasse, *CdS* Venilale, *CdS* Laga, *CdS* Quelicai, *CdS* Baguia and 3 units *Centro de Saúde* who is still in the process of being admitted, namely the *CdS Centro* Osso Quelicai *Centro de Saúde* Buruma and *CdS* Darafae, and has 385 health workers, 85 general practitioners / *Medico Geral Básico (MGB),* 79 personnel nurses, of whom 24 were graduated from nursing

Diploma III, 51 were graduated from School Health Nursing (SPK) and 3 Dental Care Regulatory Schools (SPRG), and the remaining only 1 graduate Nursing, midwives 60 people including Midwifery Diploma I 28 people and DIII-Midwifery 32 people, pharmaceutical workers, laboratory techniques, nutrition, dental engineering, electrical engineering and environmental health totaling 39 people 17th Diploma I, DIII 21, and the remaining 1 environmental health graduate and 122 other health workers From the number of health workers in the *Puerto Rico de* Baucau *CdS* analyzed from the quantity aspect there are differences between CdS with one another. At present, the number and quality of health human resources in Timor-Leste are inadequate. Officer ratio health with a low population in Municipio Baucau.

The ratio of general practitioners to population 1: 1,577. The ratio of nurses to population: 1: 1697. While the ratio of midwives to population is 1: 2,234 (*MS-PENSS 2011-2030)*. Existing facilities, facilities and infrastructure still consider it minimal so directly or not will have a significant influence on employee work motivation, employee work discipline and work environment on the work productivity of health workers at the *CdS* area of *Serviço Municipio Saúde Baucau Municipio de* Baucau?

Limitations and scope of research

Regarding the limitations of time, energy, costs, literature and the writer's knowledge is very limited. The author can limit the problem to the analysis of work motivation, work discipline and work environment factors work productivity of health workers.

- Types of research: Quantitative descriptive with *cross sectional* analytical survey approach.
- Research subjects: Health workers. Object of
- research: Work productivity of health workers
- Research sites : Nine (9) *Centro de Saúde* in *Municipio de* Baucau.
- Research time : The study was conducted from November 2018 to January 2019

Fundamental theory

Work Motivation: Basically an organization or institution not only expects its employees to be capable, capable and skilled, but most importantly they want to work hard and want to achieve optimal work results. Therefore work motivation is very important and needed to achieve high work productivity, so that goals than organizations or institutions can be achieved. Health workers can work with high productivity because of motivation to work. Motivation comes from the Latin word "*move*" which means "impulse or driving force." According to some writers can be found that the definition of motivation according to Malthis (2004), Sardiman (2007), Hasibuan (2006), Moekijat in Hasibuan (2006) is a desire in someone who causes people acting. Usually, people act because of a reason to achieve goals. That motivation is giving a power that creates the excitement of someone's work so that they will cooperate, work effectively and integrated with all its efforts to achieve satisfaction. "Motives are an understanding contains all the driving forces of the reasons or impulses in man that cause him to do something ". This motivation can only be given to people who are able to do it.

Work discipline

Sinungan (2008) states that a work discipline is a form of one's actions in fulfilling the rules that have been set for each organization. Discipline shows a condition or respect that exists in oneself health workers or health workers for institutional regulations and provisions. Discipline influences work productivity and efficiency towards organizational goals. To improve attitudes, mentality and work environment which is conducive to work productivity, it is necessary to arrange motivation, discipline and ethical guidelines in the environment institutions towards the realization of industrial relations that are harmonious, safe and dynamic so that production can increase and work productivity. As also expressed by Siagian (2007), that discipline is an action management to encourage organizational members to meet the guidelines of various provisions most about work discipline such as discipline according to Amran (2009), Handoko (2008), Veithzal (2011), Nitisemito (2009) explains that discipline is an attitude of willingness and willingness to obey and obeyall regulatory norms that apply in the vicinity, and management activities to carry out organizational standards. Work discipline is a tool used by managers to communicate with health workers so that they are willing to change a behavior and as an effort to increase awareness and the willingness of an individual to fulfill all institutional regulations. Discipline is more appropriate if interpreted as an attitude, behavior and changes that are in accordance with government regulations, whether written or not.
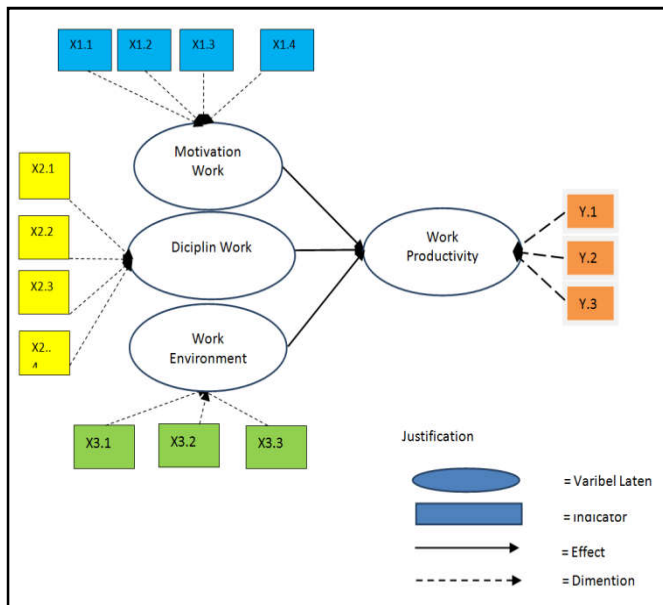
Work Environment

