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Original Article

Perceived Internal Respect and Level of Religiosity Towards Improving the Performance of Campalagian Community Health Center

Nurmaya Marjuni[1], Nurmiati Muchlis[2], *Andi Surahman Batara[3]

Master Program in Public Health, Universitas Muslim Indonesia, Makassar, Indonesia

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Corresponding Author:
E-mail:
andisurahman.batara@umi.ac.id
Address: Jalan. Urip Sumeharjo, No. 5, 90231, Makassar, South Sulawesi, Indonesia
Phone: +6285334571828

Abstract

Background: Perceived Internal Respect and Level of Religiosity Towards Improving the Performance of Campalagian Community Health Center.
Aim: Campalagian Health Center is one of the puskesmas that has the largest working area in Polewali Mandar Regency, but observations found perceived internal respect and the level of religiosity in employees are less described, thus affecting performance. The purpose of this study is to analyze the effect of perceived internal respect and the level of religiosity on improving employee performance.
Method: Type of quantitative research with a cross sectional approach. The population of 46 permanent employees (ASN) at the Campalagian Health Center, Polewali Mandar Regency with sample selection using total sampling.
Results: Respondents were dominated by health worlkers with female gender (89.1%), most of whom had vulnerable ages 36-45 years (60.9%) and D3 graduates (41.3%) also the most length of work was >10 years (65.2%); Perceived internal respect and level of religiosity have a significant effect on improving employee performance (sig value = 0.042<0.05); Based on the magnitude of the influence, a regression coefficient value of 0.144 was found where every increase in perceived internal respect by 1 unit will increase the value of employee performance by 0.144.
Conclusion: The need to increase perceived internal respect at the Campalagian Puskesmas Polewali Mandar Regency through cared contribution where the puskesmas needs to appreciate all the contributions and achievements of its employees. Also related to the level of religiosity through ritualism where employees need to believe that one's commitment to religion will be rewarded with good things in life.

INTRODUCTION

In achieving organizational goals, every organization needs resources to achieve them. These resources include natural resources, financial resources, science and technology resources, and human resources. Among these resources, the most important resource is human resources. Human resources are an organization's most important asset and make other organizational resources work. Thus, human resources become an important indicator in achieving organizational goals because, without good human resources, of course, an organization cannot run well. To achieve organizational goals, employees are required to maximize the performance they have (Harsa, 2022).

Human resources as employees are one of the important assets owned by agencies/organizations in carrying out each program (HAKIM, 2020). Employees are social creatures who become wealthy for every agency and company. As humans, employees have thoughts and feelings that can affect their work, but besides that have limitations in carrying out their operational activities. A person's purpose for work is mainly due to the needs of life that must be met, and employees will work according to reality, but the real situation that often occurs is that employee needs cannot be met. A situation like this affects perseverance or work discipline. The existence of disciplinary action from every person or every employee in government agencies can be a positive force for government organizations when these actions are applied responsibly and fairly and can foster or maintain respect and mutual trust between superiors and subordinates and help employees become more productive (Mbate'e, 2020).

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Creating good employee performance is not easy because employee performance can be created if the variables that influence it such as perceived internal respect and the level of religiosity can be properly accommodated and accepted by all employees in an agency. Therefore, organizations or agencies must understand that perceived internal respect and the level of religiosity are important things to build as an effort to create agency progress through optimal employee performance (Harsa, 2022).

Performance is the result of work that can be achieved by a person or group of people in an organization, by their respective authorities and responsibilities to achieve the goals of the organization concerned legally, not violating the law and by morals and ethics. So it can be said that performance is important for companies or organizations. Several factors that affect employee work stability are often highlighted by companies and researchers. One of them is the achievement of job satisfaction, which is an emotional condition that supports or does not support employees related to employee assessment of work or work experience (Kusumadewi et al., 2023).

The results of several theoretical studies provide information that various factors influence perceived internal respect. Affective commitment and normative commitment are the best predictors of intention to leave (ITL) or intention to stay (ITS). The relationship between affective and cognitive concepts can affect an employee. One of the reasons for an employee in an agency, be it in a hospital or puskesmas, is due to respect, prestige, job satisfaction, work environment, job opportunities, and job security (Muchlis et al., 2018).

