

Analysis of Work Environment, Work Discipline and Work Life Balance on the Performance of Nurses at Prima Husada Cipta Hospital Medan

Rebecca Agustina Br Sibuea, Muhammad Yalzamul Insan, Muhammad Toyib Daulay

Abstract

Nurse performance is the level of ability and work results of nurses in carrying out their professional duties and responsibilities in accordance with established nursing service standards. This study aims to determine and analyze the influence of the work environment, work discipline and work-life balance on the performance of nurses at Prima Husada Cipta Hospital, Medan. This type of research is quantitative descriptive with multiple linear regression analysis processed using the Statistical Package for the Social Sciences (SPSS) version 24.0 program. The population of this study was all nurses at Prima Husada Cipta Hospital, Medan, with a sample of 46 respondents and the sampling technique used saturated sampling, namely a sample collection technique by making the entire population a sample. Data collection was through questionnaires. The results of this study indicate that the work environment, work discipline and work-life balance partially and simultaneously influence the performance of nurses at Prima Husada Cipta Hospital, Medan.

Keywords: Work Environment, Work Discipline, Work Life Balance, and Performance

Rebecca Agustina Br Sibuea¹

¹Management Study Program, Universitas Pembangunan Panca Budi, Indonesia e-mail: rebeccasibuea.inaport1@gmail.com¹

Muhammad Yalzamul Insan², Muhammad Toyib Daulay³

^{2,3}Departement of Management, Universitas Pembangunan Panca Budi, Indonesia e-mail: myalza@dosen.pancabudi.ac.id², boboy_daulay@yahoo.com³

2nd International Conference on Islamic Community Studies (ICICS)

Theme: History of Malay Civilisation and Islamic Human Capacity and Halal Hub in the Globalization Era

<https://proceeding.pancabudi.ac.id/index.php/ICIE/index>

Introduction

Nurse performance is a professional workforce that has good intellectual, technical, interpersonal, moral and responsible abilities and is authorized to carry out nursing care in health services in implementing the best possible for an authority in order to achieve the objectives of the main duties of the profession and the realization of the goals and objectives of the health organization unit without looking at the circumstances and situations of time. According to Hasugian et al (2023), performance is the result of individual efforts to carry out their duties in accordance with established rules and specifications. High nurse performance reflects the ability to carry out tasks professionally, effectively, and empathetically, which contributes directly to the quality of health services. Prima Husada Cipta Medan Hospital (RS PHC Medan) is a class C general hospital managed by PT Prima Husada Cipta Medan, a subsidiary of PT Pelabuhan Indonesia (Pelindo).

Prima Husada Cipta Medan Hospital plays a vital role in providing quality healthcare services to the surrounding community and Pelindo employees. However, optimal performance can only be achieved if all elements of the hospital carry out their functions efficiently, are patient-oriented, and committed to continuous quality improvement. High-performing nurses are able to carry out their duties responsibly, maintain the quality of nursing care, and contribute to improving patient safety and satisfaction. Furthermore, good nurse performance also supports the efficiency of the medical team and strengthens the hospital's positive image as a provider of quality healthcare services. Nurse performance can improve significantly when they are in a supportive and conducive working environment. A comfortable, safe atmosphere, supported by facilities and harmonious working relationships, can boost nurses' enthusiasm and motivation in carrying out their duties. In this regard, the work environment plays a crucial role in creating a conducive work atmosphere and improving employee performance, including medical personnel such as nurses. Therefore, systematic managerial efforts are needed to build an inclusive, open, and respectful work culture among all hospital workers to improve nurse performance. According to Sedarmayanti (2017), the work environment is a place where there are a number of groups in which there are several supporting facilities to achieve company goals according to the company's vision and mission.

In a hospital in carrying outThe hospital's activities to achieve its goals do not stop at just paying attention to the work environment but must also pay attention to the nurses' work discipline to produce the expected performance. Work discipline plays a crucial role; with good work discipline, every activity will run smoothly, and vice versa, if there is a lack or absence of it. work discipline will have bad consequences for the hospitalAccording to Telaumbanua et al. (2024), work discipline is a concept in organizations or management that requires employees to behave in an orderly manner. Discipline is a condition that causes or encourages employees to act and carry out all activities in accordance with established rules. Good discipline is reflected in a person's strong sense of responsibility for the tasks assigned to them.

