

THE ROLE OF REMUNERATION, MOTIVATION, AND JOB SATISFACTION IN ENHANCING EMPLOYEE PERFORMANCE: A STUDY OF WALED CIREBON HOSPITAL

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Abstract

Purpose: This study aims to determine the effect of Remuneration, Motivation and Job Satisfaction on Employee Performance at Rsud Waled Cirebon.

Research Methodology: This research uses a survey method. The survey method is used to solve actual large-scale issue problems with very large populations, so a large sample size is required.

Results: There is a partial remuneration effect on the performance of employees of the Cirebon Waled Hospital. There is a partial influence of motivation on the performance of employees of the Cirebon Waled General Hospital. There is a partial effect of job satisfaction on the performance of employees of the Cirebon Waled General Hospital. There is a simultaneous influence of Remuneration, Motivation and Job Satisfaction on Employee Performance at Rsud Waled Cirebon.

Limitations: this research is not without limitations, namely the object of research only focuses on the performance of employees at the Cirebon Hospital Waled.

Contribution: This research will contribute to the field of human resources in the development of work productivity as well as communication, work attitudes and competencies

Keywords: Remuneration, Motivation, Job Satisfaction, Employee Performance, Hospital



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1. INTRODUCTION

Organizations in their activities to achieve their goals, the most important factor is human resources, because no matter how good an organization is, no matter how much infrastructure the organization has, without the role of human resources all of that will not work well, because human resources play the role of the driving force for organizational life, it is humans who organize and run the facilities and infrastructure that exist within the organization.

To be able to better guarantee the implementation of optimal and quality services to customers, high-performing employees are needed. Performance is basically the responsibility of every individual who works in the organization. Performance is a reflection of individual performance where each individual works well, achieves, is enthusiastic and gives their best contribution which is the answer to the success or failure of the organizational goals that have been set.

Performance is the level of achievement of results on the implementation of certain tasks. Performance is the work result of behavior. As behavior, performance is a human activity that is directed at carrying out the organizational tasks assigned to it. (Amstrong in Irianto 2018)".

One form of an agency's attention to its employees is by implementing a strategy of providing compensation in the form of remuneration, this is done in order to spur the performance of its employees. Remuneration is a reward given to employees based on grading or position and the resulting performance. Giving remuneration is very important for employees to stimulate someone to do work beyond what is desired by the organization. Besides that, remuneration also functions as a reward from employees who have done a job that has been determined by the leadership. Job satisfaction is related to fulfilling needs, employees who feel their needs are fulfilled will perceive themselves as employees who are satisfied with their work. Conversely, dissatisfaction arises when one or some of the needs cannot be met. Job satisfaction is one of the determining factors for high and low employee performance. (Robbins, 2017).

Motivation can affect performance, this is in accordance with the opinion of Mangkunegara (2016): "Motivation is a condition that motivates employees to achieve organizational goals, in this case there is a positive relationship between achievement motive and performance achievement".

Relevant previous research by Nurlina (2018) resulted in the conclusion: "Work motivation is a variable that determines how well employees perform at work." From the description of expert opinion supported by previous research, motivation can affect performance. In connection with the motivation of the employees of the Waled Hospital in Cirebon Regency, it is still evident that there is a lack of motivation, this is indicated by the lack of interest in continuing education as a provision for increasing knowledge. Apart from remuneration and work motivation, performance is also influenced by job satisfaction. Job satisfaction is related to fulfilling needs, employees who feel their needs are fulfilled will perceive themselves as employees who are satisfied with their work. Conversely, dissatisfaction arises when one or some of the needs cannot be met. Job satisfaction is one of the determining factors for high and low employee performance. (Robbins, 2015). This study aims to determine the effect of remuneration, motivation and job satisfaction on the performance of employees of RSUD Waled Cirebon.

2. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Job satisfaction

Job satisfaction in a more specific sense is employee satisfaction at work, which is a definition that is difficult to define even in the simplest terms. Handoko (2015) suggests that: "Job satisfaction is a pleasant or unpleasant emotional state with which employees perceive their work. Job satisfaction reflects a person's feelings towards his work. Mangkunegara (2017), argues that: "Job satisfaction is a feeling that supports or does not support an employee related to his work or his condition". According to Dewar and Werbwil in Indriantoro and Supomo (2016): Job satisfaction is a very subjective condition. Certain individuals feel something as something that is profitable or not for him. Indeed, although there is no doubt that humanizing work can help achieve job satisfaction, we should not assume that humanizing work will ensure the provision or maintenance of job satisfaction.