Perceived internal respect can indicate the degree of prestige of an agency when compared to others (Mael and Ashforth, 1992). In addition, perceived internal respect is defined as the feeling of respect or feeling valued from members of the agency internally, and also about what others think about members or employees in the agency (Dutton and Dukerich, 1991; Dutton et al., 1994). Based on the definitions described above, the last definition most relevant to this study is from Dutton and Dukerich, 1991; Dutton et al., 1994. Attribution theory provides an explanation of the process of how we determine the cause or motive of a person's behavior which when related to work is more about how perceived internal respect affects employee performance. This theory is geared towards developing explanations in our own way of judging people differently based on the respect shown internally, depending on the meaning of what we associate with certain behaviors (Robbins, 2003). Attribution theory refers to how a person explains the cause of another person's behavior or our own behavior and then it can be determined whether it is from an internal or external aspect (Robbins, 1997), so that with it can be seen its influence on individual behavior (Muchlis et al., 2017) which can be related to performance.

The requirement for achieving the vision and mission of an agency is to have a high level of employee performance. The achievement of the vision and mission is to organize human resources to improve their performance results (Prasetyo et al., 2020).

For some employees, the expectation of getting perceived internal respect is important or the main thing for their job satisfaction. They will feel happier to work with good working environment conditions. However, the factor from within the employee is also another factor as a supporter of their job satisfaction. Factors from within are everything related to religiosity.

Religiosity is important and must be owned by every employee, where employees have a high level of religiosity, the desire of the individual to obtain good status or performance must be higher as well. A person's religiosity can influence employee performance within the institution (Purwitasari et al., 2021).

Previous research conducted by Ramadhani (2022), found that religiosity had a positive and significant effect on the performance of employees of the Ministry of Religious Affairs in the city of Padang. It can be said that the variable of religiosity can have a significant influence on the performance of employees of the Ministry of Religious Affairs of the city of Padang, so it can be concluded that in the study religiosity is able to encourage and improve employee performance.

Campalagian Health Center is one of the puskesmas that has the largest working area in Polewali Mandar Regency, and the largest citizen/population in Polewali Mandar Regency is in Campalagian District so that the services provided must be optimal and maximal. However, based on the results of observations in the field, matters related to perceived internal respect and the level of religiosity that should exist in employees are less described so that this may affect employee performance because at the Campalagian Health Center there are still employees who are less than optimal in terms of performance, especially in terms of health services to the community.

Based on observations at the Campalagian Health Center, Polewali Mandar Regency found that the number of health workers working as general medical professions, S1 Kesling, DIII Dental Health, DIII Pharmacy and Pekkes were at least 1 (2.1%) each. Furthermore, regarding the number of health workers with the latest educational

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background, Dlll Nursing, there are 6 (13.1%) people. As for respondents with the latest educational background, namely DIII Nursing and Midwifery DIV, there were 3 (6.6%) people each. Furthermore, for the Ners profession there are 11 (23.9%) people. And S1 Kesmas, S1 Nursing, and Dentistry professions, each of which has 2 (4.4%) people, and for Midwifery DIII there are 12 (26.1%) people.

The results of the observation show that the sense of respect and respect within the puskesmas is still lacking. Many employees who lack respect and respect between others, especially between young employees to old employees. In addition, some employees also seem to have not instilled the value of religiosity as evidenced by apathy when prayer time arrives so that this is certainly something of concern.

Based on the things described above and then connected with the results of initial observations found in the field, the research plan to be carried out is entitled "Perceived Internal Respect and Level of Religiosity towards Improving the Performance of Campalagian Health Center Employees in 2023".

METHOD

The research method used in this study was using an analytical survey with a cross sectional approach method.This research was conducted at the Campalagian Health Center, Polewali Mandar Regency, West Sulawesi Province starting from June 2023 until completion. The population in this study is all employees of the State Civil Apparatus (ASN) within the scope of the Campalagian Health Center working area of Polewali Mandar Regency totaling 46 people. The sampling method carried out in this study was by using a total sampling technique with a sample of 46 respondents.

