

ABSTRAK

Berdasarkan Tabel laporan jumlah kunjungan rawat inap Puskesmas Bidar Alam tahun 2020, terlihat bahwa jumlah kunjungan Rawat Inap pada tahun 2020 sebanyak 859 orang. Jika diperhatikan dari bulan ke bulan jumlah kunjungan semakin berkurang dan tidak stabil, Kinerja Karyawan pada Puskesmas Bidar Alam Kabupaten Solok Selatan tidak optimal disinyalir disebabkan oleh, Disiplin Kerja, Motivasi Kerja, Budaya Organisasi dan Komitmen Organisasi yang masih rendah.

Tujuan dari penelitian ini adalah untuk mengetahui seberapa besar Pengaruh Disiplin Kerja, Motivasi Kerja Dan Budaya Organisasi Terhadap Kinerja Karyawan Dengan Komitmen Organisasi Sebagai Variabel Intervening Pada Puskesmas Bidar Alam Kabupaten Solok Selatan. Metode analisis data menggunakan kuesioner, dengan sampel 52 responden. Metode analisis data yang digunakan adalah analisis regresi linear berganda dan Analisis Jalur.

Berdasarkan hasil penelitian menunjukkan bahwa Disiplin Kerja Motivasi Kerja Dan Budaya Organisasi berpengaruh positif dan signifikan Terhadap Kinerja Karyawan Dengan Komitmen Organisasi Sebagai Variabel Intervening. Kontribusi variabel Disiplin Kerja Motivasi Kerja Dan Budaya Organisasi Terhadap Kinerja Karyawan Dengan Komitmen Organisasi Sebagai Variabel Intervening berpengaruh sebesar 82,0% sedangkan sisanya sebesar 18,0% di pengaruhi oleh variabel lain diluar penelitian ini.

Berdasarkan hasil penelitian ini diharapkan Manajemen Perusahaan dapat meningkatkan Kinerja Karyawan dengan meningkatkan Disiplin Kerja Motivasi Kerja, Budaya Organisasi, Dan Komitmen Organisasi pada Puskesmas Bidar Alam Kabupaten Solok Selatan melalui masing-masing indikator.

Kata Kunci: Disiplin Kerja Motivasi Kerja, Budaya Organisasi, Komitmen Organisasi Dan Kinerja Karyawan

ABSTRACT

Based on the table reporting the number of inpatient visits to the Bidar Alam Health Center in 2020, it can be seen that the number of inpatient visits in 2020 was 859 people. If you pay attention from month to month the number of visits is decreasing and unstable, employee performance at the Bidar Alam Health Center in South Solok Regency is not optimal, allegedly due to work discipline, work motivation, organizational culture and organizational commitment which are still low.

The purpose of this study was to determine how big the influence of work discipline, work motivation and organizational culture on employee performance with organizational commitment as an intervening variable at Bidar Alam Public Health Center, South Solok Regency. Methods of data analysis using a questionnaire, with a sample of 52 respondents. The data analysis method used is multiple linear regression analysis and path analysis.

Based on the results of the study, it showed that work discipline, work motivation and organizational culture had a positive and significant effect on employee performance with organizational commitment as an intervening variable. Contribution of work discipline variable work motivation and organizational culture to employee performance with organizational commitment as an intervening variable has an effect of 82.0% while the remaining 18.0% is influenced by other variables outside this study.

Based on the results of this study, it is expected that the company's management can improve employee performance by increasing work discipline, work motivation, organizational culture, and organizational commitment at the Bidar Alam Public Health Center, South Solok Regency through each indicator.

Keywords: Work Discipline, Work Motivation, Organizational Culture, Organizational Commitment and Employee Performance