For employees themselves, job satisfaction arises when the benefits felt from their work exceed the marginal costs incurred, which the employee considers sufficient. However, satisfaction is not a permanent state because it can be influenced and changed by forces both from within and from outside the work environment. A more precise understanding of job

satisfaction can be realized if an analysis of job satisfaction is associated with work performance, intention to move, working age, position level, and the size of the organization. Davis (2017) argues that: "Job satisfaction is the favorableness or unfavorableness with employees' view of their work" (Job satisfaction is a feeling of support or not experienced by employees at work). Based on the opinion above, job satisfaction is a feeling that supports or does not support employees related to their work and their condition. Feelings related to work involve aspects such as wages, career opportunities, relations between employees, job placement, type of work, organizational structure, quality of supervision. While feelings related to him include age, health condition, ability, education.

Effect of Remuneration on Performance

Remuneration policy and related to performance improvement. In Presidential Regulation Number 156 of 2014 with the implementation instructions of the Minister of Finance of the Republic of Indonesia Number 273/PMK.01/2014 it is stated that employees who have positions within the Ministry of Finance are given Performance Allowances every month taking into account the employee's performance achievements each month.

Regulation of the Minister of Finance of the Republic of Indonesia Number 273/PMK.01/2014 in carrying out the payment of Performance Allowances and Additional Allowances, Work Units must pay attention to the following: employee position class, benefits that are the right of the employee to be paid (the employee receives performance allowances and employee benefits) performance allowances or only obtaining performance allowances), payment of performance allowances and additional allowances is made at the beginning of the month in question, the amount of deductions for performance allowances and additional allowances is in accordance with applicable regulations and starting from the date (TMT) of payment of performance allowances and additional employee benefits.

Remuneration is a reward or remuneration provided by the company to workers as a result of the achievements they have given in order to achieve company goals. (Moeheriono, 2018). There are several components in remuneration according to Moeheriono (2018): "Basic salary, Allowances, Benefits, Bonuses". Previous research by Nasution (2019) concluded: "Partial testing shows remuneration has a significant positive effect on employee performance at the Medan District Attorney's Office". Based on the description above, the hypothesis that will be developed is:

H1: It is suspected that there is a positive and significant effect of partial remuneration on the employee performance of Waled Cirebon Hospital.

Effect of Motivation on Performance

Work motivation is an encouragement in employees to carry out all work activities as well as possible. Work motivation will have an influence on improving the quality of employees. Without motivation, an employee will do a less than optimal job. Employees will be motivated if the working conditions and situations are very conducive, togetherness is established, there is unity of direction, and harmonious cooperation is created among employees.

Sastrohadiwiryo (2015): "Motivation is the process of arousing behavior, maintaining behavioral progress, and channeling specific action behaviors. Thus, motives (needs, desires) encourage employees to act. Sastrohadiwiryo (2015) suggests the driving elements of motivation include: 1) Achievement 2) Recognition 3) Challenge 4) Responsibility 5) Development 6) Involvement 7) Opportunity. Motivation can affect performance, this is in accordance with the opinion of Mangkunegara (2016): "Motivation is a condition that motivates employees to achieve organizational goals, in this case there is a positive relationship between achievement motive and performance achievement".

Relevant previous research by Nurlina (2018) resulted in the conclusion: "Work motivation is a variable that determines how well employees perform at work." From the description of expert opinion supported by previous research, motivation can affect performance. Based on the description above, the hypothesis to be developed is:

H2: It is suspected that there is a positive and significant effect of motivation partially on the employee performance of Waled Cirebon Hospital.

The Effect of Job Satisfaction on Performance

Job satisfaction is related to fulfilling needs, employees who feel their needs are fulfilled will perceive themselves as employees who are satisfied with their work. Conversely, dissatisfaction arises when one or some of the needs cannot be met. Job satisfaction is one of the determining factors for high and low employee performance. (Robbins, 2015).

