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The Influence of Communication and Work Environment on Employee Discipline at the Islamic Hospital Bontang

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ABSTRACT

This research was conducted to determine The Influence Of Communication And Work Environment On Employee Work Discipline Of Bontang Islamic Hospital Employeess. The respondents of this research were 72 respondents who were employees at the Bontang Islamic Hospital who could be used in data management. The data was processed using correlation analysis with the help of an analysis tool, namely SPSS version 25.0. This type of research uses quantitative research. The data collection techniques used in this research were questionnaire methods, documentation, interviews, observation and literature study. The analytical method used in this research is a quantitative descriptive method. The data analysis techniques used in this research are data quality testing, classical assumption testing, multiple linear regression testing and hypothesis testing. Based on the research results, it can be seen from the partial results that Communication (X1) has a significant effect on Work Discipline (Y), partially the Work Environment (X2) has a significant effect on Work Discipline (Y). Based on the simultaneous results, the variables Communication (X1) and Work Environment (X2) have a significant effect on Work Discipline (Y). So the results of this research indicate that Communication and Work Environment of Bontang Islamic Hospital have an influence in improving employee work discipline.

Communication, Work Environment, Work Discipline

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INTRODUCTION

The need for quality human resources (HR) in the era of globalization is a demand. Companies need quality human resources because HR plays an important role because it is the main driver of all company activities or activities in achieving their goals. In achieving a company goal, communication and work environment are needed by the business entity involved in the process, because this is one of the ways that can be done to ensure the emergence of employee work discipline that can carry out its duties properly. High work discipline will

produce good work, besides that high work discipline will have a positive effect on employee performance (Tini, 2016).

Rumah Sakit Islam Bontang is a private hospital in Bontang, located at Jl. Bridgen Katamso No.40, West Bontang District. Bontang Islamic Hospital is a hospital that has the VISION "Becoming an Excellent and Islamic Hospital". Hospitals provide facilities to the community to make it easier for people when they need hospital services immediately.

The phenomenon of this research is the decline in employee discipline at the Bontang Islamic Hospital. Characterized by a decreasing frequency of attendance (reasons for permission and absence), frequent lateness to work and leaving earlier than the specified time. So this can have an effect in creating low work discipline in employees in an agency or company (Adinda, 2024).

Apart from communication, the thing that affects work discipline is the work environment. Employees need a comfortable work environment both for their own comfort and to facilitate the completion of work properly. This includes the room, ventilation, lighting, success and facilities contained in the work environment. It is very important for hospitals to pay attention to the work environment because it affects employee discipline both directly and indirectly (long-term) so that it affects the achievement of hospital goals.

Communication is a process that shows the activities of an individual sharing and exchanging information, ideas and attitudes with other parties. In this study, communication is very influential on employee work discipline which has a positive and significant effect on employee work discipline. With the behavior of workers in the work environment must be built through healthy communication, to maintain the relationship between leaders and employees between the relationship between employees and employees (Lubis & Susanto, 2023).

The work environment has a positive and significant influence on employee work discipline. The condition of the work environment in general is still inadequate, cleanliness, work space and inadequate air temperature, therefore it can reduce employee discipline.

The purpose of this study is to determine the effect of communication and work environment on work discipline. While the benefits of this research are to provide input and information regarding the dominant influence on work discipline and to become input for making hospital policies on communication and work environment on employee work discipline at the Bontang Islamic Hospital. In addition, this research can also increase understanding and become a source of literature for readers and further research related to communication, work environment and work discipline.

