

## ABSTRAK

**Idho Gusti Putra**  
**Nim 2019422053**

Pengaruh Kepemimpinan, Disiplin Kerja Dan Kepuasan Kerja Terhadap Kinerja Tenaga Kesehatan Pada Puskesmas Muara Siberut Kabupaten Kepulauan Mentawai Kecamatan Siberut Selatan” (2022) Tesis, Program Magister Manajemen “UPI-YPTK” Padang dibawah bimbingan Ibu. Dr. Ir. Zefriyenni, MM Dan Ibu Dr. Lusiana, SE, MM

Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh variable kepemimpinan, disiplin kerja dan kepuasan kerja secara simultan dan parsial terhadap kinerja tenaga kesehatan pada Puskesmas Muara Siberut Kabupaten Kepulauan Mentawai Kecamatan Siberut Selatan, dengan menggunakan metode pengumpulan data yaitu berupa kuesioner dan metode analisis yang digunakan adalah analisis regresi linear berganda.

Hasil penelitian diperoleh bahwa variabel kepemimpinan, disiplin kerja dan kepuasan kerja berpengaruh signifikan terhadap kinerja tenaga kesehatan pada Puskesmas Muara Siberut Kabupaten Kepulauan Mentawai Kecamatan Siberut Selatan Ditandai dengan nilai R sebesar 0,707 dan Adjusted R Square sebesar 0,479. Hal ini menunjukkan bahwa ada hubungan yang kuat antara kepemimpinan, disiplin kerja dan kepuasan kerja terhadap kinerja tenaga kesehatan pada Puskesmas Muara Siberut Kabupaten Kepulauan Mentawai Kecamatan Siberut Selatan sebesar 47,9% sedangkan sisanya 52,1% dipengaruhi oleh faktor lain diluar penelitian ini.

Secara parsial variabel kepemimpinan, disiplin kerja dan kepuasan kerja berpengaruh signifikan terhadap kinerja tenaga kesehatan pada Puskesmas Muara Siberut Kabupaten Kepulauan Mentawai Kecamatan Siberut Selatan.

Kata Kunci : kepemimpinan, disiplin kerja, kepuasan kerja dan kinerja

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The Effect of Leadershio, Work Discipline And Job Satisfaction On the Peformance of Health Workers at the Muara Siberut Health Center, Mentawai Islands Regency, South Siberut District“ (2022) Thesis, Master of Management Program “UPI-YPTK” Padang under the guidance of Mrs. Dr. Ir Zefriyenni, MM And Mrs. Dr. Lusiana, SE, MM

This study aims to determine how much influence the variables of leadership, work discipline and job satisfaction simultaneously and partially on the performance of health workers at the Muara Siberut Health Center, Mentawai Islands Regency, South Siberut District, using data collection methods in the form of questionnaires and the analysis method used is regression. multiple linear.

The results showed that the variables of leadership, work discipline and job satisfaction had a significant effect on the performance of health workers at the Muara Siberut Health Center, Mentawai Islands Regency, South Siberut District, marked with an R value of 0.707 and an Adjusted R Square of 0.479. This shows that there is a strong relationship between leadership, work discipline and job satisfaction on the performance of health workers at the Muara Siberut Health Center, Mentawai Islands Regency, South Siberut District by 47.9% while the remaining 52.1% is influenced by other factors outside this study.

Partially, the variables of leadership, work discipline and job satisfaction have a significant effect on the performance of health workers at the Muara Siberut Health Center, Mentawai Islands Regency, South Siberut District.

Keywords: leadership, work discipline, job satisfaction and performance