

The Implementation of Work Discipline in the Cikampek Health Center UPTD in Karawang District

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Abstract

This research aims to analyze the application of human resource discipline, especially among Cikampek Community Health Center UPTD employees in carrying out and carrying out their obligations and complying with all applicable regulations. This research uses a quantitative approach with data collection techniques using questionnaires and observation as well as document review, while the data analysis technique used is descriptive statistics with the help of the SPSS (Statistical Program for Social Science) program to test the validity and reliability of the data. In this research, 58 respondents were obtained using the Slovin formula and determining respondents using probability sampling techniques to answer the questionnaire given. The research results show that the level of employee discipline at the Cikampek Community Health Center UPTD can be said to be quite good. This can be seen from the employees who tend to be disciplined, although some employees still have a low level of discipline. Judging from five aspects, namely attendance, evaluation, standards, vigilance, and ethics, obtaining the largest average number in the very good category with a percentage of 75.1%, thus the role of the Head of the Cikampek Community Health Center UPTD and the awareness of each Cikampek Community Health Center UPTD employee is very important in improving discipline.

1. Introduction

UPTD Cikampek Community Health Center is an agency that operates in health service activities. UPTD Cikampek Community Health Center which is located at Jl. Gen. Ahmad Yani No.50, Cikampek Sel., Kec. Cikampek, Karawang, West Java Region 41373 is one of the community health centers in Karawang Regency which has adequate facilities and is strategically located on Jalan Pantura and has easy access to the Community Health Center so that employees are required to always improve their services well to create maximum performance. one way is through increasing the discipline of employees, especially civil servants.

Punishment is needed to increase discipline and train employees to follow all company regulations. Especially in government agencies where there are civil servants whose main role is to serve the community, namely in the health sector, such as the Regional Technical Implementation Unit (UPTD Puskesmas) whose role

is to serve people who need health services. Quoted from Regulation.bpk.go.id, UPTD is a functional organizational unit for UKM as well as first-level UKP in its work area completely and professionally.

However, according to the existing reality, there are still civil servants who have not met the institution's expectations regarding civil servant discipline, there are still civil servants whose discipline is still low, such as being late for work, being absent for no good reason, and returning home before it's time to go home.

Table 1 *Cikampek Community Health Center employee attendance data for the 2024 period*

No	Month	Working Days	Number of Employees	Percentage Level of Employee Discipline			
				Present	Not Present	Late	Go Home Early
1	January	27	68	99.07%	0.93%	0.92%	0.96%
2	February	25	68	99.04%	0.96%	0.96%	0.92%
3	March	26	68	99.08%	0.92%	0.93%	0.99%
4	April	26	68	99.06%	0.94%	0.93%	0.92%

It is known that the percentage level of discipline of UPTD Cikampek Community Health Center employees from January to April 2024 shows that the percentage level of employee discipline has fluctuated. Based on the explanation in table 2, it can be said that the discipline of the Cikampek Community Health Center UPTD is generally the same, because every month there are still those who arrive late and those who are absent and even those who go home before it is time to go home.

There are several findings from previous research related to work discipline with quite good and not so good results, such as Putri Octafyani Ginoga's research (2018) entitled "Employee Discipline at UPTD Modayag Community Health Center in East Bolaang Mongondow Regency" employee discipline is quite good although there are still some findings employees who still have a low level of discipline. Followed by research from Efri Rahmawati (2021) entitled "Analysis of Civil Servant Work Discipline at the Tualang District Head Office, Siak Regency" concluding that the work discipline of civil servants in the office at the Tualang District Head, Siak Baik Regency. Then the research by Rizal Nainggolan and Hendry Andry (2014) with the title "Evaluation of the Implementation of Work Discipline of Employees in the Field Department at PT Bangaumas Perkasa Siak Sri Indrapura" working hours discipline is quite good, while dress discipline and behavior results are not good, task discipline and cooperation are quite good. good, and discipline regarding prohibitions is quite good. Furthermore, research by Andika (2018) entitled "Analysis of Employee Work Discipline at PT Aryadata Sarana Makassar" shows that the level of employee work discipline is still low, shown in various aspects in the form of attendance levels and punctuality, attitudes and behavior, as well as aspects of responsibility. Followed by research from Rif'a Nabila Haris (2021) with the title "Evaluation of Employee Performance at PT Putra Buana Indonesia Wood Industry" due to a decrease in performance, namely employees experiencing pressure.

