

ABSTRACT

This research aims to examine and obtain empirical evidence on the influence of intrinsic motivation, extrinsic motivation and procedural justice compensation in distribution medical fees toward employee performance with job satisfaction as intervening variable. The object of this research is RSUD dr. Abdul Aziz in Singkawang City. The subject in this study were doctor, nurse, management staff, and other health worker. Research data was primary data which obtained from questionnaire instruments. There were 156 questionnaires used for data processing in this research. The analysis tool used is structural equation model with AMOS 24. According on the analysis that has been conducted, this research demonstrates that intrinsic motivation doesn't have significant effect on job satisfaction however it has positive significant effect on employee performance, extrinsic motivation has positive significant effect on job satisfaction while it doesn't have significant effect on employee performance, procedural justice compensation has positive significant effect on job satisfaction while doesn't have significant effect on employee performance, and job satisfaction has positive significant effect on employee performance. For the implication, it is expected that RSUD dr. Abdul Aziz can improve services by paying attention to aspects of satisfaction and employee performance and having more transparency in the procedures for distributing medical fees.

Keywords: Employee Performance, Extrinsic Motivation, Intrinsic Motivation, Job Satisfaction, Procedural Justice Compensation.