Non-punctuality in attendance, inconsistency in following work schedules, and lack of adherence to work regulations can indicate that some nurses experience an imbalance in managing their time and energy between professional responsibilities and personal needs. When this balance is not achieved, stress and fatigue levels tend to increase, ultimately impacting discipline and decreased performance quality. Therefore, implementing a good work-life balance is important to help nurses maintain focus, motivation, and commitment to their duties, so that discipline and professionalism in providing healthcare services at Prima Husada Cipta Hospital Medan can be optimally maintained.According to Saputra & Masdupi (2025), work-life balance is a condition in which a person is able to manage the demands of work and personal life without sacrificing one or the other.

Work-life balanceWork-life balance is seen as an important factor in the theory of work well-being and productivity, which emphasizes that individuals who are able to manage their time, energy, and responsibilities between work and personal life tend to have lower stress levels, higher motivation, and stronger concentration and commitment to work. Therefore, the

better the work-life balance an employee has, the higher the performance they can achieve through increased work quality, creativity, and productivity. Work-life balance or the balance between work life and personal life has become an important issue in the modern workplace, especially for health workers such as nurses who have a high workload and irregular working hours.

Nurses at Prima Husada Cipta Hospital in Medan typically work shifts, including night shifts, which often lead to disrupted sleep patterns and physical exhaustion. Furthermore, the high number of patients and limited nursing staff exacerbate the workload. This situation forces many nurses to sacrifice family time and personal rest to fulfill their work responsibilities. As a result, some nurses report experiencing emotional exhaustion and decreased motivation to work.

Based on the description above, the author is interested in conducting research entitled: "Analysis of the Work Environment, Work Discipline and Work Life Balance on the Performance of Nurses at Prima Husada Cipta Hospital, Medan".

Literature Review Performance

According to Noor et al. (2023), performance is defined as the work results achieved by personnel in carrying out their duties and responsibilities. According to Hasugian et al. (2023), performance is the result of an individual's efforts to carry out their duties in accordance with established rules and specifications. Several indicators can be used to measure performance, namely:

1. Ability
2. Skills
3. Work result
4. Quantity of work according to company standards
5. Presence
6. Speed in working
7. Punctuality in completing work
8. The time given is sufficient to do the job 9. Pay attention to the work completion target.

Work environment

The work environment is something that needs to be considered in an organization, because the work environment can influence employees in completing their work. According to Sedarmayanti (2017), the work environment is a place where there are a number of groups where there are several supporting facilities to achieve company goals according to the company's vision and mission. Meanwhile, the definition of the work environment according to Susilo & Seprianti (2025), is everything that is around employees when they work, both physical and non-physical, directly or indirectly, all of which can affect them and their work while they work.

Key aspects that can measure the work environment include, according to Sedarmayanti (2017), the following:

1. Physical work environment indicators include:
 - a. Lighting
 - b. Air temperature
 - c. Cleanliness
 - d. Use of Color
 - e. Security
 - f. Working hours
2. Non-physical work environment indicators include:
 - a. Working relationship between subordinates and superiors
 - b. Working relationships between coworkers.

Work Discipline

Work discipline reflects employee compliance with company-established regulations, procedures, and work standards. Discipline is a feeling of obedience and compliance with work for which one is responsible. Khaeruman et al. (2021) explain that work discipline is an attitude, behavior, and actions that comply with both written and unwritten regulations, and violations will result in sanctions. According to Telaumbanua et al. (2024), work discipline is a concept within an organization or management that requires employees to behave in an orderly manner. Discipline is a condition that causes or encourages employees to act and carry out all activities in accordance with established regulations. Good discipline is reflected in a person's strong sense of responsibility for the tasks assigned to them. 5 indicators that can be used to measure work discipline, including:

