

Research Article

The Influence of Job Satisfaction in Mediating the Influence of Work Discipline and Work Motivation on the Performance of State Civil Apparatus at the Environment and Hygiene Service of Badung Regency

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Abstract. This study aims to analyze the influence of work discipline and work motivation on the performance of State Civil Apparatus (ASN) with job satisfaction as a mediating variable at the Environment and Hygiene Service (DLHK) of Badung Regency. This study uses a quantitative approach with saturated sampling techniques, so that all members of the population are sampled. Data analysis was carried out using the *Partial Least Square* (PLS) method with the help of SmartPLS software. The results of the study show that work discipline has a positive and significant effect on ASN performance and job satisfaction. Work motivation has a positive and significant effect on job satisfaction, but does not have a significant effect directly on the performance of ASN. Furthermore, job satisfaction has a positive and significant effect on the performance of ASN. The results of the mediation test showed that job satisfaction was able to mediate the influence of work discipline and work motivation on the performance of ASN. These findings show that the improvement in ASN performance is not only influenced by work discipline, but can also be strengthened through job satisfaction. Therefore, DLHK Badung Regency needs to maintain work discipline and increase motivation and job satisfaction through competency development, career opportunities, and a supportive work environment.

Keywords: ASN Performance; DLHK Badung Regency; Job Satisfaction; Work Discipline; Work Motivation.

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1. Introduction

The performance of the State Civil Apparatus (ASN) is one of the important elements in determining the success of public organizations, including in providing services to the community. Performance is the result of the work achieved by employees in carrying out the tasks and responsibilities given (Mangkunegara, 2017). Employee performance is also influenced by their abilities, motivation, and opportunities to carry out their work (Robbins & Judge, 2019). Therefore, improving the performance of ASN is important in supporting the achievement of organizational goals.

At the Badung Regency Environment and Hygiene Agency (DLHK), the performance of ASN during 2021–2025 is formally in the "Good" category. However, these conditions are not entirely in line with the development of several performance supporting factors. DLHK

data from Badung Regency shows that work discipline has decreased from 93% in 2021 to 88% in 2023, then increased to 91% in 2025. Work motivation also decreased from a score of 4.20 in 2021 to 3.95 in 2023 and increased to 4.08 in 2025. Meanwhile, job satisfaction has decreased from 82% in 2021 to 76% in 2023 and again declined to 79% in 2025. These conditions show fluctuations in work discipline, work motivation, and job satisfaction that need to be studied further because theoretically these three aspects can be related to the performance of ASN.

Work discipline is one of the factors that plays a role in supporting employee performance. Work discipline is a person's awareness and willingness to obey the rules and norms that apply in the organization (Hasibuan, 2016). Employees who have high discipline tend to carry out tasks according to procedures, complete work on time, and comply with organizational regulations. *Goal-Setting Theory* explains that regular and consistent behavior can support the achievement of work goals (Locke & Latham, 2002). However, the results of previous research on the influence of work discipline on performance still show differences. Sahrona and Rizky (2025) found that work discipline has a positive and significant effect on performance. On the other hand, Santoso and Mariana (2024) found that work discipline had no significant effect on performance.

Work motivation is also an important factor in improving the performance of ASN. Motivation is a process that explains a person's intensity, direction, and perseverance in achieving goals (Robbins & Judge, 2017). Work motivation can encourage employees to carry out their work optimally and strive to achieve organizational targets. Expectation Theory explains that individuals will be encouraged to work better if they believe that the effort made can produce good performance and provide the expected results (Vroom, in the study of work motivation). In DLHK Badung Regency, the work motivation score decreased from 4.20 in 2021 to 3.95 in 2023 before increasing again to 4.08 in 2025. The results of the study regarding the influence of motivation on performance are also inconsistent. Mohamed et al. (2025) found that motivation has a positive and significant effect on performance. However, Setyowati et al. (2024) found that work motivation did not have a significant effect on performance.