RESEARCH METHODE

This research uses a type of quantitative research with positivistic methods based on the philosophy of positivism. This method is known as the scientific method or scientific because it fulfills scientific rules such as empirical concrete, objective, measurable, rational, systematic, and repeatable. This method is also called a confirmative method because it is suitable for proof or confirmation. It is called a quantitative method because research data is in the form of numbers and analysis using statistics (Sugiyono, 2019). The hypotheses in this study are: H1, it is suspected that communication affects the work discipline of Bontang Islamic Hospital employees; H2, it is suspected that the work environment affects the work discipline of Bontang Islamic Hospital employees; and H3, it is suspected that communication and work environment affect the work discipline of Bontang Islamic Hospital employees. The subjects of this research are employees of the Bontang Islamic Hospital, while the objects of research include communication, work environment, and employee discipline. The research was conducted at the Bontang Islamic Hospital, Jl. Bridgen Katamso No. 40, Kel. Belimbing, West Bontang District, from January to February 2024. Data collection techniques according to (Sugiyono, 2019) are the most important step in research, because the main purpose of research is to get data. The techniques used include questionnaires, documentation, interviews, observations, and literature studies. The data analysis technique in this study uses nonparametric statistics with multiple linear regression analysis using the SPSS (Statistical Product and Service Solution) application, which allows statistical data management ranging from parametric and nonparametric descriptive statistics (Priyono, 2021). In data processing to get conclusions from research, validity tests, reliability tests, classical assumption tests, multiple linear regression analysis, and hypothesis tests (F test, partial T test, and coefficient of determination test) are used.

RESULT AND DISCUSSION

Data Quality Test

Validity Test

If $r_{count} > r_{table}$, then the research instrument is said to be valid. Conversely, if $r_{count} < r_{table}$, then the research instrument is said to be invalid. To determine the value of r_{table} , in the df column the $n-2$ formula is used, where n is the number of respondents. The formula used for the product moment correlation coefficient $> r_{table} (\alpha; n - 2)$ $n =$ number of samples. In this study, it is known that many respondents are $72 - 2 = 70$. Then it can be determined for the r_{table} value of 0.232 and for the probability value $\beta_i = 0.05$.

Table 1.
Results of the Communication Questionnaire Validity Test Recap (X1)

No	Item	r hitung	r tabel	Conclusion	
1	Communication X1	X1.1	0,835	0,232	Valid
2		X1.2	0,805	0,232	Valid
3		X1.3	0,746	0,232	Valid
4		X1.4	0,806	0,232	Valid

Tabel 2.
Results of the Work Environment Questionnaire Validity Test Recap (X2)

No	Item	r hitung	r table	Conclusion	
1	Work Environment (X2)	X2.1	0,811	0,232	Valid
2		X2.2	0,728	0,232	Valid
3		X2.3	0,794	0,232	Valid
4		X2.4	0,719	0,232	Valid
5		X2.5	0,628	0,232	Valid
6		X2.6	0,642	0,232	Valid

Table 3.
Result of Work Discipline Validity Test Recap (Y)

No	Item	r hitung	r table	Conclusion	
1	Work discipline (Y)	Y.1	0,755	0,232	Valid
2		Y.2	0,685	0,232	Valid
3		Y.3	0,788	0,232	Valid
4		Y.4	0,768	0,232	Valid
5		Y.5	0,777	0,232	Valid

Table 4.
Reliability Test Recap Results

No	Variabel	Reliability Coefficient	<i>The required Cronbach's Alpha</i>	Description
1	Communication	0,810	0,6	Reliabel
2	Work Environment	0,813	0,6	Reliabel
3	Work discipline	0,807	0,6	Reliabel

Based on the results of data processing regarding reliability, which shows that the question items submitted are reliable, it can be concluded that the variables are reliable because they have a Cronbach's alpha value above 0.60.

Classical Assumption Test

Normality Test

According to Sugiyono (2021: 234) The normality test is a test to determine whether the regression model has a normal distribution or not. This is important because if the data for each variable is abnormal, then hypothesis testing cannot use parametric statistics. The basis for decision making in the normality test is: if the significance value is greater than $\alpha = 0.05$ then the data is normally distributed. Conversely, if the significance value is smaller than $\alpha = 0.05$, the data is not normally distributed (Duli, 2019, pp. 114-115). Based on the data above, it shows that the significance of Asymp.Sig. (2-tailed) of $0.083 > 0.05$. So in accordance with the basis for decision making in the Kolmogorov-Sminov normality test above, it can be concluded that the data is normally distributed. Thus the assumptions or normality requirements in the regression model have been met.

Multicollinearity Test

To detect the presence of multicollinearity symptoms in the research model, it can be seen from the tolerance value or the Variance Inflation Factor (VIF) value. Tolerance limit > 0.10 and VIF limit < 10.00 , so it can be concluded that there is no multicollinearity between the independent variables.

Table 5.