The work environment is one of the important factors in creating the work productivity of health workers. Because the work environment has a direct influence on health workers in completing work which will ultimately increase the productivity of the organization. A working environment condition is said to be good if it is health workers can carry out activities optimally, healthily, safely and comfortably. Therefore, determination and the creation of a good work environment will greatly determine the success of achieving organizational goals. On the contrary, if the work environment is not good, it can reduce motivation and morale and eventually can reduce work productivity of health workers. According to Lewa and Subowo (2005), the work environment is designed in such a way as to create work relations that bind workers to their environment. A good work environment is if the health worker can carry out activities in an optimal, healthy, safe and comfortable manner. The poor working environment can sue more labor and time and does not support obtaining an efficient work system plan. According to Nitisemito (2000), Sedarmayati (2009) defines the work environment as follows: "Environment work is everything that exists around workers who can influence themselves in carrying out their duties - the task assigned ". the work environment is as follows: "The work environment is the whole tool kit and materials faced, the surrounding environment in which a person works, the method of work, and work arrangements both as individuals and as a group ". According to Bambang (1991), the work environment is one of the factors that affect productivity in the work of a health worker. A health worker who works in a work environment that supports him for working optimally will produce good productivity, on the contrary, if a health worker works in an inadequate work environment and not supporting to work optimally will make officers health/employee

concerned becomes lazy, tired quickly so that the productivity of health workers/employees it will below.

Work Productivity

Understanding of productivity stated by several experts, including 1. According to Sinungan (1985) understanding productivity basically includes a mental attitude that always has the view that life is today better than yesterday and tomorrow is better than today (Simungan, 1987 in Sedarmayanti, 2017), Sinungan (2003), Greeberg in Suwatno (2009) productivity is the ability of a set of sources economy to produce something as a comparison between sacrifice (*input*) and produce (*output*). The relationship between tangible or physical results (goods and services) and actual input, productivity as a comparison of the total quantity of expenditure at a given time divided by the total input for a given period. Work productivity is a comparison between output and input where output must have added value and better processing techniques". The ability to get the maximum benefit from facilities and infrastructure available by producing optimal output, if possible the maximum. work productivity of officers health is a concept that shows the relation between output (work) and time needed to produce products from a workforce, that is to say, that the work productivity of officer health is closely related to the work that is obtained from the time needed to produce it.

Framework of Thinking: According to Bungin (2005) the conceptual framework is a generalization of a group of similar phenomena. Concept built from theories used to explain the variables to be studied. To know problems to be discussed, it is necessary to have a framework that is the basis for researching problems aims to find, develop and test the truth of a study can be described as following:

RESEARCH METHODOLOGY

Research design

The implementation of the study used descriptive quantitative research methods with a *Cross Sectional* approach. Method Quantitative descriptive research is research that aims to explain or summarize various conditions, various situations, or various variables that arise in the community that are the object of research based on what that happened.

According to Bungin (2005) Sampling technique using *probability sampling,* using *proportionate stratified random sampling,* sample calculation using *slovin* unit analysis formula using simple linear regression and multiple linear Regression. The object of the research was health workers at the *Centro de Saúde Municipio* Baucau. Technique Data collection used is a questionnaire (questionnaire).

Population

The population is an area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions (Sugiyono, 2010: 61). The deep population this study was health workers spread across eight *Centro Saúde* in the *Puerto Rico* Baucau area which numbered 385 health workers.

Number of health Workers at *SMS* Baucau January 31, 2018

No	Dosctors	Nurses	Midwives	*TDTSP	Other	Total
1	85	79	60	39	122	385

*Tecnico Diagnostico Terapeutico Saúde Pública
Sumber: Profile SMS Baucau2018

Sample

According to Sugiyono (2010: 62), the sample is part of the number and characteristics possessed by the population. Sampling in this study with a *probability sampling technique* is *proportionate random sampling* by using the *Slovin* formula. *Probability sampling* is a *sampling* technique that provides opportunities the same for each element (member) of the population to be chosen as members of the sample. Sugiyono (2010)

Sample Determination Techniques

The number of samples in this study was set at 110 health workers at *Centro Saúde Municipio de* Baucau is actively working. The sampling technique used in this study is *Probability Sampling*. *Probability Sampling is* that each element of the population has the same possibility to be chosen through calculation systematically. Type of *Probability Sampling* used is *Proportionate Random Sampling,* namely technique sampling of members of the population carried out proportionally. To determine who the sample is the respondent from each stratum is made randomly or the proportion that has been calculated for every health worker profession with the *Proportionate Random Sampling* formula. Sugiyono (2007) The following is a sampling technique with *Proportional Random Sampling*. In drawing this sample to maintain the level of participation of respondents it should not be less than eighty-five percent, the authors add 10% of 100 respondents:

Proportionate Random Sampling:

No	Health Workes	Number of health Workers	Population	Sample
1	*Doctors*	85	(85/385) X 110	24
2	*Nurses*	79	(79/385) X 110	23
3	*Midwives*	60	(60/385) X 110	17
4	*TDTSP	39	(39/385) X 110	11
5	Other	122	(122/385) X 110	35
	Total respondent			110

Source: Data Profile SMS Baucau, 2018

Classification of variables

Variables are objects, or properties, or attributes or values of people, or activities that have various variations between one

another determined by researchers with the aim to be studied and drawn conclusions.