From observations and several phenomena related to discipline, the situation is not good considering the employee's obligation to provide services to the community in order to achieve organizational goals. So, the author is interested in carrying out research entitled "Implementation of Work Discipline at the UPTD of the Cikampek Community Health Center in Karawang Regency".

2. Theory Review

2.1 Work Discipline

Sutrisno (2019:86) is of the view that "Discipline displays a condition or attitude of respect that appears in employees for the rules and regulations of the agency". In addition, Singodimedjo (2019:76) said that "discipline is a person's willingness and willingness to obey and adhere to the norms that apply around him and the discipline of his employees greatly influences the goals of the agency."

Furthermore, Hasibuan (2021:93) thought, "work discipline is the benefit of operational management of human resources, which is most important for employee work performance to be higher, also good work discipline, of course the duties and authority entrusted to him."

So, the synthesis is that work discipline is an effort to shape the behavior of employees based on the rules within the organization, which, whether they like it or not, are required to be obeyed by the employee. Based on Singodimedjo (2019:94), several indicators are related to work discipline that is:

- a) Regulations on how to carry out related work in other work units..
- b) Basic rules regarding dress and behavior at work..
- c) Regulations on entry, departure times and rest schedules.
- d) The regulations relate to what employees can and what they cannot do according to their schedules in the agency as well as other things.

Meanwhile, based on Rivai's (2018: 131) thinking, there are five indicators of work discipline, namely the following:

- a) Attendance is the main indicator by measuring the level of discipline and generally low work discipline for employees can be seen from the employee's habit of being late to work.
- b) Evaluation is a reflection of employee compliance with work rules and always adapting procedures that apply in the office.
- c) Standards are various levels of responsibility for an employee when completing their entrusted tasks.
- d) Vigilance is a thorough and careful attitude when working effectively and efficiently.
- e) Work ethics is a description of the implementation of indiscipline and work discipline among employees.

3. Framework of Thought

Based on existing theories and problems, the framework of thinking is described as in Fig. 1.

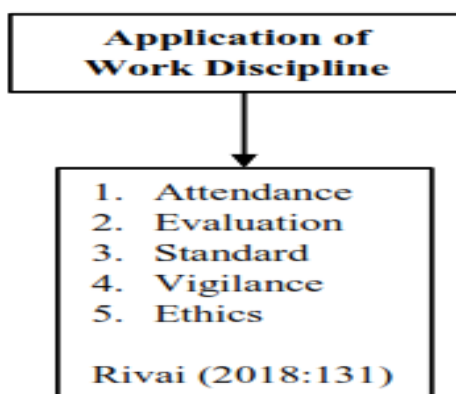


Fig. 1 Framework

4. Research Methods

This research utilizes a quantitative approach through descriptive methods when processing the data. This approach was chosen to explain the application of employee discipline at the Cikampek Community Health Center UPTD in terms of daily routine, evaluation, standards, vigilance and ethics. This research was located at the UPTD Puskesmas Cikampek and the subjects in this research included employees of the UPTD Puskesmas Cikampek, while the object was related to evaluating the implementation of employee work discipline. The population in this study was all 68 employees of the Cikampek Community Health Center UPTD. The sampling technique uses probability sampling and determines the sample using random sampling and then to determine the number of samples using the Slovin formula as follows:

$$n = \frac{N}{(1 + Ne)^2}$$

Information:

- n = Number of Samples
- N = Population Size
- e = Significance Level (0,05)

Thus, the number of samples in this research was 58,119 which was rounded up to 58 people. The data obtained was tabulated and the data was tested for its level of validity and level of consistency (reliability) through the help of a program, namely SPSS (Statistical Program for Social Science). The resulting data is in the form of numbers in a table and then analyzed to obtain conclusions. Data tabulation is carried out by tabulating the responses of all respondents. For this analysis, the survey collects and processes information obtained from questionnaires containing statements or questions and weighted using the Likert Scale technique. The assessment weights for questionnaire answers are as follows.

