

INTI SARI

ADELHEIT WONGA, 2018. PENGARUH DISIPLIN KERJA, MOTIVASI KERJA DAN KEPUASAN KERJA TERHADAP KOMITMEN ORGANISASI DI RUMAH SAKIT JIWA DAERAH SURAKARTA. SKRIPSI. PROGRAM STUDI S1 MANAJEMEN RUMAH SAKIT, FAKULTAS EKONOMI, UNIVERSITAS SETIA BUDI. PEMBIMBING I SUGIYARMASTO, MM PEMBIMBING II FINISHA MAHESTRI NOOR B.COM., MPH.

Penelitian ini bertujuan untuk menguji pengaruh faktor disiplin kerja, motivasi kerja, dan kepuasan kerja terhadap komitmen organisasi. Fenomena yang terjadi pada Karyawan memiliki komitmen organisasi yang rendah dan *turnover* tinggi dapat merugikan pihak rumah sakit. Studi penelitian ini merupakan studi penelitian *causal* yang menggunakan metode survei. Teknik pengambilan sampel adalah *purposive sampling* dengan populasi tenaga medis dan non medis di RSJD Surakarta sebanyak 200 responden. Uji hipotesis dilakukan dengan menggunakan uji validasi, reliabilitas dan analisa regresi berganda, uji t, uji F dan R². Hasil penelitian ini menunjukkan pengaruh disiplin kerja dan kepuasan kerja berpengaruh signifikan terhadap komitmen organisasi, dan motivasi kerja tidak berpengaruh signifikan terhadap komitmen organisasi .

Kata Kunci: Disiplin Kerja, Motivasi Kerja, Kepuasan Kerja, Komitmen Organisasi.

ABSTRAK

ADELHEIT, WONGA 2018. IMPACT WORK DISCIPLINE, WORK MOTIVATION, AND WORK SATISFACTION TO ORGANIZATIONAL COMMITMENT IN SURAKARTA INSANE ASYLUM (RSJD). ESSAY. HOSPITAL MANAGEMENT STUDY PROGRAM, FACULTY OF ECONOMIC SETIA BUDI UNIVERSITY, FIRST SUPERVISOR DRS. SUGIYARMASTO SECOND SUPERVISOR, FINISHA MAHESTRI NOOR B.COM., MPH.

The study to examine the effect work discipline, work motivation, and work satisfaction to organizational commitment. This study research impact work discipline, work motivation, and work satisfaction to organizational commitment at RSJD Surakarta. Phenomenon on RSJD Surakarta, The employee which have less organizational commitment from highest turnover caused the hospital adversity. The study is a causal research study using survey methods. Sampling technique is non purposive sampling with the population medical staff and non medical in mental RSJD Surakarta many as 200 respondent . Hypothesis test is done by validation test, reliability and multiple regression analysis, t-test, F and R². The results of this study showed Work Discipline, and Work Satisfaction significanty effect on the Organizational Commitment, and motivation work an significanty effect on the Organizational Commitment.

Keyword : Work Discipline, Work Motivation, Work Satisfaction, Organizational Commitment.