1. Presence
2. Compliance with Work Regulations
3. Compliance with Work Standards
4. Alert Level
5. Work Ethics

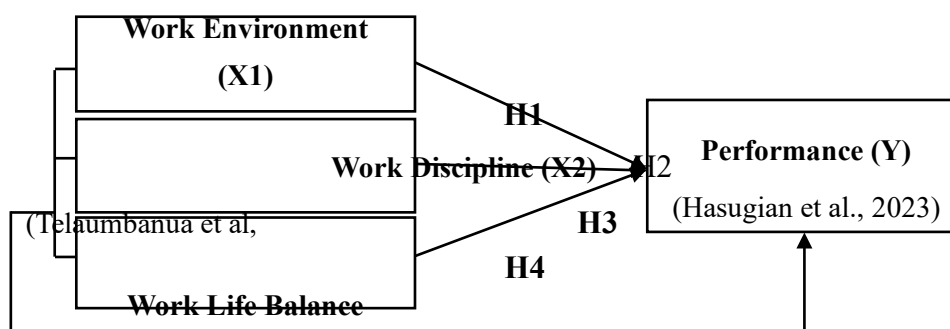
Work Life Balance

Work Life BalanceIt is an individual's balance between work and personal life, enabling them to fulfill their work responsibilities, family responsibilities, and other responsibilities (such as social activities). This creates a sense of satisfaction between the two.According to Saputra & Masdupi (2025), work-life balance is a state in which a person is able to manage the demands of work and personal life without sacrificing one or the other. Meanwhile, according to Mariani et al. (2025), work-life balance is a modern human resource management concept that describes the extent to which an individual can divide their time, energy, and attention equally between the demands of work and personal life. According to Saputra & Masdupi (2025), indicators of work-life balance are:

1. Time Balance.
2. Involvement Balance.
3. Satisfaction Balance.

Conceptual Framework

A comfortable, safe, and conducive work environment encourages employees to work with greater focus and motivation, while work discipline reflects the level of responsibility, adherence to rules, and consistency in completing tasks effectively. On the other hand, worklife balance plays a role in maintaining a balance between work and personal life needs so that employees maintain optimal energy, mental health, and job satisfaction. A positive work environment, high discipline, and a good work-life balance can form the foundation for improved performance. Based on the explanation above, the conceptual framework in this study is as follows:



(X3)(Saputra & Masdupi,

Figure 1. Conceptual Framework

Source: Researcher, 2026

Research Methodology

This research was conducted in Medan City using quantitative methods. The data obtained in this study are quantitative data in the form of numbers. The population in this study were all nurses at Prima Husada Cipta Medan Hospital. The sampling technique used was nonprobability sampling with a saturated sampling method, namely making the entire population a sample. Therefore, the number of samples in this study was 46 respondents based on the population size. The analysis technique used in this study was multiple regression analysis.

Results Research result Validity Test Results

Validity testing is a test conducted to assess the accuracy or precision of an instrument in making measurements. The testing technique used is a Corrected Item-Total Correlation > 0.3 .

Table 1. Results of Work Environment Validity Test

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
BP1	56.7174	83,496	.624	.867
BP2	56.7391	88,908	.361	.879
BP3	56.8478	87,421	.554	.870
BP4	56.6739	85,647	.671	.866
BP5	56.7174	86,385	.489	.873
BP6	57.0217	89,666	.384	.877
BP7	57,0000	88,667	.440	.875
BP8	56.6957	87,905	.496	.872
BP9	56.6957	87,105	.528	.871
BP10	56.7609	86,897	.500	.872
BP11	56.8478	85,510	.602	.868
BP12	56.7391	83,930	.650	.866
BP13	56.6739	88,002	.653	.868
BP14	56.7826	84,307	.621	.867
BP15	56.7826	89,507	.313	.881
BP16	56.7826	85,729	.572	.869

Source: Data Processing Results, 2026

The work environment variable in this study has 16 statements, and each statement item has a corrected item total correlation value > 0.3 , which means that the data can be said to be valid.