Table 2 Likert Scale

Respondents' Responses	Weight
Very Good	5
Good	4
Deficient	3
Not Good	2
Very Not Good	1

Testing the validity of the questionnaire uses the SPSS program with a significance value of 5% with a two-way test. This serves to find out whether the data used is the same as the data that actually occurred. The basis for decision making can be known by looking at the criteria in the validity test as follows.

$$\text{Known} \rightarrow r_{\text{table}} 0.2542$$

" $r_{\text{count}} > r_{\text{table}}$ " then it is declared valid

" $r_{\text{count}} < r_{\text{table}}$ " then it is declared invalid

Reliability testing is used to display whether the data obtained is consistent or not using the SPSS program to make it easier to calculate the reliability of instrument items. The basis for making data reliability decisions is to look at the following criteria:

"*Cronbach's Alpha* $> r_{\text{table}}$ " until the data used is reliable

"*Cronbach's Alpha* $< r_{\text{table}}$ " until the data used is not reliable

The data analysis technique is used descriptively and quantitatively, to find out how respondents answer statements or questions that are asked in the questionnaire, a Likert Scale is used and the results are accumulated. The accumulated results of these answers are then analyzed based on the calculation of the percentage of respondents' answers, namely as follows.

$$P = \frac{f}{n} \times 100\%$$

Information:

- P = Percentage
- f = Frequency
- n = Number of Respondents
- 100% = Multiplication Numbers

Determining the percentage answer is as follows.

$$\text{Score Value (N)} = \text{Weight} \times \text{Value}$$

Information:

- Weight = Likert Scale Category
- Value = Respondent's Answer Frequency

Determining the score percentage is as follows.

$$\text{Score (\%)} = \frac{\text{Score Achieved}}{\text{Ideal Score}} \times 100\%$$

Information:

- Score Achieved = Percentage
- Ideal Score = Highest Likert Scale x Number of Respondents

The results of the percentage of answers according to the Likert Scale, are then arranged into 3 statements as the conclusion of the analysis of the research results, Good, Deficient, and Not Good, resulting from collecting answers covering the categories:

- a) Good includes Very Good and Good answers.
- b) Deficient includes 50% Good and 50% Not Good answers.
- c) Not Good consists of the answers Deficient, Not Good and Very Not Good.

5. Results and Discussion

5.1 Results

In this research, 58 employees of the UPTD Cikampek Community Health Center, Karawang Regency were the respondents. Distributing questionnaires to all employees aims to obtain an overview of the profile of respondents grouped based on gender, age and latest education.

Table 3 Respondent Characteristics

Gender	Number of People
Male	14
Female	44
Total People	58
Age	Number of People
≤ 20 years	0
21-30 years	3
31-40 years	8
≥ 41 years	32
Total People	58
Last Education	Number of People
SD	0
SMP	3
SMA/SMK	8
DIPLOMA	32
S1	12
S2	2
S3	0
Total People	58

Based on Table 3, women are the largest number of respondents with 44 people and 14 male respondents with a diploma as the educational background because most of the Cikampek Community Health Center UPTD are midwives.

The validity test in this research was carried out with the help of the SPSS program with a significance level of 5% of the n value (number of respondents) of 58 people.

Table 4 Validity Test Results

Question Number	r_{count}	r_{table}	Conclusion
1	0.662	0.2542	Valid
2	0.756	0.2542	Valid
3	0.730	0.2542	Valid
4	0.502	0.2542	Valid
5	0.436	0.2542	Valid
6	0.647	0.2542	Valid
7	0.706	0.2542	Valid
8	0.774	0.2542	Valid
9	0.680	0.2542	Valid
10	0.597	0.2542	Valid
11	0.607	0.2542	Valid
12	0.608	0.2542	Valid

It is known that all questions on the research instrument used were declared valid. Thus, the questions asked are accurate for measuring the variables studied.

The reliability test in this study used the SPSS program with an r_{table} value of 0.2542.

Table 5 Reliability Test Results

Cronbach's Alpha	N of Items
.840	12

The results in Table 5 produce a Cronbach's Alpha value of 0.840 > 0.2542, so it can be concluded that the question instrument is consistent.

To find out the application of discipline possessed by the Cikampek Community Health Center UPTD, it can be seen based on the results of the respondent's questionnaire, namely as follows:

(i) Attendance

Attendance is the main indicator when measuring the level of discipline and generally low work discipline for employees can be seen from the employee's habit of liking being late to work. To find out respondents' answers to attendance indicators, 3 questions were created as follows.