Multicollinearity Test Recap Results

No	Variabel	Tolerace	VIF	Description
1	Communication	0,504 > 0,1	1,985 < 10	No Multicollinearity
2	Work Environment	0,504 > 0,1	1,985 < 10	No Multicollinearity

From the results of the data above, it is shown that the Communication variable has a tolerance value with a value of $0.504 > 0.1$ and a VIF value with a value of $1.985 < 10$. The work environment variable has a tolerance value with a value of $0.504 > 0.1$ and a VIF value with a value of $1.985 < 10$. It can be concluded from the multicollinearity test results that there are no multicollinearity symptoms in this study.

Heteroscedasticity Test

**Table 6.
 Heteroscedasticity Test Recap Results**

No	Variabel	Signifikan	Nilai Probabilitas	Keterangan
1	Communication	0,094	0,05	Normal or no Heteroskedastistas occur
2	Work Environment	0,091	0,05	Normal or no Heteroskedastistas occur

From the results of the data above, it is shown that the significant value with a value of $0.094 > 0.05$ is the probability value, which means that communication has an unequal variance from the residuals so that Heterokedastisitas does not occur. A significant value with a value of $0.091 > 0.05$ probability value, which means that the work environment has an unequal variance from the residuals so that it is stated that there is no heteroscedasticity, it can be ascertained that the variables in this study are declared not to occur heteroscedasticity.

Autocorrelation Test

The method used is to use the Durbin Watson test with the formula $du < d < 4-du$. Durbin-Watson value of 2.267. Then this is compared with the 5% significant table, with a sample size of 72 (n) and the number of independent variables 2 (k = 2), then the d_u value is found to be 1.6751 and the d_L value is 1.5611, while the Durbin Watson (d) value of the regression model is 2.267. Thus, the comparison is $(1.6751 < 2.267 < 2.325)$, it can be concluded that there is no autocorrelation in the regression model used in this study.

Multiple Linear Regression Test

**Table 7.
 SPSS Output Results Multiple Linear Regression Analysis**

Model	Unstandarized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	5.060	1.617		3.129	.003
Communication	.318	.113	.293	2.805	.007
Work Environment	.457	.086	.555	5.320	.000

The values of these results are entered in a multiple linear regression equation so that the following equation is known

$$Y = 5.060 + 0.318 X_1 + 0.457 X_2$$

So the above equation means if :

- 1) Constant with a value of 5,060 indicates that if all independent variables of Communication and Work Environment are assumed to be zero, then the value of Work Discipline is 5,060.
- 2) The linear regression coefficient value of Communication of 0.318 indicates that if the value of the Communication variable increases, then Work Discipline increases by 0.318 assuming the other independent variables are zero.
- 3) The linear regression coefficient value of Work Environment of 0.457 indicates that if the value of Work Environment increases, then Work Discipline increases by 0.457 assuming the other independent variables are zero.

Hypothesis Test

F test

Table 8.
SPSS Output Results F Test

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	292.344	2	141.172	56.772	.000
	Residual	177.656	69	2.575		a
	Total	470.000	71			
a. Predictors: (Constant), Komunikasi, Lingkungan Kerja						
b. Dependent Variable: Disiplin Kerja						

For the results in this assessment $F_{table} = dka; dkb = 3.13$. From the above results it can be seen that the F_{count} value is 56.772 with a significant level of 0.000. Meanwhile, the F_{table} value is known to be 3.13 based on these results it can be seen that $F_{count} > F_{table}$ ($56.772 > 3.13$) means that H_0 is rejected and H_3 is accepted. So it can be concluded that Communication and Work Environment

simultaneously have a significant effect on Work Discipline at the Bontang Islamic Hospital.

T test

Table 9.
SPSS Output Results T Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.060	1.617		3.129	.003
	Komunikasi	.318	.113	.293	2.805	.007
	Lingkungan Kerja	.457	.086	.555	5.320	.000
a. Dependent Variable: Disiplin Kerja						

The tcount value for the Communication variable is 2,805 and the ttable with $\alpha = 0.05$ is known to be 1.994, thus the tcount is greater than the ttable and the significant value of Communication is $0.007 < 0.05$, it can be concluded that H_0 is rejected (H_1 is accepted) indicating that Communication has a significant effect on the Work Discipline of Bontang Islamic Hospital Employees.

