

Pengaruh Motivasi Kerja dan Budaya Organisasi Terhadap Kinerja Karyawan Rumah Sakit Umum Daerah dr. Achmad Diponegoro

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ABSTRAK

Latar Belakang: Rumah sakit memiliki peran yang besar dalam mengembangkan dan mempertahankan kesehatan masyarakat. Pelayanan rumah sakit terletak pada sumber daya manusianya yaitu karyawan. Kinerja karyawan dipengaruhi oleh motivasi kerja dan budaya organisasi yang ada. Kontribusi karyawan merupakan penentu utama keberhasilan organisasi. Namun masih ada karyawan yang kehilangan motivasi dalam bekerja. Perubahan lingkungan serta persaingan yang ketat membuat mutu pelayanan berkurang dan perlu adanya perbaikan. Tujuan penelitian ini adalah untuk menganalisis pengaruh motivasi kerja dan budaya organisasi terhadap kinerja karyawan RSUD dr. Achmad diponegoro. **Metode:** Jenis penelitian kuantitatif dengan pendekatan *cross-sectional*. Sampel penelitian berjumlah 137 karyawan, teknik pengambilan sampel *porpusive sampling*. Instrumen penelitian menggunakan kuesioner yang telah diuji validitas dan reliabilitas. Kuesioner terdiri dari 12 pernyataan motivasi, 6 pernyataan budaya organisasi dan 12 pernyataan kinerja. Analisis data menggunakan regresi linear ganda. **Hasil:** Diperoleh uji hipotesa motivasi kerja dengan tingkat signifikan 0,000 menunjukkan bahwa ada pengaruh motivasi kerja terhadap kinerja. Uji hipotesa budaya organisasi dengan tingkat signifikansi 0,083 menunjukkan bahwa tidak ada pengaruh antara budaya organisasi terhadap kinerja. Nilai F hitung 20,719, signifikansi 0,000 menunjukkan ada pengaruh secara simultan/ antara motivasi kerja dan budaya organisasi terhadap kinerja karyawan. **Kesimpulan:** motivasi kerja berpengaruh terhadap kinerja karyawan, budaya organisasi tidak berpengaruh terhadap kinerja karyawan, motivasi kerja dan budaya organisasi secara bersama-sama berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci: Motivasi kerja, budaya organisasi dan kinerja.

**The Effect of Work Motivation and Organizational Culture on Employee
Performance of the RSUD Dr. Achmad Diponegoro**

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ABSTRACT

Background: Hospitals have a large role in developing and maintaining public health. Hospital service lies in its human resources namely employees. Employee performance is influenced by work motivation and the existing organizational culture. Employee contributions are the main determining factor of organizational success. However, there are still employees who lose their motivation to work. Changes in the environment and intense competition make service quality reduce and this needs improvement. The purpose of this study was to analyze work motivation and cultural organization on the performance of employees RSUD dr. Achmad Diponegoro **Method:** The type of this research is quantitative research with cross-sectional approach. The research sample is as many as 137 employees taken by using purposive sampling techniques. The research instrument uses a questionnaire that has been tested for validity and reliability. The questionnaire consisted of 12 statements on motivation, 6 statements on organizational culture and 12 statements on performance. Data analysis using multiple linear regression. **Results:** This research obtains a work motivation hypothesis test with a significant level of 0,000 which indicates that there is an influence of work motivation on performance. The hypothesis test of organizational culture with a significance level of 0.083 shows that there is no influence between organizational culture on performance. The value of F count is 20,719 and significance is 0,000 show that there is a simultaneous influence between work motivation and organizational culture on employee performance. **Conclusion:** Work motivation influences employee performance, organizational culture does not influence employee performance, work motivation and organizational culture together have a positive and significant effect on employee performance.

Keywords: Work motivation, organizational culture, performance.