Table 2. Results of Work Discipline Validity Test

Item-Total Statistics			
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation
			Cronbach's Alpha if Item Deleted

BP1	30.2174	39,552	.658	.811
BP2	30.4783	42,788	.376	.838
BP3	30.6739	41,425	.596	.818
BP4	30.5870	41,714	.544	.822
BP5	30.6522	39,165	.626	.813
BP6	30.6522	44,232	.348	.839
BP7	30.6304	40,060	.623	.814
BP8	30.6304	38,416	.694	.806
BP9	30.3913	42,332	.382	.839
BP10	30,6957	41,861	.490	.827

Source: Data Processing Results, 2026

The work discipline variable in this study has 10 statements, and each statement item has a corrected item total correlation value > 0.3 , which means that the data can be said to be valid.

Table 3. Results of Work Life Balance Validity Test

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
BP1	17,5870	11,181	.394	.708
BP2	17,5000	11,944	.389	.705
BP3	17.4565	11,987	.459	.688
BP4	17.6739	11,202	.370	.718
BP5	17,5870	10,070	.756	.599
BP6	17,5217	11,500	.447	.689

Source: Data Processing Results, 2026

The work-life balance variable in this study has 6 statements, and each statement item has a corrected item total correlation value > 0.3 , which means that the data can be said to be valid.

Table 4. Results of Performance Validity Test

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
BP1	62.4565	128,965	.601	.917
BP2	62.5870	131,359	.574	.918
BP3	62.5870	130,514	.517	.920
BP4	62.3261	133,425	.485	.920
BP5	62.6957	134,705	.446	.921
BP6	62.6087	132,243	.521	.919
BP7	62,8043	131,716	.583	.917
BP8	62.8478	135,554	.479	.920
BP9	62.8913	135,921	.482	.920
BP10	62.3913	124,199	.827	.911
BP11	62.3696	131,838	.603	.917
BP12	62.3478	126,810	.792	.912
BP13	62.2174	128,174	.722	.914

BP14	62.3696	133,083	.594	.917
BP15	62,5000	126,611	.765	.913
BP16	62.7391	131,619	.521	.919
BP17	62,5000	132,967	.648	.916
BP18	62.4565	127,365	.693	.914

Source: Data Processing Results, 2026

The performance variables in this study have 18 statements, and each statement item has a corrected item total correlation value > 0.3 , which means that the data can be said to be valid.

Reliability Test Results

Reliability testing is conducted to obtain a research data measuring instrument (instrument) that is reliable in its validity, thus producing data that is truly relevant to the research objectives (Soesana et al., 2024). The scale reliability test calculation is accepted if the Cronbach's Alpha calculation result is > 0.6 .

Table 5. Results of Work Environment Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.878	16

Source: Data Processing Results, 2026

The work environment variable has a Cronbach's alpha value $(0.878) > 0.6$, so it can be concluded that all measuring instruments contained in the work environment variable can be said to be reliable.

Table 6. Results of Work Discipline Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.838	10

Source: Data Processing Results, 2026

The work discipline variable has a Cronbach's alpha value $(0.838) > 0.6$, so it can be concluded that all measuring instruments contained in the work discipline variable can be said to be reliable.

Table 7. Results of Work Life Balance Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.724	6

Source: Data Processing Results, 2026

The work life balance variable has a Cronbach's alpha value $(0.724) > 0.6$, so it can be concluded that all measuring instruments contained in the work life balance variable can be said to be reliable.

Table 8. Performance Reliability Test Results

Reliability Statistics	
Cronbach's Alpha	N of Items

The performance variable has a Cronbach's alpha value $(0.921) > 0.6$, so it can be concluded that all measuring instruments contained in the performance variable can be said to be reliable.

Normality Test Results

According to Ghozali (2018), the normality test aims to determine whether the confounding variables or residuals in a regression model have a normal distribution. There are two ways to detect this: graphical analysis and statistical testing.

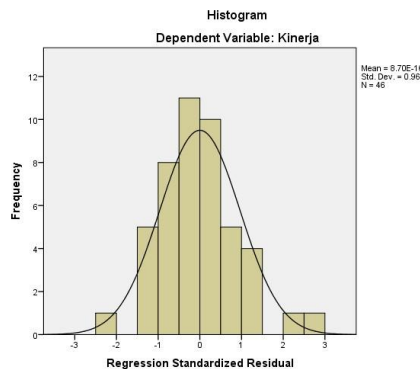


Figure 2. Histogram

Source: Data Processing Results, 2026

The normality test histogram display above shows a distribution pattern that is not skewed to the left or right, and the histogram image is bell-shaped, which indicates that the data is normally distributed.