According to Dewar and Werbwil in Indriantoro and Supomo (2016): "Job satisfaction is a form of employee work behavior which is defined as something pleasant or a positive emotional result side of an assessment of one's work or work experience." Dewar and Werbwil in Indriantoro and Supomo (2016) put forward the Dimensions of Job Satisfaction: Satisfaction with tasks; Satisfaction with superiors; Satisfaction with colleagues; Satisfaction with compensation; Satisfaction with promotion Previous research by Yusniawan (2018) concluded "Job satisfaction affects performance". Based on this description, the following hypotheses will be developed:

H3: It is suspected that there is a positive and significant effect of partial Job Satisfaction on Employee Performance at Waled Cirebon Hospital.

Effect of Remuneration, Motivation and Job Satisfaction on Performance

Performance is basically what employees do or don't do. Performance is the level of achievement of results on the implementation of certain tasks. Performance is the work result of behavior. As behavior, performance is a human activity that is directed at carrying out the organizational tasks assigned to it. (Amstrong in Irianto 2018). Amstrong in Irianto (2018) suggests Performance Indicators: "a) Quality; b) Quantity; c) Punctuality; d) Cooperation". In an organization, of course, there needs to be a hierarchy of leaders and subordinates. Leadership is a process for a leader who is in an organization and can use his authority to influence the behavior of his subordinates so that they can achieve a goal.

In achieving organizational goals that have been set, performance is one of the main elements in supporting the achievement of these goals, employee performance is related to skills, effort and activities to show work performance. Therefore, employee performance must be continuously fostered so that employees always try to improve their performance so that the results of their work can be achieved optimally. The general purpose of orientation is to introduce the company's goals and vision and mission to new employees, so that these employees can carry out their jobs well within the company. Likewise with the handling of work discipline, good work discipline is intended so that the company can influence and encourage and motivate employees so that they can improve employee performance. Syafei's research (2020) concludes: "Partial and Simultaneous Remuneration, Motivation and Job Satisfaction have a significant effect on the Performance of Employees of the Baturaja Religious Court. Based on the description above, the hypothesis to be developed is:

H4: It is suspected that there is a positive and significant effect of Remuneration, Motivation and Job Satisfaction simultaneously on Employee Performance at Waled Cirebon Hospital.

3. RESEARCH METHODOLOGY

This study uses a quantitative approach. The quantitative approach is one of the scientific inquiry efforts based on the philosophy of logical positivism which operates with strict rules regarding logic, truth, laws, and predictions (Arikunto: 2017). This research uses survey method. The survey method is used to solve actual large-scale issue problems with very large populations, so a large sample size is required.

In survey research information was collected from respondents using a questionnaire. Generally, the definition of a survey is limited to the notion of a sample survey where information is collected from a portion of the population (sample) to represent the entire population (Masri Singarimbun). There are 3 main characteristics in the Survey method: 1) Information data is collected from large groups of people with the aim of describing various aspects and characteristics such as: knowledge, attitudes, beliefs, abilities of the population, 2) Information data is obtained from submitting questions (written and can also be oral) from the population, 3) Information data obtained from the sample not from the population. Singarimbun (2016).

Population is a generalized area consisting of objects or subjects that have the quantity and characteristics determined by the researcher to be studied and conclusions drawn. So the population is not just people, but includes all the characteristics or traits possessed by the subject or object (Sugiyono, 2014). The population in this study was Waled Hospital, Cirebon Regency, which is located at Jalan Prabu Kiansantang No. 4 Waled, Cirebon Regency, totaling 70 people. Because the population size is considered sufficient to be studied as a whole by the author, the writer does not take a sample, but instead takes the entire population (total sample) of 30 people..

4. RESULTS AND DISCUSSIONS

Validity Test

Testing the validity of the instrument with a significance level of 0.05 (5%). With the testing criteria, if the significance level is less than 0.05, then the research instrument items are declared valid. The results of the validity test of all research instrument items for variables X1, X2, X3 and variable Y are presented in the following table:

Table 1 Content Validity Remunerasi

Remuneration	Remuneration		Note
	Pearson Correlation	Sig. (2-tailed)	
Remuneration	1		
VAR00001	,675**	,000	Valid
VAR00002	,579**	,000	Valid
VAR00003	,662**	,000	Valid
VAR00004	,530**	,000	Valid
VAR00005	,541**	,000	Valid
VAR00006	,676**	,000	Valid
VAR00007	,784**	,000	Valid
VAR00008	,606**	,000	Valid

Based on table 1 data, it can be seen that of the 8 question items the significance is less than 0.05, so the 8 research instrument numbers are declared valid, which can be used for research.