RESULTS

Table 1. Frequency Distribution of Respondent Characteristics at Campalagian Health Center

	Category	n	%
Gender	Man	5	10,9
	Woman	41	89,1
Age	< 25 years	1	2,2
	25 – 35 years	7	15,2
	36 – 45 years old	28	60,9
	> 45 years old	10	21,7
Work	D3	19	41,3
	D4	1	2,2
	S1	11	23,9
	S2/Professional	15	32,6
Length of Work	1-3 years	8	17,4
	4-6 years	7	15,2
	7-9 years	1	2,2
	> 10 years	30	65,2

Sumber: Data Primer, 2023

The Effect of *Perceived Internal Respect* and Level of Religiosity on Improving Employee Performance

Based on Table 1. shows that generally respondents have a recent educational background of D3 (41.3%), most of them have vulnerable ages 36-45 years (60.9%), generally have a recent educational background of D3 (41.3%), and based on length of work Most respondents work > 10 years in Puskesmas (65.2%).

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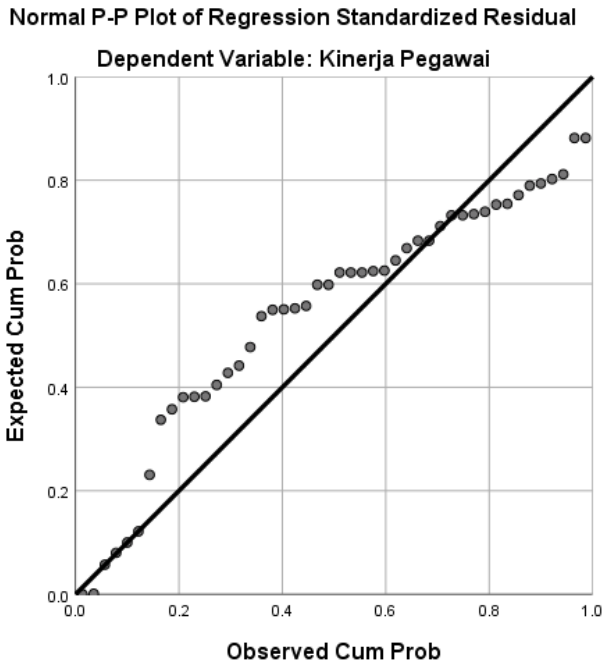


Graph 1. P-P Plot Normality Data

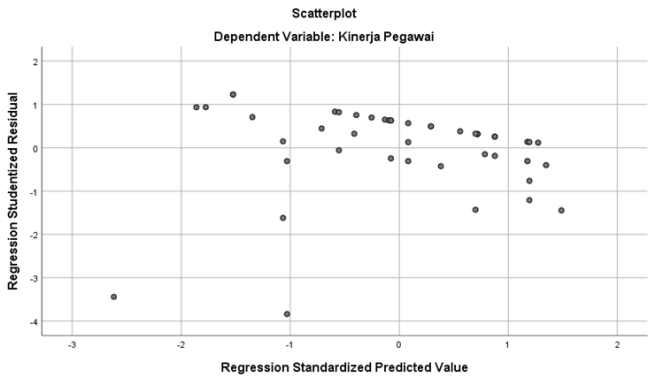
It can be seen in graph 1 that the points spread not far away even on lines with diagonal lines so it is concluded that the distribution of data in this study is normal.

Table 2. Multicollinearity Tolerance and VIF Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Say.	Tolerance	BRIG HT
1	(Constant)	56.441	11.054		5.106	.000		
	PIR	.144	.057	.366	2.540	.015	.966	1.035
	level of religiosity	-.127	.119	-.154	-1.066	.293	.966	1.035

Based on Table 2 above illustrates that there are no symptoms of muticolinearity because the value of Tolerance is 0.966 > 0.100 and the VIF value is 1.035 < 10.00.



Grafik 2. Scattreplot Uji Heterokedasitas

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Plot (wavy, widened, then narrowed in the scatterplots image, and the dots spread above and below the number 0 on the Y axis. Based on the interpretation results of graph 5.2 shows that there are no symptoms of heteroscedasticity. Based on the results of the classical findings test, it was obtained that all regression analysis conditions had been met so that this model was feasible to use.