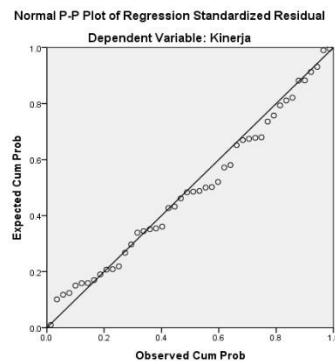


Figure 3. Probability Plot

Source: Data Processing Results, 2026

The normal probability plot graph above shows that the points are spread out around the diagonal line, and their distribution follows the direction of the diagonal line, so it can be stated that the regression model in this study meets the assumption of normality.

Table 9. One Sample Kolmogorov-Smirnov Results
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		46
		.0000000
Normal Parametersa,b	Mean	
	Standard Deviation	6.03437707

Most Extreme Differences	Absolute	.088
	Positive	.088
	Negative	-.071
Test Statistics		.088
Asymp. Sig. (2-tailed)		.200c,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 Processing Results, 2026

The value generated in Asym.sig is 0.200, which can be said to be an Asymp.sig value of $0.200 > 0.05$, so it can be said that the data contained in this study is normally distributed.

Multicollinearity Test Results

The multicollinearity test is used to determine whether there is a significant correlation between independent variables. Multicollinearity detection uses the Variance Inflation Factor (VIF) and Tolerance (TOL) methods. A commonly used cutoff value to indicate the absence of multicollinearity is a tolerance value > 0.10 or equal to a VIF value < 10 (Ghozali, 2018).

Table 10. Multicollinearity Test Results

Coefficients ^a		Collinearity Statistics	
Model		Tolerance	VIF
1	(Constant)		
	Work environment	.400	2,497
	Work Discipline	.430	2,323
	Work Life Balance	.527	1,896

- a. Dependent Variable: Performance
- Source: Data Processing Results, 2026

The results above indicate that no independent variable has a tolerance of less than 0.10. Likewise, the calculation of the Variance Inflation Factor (VIF) also shows the same thing, that no independent variable has a VIF value greater than 10. Therefore, it can be concluded that there is no multicollinearity among the independent variables in the regression.

Heteroscedasticity Test Results

The heteroscedasticity test is used to determine whether there is an unequal variance of the residuals from one observation to another. Heteroscedasticity deviation is defined as the unequal (constant) variance of variables in a model. Heteroscedasticity testing is performed using a scatter plot. If there is no clear pattern and the points are spread above and below the number 0 on the y-axis, then heteroscedasticity does not occur (Ghozali, 2018).

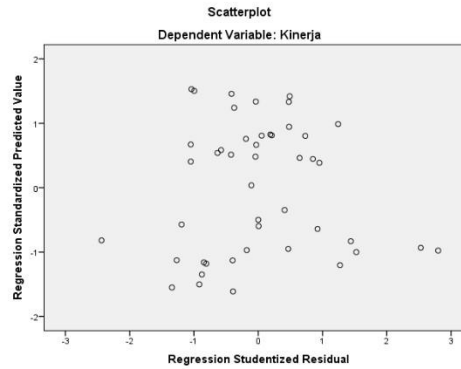


Figure 4. Scatter Plot

Source: Data Processing Results, 2026

The graph shows that the points are randomly distributed, both above and below the 0 mark on the Y-axis, without any particular pattern. Therefore, it can be concluded that there is no heteroscedasticity in this regression model.