Variable variables in this concept are:

1. Independent variable (X) is a variable that affects namely; Motivation (X1), Work discipline (X2). Work environment (X3).
2. Dependent Variables (Y) are variables that are influenced namely; Health worker works productivity (Y).

Research Instruments

According to Arikunto (2006), a research instrument is a tool that is selected and used by researchers in carrying out its activities to collect data so that the activity becomes systematic and facilitated by it. The instrument used in the study was a *questionnaire*.

Hypothesis

Alleged work motivation, work discipline, and work environment factors can affect the work productivity of officer's health in the *CdS Municipio de* Baucau.

Field Research

Field Study *(Field Research),* collecting data by making observations directly at the institution or *CdS* concerned, both through observation, distributing questionnaires to health workers. Documentation, according to Arikunto (2006) is a technique of collecting data that is indirectly aimed at the subject research. The documentation method is a data collection technique where researchers investigate written objects like books, documents, and so on Questionnaire, which is a procedure for collecting data by giving a set of written questions to the respondent to be answered. Sugiyono (2011) the type of scale used to answer questions in the questionnaire the method is scale Liker *point* 1-5 as a measurement. *Liker* scale is used to measure attitude, opinion, and perception of someone or group of people about social phenomena in their measurement.

Study References (*Library Research)*

Library Studies (*Library Research),* used to collect secondary data from institutions or *CDS*, foundation theory and information relating to this research.

Data Processing Methods

The process of processing data with steps that must be taken, including Editing and Coding.

Data Analysis Technique

Quantitative data analysis techniques are data analysis methods that require statistical and mathematical calculations. For simplifying the analysis using the *version 22 Statistical Package for Service Solutions (SPSS) program for windows*.

Research Ethics

So that the research to be carried out is legally protected and in accordance with the rules and code of ethics of the study health can be sorted as follows:

1. Respect for human dignity (respect *for human dignity*). Respect privacy and confidentiality research subjects (*respect for privacy and confidentiality*).
2. 2. Respect for justice and inclusiveness (respect *for justice and inclusiveness*).
3. Taking into account the benefits and losses incurred (balancing *harms and benefits*).
4. All respondents' data and information may only be accessed by researchers and none of them can know the name and identity of the respondent who is the subject of the study.

Clearance Ethics

Ethics *clearances* or ethics of the feasibility of health research are carried out by the *Instituto Nacional de Saúde (INS) Ministério de Saúde* before a health study is conducted.

Research Results and Data Interpretation

Municipio De Baucau Monograph Data

The research location is located in the Centro de Saude (CdS) area of Serviço Municipio Saúde Baucau (SMS) Municipal de Baucau. Munucipio de Baucau consists of 6 Posto Administrativo (PA), 8 CdS, 29 Posto de Saude (PdS), 59 Sucos and 281Aldeias between:

Data Monograph Municipality of Baucau

No	Posto Administrativo (PA)	Health Centre	Health Post	Village	Village Post	An Area(km²⁾)	Number of People
1	*PA* Baguia	1	4	10	47	207,20	14191
2	*PA* Baucau	3	6	11	65	312,14	45340
3	*PA* Laga	1	5	8	57	212,50	19140
4	*PA* Quelicai	1	5	15	55	203,32	22975
5	*PA* Venilale	1	5	8	35	154,32	20581
6	*PA* Vemasse	1	4	7	22	404,29	11856
Total		8	29	59	281	1493,77	134083

Sumber: Data sekunder *Municipio* Baucau tahun 2017

Demographic / Population Data

Residents who inhabit the six *PAs*, and health workers working on the 8 *CdS* can be reviewed in the table Puerto *Rico* Demographics.

