

INTISARI

Pradina, Krisnawati 2013. *Analisis Pengaruh Budaya Organisasi, Motivasi Kerja dan Kepuasan Kerja Terhadap Kinerja Karyawan Laboratorium Puskesmas di Surakarta*. Program Studi D-IV Analisis Kesehatan, Fakultas Ilmu Kesehatan Universitas Setia Budi.

Kinerja merupakan hasil kerja yang dapat dicapai oleh seseorang atau sekelompok orang dalam suatu organisasi sesuai dengan wewenang dan tanggung jawab masing – masing. Budaya organisasi, motivasi kerja dan kepuasan kerja erat hubungannya dengan kinerja. Penelitian ini bertujuan untuk menguji apakah budaya organisasi, motivasi kerja dan kepuasan kerja berpengaruh terhadap kinerja karyawan laboratorium puskesmas di Surakarta.

Penelitian ini datanya diolah dengan menggunakan metode program SPSS. Data diolah dengan analisa uji normalitas data, tes koefisien korelasi dan signifikansi, tes regresi linier sederhana, tes regresi linier berganda dan tes determinasi koefisien.

Hasil penelitian menunjukkan bahwa kepuasan kerja berpengaruh signifikan terhadap kinerja karyawan, sedangkan budaya organisasi dan motivasi kerja tidak berpengaruh. Namun hasil penelitian dengan uji F menunjukkan bahwa model penelitian layak digunakan karena hasil uji nilai $F = 22,533$ dengan tingkat signifikansi ($p\text{-value}$) = 0,000 lebih kecil dari 0,05 menunjukkan interaksi ketiga variabel budaya organisasi, motivasi kerja dan kepuasan kerja berpengaruh signifikan terhadap kinerja. Hasil tes determinasi yaitu efektif 78,2% berpengaruh antara budaya organisasi, motivasi kerja dan kepuasan kerja terhadap kinerja.

Kata Kunci : budaya organisasi, motivasi kerja, kepuasan kerja, kinerja

ABSTRACT

Pradina, Krisnawati 2013. Analysis of Effect of Organizational Culture, Work Motivation and Job Satisfaction to Employee Performance of Health Center Laboratory in Surakarta. D-IV Health Analyst Program, Faculty of Health Sciences, Setia Budi University.

Performance is the work result that can be achieved by a person or group of people within an organization in accordance with each authority and responsibility. Organizational culture, work motivation and job satisfaction are closely related to performance. This study was aimed to test whether organizational culture, work motivation and job satisfaction affect to the performance of health center laboratory in Surakarta.

The research data were processed using SPSS method. The data were processed by analysis of data normality test, correlation coefficient and significance tests, simple linear regression test, multiple linear regression test and coefficient determination test.

The results was showed that job satisfaction significantly influence employee performance, while organizational culture and work motivation had no effect. However, the F test results indicate that the research model fit to use because test result of F value = 22.533 with significance level (p-value) = 0.000 was smaller than 0.05 indicates interaction of the three variables of organizational culture, work motivation and job satisfaction significantly affect performance. The test results of determination was effective as 78.2% affect between organizational culture, work motivation and job satisfaction to performance.

Keywords: organizational culture, work motivation, job satisfaction, performance