

ABSTRACT

Moh. Elang Thoriqul Hakim, 2025, The Role of Work Discipline in Mediating Performance Allowances on Performance Employee Performance at Cerme Health Center, Gresik Regency. Guided by Dr. Uswatun Hasanah, S.E., M.Sc

Based on the data, several performance programs at the Puskesmas Cerme have not achieved optimal targets, which may hinder the organization's goals from being realized effectively. This indicates the need to evaluate the factors affecting employee performance, including performance allowances and work discipline. This study aims to analyze whether work discipline mediates the relationship between performance allowances and employee performance. The research employs a quantitative method using a saturated sample technique, covering a population of 50 civil servants at the Cerme Health Center, Gresik Regency. Data was collected through questionnaires and analyzed using path analysis to test direct and indirect effects. The results revealed: (1) a significant positive effect of performance allowance on performance ($\beta=0.549$, $p<0.05$); (2) a significant positive effect of performance allowance on work discipline ($\beta=0.546$, $p<0.05$); (3) a significant positive effect of work discipline on performance ($\beta=0.416$, $p<0.05$); and (4) that work discipline partially mediates the relationship (indirect effect=0.312. Performance allowances remain effective but require enabling factors such as work discipline.

Keywords: *Performance allowance, work discipline, employee performance, mediation, health center.*

ABSTRAK

**Moh. Elang Thoriqul Hakim, 2025, Peran Disiplin Kerja dalam Memediasi
Tunjangan Kinerja terhadap Kinerja Pegawai Puskesmas Cerme, Kabupaten
Gresik. Dibawah bimbingan Dr. Uswatun Hasanah, S.E., M.Sc**

Berdasarkan data, banyak program kinerja di Puskesmas Cerme yang belum mencapai target optimal, hal ini dapat menyebabkan tujuan instansi tidak terealisasi secara maksimal. Hal ini menunjukkan perlunya evaluasi faktor apa saja yang memengaruhi kinerja pegawai, termasuk tunjangan kinerja dan disiplin kerja. penelitian ini bertujuan menganalisis peran disiplin kerja sebagai mediator hubungan antara tunjangan kinerja dengan kinerja pegawai. Menggunakan metode kuantitatif dengan metode sampel jenuh dengan populasi sebesar 50 pegawai negeri sipil Puskesmas Cerme, Kabupaten Gresik. Data dikumpulkan melalui kuesioner dan dianalisis dengan analisis jalur untuk menguji pengaruh langsung dan tidak langsung. Hasil penelitian menunjukkan: (1) pengaruh positif signifikan tunjangan kinerja terhadap kinerja ($\beta=0.549$, $p<0.05$); (2) pengaruh positif signifikan tunjangan kinerja terhadap disiplin kerja ($\beta=0.751$, $p<0.05$); (3) pengaruh positif signifikan disiplin kerja terhadap kinerja ($\beta=0.416$, $p<0.05$); serta (4) mediasi parsial disiplin kerja dalam hubungan tersebut (efek tidak langsung=0.312). Tunjangan kinerja tetap efektif meskipun memerlukan pendukung seperti disiplin kerja.

Kata Kunci: Tunjangan kinerja, disiplin kerja, kinerja pegawai, mediasi, Puskesmas.