No	Posto Administrativo (PA)	Health Centre	Number of Health Workers	Number of People			
				Family	Man	Women	Total
1	*PA* Baguia	1	42	2932	7170	7021	14191
2	*PA* Baucau	3	154	9276	22833	22507	45340
3	*PA* Laga	1	47	4237	9788	9352	19140
4	*PA* Quelicai	1	48	5696	11483	11492	22975
5	*PA* Venilale	1	46	4057	10100	10481	20581
6	*PA* Vemasse	1	48	2457	6034	5822	11856
	Total	8	385	29105	67408	66675	134083

Source: Data Secondary SMS & Municipio Baucau year 2018/2017

The table shows that from 6 *PA and 8 CdS* with a population of 134083 people and the number of health workers who provide health services to these residents as much as 385. From *PA* court most health workers are *PA* Baucau and the lowest is *PA* Baguia

Analysis of respondent identity

Distribution of respondents based on age with kinds of markets

The results of the analysis of respondents based on age with gender can be seen in the *crosstab* and *Barras* diagram below this:

Distribution Response based on Age and Gender

Age	Gender		Total
	Male	Female	
20-29	9	14	23
30-39	23	28	51
40-49	13	11	24
50 >	9	3	12
Total	54	56	110

Source: Primer Data the result of Statistical Analysisby SPSS Version 22, 2019

In this study it was found that the age of the respondents who were known from the 110 most respondents was between the ages of 30-39 years is 51. With male sex 23 women 28 people and ages between 40 – 49 as many as 24 with male sex 13 people and female 11 respondents.

Distribution of respondents based on age with education

The results of the analysis of respondents based on age with recent education can be seen in the following table Distribution of Age-Based Respondents with Latest Education

Age	Last Education				Total
	Junior High School	Senior High School	Diploma	Bachelor	
20-29	0	0	18	5	23
30-39	1	11	11	28	51
40-49	2	11	6	5	24
50 >	3	4	0	5	12
Total	6	26	35	43	110

Source: Result data of Statistical Analysis SPSS Version 22,2018.

In this study, it was found that the respondent's age with the last education was known from 110 the majority of respondents were between the ages of 30-39 years, namely 51 people with 28 undergraduate educations. And ages between 40–49 as many as 24 with elementary/junior secondary education level 2, high school / SPK 11, Diploma 6 and Bachelor degree 5 respondents.

Respondent distribution based on age with profession

The results of the analysis of respondents based on age with profession can be seen in the table below

Distribution of Age-Based Respondents with Professionals

Age	Profesi					Total
	Doctors	Midwives	Nurse	*TDSP	Other	
20-29	0	6	7	4	6	23
30-39	24	4	6	5	12	51
40-49	0	7	4	2	11	24
50 >	0	0	6	0	6	12
Total	24	17	23	11	35	110

*Tecnico Diagnostico Terapeutico Saúde Pública
Source : Result data of Analysis SPSS Version 22,2018

Based on the table above, it can be seen that the respondents are between 30-39 years old with the Medicos *profesi* and others more than respondents of other ages with *Parteiras, Enfermeiros*, and *TDTSP professions*

Distribution of conditions based on types of marine and last education

The results of the respondent's analysis by sex with the latest education can be seen in the *table* below:

Distribution of Respondents by Gender with Latest Education So if it is seen based on sex with the latest education the health worker is the maximum were respondents who were male with the last degree of education 26 people, gender women with a recent diploma education were 26 people and the minimum was respondents female sex with the last education elementary/junior high school 2 people and male 4 people. In this study, it was found that the gender with the last education of the respondents was known of the 110 largest respondents who were male with a total of 26 Bachelor degrees people and women dressed as a gender are 26 people with Diploma education.

Distribution of construction based on types of mosquito with professional types

The results of the analysis of respondents based on Gender with a type of profession can be seen in the table below:

Distribution of Respondents Based on Gender With Professional Type

Gender	Profesi					Total
	Doctors	Midwives	Nurses	*TDSP	Other	
Male	11	0	13	7	23	54
Female	13	17	10	4	12	56
Total	24	17	23	11	35	110

*Tecnico Diagnostico Terapeutico Saúde Pública
Sumber: Primer Data of the result Analysis SPSS Version 22, 2019

Thus, this shows that respondents are male by profession others more than one *profession, Medicos, parteiras, enfermeiros* and. *TDTSP*

Datability interpretation

To obtain more in-depth goals about the analysis of factors that influence work productivity health workers in *CdS Servico Municipio Saude Municipio de* Baucau will be discussed in the implementation of the following review: Based on the results of research conducted on 110 respondents through questionnaires. Forget the tendency of the respondent's answer to the answer of each variable to be based on the answer score range as in the attachment.

Work motivation variables

Work motivation variables in this study were measured through 5 pieces of statements that presented indicators -indicator of the variable. The results of the responses to the work motivation of health workers can be explained in the table following: Respondent response as to where it shows that most respondents give responses agree to work motivation variables. This shows an assessment of high motivation and owned by health workers in the *Serviço Municipio Saude* area *CdS* Baucau *Municipio de* Baucau.

1. The first statement shows that health workers feel they always get encouragement from superiors/employees in achieving success at work. This result is indicated by 45.5% of the answers agreed and 37.3% neutral answer. The encouragement from superiors and co-workers for health workers is a source of their success so that the tasks they carry out can reach the goal.
2. Second statement according to respondents indicates that there is always enthusiastic to do work as a health

worker excited and some are not enthusiastic in doing work. This result is indicated by 46.4% of the answers agrees and 21.8% of the answers disagree. The desire to do work is divided by salary / salary categories special regime and general regime so that it cannot encourage health workers to work harder.

