

ANALYSIS OF THE INFLUENCE OF CHARACTERISTICS, WORK MOTIVATION AND TRAINING ON THE PERFORMANCE OF DRUG AND MEDICAL DEVICE MANAGEMENT OFFICERS IN COMMUNITY HEALTH CENTER IN HULUL SUNGAI UTARA DISTRICT

Noorfitriya Hayani¹, Hary Soegiri²

^{1,2}Sekolah Tinggi Ilmu Ekonomi Pancasetia, Banjarmasin, Kalimantan Selatan

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ABSTRACT

This study aims to determine the effect of Characteristics, Work Motivation and Training on the Performance of Drug and Medical Device Management Officers at Health Centers in Hulu Sungai Utara Regency. Respondents in this study were Drug and Medical Device Managers at Health Centers in Hulu Sungai Utara Regency with a sample of 52 respondents. Data collection techniques were through interviews, questionnaires and documentation. Data analysis techniques used in this study were validity test analysis, reliability test, classical assumption test, multiple regression analysis and hypothesis test analysis. The results of the study showed that characteristics, work motivation and training influenced the performance of drug and medical device management officers at health centers in Hulu Sungai Utara district by 72.5%.

E-mail:

siti.fitriya23@gmail.com,
harysoegiri1954@gmail.com

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1. INTRODUCTION

Health efforts are every activity to maintain and improve health, aimed at realizing optimal health levels for the community. Health services are something that must be obtained by the community, including activities with a promotive, preventive, curative, rehabilitative approach that aims to improve the health of the community and prevent diseases that occur in the community. The government must strive for better health services received by the community. The health efforts referred to are a series of activities carried out in an integrated manner to maintain and improve public health by realizing optimal health for community. One of the health efforts undertaken by the government is to pay attention to health services. pharmacy (Indonesian Ministry of Health, 2009).

The Community Health Center is a technical implementation unit of the District/City Health Office that is responsible for health development in its working area. The Community Health Center plays a role in implementing health efforts to increase awareness, willingness, and ability to live healthily for every resident in order to obtain optimal health. Health facilities that provide health services include all Primary Health Facilities (FKTP) and Advanced Referral Health Facilities (FKRTI). Primary health facilities include Community Health Centers or equivalent, and D-class hospitals or equivalent. Meanwhile, advanced referral health facilities include primary clinics or equivalent, general hospitals, and specialty hospitals.

Community Health Centers (Puskesmas) as one of the first level facilities are obliged to organize comprehensive health services. Comprehensive health services include promotive, preventive, curative, rehabilitative health services, obstetric services and emergency medical health services, including supporting services that include simple laboratory examinations and pharmaceutical services in accordance with the provisions of the regulations. legislation. In handling comprehensive health services, equipment that meets the requirements is needed and is available in sufficient quantity and quality (Minister of Health Regulation No. 75, 2014).

Drug management is very important in supporting the implementation of the health service system at the district/city level. Drug management is a series of activities involving aspects of planning/selection, procurement, distribution, and use of drugs by utilizing existing sources. (BPOM Agency, 2001). Drug management is one of the important supporters in basic health services in health centers, therefore the development and improvement of drug management in the District/City must be carried out continuously. This needs to be done in order to support the quality of basic health services which are the needs of the

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community.

Medicines are different from other trade commodities, because medicines have a social function which is an irreplaceable component in health services, medicines are an integral part of public health services therefore their availability must be guaranteed in sufficient quantities and types according to the needs of disease patterns, on time, evenly distributed and sustainable. (Ministry of Health of the Republic of Indonesia, 2006)

The human resources required are skilled drug officers or managers in order to meet the public's need for accurate and reliable drugs in order to meet the public's drug needs in an organization's work area. The importance of the availability of drugs in health centers through a good management system is related to the function of health centers as basic medical service facilities that prioritize curative and rehabilitative services with an individual and family approach through outpatient and referral efforts (Ministry of Health, RI, 2004). The thing that cannot be separated from this treatment program is of course the medicine itself.

