

THE EFFECT OF WORK ENVIRONMENT, WORK ETHIC, MOTIVATION ON THE PROFESSIONALISM OF PASAR REBO COMMUNITY HEALTH CENTER EMPLOYEES WITH JOB SATISFACTION AS AN INTERVENING VARIABLE

ABSTRACT

Health development is a crucial aspect within the national development framework. Success in health development will significantly improve the quality and competitiveness of Indonesia's human resources. Law Number 36 of 2009 defines health as a state of physical, mental, spiritual, and social well-being that enables the community, specifically Community Health Centers (Puskesmas). The purpose of this study was to determine and analyze the influence of the work environment, work ethic, and motivation on the professionalism of Pasar Rebo Community Health Center employees, with job satisfaction as an intervening variable. The sample used in this study utilized a non-probability sampling method. The sampling technique employed saturation sampling, where the entire population was sampled. The sample size was 160 respondents, and the data used in this study were questionnaires. The method used was Partial Least Squares with the assistance of SmartPLS 4 software, including (Outer Model) Convergent Validity Test, Discriminant Validity Test, Average Variance Extracted (AVE) and Reliability Test. (Inner Model) R-Square Test, Q-Square Test, Model Fit, Path Coefficient, and Specific Indirect Effect. The results of this study indicate that the variables of work environment, work ethic, and motivation have a direct influence on employee professionalism and job satisfaction, and has an indirect influence on employee professionalism through job satisfaction. Furthermore, the most dominant variable influencing employee professionalism through job satisfaction is the work environment.

Keywords: *Work Environment, Work Ethic, Motivation, Professionalism, Job Satisfaction*

(xiii + 139 + Appendices)

Bibliography (2018-2025)