Table 2 Content Validity Motivation

Motivation			
	Pearson Correlation	Sig. (2-tailed)	Note

Motivation	1	
VAR00001	,652**	,000 Valid
VAR00002	,652**	,000 Valid
VAR00003	,573**	,000 Valid
VAR00004	,601**	,000 Valid
VAR00005	,718**	,000 Valid
VAR00006	,707**	,000 Valid
VAR00007	,689**	,000 Valid
VAR00008	,677**	,000 Valid

Based on table 2 data, it can be seen that of the 8 question items the significance is less than 0.05, so the 8 research instrument numbers are declared valid, which can be used for research.

Table 3 Content Validity Job Satisfaction

Job satisfaction			
	Pearson Correlation	Sig. (2-tailed)	Note
Job satisfaction	1		
VAR00001	,636**	,000	Valid
VAR00002	,570**	,000	Valid
VAR00003	,571**	,000	Valid
VAR00004	,566**	,000	Valid
VAR00005	,594**	,000	Valid
VAR00006	,647**	,000	Valid
VAR00007	,703**	,000	Valid
VAR00008	,597**	,000	Valid

Based on table 3 data, it can be seen that of the 8 question items the significance level is less than 0.05, so the 8 research instruments are declared valid, so they can be used for research.

Table 4 Content Validity Performance

Performance			
	Pearson Correlation	Sig. (2-tailed)	Note
Performance	1		
VAR00001	,620**	,000	Valid
VAR00002	,658**	,000	Valid
VAR00003	,597**	,000	Valid
VAR00004	,563**	,000	Valid
VAR00005	,704**	,000	Valid
VAR00006	,709**	,000	Valid
VAR00007	,691**	,000	Valid
VAR00008	,695**	,000	Valid

Based on table 4 data, it can be seen that of the 8 question items the significance level is less than 0.05, so the 8 research instruments are declared valid, so they can be used for research.

Reliability Test**Table 5 Reliability Test**

Variable	Reliability	Note	Category
Remuneration	0,786	Reliable	High
Motivation	0,812	Reliable	High
Job satisfaction	0,760	Reliable	High
Performance	0,808	Reliable	High

Based on table 5, the Cronbach Alpha reliability coefficient value for variable X1 is 0.786 for variable X2 is 0.812 for variable X3 is 0.760 and variable Y is 0.808. Thus the research instrument of all variables is reliable and can be used in research.

HIPOTESYS TEST RESULT**Table 6 T-test**

		Unstandardized Coefficients		Standardized Coefficients		
	Model	B	Std. Error	Beta	t	Sig.
1	(Constant)	6,693	,533		2,551	,000
	REMUNERATION	,733	,081	,833	9,001	,000
	MOTIVATION	,953	,025	,952	8,396	,000
	JOB SATISFACTION	,687	,086	,758	7,973	,000

The results of the t test show that the tcount of the Remuneration variable (X1) has a p-value of $0.000 < 0.05$, meaning that it has a significant distribution, while tcount $9.001 >$ from ttable 1.996 means it is significant. (Table = $t_{inv}(0.05; 67)$ obtained from degrees of freedom (df) $n-3$ or $70-3 = 67$, using the formula in Microsoft Excel using = $t_{inv}(0.05; 67)$. This means remuneration (X1)) partially affects performance (Y) and accepts the hypothesis which states: "It is suspected that there is a positive and significant effect of partial remuneration on the performance of employees of Waled Cirebon Hospital".

The results of the t test show that the tcount of the Motivation variable (X2) has a p-value of $0.000 < 0.05$, which means it is significant, while tcount is $8.396 >$ from ttable 1.996 which means it is significant. (Table = $t_{inv}(0.05; 67)$ obtained from degrees of freedom (df) $n-3$ or $70-3 = 67$, using the formula in Microsoft Excel using = $t_{inv}(0.05; 67)$. This means that motivation (X2) is partial effect on performance (Y) and accept the hypothesis which states: "It is suspected that there is a positive and significant effect of motivation partially on the performance of employees of Waled Cirebon Hospital".