3. The third statement shows that health workers feel that they have an initiative in carrying out the duties charged. This result is shown by 44.5% of the answers agreed and 40.9% answer strongly agree. Thus there is a feeling that health workers always have initiative and responsibility in carrying out his duties.

4. Fourth item statement according to health workers that they always do creativity with the work given. This result is indicated by 44.1% of the answers agreed and 36.4% neutral answer. With creativity towards the work that is given, you can encourage other health workers to work to meet the responsibility.

Based on the fifth statement item according to health workers that they are always responsible for assignments given. This result is indicated by 49.1% of the answers agreed and 25.5% of the answers are neutral. That job challenging does not make health workers feel burdened. respondent's response to work motivation score variable maximun is a statement agreeing with 46.0% and the minimum is strongly disagreed with 0.2%.

Work discipline description (X2)

The work discipline variable in this study was measured through 4 indicators. Results of responses to work discipline variables can be explained in the following table:

Respondent responses as in the table show that most respondents gave responses agree to the conditions and work discipline that health workers have. This shows an assessment of good work discipline and owned by health workers. The first indicator shows that most employees show that they can fulfill their arrival at work in a timely manner. This result is indicated by 57.3% of the answers agreed and 27.3% of the answers neutral. Timely arrivals will optimize the work time of health workers in *CdS*. In the second item shows that according to most health workers it shows that their presence is very important in enforcing work discipline in *CdS*. This result is shown by 66.4% of the same answers and 20.9% of the answers is neutral. The accuracy of working hours in CDS can be the enforcement of work discipline by health workers. the third indicator shows that according to most health workers routinely wear neat clothes and identification at work. This result is indicated by 54.5% of the answers agreed and 22.7% of the answers neutral. Wearing work clothes and identification can indicate the identity of the health worker. Fourth indicates that according to most health workers stated that they had completed work in accordance with the responsibilities given. These results are shown by 44.5% neutral answers and 41.8% answer agreed. Thus each health worker can be responsible for the tasks given. The fifth item or indicator shows that according to most health workers it shows that has complied with all regulations stipulated by the agency. This result is indicated by 55.5% of the answers agreed and 25.5% neutral answer. The existence of regulations is stipulated by the agency (in this case *Comisão da Função Pública*) in order health workers can precisely carry out the guidelines and basics of the work that has been set. Based on Respondent's response to

work discipline variables maximun score is a statement agreeing with 46.0% and the minimum is disagreed with 9.8%.

Description of work environmental variables (X3)

Work discipline variables in this study were measured through 3 indicators. The results of responses to work discipline can beexplained Respondent response as in the table above shows that most respondents gave neutral responses to working environment conditions faced by health workers. This shows the existence assessment of the current work environment that is owned by health workers. Based on the first item shows that according to most health workers it shows that they feel the atmosphere at work is comfortable. This result is shown by 47.3% neutral answers and a 35.5% answer agreed. The atmosphere of comfort in the workplace will be able to improve the quality and quantity of work health workers. Based on the second item shows that according to most employees it shows that they are enough to always maintain good communication between officers, subordinates or superiors have a stake in giving contributions in every activity in *CDS*. This result is shown by 44.5% neutral answers and 30.9% answers agree. Based on the third item, it was shown that according to most health workers they were happy to cooperate with fellow colleagues. This result is shown by 56.4% neutral answers and 31.8% answers agree. Work the same good between health officials will optimize their tasks. On the fourth item shows that according to most health workers stated that the facilities and infrastructure at work have met the standards. This result is shown by 79.1% of the answers disagreeing and 20.0% neutral answers. In increasing the work productivity of health workers the facilities and infrastructure are determinant factors. Based on the fifth item shows that according to most health workers show that the facilities at my place of work are complete. This result is shown by 44.5% neutral answers and 25.5% no answers agree. Completeness of work facilities is a major factor in supporting health workers where they can be with appropriately carry out the instructions and basics of work set by the Organization. Based on the respondent's response to the work environment variable maximum score is a neutral statement with 42.5% and the minimum is strongly agreed with 3.3%

Description of work productivity variables (Y)

Work productivity variables in this study were measured through 3 indicators with 5 statements. Results of response work productivity can be explained in the following by Respondent response as in the table above shows that most respondents gave neutral responses and agree to the work productivity items of health workers. This shows the existence assessment of the high performance of health workers in the *Serviço Municipio Saúde Baucau* area *CdS Municipio de Baucau*. Based on the first item it shows that the quality of the health worker has worked according to the target and the amount set by the agency this result is indicated by 49.1% neutral answers and 45.5% answers agree. This good and correct result can be fulfilled by health workers in completing each the work he did. The next indicator is that health workers always maintain accuracy in working. This result is indicated by 47.3% neutral answers and 34.5% answers agreed. This shows that the work obtained is sufficient fulfilled by part of the performance of health workers. The third indicator shows that the majority of respondents stated the results of the work of health workers always meet the standards set by the agency.