Job satisfaction is seen as a variable that can bridge the relationship between work discipline and work motivation and performance. Job satisfaction is a person's positive feelings about their job that are formed through the evaluation of the characteristics of the job (Robbins & Judge, 2017). Job satisfaction is also a positive emotional state that arises from a person's assessment of their work or work experience (Luthans, 2015). Thus, employees who have good discipline and work motivation are expected to have higher job satisfaction so that they can encourage the achievement of optimal performance.

The phenomenon of job satisfaction at DLHK Badung Regency shows changes during the 2021–2025 period. The job satisfaction rate declined from 82% in 2021 to 76% in 2023, then increased to 81% in 2024 and again declined to 79% in 2025. This condition shows that ASN's job satisfaction is still experiencing instability. Research by Asri and Febiana (2025) shows that job satisfaction is able to mediate the relationship between work discipline and performance. On the other hand, Lisnandiyanto et al. (2025) found that job satisfaction was ineffective in mediating the relationship between work discipline and performance. Dianingsih et al. (2025) also found that job satisfaction was unable to mediate the influence of motivation on performance.

Based on this phenomenon, there is a discrepancy in the results of the study regarding the influence of work discipline and work motivation on performance and the role of job satisfaction as a mediating variable. This condition is an *important research gap* to be studied, especially in ASN in DLHK Badung Regency. Therefore, this study was conducted to analyze "The Role of Job Satisfaction in Mediating the Influence of Work Discipline and Work Motivation on the Performance of ASN at the Badung Regency Environment and Hygiene Service."

2. Preliminaries or Related Work or Literature Review

Work Discipline

Work discipline is the attitude and behavior of employees in complying with regulations and carrying out duties and responsibilities according to the organization's regulations. Hasibuan (2016) explained that work discipline is a person's awareness and willingness to obey applicable rules and norms. Sutrisno (2016) stated that work discipline reflects a person's

willingness and willingness to comply and obey applicable norms and regulations. Furthermore, Rivai (2015) explained that work discipline is an effort to increase employee awareness and willingness to obey organizational regulations. Based on these opinions, work discipline can be interpreted as employee compliance with organizational regulations which is reflected in attitudes, behaviors, and the implementation of duties in accordance with applicable regulations.

Purpose of Work Discipline

The purpose of work discipline is to ensure that the workforce complies with organizational rules and policies, both written and unwritten, and carries out duties according to management's direction. Work discipline also aims to encourage employees to carry out their work optimally, provide good service, maintain and use organizational infrastructure facilities responsibly, and behave in accordance with applicable norms. In the end, the application of work discipline is expected to increase labor productivity in accordance with organizational goals in the short and long term (Sastrohadiwiryono, 2015).

Work Motivation

Work motivation is the drive that moves a person to carry out activities in achieving certain goals. Hasibuan (2016) explained that motivation is a driving force that encourages a person to work effectively to achieve satisfaction. Sutrisno (2016) stated that motivation is a driving factor for a person to carry out an activity. Meanwhile, Robbins and Judge (2015) define motivation as a process that explains an individual's intensity, direction, and perseverance in achieving goals. Based on this opinion, work motivation can be interpreted as encouragement that comes from within and outside the employee who directs and encourages individuals to carry out work optimally to achieve organizational goals.

Job Satisfaction

Job satisfaction is a positive or negative feeling that employees feel about their work. Robbins and Judge (2015) explained that job satisfaction is a positive feeling towards work that is formed through an evaluation of job characteristics. Luthans (2015) stated that job satisfaction is the result of employees' perception of the extent to which work can provide something that is considered important. Hasibuan (2016) explained that job satisfaction is an emotional attitude that is fun and loves work which is reflected in work morale, discipline, and work achievement. Based on this opinion, job satisfaction can be interpreted as the feeling of satisfaction or dissatisfaction of employees with their work which is formed through the assessment of various aspects of work.

Employee Performance

Performance is the result of work achieved by employees in carrying out the tasks and responsibilities given. Mangkunegara (2017) stated that performance is the result of work in terms of quality and quantity achieved by employees in carrying out their duties according to their responsibilities. Sedarmayanti (2017) explained that performance is the result of the work of a person or group in an organization in accordance with the authority and responsibility to achieve organizational goals. Based on this opinion, performance can be interpreted as the result of employee work, both in quality and quantity, which is achieved in carrying out duties and responsibilities in accordance with organizational goals.