Problem drug logistics management at the health center regency upstream river north moment This is health center in do planning need drug Not yet in accordance with need indeed level availability drug Still Not yet in accordance with need service health, because Still happen emptiness or lack medicine in one side and happen excess drug on the other side. Officer performance manager drug health center is one of the important factors in service health health center. Measurement performance officer manager drug can seen from report usage and sheets request medicine (LPLPO) which is accurate and precise data validator time. Assessment performance manager drug can known through mechanism LPLPO delivery to District Pharmacy Installation (IFK) every month, delay delivery from the agreed time limit and from error LPLPO filling.

Officer Performance manager medicine is very important success in management drug at the health center. Distribution effective medicine own design good system and management with method among other things maintaining supply drug still constant maintain quality good medicine after the distribution process, minimize wasteful medicine Because damaged or expired, have notes accurate distribution For estimate need medicine at the time procurement drug. Delay delivery from the agreed time limit and from error LPLPO filling is indications that show officer manager medicine at the health center Not yet give the best in give service drug to society. This is Can result in management lack of medication well, like the data needs medicine and tools available health invalid, so need medicine and tools health needs No Enough. Performance is influenced by three factors, namely the individual factor concerned, support organization and support management.(Payaman J.Simanjuntak, 2005). Individual factors like characteristics, support Organization including salary, incentives as motivation in work, and support management like training and education. When viewed from description explanation the clear can depicted between variable characteristics, motivation work and training have relatedness in create results work and performance somebody in reach the goals that have been set.

Literature Review

Human Resource Management

According to Handoko (2011:5) management is called "the art of completing work through the hands of others". This view implies that managers achieve organizational goals by arranging for others to perform the necessary activities, or in other words by not doing the work themselves. Human Resource Management (HRM) can be defined as the process of achieving organizational goals by acquiring, maintaining, terminating, developing and properly using human resources in the organization. Achieving goals is an important part of any form of management, because if these goals are not achieved, the organization will die. According to Moenir (2011:13) defines management as follows: "A unique process consisting of planning, organizing, directing and decision-making actions carried out to determine and achieve predetermined goals through the use of human resources and other resources". Developing human resources includes training, educating, assessing and preparing the workforce for current and future jobs. Personal development needs cannot be satisfied in an organization that does not have an active employee development program. According to Tulus (2012:20) defines human resource management as planning, development, compensation, integration, maintenance, and termination of employment with the aim of helping to achieve goals, individuals and society. Human resource management is often also called personnel management, because both human resource management and personnel management are essentially the utilization of employees as the main resource in an organization or company in the most effective way to achieve the goals of the organization or company.

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Characteristics

Characteristics are a person's distinctive features in believing, acting or feeling. Various theories of thought from characteristics grow to explain various key human characteristics (Boeree, 2009). Characteristics are the traits of individuals consisting of demographics such as gender, age and social status such as education level, occupation, race, economic status and so on. Panggabean in Susi Susanti and Widayat, (2016) explains that individual characteristics are the character of an individual who has a distinctive nature according to a certain character. Meanwhile, according to Robbins (in Susanti and Widayat, 2016) individual characteristics are a way of looking at a certain object and trying to interpret what is seen. Based on this description, individual characteristics are the character of an individual and a way of looking at interpreting what is seen according to his character. Individual characteristics consist of gender, education level, age, length of service, marital status, number of dependents and position (Panggabean in Hasibuan, 2012). Individuals entering their new environment, meaning the organization, will bring several elements that have formed their characteristics, including abilities, needs, beliefs, experiences and expectations (Mangkunegara, 2013). However, the new environment also has its own characteristics in the form of order that is manifested in the hierarchical structure, jobs, tasks, authority and responsibility, payroll system, control system and so on. Then in the process of achieving organizational goals, these two characteristics interact and will form individual behavior in the organization. When an individual looks at an object and tries to interpret what he sees, that person's interpretation is greatly influenced by the characteristics of the individual himself.