The results of the t test show that the tcount of the Job Satisfaction variable (X3) has a p-value of $0.000 < 0.05$, which means it is significant, while tcount is $7.973 >$ from ttable 1.996 which means it is significant. (Table = $t_{inv}(0.05; 67)$ obtained from degrees of freedom (df) $n-3$ or $70-3 = 67$, using the formula in Microsoft Excel using = $t_{inv}(0.05; 67)$. It means Job Satisfaction (X3) partially affect performance (Y) and accept the hypothesis which states: "It is suspected that there is a partial positive and significant effect of Job Satisfaction on Employee Performance at Waled Cirebon Hospital".

Effect of Remuneration, Motivation, Job Satisfaction on Performance

Furthermore, to determine the joint effect of Remuneration (X1) Motivation (X2) and Job Satisfaction (X3) on Performance (Y), it is tested with the F test.

**Table 7 T-test
ANOVAa**

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1633,154	3	544,385	782,234	,000b
	Residual	45,932	66	,696		
	Total	1679,086	69			

a. Dependent Variable: PERFORMANCE

b. Predictors: (Constant), JOB SATISFACTION, MOTIVATION, REMUNERATION

Based on the table of the results of the ANOVA test or F test, the Fcount is 782.234 with a significance level of 0.000. This means that the variable Remuneration (X1) Motivation (X2) and Job Satisfaction (X3) have a simultaneous effect on performance (Y). The results of the F test have a p-value of $0.000 < 0.05$ which means it is significant, while fcount is $782.234 >$ from ttable 2.743 which means it is significant. (Ftable 2.743 obtained from $df1=k-1$ and $df2 = n-k$, k is the number of dependent and independent variables, then $df1=4-1$ and $df2= 70-4=66$, with the formula in Microsoft Excel using =finv (0.05 ;3;66). This means that Remuneration (X1) Motivation (X2) and Job Satisfaction (X3) have a simultaneous effect on performance (Y). This means accepting the hypothesis which states: "It is suspected that there is a positive and significant influence Simultaneous Remuneration, Motivation and Job Satisfaction on Employee Performance at Waled Cirebon Hospital".

Effect of Remuneration on Performance

Partial testing of the effect of Remuneration on Performance shows that the Remuneration variable can predict Performance. A significance value of $0.000 < 0.05$ means that the distribution is significant, while tcount $9.001 >$ from ttable 1.996 means it is significant and accepts the hypothesis "There is a positive and significant effect of partial remuneration on employee performance at Waled Cirebon Hospital". The magnitude of the positive influence of remuneration on performance is 73.3%, the remaining 26.7% is influenced by other factors. Giving remuneration is very important for employees to stimulate someone to do work beyond what is desired by the organization. Besides that, remuneration also functions as a reward from employees who have done a job that has been determined by the leadership.

Remuneration is a reward or remuneration provided by the company to workers as a result of the achievements they have given in order to achieve company goals. There are several components in remuneration: "Basic salary, Allowances, Benefits, Bonuses". (Moehariono, 2018). Previous research by Nasution (2019) concluded: "Partial testing shows remuneration has a significant positive effect on employee performance at the Medan District Attorney's Office". The good remuneration at Waled Cirebon Hospital is indicated by the high item number 2 of the question item number 2 indicator. The amount of the base salary shows that the employee receives the amount of the base salary, the amount of which is based on rank and class.

The Effect of Motivation on Performance

Partial testing of the effect of the variable Motivation on Performance shows that motivation can positively predict performance. A significance value of $0.000 < 0.05$ means significant, while tcount $8.396 >$ from ttable 1.996 means significant. Thus accepting the hypothesis: "There is a positive and significant influence of motivation partially on the performance of employees of Waled Cirebon Hospital". The magnitude of the effect of motivation on performance is 95.3% while the remaining 4.7% is influenced by other factors.

Referring to the research hypothesis which reveals that "There is a Partial Positive and Significant Influence of Motivation on Employee Performance at Waled Cirebon Hospital", which means that to increase performance can be done with motivation.

Work motivation is an encouragement in employees to carry out all work activities as well as possible. Work motivation will have an influence on improving the quality of employees. Without motivation, an employee will do a less than optimal job. Employees will be motivated if the working conditions and situations are very conducive, togetherness is established, there is unity of direction, and harmonious cooperation is created among employees. Sastrohadiwiryo (2015): "Motivation is the process of arousing behavior, maintaining behavioral progress, and channeling specific action behaviors. Thus, motives (needs, desires) encourage employees to act.