Multiple Linear Regression Test Results

In this study, the data analysis technique uses multiple linear regression, which is an analysis technique to determine the influence of independent variables on dependent variables. Therefore, a multiple linear regression model is used, the formulation of the regression analysis model used is:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \varepsilon$$

Table 11. Results of Multiple Linear Regression Test Coefficients^a

Model		Unstandardized Coefficients	
		B	Std. Error
1	(Constant)	2,986	6,007
	Work environment	.371	.149
	Work Discipline	.717	.201
	Work Life Balance	.780	.326

a. Dependent Variable: Performance

Source: Data Processing Results, 2026

The β coefficient is a form of a regression equation that can be produced as follows:

$$Y = 2.986 + 0.371 X_1 + 0.717 X_2 + 0.780 X_3 + \varepsilon$$

From the equation above, it can be used as a reference for interpretation as follows:

1. The Constant Coefficient has a positive value of 2.986, meaning that when the work environment, work discipline and work-life balance have a constant value or do not increase, then the nurse's performance will remain at 2.986 units.
2. The regression coefficient of the work environment variable has a positive value of 0.371, meaning that when the work environment increases by 1 unit, nurse performance will increase by 0.371 units or 37.1%, provided that the work discipline and work-life balance variables are constant or do not increase.
3. The regression coefficient of the work discipline variable has a positive value of 0.717, meaning that when work discipline increases by 1 unit, nurse performance will increase by 0.717 units or 71.7%, provided that work discipline and work-life balance are constant or do not increase.
4. The regression coefficient of the work life balance variable has a positive value of 0.780, meaning that when work life balance increases by 1 unit, nurse performance

Rebecca Agustina Br Sibuea, Muhammad Yalzamul Insan, Muhammad Toyib Daulay will increase by 0.780 units or 78%, provided that the work environment and work discipline are constant.

Partial Test Results (t-Test)

According to Sahir (2021), a partial test, or t-test, is a test of the regression coefficients to determine the partial significance of each independent variable on the dependent variable. The criterion used in this test is that if the calculated t value is greater than the tabulated t value, then there is an influence between the dependent variable and the independent variable.

Table 12. Partial Test Results
Coefficients^a

Model		t	Sig.
1	(Constant)	.497	.622
	Work environment	2,493	.017
	Work Discipline	3,571	.001
	Work Life Balance	2,389	.021

a. Dependent Variable: Performance
Source: Data Processing Results, 2026

The purpose of this test is to determine the influence of independent variables individually in explaining the variation of the dependent variable with the provision that $t_{\text{count}} > t_{\text{table}}$ with $\text{sig} < 0.05$, then the independent variable partially has an influence on the dependent variable. The t table value is obtained from the statistical table using the formula $df = n - k$, where n = number of samples, k = number of variables, so that $df = 46 - 4 = 42$, $df = 42$ with the error rate used of 5% then the t table value obtained is 1.68195.

The calculated t value of the work environment variable shows the number 2.493 with a sig value of 0.017, this shows that the calculated t value ($2.493 > 1.68195$) with $\text{sig} (0.017) < 0.05$, which means H_1 is accepted H_0 is rejected. So it can be concluded that the work environment has a positive and significant effect on the performance of nurses at Prima Husada Cipta Medan Hospital.

The calculated t value of the work discipline variable shows the number 3.571 with a sig value of 0.001, this shows that the calculated t value ($3.571 > 1.68195$) with $\text{sig} (0.001) < 0.05$, which means H_2 is accepted H_0 is rejected. So it can be concluded that work discipline has a positive and significant effect on the performance of nurses at Prima Husada Cipta Medan Hospital.

The calculated t value of the work life balance variable shows the number 2.389 with a sig value of 0.021, this shows that the calculated t value ($2.389 > 1.68195$) with $\text{sig} (0.021) < 0.05$, which means H_3 is accepted H_0 is rejected. So it can be concluded that work life balance has a positive and significant effect on the performance of nurses at Prima Husada Cipta Medan Hospital.

Simultaneous Test Results (F-Test)

According to Sahir (2021), this F-test is used to determine whether there is a simultaneous influence of independent variables on the dependent variable. Proof is attempted by equating the calculated F value with the F table at a 5% confidence level and degrees of freedom $df = (nk-1)$, where n is the number of respondents and k is the number of variables. If the calculated F value $>$ the F table value, there is a simultaneous influence between the dependent variable and the independent variable.

Table 13. Simultaneous Test Results

ANOVA					
Model	Sum of Squares	df	Mean Square	F	Sig.