Motivation Work

According to Hersey et al. (1996) in Kadarisman (2012) stated that " people's motivation depends on the strength of their motives. Motives sometimes defined as needs, wants, or impulse in self individual ". According to Robbins and Counter in Suwatno (2011) stated " motivation Work as willingness For carry out effort tall For reach goals organization conditioned by ability effort For fulfil specific individual needs ". Based on a number of the opinion above can concluded that motivation Work is a process where need push somebody For do a series activities that lead to to achievement objective specific and purpose organization and for fulfil a number of needs. Strength and weakness motivation Work a power Work follow determine big small performance. Motivation means booster man For act and do. On yourself employee will arise belief that with Work Good objective company will more easy achieved. Company will succeed when people work in company can carry out his job with Good in accordance with not quite enough each answered. In carrying out task those employees need given directions or encouragement so that the potential that exists in himself can changed become profitable achievement company. According to Suparyadi (2015 p. 417) motivation Work is impulse caused by a the need to move and direct behavior individual use reach objective or incentive certain.

Training

Training for employee is a process of teaching knowledge and skills certain as well as attitude for employees the more skilled and capable carry out not quite enough the answer with good. Training refers to development skills work that can used with quick. According to Ambar Teguh in his book Management Human Resources, training is a systematic process change employee behavior in a direction use increase goals organizational. Training this is very important Because the method used For maintain, look after, nurture employees and at the same time increase employee skills For can increase its performance (Ambar Teguh Sulistiyani and Rosidah, 2009) In training created a environment where the employees are can to obtain or learn attitudes, abilities, skills, knowledge and specific behaviors related to with his job. Training usually focused on providing for employee skills special that can direct used For implementation his work and help they correcting weakness in performance they. Training have a bit of focus narrow and must give skills with more methods focus on practice than theory that provides benefit for organization in a way fast. Financial benefits for company usually happen with soon (Meldona, 2012)

Performance

According to Hariandja (2009:2), performance is results work produced by employees or behavior real shown in accordance with his role in organization. Employee performance is a very important thing in business organization For reach the purpose, so that various activity must done organization For improve, wrong One among them is evaluation performance. There are some factor affecting achievement performance is ability and factors motivation. Performance is results work produced by employees or behavior real which is displayed in accordance its role in organization. Performance also means results achieved somebody Good quality and also quantity in accordance with responsibility given to him (Marihot,

2012:98)

2. METHODS

Study This conducted at 13 Health Centers in Hulu Sungai Utara Regency. The population is the total number of Analysis units whose characteristics are suspected and subject to generalization. The population of this study is the managers of drugs and medical devices in each health center. Each health center is taken by 10 drug and medical device managers, and there are 13 health centers in Hulu Sungai Utara Regency. Thus the total number of drug and medical device managers is 130 people. Sample is a part of the population that is investigated as the actual source of data in a study (Nawawi, 1997). According to Arikunto (2006: 112), he said that "if the subject is less than one hundred, it is better to take all of them so that the research is a population. But if the number of subjects is large, it can be taken between 10-15% or 15-25% or more." From the total population of 130 people, then according to the opinion above the number of samples in this study can be taken 40% of the total population. So that the number of samples for this study is 52 people. As for the Variables Study This is

1. Characteristic Variable (X1) is a person's characteristic in believing, acting or feeling. Various theories of thought from characteristics grow to explain various key human characteristics (Boeree, 2009). Characteristics are the traits of individuals consisting of demographics such as gender, age and social status such as education level, occupation, race, economic status and so on. Indicators of characteristic variables include:
 - a. Service (X1.1)
 - b. Friendly (X1.2)
 - c. Polite (X1.3)
 - d. Fast Response (X1.4)
2. Work Motivation Variable (X2) as a willingness to carry out high efforts to achieve organizational goals that are conditioned by the ability of efforts to meet certain individual needs". Motivation indicators according to Maslow and Mangkunegara (2017) say that fulfilling employee needs is a fundamental basis for work behavior. The indicators of work motivation are:
 - a. Promotion (X2.1)
 - b. Incentive (X2.2)
 - c. Confession or awards, (X2.3)
 - d. Connection Work (X2.4)
3. Training Variable (X3) is the process of improving employee knowledge and skills. Training may also include changing attitudes so that employees can do their jobs more effectively. (Kaswan, 2013). The Training Indicators are as follows
 1. Knowledge (X3.1)
 2. Skills (X3.2)
 3. Ability to Work (X3.3)
 4. Implementation of work (X3.4)
4. Performance variable (Y) is the work result produced by employees or real behavior displayed in accordance with its role in the organization. Performance also means the results achieved by a person both quality and quantity according to the responsibilities given to him (Marihot, 2012:98). According to Bambang and Waridin (2015: 54) the indicators of this variable are ;
 - a. Able to complete work on time (Y.1)
 - b. Able to create innovation in completing work (Y.2)
 - c. Able to create creativity in completing work (Y.3)
 - d. Able to minimize work errors. (Y.4)