1. Always arrive on time according to the specified schedule

Table 6 Results of Respondents' Answers to Question 1

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x 100)
Very Good	5	37	185	290	63.8%
Good	4	13	52	232	22.4%
Deficient	3	8	24	174	13.8%
Not Good	2	0	0	116	0%
Very Not Good	1	0	0	58	0%
Total		58			100%

It is known that the answer to the question "always arrives on time according to the predetermined schedule" on the attendance indicator of 58 respondents, 37 people (63,8%) said it was very good and 13 people (22,4%) said it was good, while 8 people (13,8%) of respondents said it was deficient.

2. Be in the room during working hours

Table 7 Results of Respondents' Answers to Question 2

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x 100)
Very Good	5	37	185	290	63,8%
Good	4	10	40	232	17,2%
Deficient	3	7	21	174	12,2%
Not Good	2	4	8	116	6,8%
Very Not Good	1	0	0	58	0%
Total		58			100%

It is known that the answer to the question "being in the room during working hours" on the attendance indicator of 58 respondents, 37 people (63,8%) said it was very good and 10 people (17,2%) said it was good, while 7 people (12,2%) said it was deficient, then 4 people (6,8%) respondents said it was not good.

3. Always leave work according to the predetermined schedule

Table 8 Results of Respondents' Answers to Question 3

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x
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					100)
Very Good	5	35	175	290	60.3%
Good	4	17	68	232	29.3%
Deficient	3	6	18	174	10.4%
Not Good	2	0	0	116	0%
Very Not Good	1	0	0	58	0%
Total		58			100%

It is known that the answer to the question "always come home from work according to the predetermined schedule" on the attendance indicator of 58 respondents, 35 people (60,3%) said it was very good and 17 people (29,3%) said it was good, while 6 people (10,4%) of respondents said it was deficient.

(ii) Evaluation

It is a form of responsibility of an employee in carrying out the assigned tasks. To find out respondents' answers to the evaluation indicators, 3 questions were created as follows.

1. Follow the work rules

Table 9 Results of Respondents' Answers to Question 4

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x 100)
Very Good	5	47	235	290	81.1%
Good	4	7	28	232	12.1%
Deficient	3	4	12	174	6.8%
Not Good	2	0	0	116	0%
Very Not Good	1	0	0	58	0%
Total		58			100%

It is known that the answer to the question "carry out the work rules" on the evaluation indicators from 58 respondents, 47 people (81,1%) said it was very good and 7 people (12,1%) said it was good, while 4 people (6,8%) respondents said it was deficient.

2. Responsible for tasks

Table 10 Results of Respondents' Answers to Question 5

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x 100)
Very Good	5	48	240	290	82.8%
Good	4	6	24	232	10.4%
Deficient	3	4	12	174	6.8%
Not Good	2	0	0	116	0%
Very Not Good	1	0	0	58	0%
Total		58			100%

It is known that the answer to the question "responsible for tasks" on the evaluation indicators from 58 respondents, 48 people (82,8%) said it was very good and 6 people (10,4%) said it was good, while 4 people (6,8%) said it was deficient.

3. Complete work on time

Table 11 Results of Respondents' Answers to Question 6

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x 100)
Very Good	5	49	245	290	84.6%
Good	4	5	20	232	8.6%
Deficient	3	2	6	174	3.4%

Not Good	2	2	4	116	3.4%
Very Not Good	1	0	0	58	0%
Total		58			100%

It is known that the answer to the question "finishing work on time" on the evaluation indicators of 58 respondents, 49 people (84,6%) said it was very good and 5 people (8,6%) said it was good, while 2 people (3,4%) said it was deficient, then 2 people (3,4%) of respondents said it was not good.

(iii) Standard

This is a form of employee compliance with work regulations and always complying with applicable procedures in the workplace. To find out respondents' answers to standard indicators, 2 questions were created as follows:

1. Work results are in accordance with standard workplace procedures

Table 12 Results of Respondents' Answers to Question 7

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x 100)
Very Good	5	51	255	290	87.9%
Good	4	3	12	232	5.2%
Deficient	3	3	9	174	5.2%
Not Good	2	1	2	116	1.7%
Very Not Good	1	0	0	58	0%
Total		58			100%

It is known that the answer to the question "work results are in accordance with standard procedures in the workplace" on standard indicators from 58 respondents, 51 people (87,9%) said it was very good and 3 people (5,2%) said it was good, while 3 people (5,2%) said it was deficient, then 1 or (1,7%) of respondents said it was not good.