Definition of State Civil Apparatus (ASN)

Based on Law Number 5 of 2014 concerning the State Civil Apparatus, ASN is a profession consisting of Civil Servants (PNS) and Government Employees with Employment Agreements (PPPK) who work in government agencies. ASN has a role as a planner, implementer, and supervisor of the implementation of government and national development through the implementation of policies and public services in a professional manner (Law of the Republic of Indonesia Number 5 of 2014).

The performance of ASN is one of the important factors in supporting the success of government and public services. ASN who have good performance are expected to be able to provide quality services and support the achievement of organizational goals. Therefore, improving the performance of ASN is an important part of realizing effective and quality government implementation.

3. Materials and Method

This study uses a quantitative approach with an explanatory design to examine the causal relationship between work discipline and work motivation on the performance of the State Civil Apparatus (ASN) with job satisfaction as a mediating variable. The research was carried out at the Environment and Hygiene Agency (DLHK) of Badung Regency in January-April 2026. The research population is Civil Servants (PNS) who serve at the DLHK Headquarters of Badung Regency. The sampling technique used saturated sampling (census), so that all 56 civil servants who had worked for at least one year and were actively working at the time of the study were made respondents.

Primary data was collected through a questionnaire with a five-point Likert scale, while secondary data was obtained from relevant agency documents and literature. The research variables consisted of work discipline and work motivation as independent variables, job satisfaction as a mediating variable, and ASN performance as dependent variables. Data were analyzed using descriptive analysis and Structural Equation Modeling based on Partial Least Squares (SEM-PLS) with the help of SmartPLS to evaluate measurement models and structural models, test direct and indirect influences, and test the mediating role of job satisfaction through bootstrapping procedures at a significance level of 5%.

4. Results and Discussion

The data analysis in this study uses a quantitative approach with the Partial Least Square (PLS) method assisted by SmartPLS 3.0. PLS was chosen because it can analyze the relationship between variables and identify more dominant factors in explaining dependent variables.

Measurement Evaluation (Outer Model)

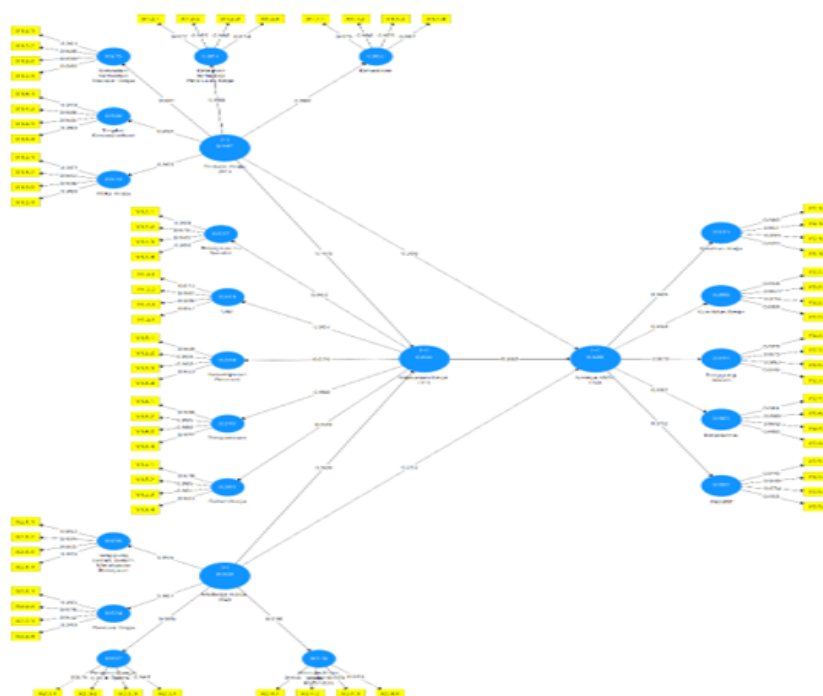


Figure 1. Outer Model.

