

ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Konflik, Stres, Budaya Organisasi Serta Motivasi Terhadap Kinerja Pegawai Pada Puskesmas Pasar Kambang Pesisir Selatan. Metode analisis data menggunakan kuesioner, dengan sampel 70 responden. Metode analisis data yang digunakan adalah Analisis Regresi Linear Berganda. Berdasarkan hasil penelitian menunjukkan bahwa Terdapat pengaruh positif dan tidak signifikan Konflik terhadap Kinerja Pegawai. Terdapat pengaruh positif dan tidak signifikan Stres Kerja terhadap Kinerja Pegawai. Terdapat pengaruh negatif dan tidak signifikan Budaya Organisasi terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan Motivasi terhadap Kinerja Pegawai. Terdapat pengaruh positif dan signifikan Konflik, Stres Kerja, Budaya Organisasi, Motivasi terhadap Kinerja Pegawai. Kontribusi variabel Konflik, Stres, Budaya Organisasi Serta Motivasi Terhadap Kinerja Pegawai berpengaruh sebesar 73,9% sedangkan sisanya sebesar 26,2% di pengaruhi oleh variabel lain diluar penelitian ini. Berdasarkan hasil penelitian ini diharapkan pihak Puskesmas Pasar Kambang Pesisir Selatan dapat meningkatkan Kinerja Pegawai dengan meningkatkan Konflik, Stres, Budaya Organisasi Serta Motivasi melalui masing-masing indikator.

Kata Kunci: Konflik, Stres, Budaya Organisasi, Motivasi, Dan Kinerja Pegawai

ABSTRACT

The purpose of this study was to find out how much influence conflict, stress, organizational culture and motivation have on employee performance at the Pasar Kambang Pesisir Selatan Health Center. Methods of data analysis using a questionnaire, with a sample of 70 respondents. The data analysis method used is Multiple Linear Regression Analysis. Based on the results of the study, it shows that there is a positive and insignificant effect of conflict on employee performance. There is a positive and insignificant effect of Job Stress on Employee Performance. There is a negative and insignificant effect of Organizational Culture on Employee Performance. There is a positive and significant effect of motivation on employee performance. There is a positive and significant effect of Conflict, Work Stress, Organizational Culture, Motivation on Employee Performance. The contribution of the variables Conflict, Stress, Organizational Culture and Motivation on Employee Performance has an effect of 73.9% while the remaining 26.2% is influenced by other variables outside this study. Based on the results of this study, it is hoped that the Pasar Kambang Pesisir Selatan Health Center can improve employee performance by increasing conflict, stress, organizational culture and motivation through each indicator.

Keywords: Conflict, Stress, Organizational Culture, Motivation, and Employee Performance