These results are shown by 45.5% neutral answers and 32.7% answer agreed. This is based on the accuracy of their work every day thatis able to work in line with expectations. Based on the fourth item, most health workers stated that they always tried correct mistakes that have been made in work. This result is shown by 31.8% of the answers agreed and 56.4% neutral answer. On the fifth item, the majority of health workers stated that they could complete work on time. This result is indicated by 49.1% of the answers agreed and 39.1% of the answers are neutral. This matter based on the belief of health workers that by working harder the work will be better. Based on the respondent's response to work productivity variables the maximum score is a neutral statement with 47.4% and the minimum is strongly disagree with 0.2%

Test data quality

Testing Validity

Validity test is used to test the extent to which the accuracy of a measuring device can reveal the concept of symptoms/events measured. The item questionnaire is declared valid if the value of r count> r table (n-2). Testing validity can be seen in the following table

Variable and Indicator	R-Count	R-Table	Note
Work Motivation	.541		Valid
Mk1	.726		Valid
Mk2	.630		Valid
Mk3	.446	0,1874	Valid
Mk4	.506		Valid
Mk5	.578		Valid
Disiplin Kerja	.606		Valid
Dk1	.579		Valid
Dk2	.651		Valid
Dk3	.514		Valid
Dk4	.622	0,1874	Valid
Dk5	.568		Valid
Environment Health	.621		Valid
Lk1	.731		Valid
Lk2	.689		Valid
Lk3	.535		Valid
Lk4	.581	0,1874	Valid
Lk5	.552		Valid
Productivity Work	.548		Valid
Pk1	.621		Valid
Pk2	.812		Valid
Pk3	.751		Valid
Pk4	.571	0,1874	Valid
Pk5	.592		Valid

Based on the table it can be seen that the correlation between each indicator towards the total score of the construct from each variable shows significant results and shows the calculation value> r table. So that it can it was concluded that all statement items were declared valid.

Testing reliability

According to Ghozali (2011), a measurement instrument is said to be reliable if the measurement is consistent (careful) and accurate. Test reliability of data to measure a questionnaire which is an indicator of variables. A questionnaire said reliable or reliable if someone's answer to the statement is consistent or stable from time to time. Reliability shows whether or not the measurement results are consistent, the reliability test is measured by *Cronbach's Alphs.* A constructor variable is said to be reliable if it gives a value of $\geq (\alpha)$ 0.60. Reliability test results for each variable summarized solidly follows:

Variable	Alpha	Observation
Motivation Work	0,742	Reliable
Discipline Work	0,707	Reliable
Environment Health	0,697	Reliable
Productivity Work	0,735	Reliable

The reliability test results show that all variables have a large Alpha coefficient that is above 0.60 so that it can be said that all measuring concepts for each variable from the questionnaire are reliable so that the next items in each of these variable concepts are worthy of being used as a measuring instrument.

Multiple linear regression equation analysis

Regression analysis is used to test the hypothesis about the partial effect of independent variables on variables Bound. Based on multiple regression estimates with the *version Statistical Package for Service Solutions* (*SPSS*) program*22 for window the* results of the data are as follows:

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.111	1.480		.751	.455
	Motivation Work	-.082	.085	-.089	-.973	.333
	Discipline Work	.781	.072	.732	10.776	.000
	Environment Work	.147	.094	.146	1.568	.120
a. Dependent Variable: Productivity work						

From the table stated, the multiple linear regression equation models will be obtained as follows: Productivity = β0 + β1 work motivation + β2 Work discipline + β3 Work environment. The result is: Y = 1.111+ (- 0.089) +0.732 +0.146 + e from the regression equation shows a regression coefficient of β1, β2, β3 positive. This shows the variable-

Independent variables if the equation is increased will also increase the dependent variable, such as:

1. Constants of 1,111. This means that when work motivation, work discipline, and work environment, assumed to be zero (0), then productivity is worth 1,111
2. The regression coefficient of the work motivation variable is -0.089. The meaning is that every increase in motivation work of 1 unit will increase productivity by - 0.089 assuming other variables remain.
3. The regression coefficient of the work discipline variable is 0.732. The meaning is that every increase in discipline work of 1 unit will increase productivity by 0.732 assuming other variables remain.
4. The regression coefficient of the working environment variable is 0.146. The meaning is that every increase motivation of 1 unit will increase productivity by 0.146 assuming other variables permanent

Determination Coefficient R2

Determinant testing is used to measure the magnitude of the overall contribution of motivational variables (X1) and work environment (X2) on work productivity variables (Y). The results of processing determinant test data using *SPSS* version 22 *software,* the following results are obtained

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.763ª	.582	.570	1.839
a. Predictors: (Constant), Environment Work, Discipline Work, Motivation Work				

Based on the table above, the correlation coefficient (R) shows the closeness of the relationship between the three variables free namely motivation (X1), work discipline (X2) and work environment (X3) on work productivity dependent variable (Y), with a coefficient of 0.582. Then the adjusted R Square value (Adjusted R^2) is a determinant value, based on the results of the data in the table above shows a coefficient of 0.570, meaning that 57.0% of the dependent variable of work productivity is determined by independent motivation variable (X1), work discipline (X2) and work environment (X3) and the remaining 43.0% is determined or influenced by other variables not carried out in this study.