After conducting data analysis using classical test findings and obtaining results that all analysis conditions have been met, the data is then further analyzed using the Simultaneous test (F) which is used to test together whether or not there is an influence of the independent variable on the dependent variable. Guidelines are used if the significant coefficient > 0.05, then there is no significant effect or H0 is accepted and Ha is rejected and if the significant coefficient < 0.05, then there is a significant effect or H0 is rejected and Ha is accepted. The results show as the following table:

Table 3 Regression Test Results F (Simultaneous Test)

ANOVA

Model		Sum of Squares	df	Mean Square	F	Say.
1	Regression	36.802	2	18.401	3.412	.042b
	Residual	231.915	43	5.393		
	Total	268.717	45			

Sumber: Data Primer, 2023

In table 3, the variance analysis results table (*Anova*) displays the results of the F test which can be used to test the model whether the variables *perceived internal respect* and the level of religiosity simultaneously have a significant effect on improving employee performance. Decision making based on a significant value of 5%. Sig value. in the variant table (*Anova*) is 0.042 < 0.05, so it can be concluded that *perceived internal respect* and the level of religiosity simultaneously have a significant effect on improving the performance of Campalagian Health Center employees, Polewali Mandar Regency.

Standard error (*e*) is a random variable and has a probability distribution. Standard error (*e)* represents all factors that have an influence on Y but are not included in the equation of multiple linear analysis methods through the correlation coefficient test (R) and the determination coefficient test with the following table details.

Table 4. Results of the Correlation ® Coefficient Test and the Coefficient of Determination Test

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.370a	.137	.097	2.32236	2.454

Sumber: Data Primer, 2023

Based on table 5.8 above, the results obtained are detailed as follows:

Test the Correlation coefficient (R)

The value of R shows a double correlation between the independent variable and the dependent variable. From the table above, we can know the R value of 0.370. What this means is that the double correlation between the independent *variable (perceived internal respect* and level of religiosity) and the dependent variable (Performance Improvement) has the strength of a positive relationship. In other words, the more *perceived internal respect* and the level of religiosity, the performance of employees will increase.

Test Coefficient of Determination (R2)

Based on the table above, the *R square value of* 0.137 or 13.7%, means that the increase in the performance of Puskesmas employees is influenced by *perceived internal respect* and the level of religiosity. While the remaining 86.3% was influenced by other variables that were not studied in this study.

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The Magnitude of the Influence of *Perceived Internal Respect* and the Level of Religiosity on Improving Employee Performance

Table 5. Partial Regression Test (*T-Test*) Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Say.	Tolerance	BRIGHT
1	(Constant)	56.441	11.054		5.106	.000		
	PIR	.144	.057	.366	2.540	.015	.966	1.035
	level of religiosity	-.127	.119	-.154	-1.066	.293	.966	1.035

Sumber: Data Primer, 2023

Based on table 5 above, from the two independent variables entered into the regression model and obtained the results that both have an influence, the result of the next analysis when the two variables are compared then the variable of religiosity (X2) is declared insignificant because the significance value (Sig.) of 0.293 is above 0.05. While the *perceived internal respect* variable (X1) is stated to be significant because of the value of Sig.<0.05. Therefore it can be concluded that partially, the variable of performance improvement is influenced by *perceived internal respect* with a mathematical equation:

Y = -56.441 + 0.144 X1 + e

The meaning of the numbers in the regression equation above: The constant value is -56.441. This means that if the independent variable is found to be constant, then the increase in employee performance is -56,441. In other words, the value of Y (increased performance) will decrease by 19,126 if there is no addition of the value of X1 (*perceived internal respect*). The value of the regression coefficient of the variable X1 (*perceived internal respect*) is 0.144. What this means is that every increase in *perceived internal respect* by 1 unit will increase the value of employee performance by 0.144 with the findings of other variables fixed.

DISCUSSION

Overview of Respondent Characteristics

The characteristics of respondents described in this study are based on gender, age, last education, and length of work at the Campalagian Health Center, Polewali Mandar Regency, West Sulawesi. The results of the analysis of several characteristics selected by the researchers showed that the description of the frequency distribution of respondents' sex at the Campalagian Health Center, Polewali Mandar Regency in 2023 was generally female with 41 (89.1%) respondents, while male was the least with only 5 (10.9%) respondents. Based on the findings of researchers, generally health workers are dominated by women because health workers tend to work in closed places such as in Puskesmas Buildings, Clinics, or hospitals that have a lower risk of danger than field/outdoor workers. Likewise with health workers at the Campalgian Health Center, Polewali Mandar Regency, most of them are women who prefer to work in rooms / agencies that are not in the field / outdoor section.