2. Make procedures the basis for action

Table 13 Results of Respondents' Answers to Question 8

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x 100)
Very Good	5	49	245	290	84.6%
Good	4	5	20	232	8.6%
Deficient	3	4	12	174	6.8%
Not Good	2	0	0	116	0%
Very Not Good	1	0	0	58	0%
Total		58			100%

It is known that the answer to the question "making procedures as a basis for action" on standard indicators from 58 respondents, 49 people (84,6%) said it was very good and 5 people (8,6%) said it was good, while 4 people (6,8%) respondents said it was deficient.

(iv) Vigilance

It is a thorough and careful attitude in working effectively and efficiently. To find out respondents' answers to the alert indicators, 2 questions were created as follows.

1. Be careful when using work equipment

Table 14 Results of Respondents' Answers to Question 9

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x 100)
Very Good	5	50	250	290	86,2%
Good	4	5	20	232	8,6%

Deficient	3	0	0	174	0%
Not Good	2	3	6	116	5,2%
Very Not Good	1	0	0	58	0%
Total		58			100%

It is known that the answer to the question "be careful when using work equipment" on the alert indicator from 58 respondents, 50 or (86,2%) of respondents said it was very good and 5 or (8,6%) of respondents said it was good, while 3 or (5,2%) of respondents said it was not good.

2. Be thorough in completing tasks

Table 15 Results of Respondents' Answers to Question 10

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x 100)
Very Good	5	44	220	290	75.9%
Good	4	7	28	232	12.1%
Deficient	3	5	15	174	8.6%
Not Good	2	2	4	116	3.4%
Very Not Good	1	0	0	58	0%
Total		58			100%

It is known that the answer to the question "careful in completing tasks" on the vigilance indicator from 58 respondents, 44 or (75,9%) of respondents said it was very good and 7 or (12,1%) of respondents said it was good, while 5 or (8,6%) of respondents said it was deficient , then 2 or (3,4%) of respondents said it was not good.

(v) Ethics

It is a form of disciplinary action and employee work discipline in the workplace. To find out respondents' answers to ethical indicators, 2 questions were created as follows.

1. Wear work uniform

Table 16 Results of Respondents' Answers to Question 11

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x 100)
Very Good	5	37	185	290	63.9%
Good	4	14	56	232	24.1%
Deficient	3	5	15	174	8.6%
Not Good	2	2	4	116	3.4%
Very Not Good	1	0	0	58	0%
Total		58			100%

It is known that the answer to the question "wearing a work uniform" on the ethical indicators of 58 respondents, 37 people (63,9%) said it was very good and 14 people (24,1%) said it was good, while 5 people (8,6%) respondents said it was deficient, then 2 people (3,4%) said it was not good.

2. Don't wear sandals while working

Table 17 Results of Respondents' Answers to Question 12

Description	Weight	F	Score (W x F)	Likert Score (Total F x W)	Score % (Score / Likert Score x 100)
Very Good	5	39	195	290	67.3%
Good	4	9	36	232	15.5%
Deficient	3	9	27	174	15.5%
Not Good	2	1	2	116	1.7%
Very Not Good	1	0	0	58	0%

Total	58	100%
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It is known that the answer to the question "don't wear sandals when working" on the ethical indicators of 58 respondents, 39 people (67,3%) said it was very good and 9 people (15,5%) said it was good, while 9 people (15,5%) said it deficient, then 1 person (1,7%) said it was not good.

5.2 Discussion

Based on the results of data analysis, it can be explained that there are 5 indicators in the implementation of employee discipline at the Cikampek Community Health Center UPTD, namely: attendance, evaluation, standards, vigilance and ethics.

The application of this discipline aims to shape the employee's mentality and regulate employee behavior so that they do not act arbitrarily as long as they are within the scope of the Community Health Center, bearing in mind that the aim of this organization is to serve the community, so employee discipline is very necessary in providing services.

The results of this research describe the level of achievement of variables obtained from 5 indicators, namely presence, evaluation, standards, vigilance and ethics which have been described as follows.

