

ABSTRAK

Penelitian ini bertujuan untuk mengetahui seberapa besar Pengaruh Servant Leadership, Budaya Organisasional dan Kepuasan kerja Terhadap Kinerja Karyawan RSUD Pratama Tapan. Populasi dalam penelitian ini adalah karyawan RSUD PRATAMA TAPAN yang berjumlah 150 karyawan. Teknik penarikan sampel adalah total sampel dikarenakan jumlah populasi 150 responden sehingga sampel pada penelitian ini adalah seluruh populasi yaitu 150 karyawan. Metode pengumpulan data melalui survei dan menyebarkan kuesioner kepada karyawan sebagai responden. Metode analisis yang digunakan adalah uji analisis regresi linier berganda dengan SPSS 23.0.

Hasil penelitian menunjukkan terdapat pengaruh yang signifikan antara Servant Leadership terhadap Kinerja Karyawan. Terdapat pengaruh yang signifikan antara Budaya Organisasional terhadap Kinerja Karyawan. Terdapat pengaruh yang signifikan antara Kepuasan Kerja terhadap Kinerja Karyawan, Terhadap H4 *Servan Leadership*, Budaya Organisasi, Kepuasan Kerja diduga berpengaruh signifikan terhadap Kinerja Organisasi RSUD Pratama Tapan.

kata kunci: Servant Leadership, Budaya Organisasional Dan Kepuasan Kerja Terhadap Kinerja Karyawan

ABSTRACT

This study aims to determine how big the influence of Servant Leadership, Organizational Culture and Work Objectives on employee performance of Pratama Tapan Hospital Employees. The population in this study were employees of RSUD PRATAMA TAPAN who sold 150 employees. The sampling technique is the total sample because the total population is 150 respondents so that the sample in this study is the entire population, namely 150 employees. The method of collecting data is through surveys and distribution to employees as respondents. The analytical method used is a multiple linear regression analysis test using SPSS for windows version 23.0 data processing tool.

The results showed that in IR, there was a significant influence between Servant Leadership on Employee Performance. In H2 there is a significant influence between Organizational Culture on Employee Performance. In H3 there is a significant influence between work goals on employee performance, on H4 Servant Leadership, Organizational Culture, allegedly having a significant effect on the organization of Pratama Tapan Hospital.

keywords: servant leadership, organizational culture and job satisfaction on employee performance