3. RESULTS AND DISCUSSION

Research Instrument Testing

Validity Test

Validity test in this study was conducted using the help of SPSS version 25 application to process data from questionnaire answers that have been distributed to respondents. The results of the validity test in this study are as follows:

Table 1 Validity Test Results Characteristic Variable (X1)

INDICATOR	COUNTING	RTABEL
X1.1	0,697(**)	0.2732
X1.2	0,590(**)	0.2732
X1,3	0,772(**)	0.2732
X1.4	0,817(**)	0.2 732

Source: Processed primary data

From the validity test result data, it is known that the calculated r value > r table, from the data in table 1 it shows that all instruments used are calculated r values > 0.2732 which means that the instruments in this study are able to measure and reveal data from variables consistently. So it can be concluded that the characteristic variable question (X1) is valid.

Table 2 Validity Test Work Motivation Variable (X2)

INDICATOR	COUNTING	RTABEL
X2.1	0,485(**)	0.2732
X2.2	0,447(**)	0.2732
X2.3	0,618(**)	0.2732
X2.4	0,496(**)	0.2 732

Source: Processed primary data

From the validity test result data, it is known that the calculated r value > r table, from the data in table 2 it shows that all instruments used are calculated r values > 0.2732 which means that the instruments in this study are able to measure and reveal data from variables consistently. So it can be concluded that The question of the work motivation variable (X2) is valid.

Table 3 Validity Test Training Variables (X3)

INDICATOR	COUNTING	RTABEL
X3.1	0,696(**)	0.2732
X3.2	0,585(**)	0.2732
X3.3	0,809(**)	0.2732
X3.4	0,573(**)	0.2 732

Source: Processed primary data

From the validity test result data, it is known that the calculated r value > r table, from the data in table 3 it shows that all instruments used are calculated r values > 0.2732 which means that the instruments in this study are able to measure and reveal data from variables consistently. So it can be concluded that Training variable question (X2) is Valid.

Table 4 Validity Test Performance Variable of Drug and Medical Device Management Officers (Y)

INDICATOR	COUNTING	R TABLE
Y1.1	0,531(**)	0.2732
Y1.2	0,637(**)	0.2732
Y1.3	0,753(**)	0.2732
Y1.4	0,680(**)	0.2 732

Source: Processed primary data

From the validity test result data, it is known that the calculated r value > r table, from the data in table 4 it shows that all instruments used are calculated r values > 0.2732 which means that the instruments in this study are able to measure and reveal data from variables consistently. So it can be concluded that The question regarding the performance variable of drug and medical device management officers (Y) is valid.

Reliability Test

Next, the reliability test is a continuation of the validity test, where only valid items are included in the test. The determination in this test is the Cronbach Alpha value >0.60. (Ghozali, 2006,41-42). The following is a recapitulation of the results of the instrument reliability test, as follows;

Table 5 Reliability Test Results

VARIABLE	CRONBACH ALPHA	MARK BAKU
Characteristics (X1)	0.7 87	0.60
Work motivation (X2)	0, 629	0.60
Training (X3)	0, 764	0.60

VARIABLE	CRONBACH ALPHA	MARK BAKU
Performance of drug and medical device managers (Y)	0,749	0.60

Source: Processed primary data

The results of the reliability test of the research instrument show that all the items used are reliable because the values Cronbach Alpha greater than the standard value, and this research instrument is suitable for use and can be used repeatedly at different times.

