

# The Influence of Work Environment and Work Discipline on Nurse Performance Through Professionalism

**Arsyad, Hasmin Tamsah and Hasan Nongkeng**

Sekolah Tinggi Ilmu Ekonomi AMKOP Makassar, Indonesia  
arsyadtarailu2@gmail.com, hasmin@stieamkop.ac.id, hasan.nongkeng@yahoo.com

**Sahrudin Malik**

Universitas Islam Makassar, Makassar, Indonesia  
sahrudin\_malik@uim-makassar.ac.id

**Affandy Agusman Aris**

STIE Wira Bhakti Makassar, Indonesia  
ir.affandy\_agusmanaris@yahoo.com

**Ira Sandi Tunny**

STIKes Maluku Husada  
irasandi\_99@gmail.com

**Novi Lasmadasari**

Sekolah Tinggi Ilmu Kesehatan (STIKes) Sapta Bakti Bengkulu  
lanovi@stikessaptabakti.ac.id

## Abstract

This research goals to find out (1) The influence of work environment and work discipline on professionalism (2) The effect of the work environment and work discipline and professionalism on performance. (3) The work environment and work discipline on account of nurses' professionalism in Mamuju Regional General Hospital. This research was conducted from August to September 2019 at the Mamuju Regional General Hospital by taking 221 people and a total sample of 143 people. This research used the Slovin formula. The research method used is a descriptive-analytical census method using path analysis and calculation operations using the SPSS 16 program. Based on the study results, it is known that the work environment and work discipline have a significant effect on professionalism. Work environment, work discipline, and professionalism have a substantial impact on nurse performance. The work environment and work discipline have an indirect influence on the account through the professionalism of nurses. Professionalism is proven as an intervening variable or variable that reinforces the work environment's impact and work discipline on nurse performance.

## Keywords:

work environment, work discipline, professionalism, performance

## Biographies

**Arsyad** is a student at Magister Program of Economic Science of STIE AMKOP, Indonesia. His areas of interest and research include social science and economic. He has published some articles in national journals.

**Hasmin Tamsah** is a lecturer at Magister Program of Economic Science of STIE AMKOP, Indonesia. His areas of interest and research include social science, political science, sociology, legal studies, and public administration. He has published some books and many articles in national and international journals. He is a reviewer and editor in some local and international journals.

**Hasan Nongkeng** is a lecturer at Economics Department of STIE AMKOP, Indonesia. His areas of interest and research include economic, management, management human resource. He has published some books and many articles in national and international journals.

**Sahrudin Malik** is a lecturer at Public Administration Department of Universitas Islam Makassar, Indonesia. His areas of interest and research include social science, political science, sociology, legal studies, and public administration. He has published some books and many articles in national and international journals.

**Affandy Agusman Aris** is a lecturer at Economics Department of STIE Wira Bhakti Makassar, Indonesia. His areas of interest and research include economic, management, management human resource. He has published some books and many articles in national and international journals

**Ira Sandi Tunny** worked as a lecturer at the Nursing Study Program, Institute Health Science (STIKes) Maluku Husada since 2009 until now in the institute academic activities. Has severed head of the study program Nursing program since 2018. Completed the Master in the occupational Health and Safety Faculty of Public Health at the Diponegoro University post graduate in 2015. A thesis The factors that influence the incidence of cataracts in tuna fishermen in the village of Assilulu, Leihitu district, Central Maluku district

**Novi Lasmadasari** is a lecturer at the Sapta Bakti Bengkulu College of Health Sciences (STIKes). currently still active in the process of teaching and researching.