Convergent Validity

	Disiplin Kerja (X1)	Kepuasan Kerja (Y1)	Kinerja ASN (Y2)	Motivasi Kerja (X2)
X1.1.1	0.967			
X1.1.2	0.971			
X1.1.3	0.973			
X1.1.4	0.971			
X1.2.1	0.969			
X1.2.2	0.932			
X1.2.3	0.976			
X1.2.4	0.969			
X1.3.1	0.982			
X1.3.2	0.979			
X1.3.3	0.985			
X1.3.4	0.978			
X1.4.1	0.982			
X1.4.2	0.973			
X1.4.3	0.965			
X1.4.4	0.970			
X1.5.1	0.976			
X1.5.2	0.985			
X1.5.3	0.977			
X1.5.4	0.981			
X2.1.1				0.945
X2.1.2				0.970
X2.1.3				0.949
X2.1.4				0.952
X2.2.1				0.915
X2.2.2				0.959
X2.2.3				0.948
X2.2.4				0.971
X2.3.1				0.957
X2.3.2				0.954
X2.3.3				0.954
X2.3.4				0.880
X2.4.1				0.885
X2.4.2				0.867
X2.4.3				0.890
X2.4.4				0.938

Figure 2. Convergent Validity Test Results.

Based on figure 2 above, it can be seen that all values on *the convergent validity test* are greater than 0.7. Thus, it can be stated that the data in the study is valid.

Discriminant Validity

	Disiplin Kerja (X1)	Kepuasan Kerja (Y1)	Kinerja ASN (Y2)	Motivasi Kerja (X2)
Disiplin Kerja (X1)	0.973			
Kepuasan Kerja (Y1)	0.947	0.930		
Kinerja ASN (Y2)	0.962	0.970	0.942	
Motivasi Kerja (X2)	0.921	0.949	0.954	

Figure 3. Convergent Validity Test Results.

Based on Figure 3 above, it can be seen that all *discriminant validity* values correlation latent variables in each variable are greater than 0.7. Thus, it can be stated that the data in the study is valid.

Discriminant Validity With AVE

	<i>Average Variance Extracted (AVE)</i>
Disiplin Kerja	0,947
Kepuasan Kerja	0,866
Kinerja ASN	0,888
Motivasi Kerja	0,966

Figure 4. AVE Convergent Validity Test Results.

Based on Figure 4 above, it can be seen that all *the values of the average variance extracted (AVE)* are more than 0.5. Thus, it can be stated that the data in the study is valid.

Reliability

Figure 5. Cronbah's Alpha Reliability Test Results.

	<i>Cronbach's Alpha</i>
Disiplin Kerja	0,997
Kepuasan Kerja	0,992
Kinerja ASN	0,993
Motivasi Kerja	0,988

Based on Figure 5 above, it can be seen that all *Cronbach's alpha* values in each variable are greater than 0.7. Thus, it can be stated that the data in the research is reliable.

	<i>Composite Reliability</i>
Disiplin Kerja	0,997
Kepuasan Kerja	0,992
Kinerja ASN	0,994
Motivasi Kerja	0,991

Figure 6. Composite Reliability Test Results

Based on the figure 6 above, it can be seen that all *Composite reliability* values in each variable are greater than 0.7. Thus, it can be stated that the data in the research is reliable.

Structural Model Evaluation (Inner Model)

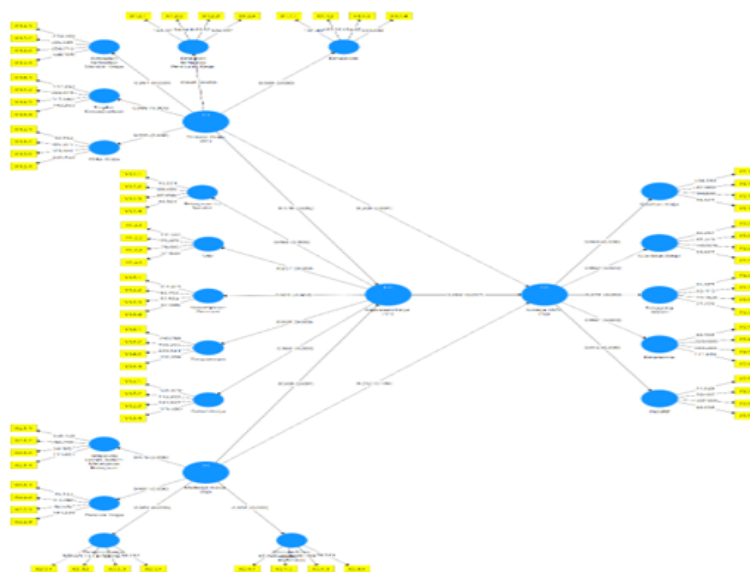


Figure 7. Inner Model.