Assumption Test Classic

Multicollinearity Test

Multicollinearity test in this study, namely:

Table 6 Multicollinearity Test Results

VARIABLES	COLLINIERARITY STATISTIC'S	
	TOLERANCE	VIF
Characteristics (X1)	0,965	1,036
Work motivation (X2)	0,980	1,020
Training (X3)	0,973	1,028

Source: Processed primary data

Multicollinearity test is that the *tolerance* value is close to 1 and the *variance inflation factor* (VIF) value shows that none of the independent variables have a VIF value of more than 10, based on this the data is normal.

Heteroscedasticity Test

The following results of the heteroscedasticity test can be described as follows:

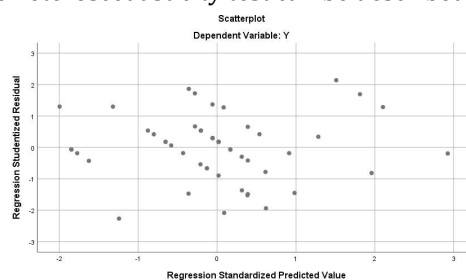


Figure 5.1: Scatterplot

Source: Processed primary data

Heteroscedasticity test is that the *scatterplot* graph above shows that the points are spread randomly and are spread both above and below the number 0 on the Y axis. This can be concluded that there is no heteroscedasticity in the regression model or normal data.

Normality Test

Normality Test aiming For testing whether the residuals in the regression model are normally distributed or not. In regression analysis, the residuals are expected to be normally distributed. Data normality testing can be done using the Kolmogorov Smirnov test. The results of the normality test can be seen in the table This. The results of the normality test in this study are:

Table 7 Data Normality Test Results

		Unstandardized Residual
N		52
Normal Parameters ^{a,b}	Mean	,000000
	Std. Deviation	,91795062
Most Extreme Differences	Absolute	,100
	Positive	,082
	Negative	-,100
Test Statistics		,100
Asymp. Sig. (2-tailed)		,200 ^{c,d}
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

Source: Data processed by the author

The significance value is 0.200, as shown in the table above. The residuals are regularly distributed assuming $0.200 > 0.005$.

Multiple Regression Analysis

Next is the hypothesis test, but before the hypothesis test is carried out, a regression model can be prepared first in this study, namely

Table 8 Multiple Regression Analysis Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7,183	2,036		3,528	,001		
	Karakteristik (X1)	,667	,067	,765	9,918	,000	,965	1,036
	Motivasi kerja (X2)	-,333	,093	-,273	-3,567	,001	,980	1,020
	Pelatihan (X3)	,220	,073	,231	3,007	,004	,973	1,028

a Dependent Variable: Performance of Drug and Medical Device Management Officers (Y)

Source: Primary data processed

From these data, a structural equation can be compiled for the regression model as follows:

$$Y = 7,183 + 0,667 X1 - 0,333 X2 + 0,220 X3 + e$$

Based on these data, a structural research equation can be drawn up, namely:

- a = constant value of 7.183, meaning that if the characteristics, work motivation and training values are zero (0), then the performance of drug and medical device management officers will increase by 7.183.
- b₁ = has a value of 0.667, meaning that if the characteristic variable is increased by one unit, the performance of drug and medical device management officers will increase by 66.7 %, assuming other variables are constant.
- b₂ = has a value of 0.333, meaning that if the work motivation variable lowered by one unit, then the performance officers managing medicines and medical devices decreased by 33.3 %, assuming other variables remain constant.
- b₃ = has a value of 0.220, meaning that if the training variable is increased by one unit, then performance drug and medical device manager will increase by 22 %, assuming other variables remain constant.

Hypothesis Testing

Simultaneous Hypothesis Testing

For see simultaneous or non-simultaneous influence of variables on study This so searching for with use SPSS version 25. Simultaneous hypothesis testing is determined by testing f count > f table, to find out f count by assessing the regression test in the Anova table as follows:

Table 5.19 ANOVA(b)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	113,103	3	37,701	42,110	,000 ^a
	Residual	42,974	48	,895		
	Total	156,077	51			

a Predictors: (Constant), Training (X3), Motivation work (X2), Characteristics (X1)

b Dependent Variable: Performance of Management Officer Medicines and Medical Devices (Y)

Source: Primary data processed

Data from the Anova table is known to be fcount of 42, 110 then to get the ftable value by determining the significance level of 5% then determining the degrees of freedom for the numerator with the basis (k-1) so that we get (4-1) = 3, while the degrees of freedom for the divisor (denominator) is (nk) so that we get (52-4) = 48. The Ftable obtained with numerator = 3 and denominator 48 is 2.798.