1	Regression	4937.209	3	1645,736	42,182	.000b
	Residual	1638,617	42	39,015		
	Total	6575.826	45			

- a. Dependent Variable: Performance
b. Predictors: (Constant), Work Life Balance, Work Discipline, Work Environment
Source: Data Processing Results, 2026

The F test is used to determine whether all independent variables entered into the regression model have a simultaneous effect on the dependent variable, provided that the calculated $F > F$ table with a sig value < 0.05 , then the independent variables have a simultaneous effect on the dependent variable.

The calculated F value is 42.182 with a probability value (sig) = 0.000. Meanwhile, the F table value is obtained from $(dk) = nk - 1 = 46 - 4 - 1 = 41$, so the F table value is 2.83 which means that the calculated F value (42.182) $> F$ table (2.83) with sig (0.000) < 0.05 then accept H_4 and reject H_0 , so it can be concluded that simultaneously the work environment (X1), work discipline (X2) and work life balance (X3) have a positive and significant effect on the performance of nurses at Prima Husada Cipta Medan Hospital.

Results of the Determination Coefficient Test

The coefficient of determination, which is often symbolized by R^2 , in principle looks at the extent of the influence of the independent variable on the dependent variable.

Table 14. Results of the Determination Coefficient Test

Model Summary			
Model	R	R Square	Adjusted R Square
1	.866a	.751	.733

- a. Predictors: (Constant), Work Life Balance, Work Discipline, Work Environment
b. Dependent Variable: Performance
Source: Data Processing Results, 2026

The magnitude of the ability of the regression equation model (independent variables) consisting of work environment (X1), work discipline (X2) and work life balance (X3) in explaining the dependent variable can be seen from the magnitude of the R Square value that has been obtained, namely 0.751, which means that 75.1% of the variation in nurse performance can be explained by the independent variables of work environment, work discipline and work life balance, while the remaining 24.9% is explained by other factors not discussed in this study.

Discussion The Influence of the Work Environment on the Performance of Nurses at Prima Husada Cipta Hospital, Medan

One factor that influences nurse performance is the work environment. According to Sedarmayanti (2017), a work environment is a place where several groups gather, each with supporting facilities to achieve company goals in accordance with the company's vision and mission. Nitisemito (2018) states that the aspect that supports the implementation of employees in carrying out their activities is the condition of the work environment. Because by seeing the conditions of a good work environment, it will support employees to be more enthusiastic in carrying out their activities, and this will affect employee performance. A good and pleasant work environment will be able to create employee job satisfaction in carrying out their work, employees will also produce good performance. Conversely, if the work environment is

unpleasant, it will cause employee job dissatisfaction which will result in decreased performance, work morale, and even the worst risk is that employees will quit their jobs.

Based on the final results of the test in this study, it was found that there was a significant positive relationship between the work environment and the performance of nurses at Prima Husada Cipta Medan Hospital. This can be seen from the results of the partial test obtained, where the calculated t value ($2.493 > t$ table (1.68195) with sig ($0.017 < 0.05$), thus H_1 is accepted and H_0 is rejected, so it can be concluded that the work environment variable partially has a positive and significant influence on the performance of nurses at Prima Husada Cipta Medan Hospital.

The results of this study are in line with the results of research from Susilo & Sephianti (2025), Fungly et al (2025), Putri et al (2025), Husna & Septiani (2024), Kirana et al (2022) which state that the work environment influences performance.

The Influence of Work Discipline on the Performance of Nurses at Prima Husada Cipta Hospital, Medan

One factor that influences nurse performance is work discipline. According to Telaumbanua et al. (2024), work discipline is a concept in organizations or management that requires employees to behave in an orderly manner. Discipline is a condition that causes or encourages employees to act and carry out all activities in accordance with established rules. Good discipline is reflected in a person's strong sense of responsibility for the tasks assigned to them. Sutrisno (2020) states that work discipline is an employee's behavior that complies with existing regulations and work procedures. Discipline is an attitude, behavior, and actions that comply with the organization's regulations, both written and unwritten. Good employee discipline accelerates the achievement of organizational goals, while declining discipline will become an obstacle and slow down the achievement of organizational goals. The creation of disciplinary regulations is designed to ensure that employees carry out their work according to their expectations.