R – Square

	R Square	R Square Adjusted
Kepuasan Kerja	0,866	0,863
Kinerja ASN	0,888	0,886

Figure 8. R-Square Test Results.

Based on the results of the R-square test, the R-square value of job satisfaction was 0.866, which showed that work discipline and work motivation were able to explain 86.6% of the variation in job satisfaction. Meanwhile, the R-square value of ASN performance was 0.888, which shows that work discipline and work motivation were able to explain 88.8% of the variation in ASN performance.

Q – Square

Testing *inner model* done by looking at the *Q-square* to find out *predictive relevance* model. Value *Q-square* > 0 indicates that the model has predictive relevance, while the value *Q-square* < 0 indicates that the model lacks predictive relevance. Thus, the greater the value *Q-square*, the better the model's ability to predict endogenous variables. Calculation *Q-square* It can be seen as follows:

$$Q^2 = 1 - [(1-R_1^2) (1-R_2^2)]$$

$$Q^2 = 1 - [(1-0,866) (1-0,888)]$$

$$Q^2 = 1 - [(0,134) (0,112)]$$

$$Q^2 = 1 - (0,015)$$

$$Q^2 = 0,985$$

Based on the calculation above, a *Q-square* value of 0.985 is more than 0 and close to 1, so it can be concluded that the model has a *predictive relevance* value or the model is worthy of being said to have a relevant predictive value.

Hypothesis Testing

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Keterangan
Disiplin Kerja (X1) -> Kepuasan Kerja (Y1)	0.478	0.440	0.153	3.136	0.002	Signifikan
Disiplin Kerja (X1) -> Kinerja ASN (Y2)	0.368	0.357	0.106	3.465	0.001	Signifikan
Kepuasan Kerja (Y1) -> Kinerja ASN (Y2)	0.383	0.331	0.139	2.760	0.007	Signifikan
Motivasi Kerja (X2) -> Kepuasan Kerja (Y1)	0.509	0.550	0.148	3.425	0.001	Signifikan
Motivasi Kerja (X2) -> Kinerja ASN (Y2)	0.252	0.314	0.155	1.619	0.109	Tidak Signifikan

Figure 9. Direct Impact Test Results.

Based on the table above, the *p-value* and *t* statistics for each variable are obtained which are described as follows.

- Work discipline had a positive and significant effect on job satisfaction ($\beta = 0.478$; $t = 3.136$; $p = 0.002$), so H1 was accepted.
- Work discipline had a positive and significant effect on the performance of ASN ($\beta = 0.368$; $t = 3.465$; $p = 0.001$), so H2 was accepted.
- Job satisfaction had a positive and significant effect on the performance of ASN ($\beta = 0.383$; $t = 2.760$; $p = 0.007$), so H3 was accepted.
- Work motivation had a positive and significant effect on job satisfaction ($\beta = 0.509$; $t = 3.425$; $p = 0.001$), so H4 was accepted.
- Work motivation had a positive but not significant effect on ASN performance ($\beta = 0.252$; $t = 1.619$; $p = 0.109$), so H5 was rejected.

Jalur Pengaruh Tidak Langsung	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values	Keterangan	Jenis Mediasi
Disiplin Kerja (X1) -> Kepuasan Kerja (Y1) -> Kinerja ASN (Y2)	0.183	0.152	0.089	2.064	0.042	Signifikan	Mediasi Parsial (Partial Mediation)
Motivasi Kerja (X2) -> Kepuasan Kerja (Y1) -> Kinerja ASN (Y2)	0.195	0.176	0.078	2.485	0.015	Signifikan	Mediasi Penuh (Full Mediation)

Figure 10. Indirect and Intervening (Mediation) Test Results.