When viewed from the characteristics of the respondents' age group, the largest percentage in the late adult category based on the Ministry of Health (2019) is at the age of 36-45 years which amounts to 28 (60.9%) respondents, followed by the vulnerable elderly age of > 45 years with a total of 10 (21.7%), then vulnerable early adulthood of 25-35 years 7 (15.2%) respondents, and the least is the productive age of < 25 years with only 1 (2.2%) respondents. The vulnerability of age differences and the range of percentage acquisition indicates that age differences in employees at the Campalagian Health Center, Polewali Mandar Regency usually make employee performance different. Gellerman in Waluyo (2015) explained that in general, employees who have mature age have a high level of hope and ambition. In addition, based on the findings of the researchers, it is also illustrated that the age of health workers who are respondents in this study is mostly > 45 years. Health workers at the Campalagian Health Center, Polewali Mandar Regency, which is dominated by vulnerable people aged > 45 years, have more experience in serving the community because they have been trained, as well as providing satisfaction in terms of care, loyalty and discipline for their work. In contrast to health workers who have vulnerable ages of 25-35 years or < 25 years. Generally, health workers with vulnerable age are often seen as apathetic in providing services because they have not been trained emotionally and responsibly.

Furthermore, the description of respondent characteristics based on the last education was found that generally respondents who were permanent employees (ASN) at the Campalagian Health Center, Polewali

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Mandar Regency had the latest educational background of D3 with a total of 19 (41.3%) respondents, while the last education was S2 / Professional there were 15 (32.9%) respondents, S1 there were 11 (23.9%) respondents, and at least those who had the last educational background D4 with only 1 (2.2%) respondents. Based on the findings of the researcher, employees with a higher level of education by continuing their studies in Strata 2 or profession will understand their responsibilities and responsibilities in accordance with SOPs because of experience in terms of knowledge and practice that can improve their performance every time they get solutions or solutions to problems found, especially when carrying out health services to the community. Generally, in this study, health workers are dominated by those who have the latest D3 education background (41.3%) because the majority of health workers who work in Puskesmas basically have vocational education that supports the mastery of certain applied skills. Likewise with the service section at the Puskesmas, in essence it is filled by qualified health workers in their fields, both specifically and professionally.

The description of respondents' characteristics based on the length of work at the Campalagian Health Center, Polewali Mandar Regency in 2023, namely: Most respondents work > 10 years at the Puskesmas with a total of 30 (65.2%) respondents, while those who work for 1-3 years there are 8 (17.4%) respondents, 4-6 years there are 7 (15.2%) respondents, and at least 7-9 years of work with only 1 (2.2%) respondents. The length of work of an employee in an agency as illustrated in the characteristics of respondents in this study based on the findings of researchers has a positive perceived internal respect. The large number of health workers who worked > 10 years (65.2%) made them more aware of the internal conditions of the Campalagian Health Center, Polewali Mandar Regency. Especially for employees who are starting to enter old age, most will pay attention to matters related to the level of religiosity because of the encouragement of conscience as well as the mind to be better through the application of religious actions.

The Effect of Perceived Internal Respect and Level of Religiosity on Improving Employee Performance

A person's perception is based on two assessments according to Muchlis et.al (2018), namely the assessment of group status (pride) and their status in the group (respect). Pride refers to an individual's assessment of the status of an organization while respect refers to the assessment of an individual's status within the organization. A positive evaluation result will improve the identity (group). The term pride was replaced by Smidts and Carmeli in Nurmi et.al (2018), while the term respect according to Fuller was replaced by PIR by Dutton et al., pride is referred to as an interpreted external image. In work activities, moral and ethical foundations are needed derived from religious teachings that are believed by each employee so as not to carry out things that can harm other people and the company. Everyone who works with discipline and is good at work and has good competence due to the level of faith or level of awareness of the individual's religiosity, because work can be considered as worship, therefore it can also make motivation and enthusiasm for employees and besides that also employees in carrying out their work persistently and honestly (Purwitasari, 2021).

Continuing from the statement above, improving employee performance is a change in the achievement of human work results to a better extent in a process of carrying out their duties given with responsibility. Thus, improving performance will have a good influence on the company, so that it has a good and optimal level of performance to help realize the goals of the company (Ihsan et al., 2022).