Relevant previous research by Nurlina (2018) resulted in the conclusion: "Work motivation is a variable that determines how well employees perform at work." The motivation of the employees of Waled Cirebon Hospital, which is already good, from the respondents' answers, is shown by the highest score in questionnaire number 3, the indicator of growing enthusiasm, which shows that employees of Waled Cirebon Hospital feel that challenge after job challenge fosters passion at work. While the weakness of motivation is shown in item number 8 of the career advancement indicator, which shows that not all employees feel there is openness in efforts to improve their careers.

The Effect of Job Satisfaction on Performance

Partial testing of the effect of Job Satisfaction on Performance shows that Job Satisfaction can predict performance. A significance value of $0.000 < 0.05$ means significant, while $t_{count} 7.973 > t_{table} 1.996$ means significant. Thus the hypothesis that has been formulated previously is accepted which states "There is a positive and significant effect of partial Job Satisfaction on Employee Performance at Waled Cirebon Hospital". The magnitude of the effect of Job Satisfaction on Performance is 68.7% while the remaining 31.3% is influenced by other factors.

Referring to the research hypothesis which reveals that "There is a positive and significant effect of partial Job Satisfaction on Employee Performance at Waled Cirebon Hospital", which means that to increase performance, job satisfaction can be improved. Job satisfaction is related to fulfilling needs, employees who feel their needs are fulfilled will perceive themselves as employees who are satisfied with their work. Conversely, dissatisfaction arises when one or some of the needs cannot be met. Job satisfaction is one of the determining factors for high and low employee performance. (Robbins, 2015).

According to Dewar and Werbwil in Indriantoro and Supomo (2016): "Job satisfaction is a form of employee work behavior which is defined as something pleasant or a positive emotional result side of an assessment of one's work or work experience." Previous research by Yusniawan (2018) concluded "Job satisfaction affects performance". According to the respondent's perception, job satisfaction of Waled Cirebon Hospital employees was obtained from the highest questionnaire number, namely item number 7 of the overtime pay indicator, which shows: Employees of Waled Cirebon Hospital feel that the overtime money received is adjusted to the length of work.

Effect of Remuneration, Motivation and Job Satisfaction on Performance

Testing together Based on the results table of the ANOVA test or F test obtained Fcount of 782.234 with a significance level of 0.000. This means that the variables Remuneration, Motivation and Job Satisfaction influence simultaneously (simultaneously) on performance. The results of the F test have a p-value of $0.021 < 0.05$, which means it is significant. Thus accepting

the hypothesis which states: "There is a Positive and Significant Effect of Simultaneous Remuneration, Motivation and Job Satisfaction on Employee Performance at Waled Cirebon Hospital". The magnitude of the influence of Remuneration, Motivation, Job Satisfaction on Performance is 97.1%, the remaining 2.9% is influenced by other factors. Referring to the research hypothesis which reveals that "There is a Positive and Significant Influence of Simultaneous Remuneration, Motivation and Job Satisfaction on the Performance of Employees of Waled Cirebon Hospital", meaning that to increase performance can be done with Remuneration, Motivation and Tenure of Service.

5. CONCLUSION

Based on the results of the analysis and discussion that have been presented previously, it can be concluded: There is a positive and significant effect of partial remuneration on employee performance at Waled Cirebon Hospital. The magnitude of the positive influence of remuneration on performance is 73.3%, the remaining 26.7% is influenced by other factors; There is a positive and significant influence of motivation partially on the performance of employees of Waled Cirebon Hospital. The magnitude of the effect of motivation on performance is 95.3% while the remaining 4.7% is influenced by other factors; There is a positive and significant effect of partial job satisfaction on the performance of employees at Waled Cirebon Hospital. The magnitude of the effect of Job Satisfaction on Performance is 68.7% while the remaining 31.3% is influenced by other factors; There is a Positive and Significant Influence of Remuneration, Motivation and Job Satisfaction simultaneously on the Employee Performance of Waled Cirebon Hospital. The magnitude of the influence of Remuneration, Motivation, Job Satisfaction on Performance is 97.1%, the remaining 2.9% is influenced by other factors.

LIMITATION AND STUDY FORWARD

Researchers submit suggestions in the hope that they can be used as input for research objects as steps to improve performance. Should give a bonus if the employee is able to achieve certain job targets. Should provide equal opportunity to employees to improve careers. Must continue to improve capabilities so that work targets can be achieved, without expecting bonuses. Continue to strive by showing the best performance, thereby opening up opportunities for career advancement.

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