The tcount value for the Work Environment variable is 5,320 and the ttable with $\alpha = 0.05$ is known to be 1.994, thus the tcount is greater than the ttable and the significant value of the Work Environment is $0.000 < 0.05$, it means that it can be concluded that H_0 is rejected (H_2 is accepted) indicating that the Work Environment has a significant effect on the Work Discipline of the Employees of the Bontang Islamic Hospital.

Determination Test (R2)

Table 10.
SPSS Output Results R Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.789 a	.62 2	.611	.717	1.605

Based on the results of the above calculations, it can be seen that the R2 value is 0.622 which means 62.2% and this states that the Communication and

Work Environment variables are 71.1%. Furthermore, the difference is $100\% - 62.2\% = 37.8\%$. This shows that 37.8% are other variables that do not contribute to this study.

Effect of Communication on Work Discipline

The effect of communication on work discipline has a positive influence. Work discipline can be realized if there is good communication and a good work environment. For this reason, having commitment through good communication and a good work environment, harmonious relationships can create employee discipline and can work in accordance with company goals (Wilastri, 2020).

Based on the results of hypothesis testing from the calculation of data analysis that has been carried out, it shows that there is an effect of Communication on Work Discipline in employees of the Bontang Islamic Hospital, this is evidenced by the results of partial hypothesis testing showing that the tcount value for the Communication variable is 2.805 and the ttable with $\alpha = 0.05$ is known to be 1.995, thus the tcount is greater than the ttable and the significant value of Communication is $0.000 < 0.05$, it means that it can be concluded that H_0 is rejected (H_1 is accepted) indicating that Communication has a significant effect on Work Discipline in Bontang Islamic Hospital employees.

The Effect of Work Environment on Work Discipline

The influence of the work environment on work discipline has a positive influence. The work environment has turned into an environment that has a strong inner bond between the people in the environment because in essence the work environment has become a second household for workers, a good work environment will have an impact on the physical and psychological condition of employees. A comfortable work environment will help employees to be more enthusiastic at work (Wilastri, 2020).

Based on the results of hypothesis testing from the calculation of data analysis that has been carried out, it shows that there is an influence of the Work Environment on work discipline in employees of the Bontang Islamic Hospital, this is evidenced by the results of partial hypothesis testing showing that the tcount value for the Work Environment variable is 5.320 and the ttable with $\alpha = 0.05$ is known to be 1.995, thus the tcount is greater than the ttable and the significant value of the Work Environment is $0.000 < 0.05$, it means that it can be concluded that H_0 is rejected (H_2 is accepted) indicating that the Work Environment has a significant effect on work discipline in Bontang Islamic Hospital employees.

The Effect of Communication and Work Environment on Work Discipline

From the results of research that has been conducted at KOPPAS Srinadi Klungkung in Klungkung Regency by Ni Made Yulistiani Wilastri (2020) that the multiple regression equation formed from the variables Communication (X1) and Work Environment (X2) as independent variables jointly affect Employee Work Discipline (Y) as the dependent variable.

Based on the results of hypothesis testing from the calculation of data analysis that has been carried out, it shows that there is a simultaneous influence of Communication and Work Environment on Work Discipline of Bontang Islamic Hospital employees. This is evidenced from the results of simultaneous hypothesis testing showing that the Fcount value is 56,772 with a significant level of 0.000. Meanwhile, the Ftable value is known to be 3.13 based on these results it can be seen that $F_{count} > F_{table}$ ($56,772 > 3.13$) meaning that H_0 is rejected and H_3 is accepted. So it can be concluded that Communication and Work Environment simultaneously have a significant effect on the Work Discipline of Bontang Islamic Hospital employees.

From the results of research that has been conducted at the Bontang Islamic Hospital. that the effect on the variables of Communication and Work Environment as independent variables jointly affect Work Discipline as the dependent variable.

CONCLUSION

Research with the title of the influence of communication and work environment on employee discipline at the Bontang Islamic Hospital resulted in the following conclusions as follows:

1. Communication and work environment have a significant effect partially on employee work discipline at the Bontang Islamic Hospital.
2. Communication and Work Environment have a significant effect simultaneously on Work Discipline in employees of the Bontang Islamic Hospital. These two variables together have an influence on work discipline, but only have an effect of 62.2% so that there is still the influence of other factors outside the variable of 37,8%

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