Based on these data, the hypothesis can be analyzed simultaneously, namely F count of 42.110. >

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Ftable of 2, 798 or significance 0,000 < 0.05. simultaneous hypothesis test can be stated that characteristics, work motivation and training have a significant simultaneous influence on the performance of drug and medical device management officers at health centers in Hulu Sungai Utara Regency.

Partial Hypothesis Test

For see influence in a way partial or non-partial variable on study This so searching for with use SPSS version 25. The second hypothesis test is the test partially or individually tested, to test the hypothesis partially can be determined based on tcount > ttable. And compare the probability value (sig) of the relevant variables with a significance level of 0.05. To find out the calculated t, you can look at the calculated t recapitulation as follows:

Table 1 0 Partial Test Results

		Coefficients ^a						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
Model		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7,183	2,036		3,528	,001		
	X1	,667	,067	,765	9,918	,000	,965	1,036
	X2	-,333	,093	-,273	-3,567	,001	,980	1,020
	X3	,220	,073	,231	3,007	,004	,973	1,028

a. Dependent Variable: Kinerja petugas Pengelola Obat dan Alat Kesehatan Y

Source: Processed primary data

Next, find the t table by looking at the standard t distribution table for a significance level of 5%, then determine the Degrees of Freedom (df) = nk, then df is (52- 4) = 48 so ttable is 1.6 77. Based on these data, each independent variable can be analyzed against the dependent variable as follows:

- Characteristics on the performance of drug and medical device management officers. It can be seen that the comparison of the calculated t value is greater than the t table, namely t calculated = 9.918 > t table = 1.6 77 or the significance of $p < 0.05$, namely 0.00 0 < 0.05. In conclusion, looking at the analysis, it is known that t count > t table, so the partial hypothesis for the characteristic variables has a significant influence on the performance of drug and equipment management officers. Characteristic variables on the performance of drug and medical device management can be seen from the Standardized Coefficients Beta. 0.765, which means that the characteristics influence the performance of drug and medical device managers by 76.5 %.
- Work motivation towards the performance of drug and medical device management officers. It can be seen that the comparison of the calculated t value is greater than the t table, namely t calculated = 3.567 > t table = 1.6 77 or the significance of $p < 0.05$, namely 0.00 1 < 0.05. In conclusion, looking at the analysis, it is known that t count > t table, so the partial hypothesis for the work motivation variable has a significant influence on the performance of drug and equipment managers. Work motivation variables on the performance of drug and medical device management can be seen from the Standardized Coefficients Beta. 0.273, which means that work motivation has an influence on the performance of drug and medical device managers by 27.3 %.
- Training for the performance of drug and medical device management officers. It can be seen that the comparison of the calculated t value is greater than the t table, namely t calculated = 3.007 > t table = 1.6 77 or the significance of $p < 0.05$, namely 0.004 < 0.05. In conclusion, looking at the analysis, it is known that t count > t table, so the partial hypothesis for the training variable has a significant influence on the performance of drug and medical device managers. Training variables on the performance of drug and medical device management can be seen from the Standardized Coefficients Beta 0.231, which means that training has an influence on the performance of drug and medical device management officers by 23.1 %.

Dominant Hypothesis Test

Furthermore, for dominant hypothesis testing, the basis is to look at the largest Beta value among the other variables. Testing third hypothesis show independent variables that have mark Beta is greater than the characteristic variable of 0.765 or 76.5% with a significance of 0.00 0. In conclusion, the independent variable that has a dominant variable in influencing the performance of drug and medical

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device management officers is the characteristic variable.

Coefficient Determination.

