INTISARI

Latar belakang: Perawat merupakan sumber daya manusia yang penting dalam sebuah rumah sakit. Hal ini menyebabkan pelayanan keperawatan berkontribusi besar dalam menentukan kualitas kerja rumah sakit. Upaya peningkatan pelayanan rumah sakit, harus dilakukan secara beriringan dengan peningkatan kinerja perawat dalam melakukan pelayanan keperawatan. Dimana kinerja perawat sebagai ujung tombak pelayanan kesehatan merupakan masalah yang sangat penting untuk dikaji dalam rangka mempertahankan dan meningkatkan mutu pelayanan kesehatan.

Metode: Jenis penelitian kausal dengan pendekatan kuantitatif. Populasi 152 perawat. Jumlah sampel semua perawat. Teknik analisis data menggunakan *Structural Equation Model* dengan AMOS.

Hasil dan pembahasan: Hasil yang deperoleh berdasarkan nilai c.r > 1,96 dan p< 0,05 bahwa ada pengaruh yang signifikan antara iklim organisasi, kepemimpinan,terhadap motivasi kerja dan ada pengaruh yang signifikan antara motivasi kerja, iklim organisasi, kepemimpinan terhadap kinerja perawat. Berdasarkan nilai *standardized direct effect* yang dilihat dalam tabel menunjukan hasil lebih besar, sehingga disimpulkan bahwa ada pengaruh langsung iklim organisasi terhadap kinerja perawat dan ada pengaruh langsung kepemimpinan terhadap kinerja perawat

Kesimpulan: Ada pengaruh yang signifikan iklim organisasi dan kepemimpinan terhadap motivasi kerja dan kinerja perawat di RS PKU Muhammadiyah Gamping

Kata kunci: Iklim Organisasi, kepemimpinan, Motivasi Kerja, Kinerja Perawat.

ABSTRACT

Background: Nurses are important human resources in a hospital. This causes nursing services to contribute greatly in determining the quality of hospital work. Efforts to improve hospital services, must be carried out in tandem with improving the performance of nurses in carrying out nursing services. Where the performance of nurses as the spearhead of health services is a very important problem to be studied in order to maintain and improve the quality of health services.

Method: Type of causal research with quantitative approach. Population 152 nurses. Total sample of all nurses. Data analysis technique uses the Structural Equation Model with AMOS.

Results and discussion: The results obtained were based on c.r values> 1.96 and p <0.05 that there was a significant influence between organizational climate, leadership, work motivation and there was a significant influence between work motivation, organizational climate, leadership on nurse performance. Based on the value of the standardized direct effect seen in the table shows greater results, so it was concluded that there is a direct influence of organizational climate on nurse performance and there is a direct influence of leadership on nurse performance

Conclusion: There is a significant effect of organizational climate and leadership on work motivation and nurse performance in PKU Muhammadiyah Gamping

Keywords: Organizational Climate, leadership, Work Motivation, Nurse Performance