Test F (Simultaneous Hypothesis Testing)

Proof of this hypothesis is used to see the effect of independent variables together on the dependent variable. Where the independent variable consists of work motivation variables, work discipline and work environment, and the dependent variable is the work productivity of the *CdS* health worker in the *Serviços Municipio Saúde* Baucau area. in a manner simultaneous testing of hypotheses is used simultaneous hypothesis testing between independent variables work motivation (X1), work discipline (X2) and work environment (X3) on work productivity dependent variable (Y) that is using F test statistics, by formulating through the following hypothesis:

The test results use the F test with the criteria F count> F table so Ho is rejected and accepts Ha, vice versa if F count <F table then Ho is accepted and rejects Ha. Then for testing significance is used at the level significance (α) where if α count <α table then Ho is accepted and reject Ha otherwise if α count> α table then Ho Rejected and Ha accepted.

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
	Regression	498.357	3	166.119	49.140	.000[b]
1	Residual	358.334	106	3.381		
	Total	856.691	109			
a. Dependent Variable: Productivity Work						
b. Predictors: (Constant), Environment Work, Discipline Work, Motivation Work						

Based on the results of data processing using *SPSS* version 22 *software* obtained the F test results as follows: the table above shows that F count is 49,140> F table is 3.08 and significance level α is calculated to equal to 0,000 <0,05, thus the hypothesis Ho is rejected and Ha is accepted. This means that the variable is independent overall has a significant effect on the dependent variable or there is a significant influence between motivation (X1) and work environment (X2) on work productivity (Y) of health workers in the *CdS Serviços Municipio* area *Saúde* Baucau simultaneously.

Test (Particular hypothesis test)

Hypotheses 1, 2, and 3 in this study were tested for truth by using a partial test. Testing is done by looking at the significance level (p-value), if the significance level is generated from the calculation below 0.05 then the hypothesis is accepted, conversely if the significance level of the calculated result is greater than 0.05 then the hypothesis is rejected

From the results of the analysis above it can be seen that the results of testing the work motivation hypothesis show the value of T count as big as 2,778, r-count is 0.258 and the t-table

is 1.65909 with a significance level of 0.006. The significance level is smaller of 0.05, which means that the hypothesis in this study rejects Ho and accepts Ha.

Independent Variable	R-Count	R-table	T-Count	T-table	Sig.t
Motivation Work(X1)	0,258	0,1874	2.778	1.65909	0.006
Discipline Work(X2)	0,756	0,1874	12.013	1.65909	0.000
Environment Work(X3)	0,351	0,1874	3.901	1.65909	0.000

Thus it can means that the H1 hypothesis "Work motivation has a positive influence on work productivity" is accepted.

1. Test of Hypothesis 2 (H2)

a. Formulation of the hypothesis:

Ho: $\beta i = 0$ there is no positive influence between work discipline and productivity work.
Ha: $\beta i > 0$ there is a positive influence between work discipline and productivity work.

It can be seen that the results of the work discipline hypothesis testing show a t-count value of 12.013, r-count as much as 0.756 and t-table are 1.65909 with a significance level of 0,000. The significance level of the results is 0,000 it is smaller than 0.05, which means that the hypothesis in this study rejects H0 and accepts Ha. Thus it can mean that the H2 hypothesis "Work discipline has a positive effect on productivity work "accepted.

2. Test of Hypothesis 3 (H3)

a. Formulation of the hypothesis:

Ho: $\beta i = 0$ there is no positive influence between the work environment and work productivity.
Ha: $\beta i > 0$ there is a positive influence between the work environment and productivity.

Testing the hypothesis of the work environment shows that the value of T count is 3.901, r count is 0.351 and t- table of 1.65909 with a significance level of 0,000. The significance level calculated is 0,000 more small than 0.05, which means that the hypothesis in this study rejects Ho and accepts Ha. This means that the H3 hypothesis "work environment has a positive influence on productivity work "accepted. Based on the Test Results Table Partially shows that the most dominant factors influence work productivity is a work discipline factor with the results of hypothesis testing showing T-count value of 12,013, r-count of 0,756 and t-table of 1,65909 with a significance level of 0,000. A significance level of results the amount of 0,000 is smaller than 0.05. This is due to discipline (engagement or earnest, commitment, responsibility and turnover benchmark for health workers is very important because this can unite work responsibilities to achieve satisfactory productivity results.

ANALYSIS AND INTERPRETATION

Based on the results of testing statistically, it can be seen clearly that partially (individually) all independent variables affect the dependent variable. The influence given by the three independent variables is nature positive means that the higher the work motivation, work discipline, and work environment, the higher the result also the work products produced. These results are in accordance with the hypothesis proposed. The

results of this study too in accordance with the results of previous studies. Explanation of each variable influence is explained as follows:

The effect of work motivation on work productivity

The results of hypothesis testing (H1) have proven that there is an influence between work motivation and productivity work. Through the results of calculations that have been made obtained T count value of 2.778 with a significance level the result of 0.006 is smaller than 0.05, thus Ha is accepted and Ho is rejected. This test is statistics prove that work motivation has a positive effect on the work productivity of health workers.
That means that there is an influence between work motivation variables on the work productivity of *CdS* health workers in *Serviços* area *Municipio Saúde Municipio de* Baucau. The results of this study are supported by research conducted by Edy Tamrin (2015) who conducted research on the work environment, discipline and work motivation influence on the work productivity of the production staff of PT. Sinar Siak Dian Permai Bandar Sekijang. The results of the study show that work motivation is one of the variables that affect employee work productivity, where motivation work has a significant influence on employee work productivity and the direction is positive.