Based on the table above, the p-value, t statistics, and types of mediation for each indirect influence path are obtained, which are explained as follows.

- a. Job satisfaction significantly mediated the influence of work discipline on ASN performance ($p = 0.042$; $t = 2.064$). Because the direct influence of work discipline on ASN performance is also significant ($p = 0.001$), job satisfaction plays a role as partial mediation.
- b. Job satisfaction significantly mediated the influence of work motivation on ASN performance ($p = 0.015$; $t = 2.485$). Because the direct influence of work motivation on ASN performance is not significant ($p = 0.109$), job satisfaction plays a role as full mediation.

Discussion***The Effect of Work Discipline on ASN Performance***

The test results showed that work discipline had a positive and significant effect on the performance of ASN in DLHK Badung Regency ($\beta = 0.368$; $t = 3.465$; $p = 0.001$), so the first hypothesis was accepted. This shows that the higher the work discipline of ASN, the better their performance.

These results are in line with *Goal Setting Theory* which explains that clear and measurable work goals encourage individuals to behave disciplined in achieving performance standards (Locke & Latham, 2019). Good discipline can improve the quality and quantity of work and strengthen employee responsibility. This finding is in line with Hasanah (2024) and Khair and Rizky (2025) who show that work discipline has a positive and significant effect on employee performance. Based on the variable profile, the aspect of vigilance in work discipline as well as the quality of work and initiatives in the performance of ASN still needs to be strengthened through technical guidance, supervision, and quality control of work.

The Effect of Work Motivation on ASN Performance

The test results showed that work motivation did not have a significant effect on the performance of ASN in DLHK Badung Regency ($\beta = 0.252$; $t = 1.619$; $p = 0.109$), so the hypothesis was rejected. This shows that high and low work motivation does not directly determine the performance of ASN.

These findings can be explained through the characteristics of public sector organizations that have SOPs, SKP targets, evaluation systems, and supervision mechanisms, so that ASN continues to carry out their duties according to the standards and responsibilities of their positions. This condition is supported by the characteristics of respondents who are mostly over 50 years old (53.6%) and in group III (66.1%), so that the implementation of work tends to have become a routine guided by organizational procedures.

The results of this study are in line with Siahaan and Bahri (2019) who found that work motivation does not have a significant effect on employee performance. Similar findings were also put forward by Marjaya and Pasaribu (2019). In contrast, Wang et al. (2024) found a positive relationship between work motivation and performance, while Elamalki et al. (2024) also showed a positive influence of motivation on performance in the public sector. The difference in results can be caused by differences in organizational and respondent characteristics. Based on the variable profile, the indicator of independence in acting has the lowest achievement, so DLHK Badung Regency needs to increase the delegation of authority and encourage ASN initiatives so that work motivation can be more optimal in supporting performance.

The Effect of Work Discipline on ASN Performance

The test results showed that work discipline had a positive and significant effect on the job satisfaction of ASN in DLHK Badung Regency ($\beta = 0.478$; $t = 3.136$; $p = 0.002$), so the hypothesis was accepted. This shows that the better the work discipline of ASN, the higher the job satisfaction felt.

This finding is in accordance with *the Goal Setting Theory* which explains that achieving work goals can cause satisfaction and pride in employees (Locke, 2019). Discipline in adhering to work standards, punctuality, and procedures helps employees achieve targets and create an orderly and comfortable work environment. The results of this study are in line with Pinto et al. (2024) who show that work discipline has a positive and significant effect on job satisfaction.

Based on the variable profile, the lowest performance indicator of job satisfaction is promotion opportunities. Therefore, DLHK Badung Regency needs to increase the transparency of the promotion system and clarify the career development level of ASN so that good work discipline can be followed by increasing job satisfaction.

The Effect of Work Motivation on Job Satisfaction

The test results showed that work motivation had a positive and significant effect on the job satisfaction of ASN in DLHK Badung Regency ($\beta = 0.509$; $t = 3.425$; $p = 0.001$), so the hypothesis was accepted. This shows that the higher the work motivation of ASN, the higher the job satisfaction felt.