Perceived internal respect in this study is a sense of respect or respect / respect internally given from person to person or between employees and other employees and also between leaders and employees. The level of religiosity in this study is the attitude of the level of religion born / exist in humans that encourages them to behave in accordance with the level of religious provisions. Religiosity in this study is an assessment of a person's attitude/morals in understanding and living religion into life which includes beliefs, religious practices, experiences, religious knowledge, and religious experience in behavior, and Improving employee performance is a change in the ability produced by an employee and is an indicator of a job or profession in service in accordance with their respective duties and responsibilities.

The measurement of each variable was measured using questionnaires with answer choices Strongly Agree (5), Agree (4), Neutral (3), Disagree (2), Strongly Disagree (1). Data obtained based on perceived internal respect, level of religiosity, and improvement in employee performance are measured using a numerical measuring scale (ratio). This research was analyzed using a classical finding test consisting of a normality test with a decision-making basis According to Ghozali (2018) where the regression model is said to be normally distributed if the plotting data (points) that describe the actual data follows a diagonal line. The normality test is carried out to determine whether the residual data obtained is normally distributed or not. The method used is the residual normality test, where the residual is the residual value or the difference between the value of the dependent variable and the dependent variable of the regression analysis results. In addition, to determine the normality of residual data can be done with the Kolmogorov Smirnov Test, where if the value of Asymp.Sig. > 0.05, the data is normally distributed. Based on the P-P graph, the data normality plot is obtained as a result of data interpretation having a normally distributed regression model.

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Based on the results of the mulkolinearity test, it was obtained that there were no symptoms of muticolinearity because the value of Tolerance was 0.966>0.100 and the VIF value was 1.035 < 10.00. Based on the results of the heteroscedacity test, the basis for decision making of the Scatterplot Heteroscedasticity Test according to Imam Ghozali (2018) is not heteroscedasticity, if there is no clear plot (wavy, widening, then narrowing in the scatterplots image, and the points spread above and below the number 0 on the Y axis. The interpretation results of graph 5.2 show that there are no symptoms of heteroscedasticity.

Based on the results of the classical findings test, it was obtained that all regression analysis conditions had been met so that this model was feasible to use. After conducting data analysis using classical test findings and obtaining results that all analysis conditions have been met, the data is then further analyzed using the Simultaneous test (F) which is used to test together whether or not there is an influence of the independent variable on the dependent variable. Guidelines are used if the significant coefficient > 0.05, then there is no significant effect or H0 is accepted and Ha is rejected and if the significant coefficient < 0.05, then there is a significant effect or H0 is rejected and Ha is accepted.

The results of the analysis of variance (Anova) displayed the results of the F test which can be used to test the model whether the variables perceived internal respect and the level of religiosity simultaneously have a significant effect on improving employee performance. Decision making based on a significant value of 5%. Sig value. in the variant table (Anova) is 0.042 < 0.05, so it can be concluded that perceived internal respect and the level of religiosity simultaneously have a significant effect on improving the performance of Campalagian Health Center employees, Polewali Mandar Regency.

Standard error (e) is a random variable and has a probability distribution. Standard error (e) represents all factors that have an influence on Y but are not included in the equation of multiple linear analysis methods through the correlation coefficient test (R) and the determination coefficient test. Based on the results of the correlation coefficient (R) test and the determination coefficient test, the value of R value shows a double correlation between the independent variable and the dependent variable. From the table above, we can know the R value of 0.370. What this means is that the double correlation between the independent variable (perceived internal respect and level of religiosity) and the dependent variable (Performance Improvement) has the strength of a positive relationship. In other words, the more perceived internal respect and the level of religiosity, the performance of employees will increase.

Based on the R square value of 0.137 or 13.7%, it means that the increase in the performance of Puskesmas employees is influenced by perceived internal respect and the level of religiosity. While the remaining 86.3% was influenced by other variables that were not studied in this study. The findings of researchers based on observations and observations in the field assess that health workers who are dominated by workers aged > 10 years have a more experienced style and way of working and know the limits of SOPs from each profession. Perceived Interval Respect that affects employee performance as illustrated in the results of this study researchers witnessed with the naked eye during the ongoing research process where health workers who are respected and valued humanely and professions at the Campalagian Health Center, Polewali Mandar Regency will work and serve wholeheartedly even though researchers have not seen health workers who are not valued and respected internally at the Puskesmas. Then when related to the level of religiosity, there are still several health workers at the Campalagian Health Center based on the findings of researchers who are still lacking in terms of religiosity as evidenced by the lack of discipline when the Adhan Dhuhur Prayer is heard. There are still some health workers who are not immediately rushed to perform worship even though it is time to rest. However, based on this, employee performance is not considered bad because the majority of health workers are those who work according to their respective professions so they will definitely be aware of the responsibilities and SOPs applied at the Puskesmas.