The effect of discipline of workers of work productivity

The results of hypothesis testing (H2) have proven that there is an influence between work discipline and work productivity. Through the results of calculations that have been made obtained T count value of 12,013 with a significance level of results equal to 0,000 is smaller than 0.05, which means that the hypothesis in this study rejects Ho and accepts Ha. This test statistically proves that work discipline has a positive effect on work productivity. This means that there is a positive influence between work discipline variables on the work productivity of *CdS* area health workers *Serviços Municipio Saúde Municipio de* Baucau. The results of this study are supported by research conducted by Warnanti (2014) who carried out research on leadership, discipline and work environment influence on the work productivity of employees of PT. PLN (Persero) Tangerang. The results of the study show that discipline is one of the variables that affect employee work productivity, where discipline has a significant effect towards employee work productivity and its direction is positive.

The effect of environmental work productivity environment

The results of hypothesis testing (H3) have proven that there is an influence between the work environment and productivity work. Through the results of calculations that have been done obtained T count value of 3.901 with a significance level the count of 0,000 is smaller than 0.05, which means that the hypothesis in this study rejects Ho and accept Ha, this test statistically proves that the work environment has a positive effect on work productivity of health workers. This means that there is an influence between work environment variables towards work productivity of *CdS* health workers *a text* rea Baucau *Municipio de* Baucau. The results of this study are supported by research conducted by Albon Hamonangan, Zulkarnain Lubis, Abdul Rahman (2015) who conducted the research about the influence of skills, wages, motivation and work environment on the work productivity of employees of PT. Industry Karet Nusantara Medan. The results of the study

show that the work environment is one of the variables which affects employee work productivity. The work environment has a significant influence on employee productivity and direction is positive.

Conclusion

From the primary data obtained from distributing questionnaires, reliability testing is conducted to find out that the respondent's answer to the statement is consistent from time to time. Validity testing for measuring the validity of a questionnaire. The results of testing reliability and validity indicate that all statements in each variable are reliable and valid. From the discussion that has been described, the conclusion can be drawn that the results of testing the hypothesis have been proving there is an influence between motivation and work productivity. Testing proves that motivation has a positive influence on work productivity of health workers. Judging from the calculation done, the coefficient value is 0.258 and the T-Count Value is 2.778 with the significance level of the results of 0.006 is smaller than 0.05, which means that the hypothesis in this study accepts Ha and rejects Ho. The results of hypothesis testing have proven that there is an influence between work discipline and work productivity. Tests prove that work discipline has a positive influence on work productivity. Seen from the calculation that has been done is obtained by a coefficient of 0.758 and the value of T is 12.013 with a value the significance of 0,000 is smaller than 0.05 so Ha is accepted and Ho is rejected. The results of hypothesis testing have proven that there is an influence between the work environment and productivity work. Testing proves that the work environment has a positive influence on productivity. Seen from the calculation that has been done obtained a coefficient of 0.351 and a value of T-count 3.901 with a level the significance of the T-count of 0,000 is smaller than 0.05, which means that the hypothesis in this study reject Ho and accept Ha, work discipline has the strongest influence on the work productivity of *CdS* health workers in the *Services* area *Municipio Saúde Municipio de* Baucau. Work motivation, work discipline, and work environment can contribute 57.0% to work productivity of health workers in the Baucau *Municipio de* Baucau *SMS* area *CdS,* while at 43.0% influenced by other factors outside of this study.

Recommendation

Based on the conclusions that have been made, the suggestions that can be given in this study are:

For The Government

Institutions in increasing work productivity should emphasize performance discipline on officers health in the S *MS Municipio de* Baucau area *CdS*, seen from a questionnaire that was filled in by *CdS* area health workers *SMS Municipio de* Baucau obtained data that health workers have high work discipline on the work they carry out, so with the institution, in this case, *Ministerio de Saúde* to maintain and further improve the discipline of health workers. Work motivation is still a very poorly recommended government to improve the work motivation of health workers for example by giving donors and passion for work. The work environment is still not recommended to the government to improve the work atmosphere, provide work facilities, as well as better working

conditions so that it will be able to increase work productivity better.

For The Next Research

R^2 Test Results show the risk of various variables that must be considered in this study. Research- further research, should add other variables that can affect work productivity because with the better work productivity of health workers will also be good for the *Centro de Saúde.*

For Health Officers

As input material to improve work productivity.And for the leadership as input material for conduct *monitoring* and evaluation properly so that health workers can perform health services with the best. Can increase the level of awareness of health workers on the importance of health services

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