Table 18 Results of Discipline Implementation

No	Aspect	Cumulative Answers					Cumulative Total Answers	Final Score (%)				
		VG	G	D	NG	VNG		VG	G	D	NG	VNG
1	Attendance	109	40	21	4	0	174	62.6%	23%	12.1%	2.3%	0%
2	Evaluation	144	18	10	2	0	174	82.8%	10.3%	5.7%	1.2%	0%
3	Standard	100	8	7	1	0	116	86.2%	6.9%	6.1%	0.8%	0%
4	Vigilance	94	12	5	5	0	116	81%	10.4%	4.3%	4.3%	0%
5	Ethics	76	23	14	3	0	116	65.5%	19.8%	12.1%	2.6%	0%
Average Amount		523	101	57	15	0	696	75.1%	14.5%	8.2%	2.2%	0%

It is known that the evaluation of the implementation of discipline at the Cikampek Community Health Center UPTD uses 5 aspects with the highest average value in the VG category with a percentage of 75,1% and the lowest in the VNG category with a percentage of 0%.

The results of this analysis show that the majority or as much as 75,1% of the Cikampek Community Health Center UPTD employees tend to be disciplined although there is a small portion of employees who still lack discipline.

6. Conclusion and Implications

6.1 Conclusion

The level of discipline of the Cikampek Community Health Center UPTD employees is very good, because as the results obtained, employees do not fully follow the applicable disciplinary rules. This conclusion was drawn based on the results of analysis of data obtained from research activities by distributing questionnaires to respondents. The description of the conclusions drawn from each aspect is as follows.

1. In the attendance aspect, it can be seen that a percentage of 62,6% of employees are disciplined regarding working time. This can be seen from employees' compliance with the provisions for entering and leaving work as attached to employee attendance, although there are still some employees who do not comply with these provisions. Then there are not many employees hanging around during working hours.
2. In the evaluation aspect, it can be seen that a percentage of 82,8% of employees have carried out work evaluations. This can be observed from employees who carry out work rules well, are responsible and complete work on time.
3. In the standard aspect, it can be seen that a percentage of 86,2% of employees have carried out every existing procedure well. This can be observed from the way employees complete each of their obligations in accordance with applicable standard procedures and act in accordance with applicable procedures.
4. In the aspect of vigilance, it can be seen that 81% of employees are careful and careful when working. In this case, it can be seen from the way employees are careful in using existing work equipment and putting it back in its place after using it and being careful in all matters related to work..
5. In the ethical aspect, it can be seen that a percentage of 65,5% of employees have good ethics by wearing work uniforms during working hours, although there are some employees who still like to wear sandals during working hours.

6.2 Implications

Based on the existing conclusions, several suggestions and input can be put forward as follows.

1. To improve employee discipline in the aspect of attendance, the Head of the Cikampek Community Health Center UPTD should ensure that employees who arrive late or leave before time really have a strong reason or argument so that employees do not just ask for permission to come late or carry out their obligations and ensure that employees do not leave their room if has no clear interests.
2. In terms of the evaluation aspect, it is hoped that every employee will always evaluate the results of the work and tasks carried out so that they can work effectively and efficiently.
3. In terms of standard aspects, it is expected that every employee will comply with every procedure that applies in the workplace and employees who do not comply with the procedures will be given a warning so that the employee does not do it again.
4. To increase the awareness aspect, it is best for each employee to remind each other to be careful when using work equipment in order to reduce the level of damage to work equipment after use and put it back in the space provided so that there is no difficulty in finding the equipment if you want to use it.
5. To increase employee discipline in the ethical aspect, it is best for the Cikampek Community Health Center UPTD to impose sanctions on every employee who does not wear a complete uniform during working hours so that employees are deterred and always wear uniforms in accordance with existing regulations.

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Conflict of Interest

Authors declare that there is no conflict of interests regarding the publication of the paper.

Author Contribution

The authors confirm contribution to the paper as follows: **study conception and design:** R.S., U.M.D.S., L.R.K. and N.K.; **data collection:** R.S., U.M.D.S., L.R.K. and N.K.; **analysis and interpretation of results:** R.S., U.M.D.S., L.R.K. and N.K.; **draft manuscript preparation:** R.S., U.M.D.S., L.R.K. and N.K. All authors reviewed the results and approved the final version of the manuscript.

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