These findings are in line with *Goal Setting Theory* which explains that clear and challenging goals can increase motivation and satisfaction when those goals are achieved (Locke & Latham, 2019). The results of this study are also in line with Aljumah (2023) who found that intrinsic and extrinsic motivation have a significant effect on job satisfaction. Similar findings were put forward by Ali et al. (2021) and Idrus et al. (2022) which showed a positive and significant relationship between motivation and job satisfaction.

Based on the variable profile, work performance and self-development have been assessed as good, while promotion opportunities are the indicator with the lowest achievements. Therefore, DLHK Badung Regency needs to clarify career paths and improve competency development programs so that ASN work motivation can further increase job satisfaction.

The Effect of Job Satisfaction on ASN Performance

The test results showed that job satisfaction had a positive and significant effect on the performance of ASN in DLHK Badung Regency ($\beta = 0.383$; $t = 2.760$; $p = 0.007$), so the hypothesis was accepted. This shows that the higher the job satisfaction of ASN, the better their performance.

These findings are in line with Robbins and Judge (2015) who explained that employees who have high job satisfaction tend to show better productivity and work behavior. In the perspective of *Goal Setting Theory*, achieving work goals can increase satisfaction while encouraging individuals to achieve their next goal in a sustainable manner (Locke & Latham, 2019). The results of this study are also in line with Gazi et al. (2024) and Srivastav et al. (2024) who show that job satisfaction has a positive and significant effect on performance.

Based on the variable profile, relationships with colleagues are the highest indicators of job satisfaction, while work quality is still relatively low. Therefore, DLHK Badung Regency needs to maintain a harmonious work climate and improve technical coaching and quality control so that good job satisfaction can be followed by improving the quality of ASN performance.

The Effect of Job Satisfaction as a Mediating Variable on the Influence of Work Discipline on ASN Performance

The test results showed that job satisfaction was able to significantly mediate the influence of work discipline on ASN performance ($\beta = 0.183$; $t = 2.064$; $p = 0.042$), so the hypothesis was accepted. This shows that work discipline not only improves performance directly, but also through increased job satisfaction.

Good work discipline encourages ASN to work in an orderly, effective, and procedural manner so as to create comfort and satisfaction at work. This satisfaction can further encourage the productivity, responsibility, and quality of performance of ASN in carrying out public service duties. This finding is in line with Widyastuti (2020) who shows that job satisfaction plays a mediator in the relationship between work discipline and performance in the public sector.

The Effect of Job Satisfaction as a Mediation Variable on the Effect of Work Motivation on ASN Performance

The test results showed that job satisfaction was able to significantly mediate the influence of work motivation on ASN performance ($\beta = 0.195$; $t = 2.485$; $p = 0.015$), so the hypothesis was accepted. This shows that work motivation can improve the performance of ASN through increasing job satisfaction.

High work motivation encourages ASN to be more enthusiastic, initiative, and responsible in carrying out their duties. When employee needs and expectations are met, job satisfaction increases so that it can boost productivity and performance quality. Thus,

improving the performance of ASN needs to be supported not only through work motivation, but also by creating working conditions that can increase employee satisfaction.

The results of this study are in line with Saputra and Aslami (2021) who prove that job satisfaction is able to significantly mediate the relationship between work motivation and performance. The findings show that job satisfaction is an important mechanism that strengthens the influence of work motivation on the performance of ASN.

5. Conclusion

Based on the results of the study on the influence of work discipline and work motivation on the performance of ASN with job satisfaction as a mediating variable in DLHK Badung Regency, it can be concluded that: Work discipline has a positive and significant effect on the performance of ASN. Work motivation does not have a significant effect directly on the performance of ASN. Work discipline has a positive and significant effect on job satisfaction. Work motivation has a positive and significant effect on job satisfaction. Job satisfaction has a positive and significant effect on the performance of ASN. Job satisfaction is able to mediate the influence of work discipline on the performance of ASN. Job satisfaction is able to mediate the influence of work motivation on the performance of ASN.

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