Based on the final results of the test in this study, a significant positive relationship was found between work discipline and the performance of nurses at Prima Husada Cipta Medan Hospital. This can be seen from the results of the partial test obtained, where the calculated t value ($3.571 > t$ table (1.68195) with sig ($0.001 < 0.05$), thus H_2 is accepted and H_0 is rejected, so it can be concluded that the work discipline variable partially has a positive and significant influence on the performance of nurses at Prima Husada Cipta Medan Hospital.

The results of this study are in line with the research results of Hermendo et al (2025), Fungly et al (2025), Putri et al (2025), Cahyani et al (2025), Insan et al (2025), and Kirana et al (2022) which state that work discipline influences performance.

The Influence of Work-Life Balance on the Performance of Nurses at Prima Husada Cipta Hospital, Medan

One factor that influences nurse performance is work-life balance. According to Saputra & Masdupi (2025), work-life balance is a state in which a person is able to manage the demands of work and personal life without sacrificing one or the other. Work-life balance is seen as an important factor in the theory of work well-being and productivity, which emphasizes that individuals who are able to manage time, energy, and responsibilities between work and personal life tend to have lower stress levels, higher motivation, and stronger concentration and work commitment. Therefore, the better the work-life balance an employee has, the higher the performance they can achieve through increased work quality, creativity, and productivity.

Based on the final results of the test in this study, a significant positive relationship was found between work life balance and the performance of nurses at Prima Husada Cipta Medan Hospital. This can be seen from the partial test results obtained, where the calculated t value ($2.389 > t$ table (1.68195) with sig ($0.021 < 0.05$), thus H_3 is accepted and H_0 is rejected, so it

can be concluded that the work life balance variable partially has a positive and significant influence on the performance of nurses at Prima Husada Cipta Medan Hospital.

The results of this study are in line with the results of research from Mariani et al (2025), Putri et al (2025), Cahyani et al (2025), Husna & Septiani (2024), Hasugian et al (2023), and Jabbar et al (2022) which state that work life balance affects performance.

The Influence of Work Environment, Work Discipline and Work-Life Balance on the Performance of Nurses at Prima Husada Cipta Hospital, Medan

Definition According to Hasugian et al (2023), performance is the result of an individual's efforts to carry out their duties in accordance with established rules and specifications. Several factors can influence performance, three of which are the work environment, work discipline, and work-life balance. A comfortable, safe, and conducive work environment encourages employees to work with greater focus and motivation, while work discipline reflects the level of responsibility, compliance with rules, and consistency in completing tasks effectively. On the other hand, work-life balance plays a role in maintaining a balance between work and personal life needs so that employees maintain optimal energy, mental health, and job satisfaction. A positive work environment, high discipline, and a good work-life balance can form the foundation for improved performance through increased productivity, creativity, and commitment to the organization.

Based on the final results of the test in this study, it was found that there was a significant positive relationship between the work environment, work discipline and work life balance with the performance of nurses at Prima Husada Cipta Medan Hospital. This can be seen from the results of the simultaneous test obtained, where the calculated F value ($42.182 > F \text{ table } (2.83)$) with sig ($0.000 < 0.05$), thus H_4 is accepted and H_0 is rejected, so it can be concluded that the variables of the work environment, work discipline and work life balance simultaneously have a significant influence on the performance of nurses at Prima Husada Cipta Medan Hospital.

Conclusion

Based on the results of the analysis that has been carried out, research on the influence of the work environment, work discipline and work-life balance on nurse performance can be concluded as follows:

1. The work environment has a positive and significant influence on the performance of nurses at Prima Husada Cipta Hospital Medan.
2. Work discipline has a positive and significant influence on the performance of nurses at Prima Husada Cipta Hospital Medan.
3. Work-life balance has a positive and significant influence on the performance of nurses at Prima Husada Cipta Hospital Medan.
4. The work environment, work discipline and work-life balance have a significant influence on the performance of nurses at Prima Husada Cipta Hospital, Medan.

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