The Magnitude of the Influence of Perceived Internal Respect and the Level of Religiosity on Improving Employee Performance

To determine the magnitude of the influence of perceived internal respect and the level of religiosity on improving employee performance, a partial regression test (t-test) was carried out. The t-test is performed to determine the magnitude of the influence of each independent variable individually on the dependent variable. The results of this test at the SPSS 25 output can be seen in the Coefficientsa table. to determine whether or not there is an influence of each independent variable individually on the dependent variable is done by comparing the t-count value with the t-table and looking at the p-value value in the Sig column. Each independent variable with a significance level used is 0.05.

Of the two independent variables that were included in the regression model and obtained the results that both have an influence, the result of the next analysis when the two variables were compared, the religiosity variable (X2) was declared insignificant because the significance value (Sig.) of 0.293 was above 0.05. While the perceived internal respect (X1) variable is stated to be significant because the value of Sig. < 0.05. Therefore, it can be concluded that partially, the variable of performance improvement is influenced by perceived internal

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respect. The constant value is -56.441. This means that if the independent variable is found to be constant, then the increase in employee performance is -56,441. In other words, the value of Y (increased performance) will decrease by 19,126 if there is no addition of the value of X1 (perceived internal respect).

The value of the regression coefficient of the variable X1 (perceived internal respect) is 0.144. What this means is that every increase in perceived internal respect by 1 unit will increase the value of employee performance by 0.144 with the findings of other variables fixed.

The results of this study are in line with research conducted by Prastiwi et.al (2020) entitled "Perceived Organizational Support and employee performance: leader member exchange as a mediator" it was concluded that the aspects in perceived organizational support It is important to realize employee performance improvement, one of which is employee welfare, mutual respect and loyalty between subordinates and superiors is also important to do to improve employee performance, as well as research conducted by Widyadhana et.al (2020) entitled "The Influence of Religiosity on Employee Performance through Whistleblowing Intentions: Study on Tax Employees of the South Malang Tax Service Office". The results of the study found that religiosity in KPP Malang Selatan had a significant positive effect on whistleblowing intentions when seeing fraud at work. In the study, it is known that a high level of religiosity can influence someone to carry out whistleblowing actions so that it will have an impact on better employee performance.

Employee performance is very important to be considered by every company or organization, because the success of a company is at the level of existing employee performance, therefore it can be said that an employee is the spearhead of a company to achieve the goals that have been set, we encounter many cases and problems about improving employee performance, because employees are important assets of the company in achieving success (Fitriansyah, 2020).

The performance of employees, especially health workers of the State Civil Apparatus (ASN) is also a work achievement or for work. Human resource development efforts in organizations such as services at Puskesmas basically aim to increase employee work productivity. The performance of health workers of the State Civil Apparatus is also a form of performance of personnel work both quantity and quality in an organization which includes various components such as goals, measures and assessments. The State Civil Apparatus (ASN) in carrying out its duties can be judged from its performance which is a form of performance of the work of employees in providing health services to the community.

The performance of health workers of the State Civil Apparatus (ASN) is a process of activities in the practice of health services that are directly to patients, to meet the basic needs of patients guided by good and optimal health service standards and ethics and professionals. Good and courteous employee service and communication to patients and the community in accordance with their level of expertise, knowledge and competence (Iqbal, 2022)

CONCLUSION

The results of the study were dominated by health workers with female gender (89.1%), most of whom had vulnerable ages 36-45 years (60.9%) and D3 graduates (41.3%) also the most length of work was >10 years (65.2%); Perceived internal respect and level of religiosity have a significant effect on improving employee performance (sig value = 0.042<0.05); Based on the magnitude of the influence, a regression coefficient value of 0.144 was found where every increase in perceived internal respect by 1 unit will increase the value of employee performance by 0.144

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