In the multiple linear regression model this, will seen the magnitude contribution For variable free in a way together to variable tied up with see the magnitude coefficient determination total (R²). If the R² obtained approaching 1 (one) then can it is said the more strong the model to explain connection independent variables against dependent variables. On the other hand, if R² is getting closer to 0 (zero), the weaker the influence of the independent variables on the dependent variable. The following are the r square values in this study:

Table 1 1 Coefficient of Determination Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,851(a)	,725	,707	,94620	2,048

a Predictors: (Constant), Training (X3), Work motivation (X2), Characteristics (X1)

b Dependent Variable: Performance of Drug and Medical Device Management Officers (Y)

Source: processed primary data

From the regression data on the summary model (b), it is known that the determinant test is for regression with more than two independent variables, *R Square is used* as the coefficient of determination from the data. *The R Square* is 0.725 here, meaning 72.5%. The conclusion is that characteristics, work motivation and training have a significant simultaneous effect on the performance of drug and medical device management officers at health centers in Hulu Sungai Utara Regency.

Discussion

Test Hypothesis First

The results of the study indicate that the first hypothesis (H1) can be accepted. This means that the characteristics, work motivation and training have a significant simultaneous effect on the performance of drug and medical device management officers at health centers in Hulu Sungai Utara Regency. This shows that the performance of drug and medical device management officers at health centers in Hulu Sungai Utara Regency is influenced by characteristics, work motivation and training. It shows that the independent variables, namely characteristics, work motivation and training have a direct simultaneous effect on the performance of drug and medical device management officers at health centers in Hulu Sungai Utara Regency by 0.725 or 72.5%. Study This in line with a number of study Which previous Once conducted, including research conducted by RAMBU MRKU Djima (2015) which stated the results research shows that statistically the individual characteristics and motivation variables have an effect on the performance of health center drug managers ($P < 0.05$), and Dartha's research, I Ketut. 2010. States that the results of the analysis show that the education and training variables have a significant effect both simultaneously and partially on the performance of Malang City Regional Secretariat employees.

Test Hypothesis Second

The results of the study also show that the second hypothesis (H2) can be accepted. This means that the characteristics, work motivation and training have a significant partial effect on the performance of drug and health equipment management officers at health centers in Hulu Sungai Utara Regency. This shows that the performance of drug and health equipment management officers at health centers in Hulu Sungai Utara Regency is influenced by characteristics, work motivation and training. It shows that the independent variables, namely characteristics, work motivation and training have a direct partial effect on the performance of drug and health equipment management officers at health centers in Hulu Sungai Utara Regency, namely characteristics of 0.765 or 76.5%, work motivation of 0.273 or 27.3%, and training of 0.231 or 23.1%. Study This in line with a number of study Which previous Once conducted, including research conducted by RAMBU MRKU Djima (2015) which stated the results research shows that statistically the individual characteristics and motivation variables have an effect on the performance of health center drug managers ($P < 0.05$), and Dartha's research, I Ketut. 2010. States that the results of the analysis show that the education and training variables have a significant effect both simultaneously and partially on the performance of Malang City Regional Secretariat employees.

Test Hypothesis Third

The results of the study also show that the third hypothesis (H3) can be accepted. This means that characteristics have a dominant influence on the performance of drug and health equipment management officers at health centers in Hulu Sungai Utara Regency. This shows that the performance of drug and health equipment management officers at health centers in Hulu Sungai Utara Regency is predominantly influenced by characteristics. It shows that the independent variable, namely characteristics, has a direct

dominant influence on the performance of drug and health equipment management officers at health centers in Hulu Sungai Utara Regency, namely characteristics of 0.765. Study This in line with a number of study Which previous Once done, Among them, research conducted by Rosada Anggraini (2022) stated the results The research shows that statistically the dominant variable is characteristics, namely 0.405.

4. CONCLUSION

Characteristics, motivation work and training have a significant simultaneous influence on the performance of drug and medical device management officers at health centers in Hulu Sungai Utara Regency. Characteristics, work motivation and training have a significant partial influence on the performance of drug and medical device management officers at health centers in Hulu Sungai Utara Regency. Dominant variables in influencing the performance of drug and medical equipment management officers at health centers in Hulu Sungai Utara Regency is characteristics

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