

INTISARI

Agustin, M. 2018. Pengaruh Motivasi, Disiplin Dan Lingkungan Kerja Terhadap Kinerja Karyawan Laboratorium Patologi Klinik Di RSUD Dr. Moewardi. Program Studi D-IV Analisis Kesehatan, Fakultas Ilmu Kesehatan, Universitas Setia Budi. Surakarta.

Kinerja karyawan diartikan sebagai pencapaian tugas dimana karyawan tersebut harus bekerja sesuai dengan program kerja organisasi untuk menunjukkan tingkat kinerja organisasi dalam mencapai visi, misi dan tujuan organisasi. Motivasi kerja, disiplin kerja dan lingkungan kerja dapat mempengaruhi kinerja. Penelitian ini bertujuan untuk menguji apakah motivasi kerja, disiplin kerja dan lingkungan kerja berpengaruh terhadap kinerja karyawan di Laboratorium Patologi Klinik RSUD Dr. Moewardi.

Penelitian ini dilakukan dengan menggunakan kuesioner, teknik sampling dalam penelitian ini adalah *purposive sampling* dan total sampling dengan populasi seluruh karyawan di Laboratorium Patologi Klinik RSUD Dr. Moewardi, dimana semua anggota populasi dijadikan sampel. Sampel yang diambil sebanyak 53 responden.

Hasil penelitian ini menunjukkan secara parsial motivasi kerja berpengaruh terhadap kinerja karyawan Laboratorium Patologi Klinik di RSUD Dr. Moewardi, sedangkan disiplin kerja dan lingkungan kerja tidak berpengaruh dan secara simultan motivasi kerja, disiplin kerja dan lingkungan kerja berpengaruh terhadap kinerja karyawan RSUD Dr. Moewardi sebesar 34,90%.

Kata Kunci: Motivasi, Disiplin, Lingkungan, Kinerja Karyawan

ABSTRACT

Mujayana, A. 2018. Influence of Motivation, Discipline and Work Environment on Performance of Employees of Laboratory of Clinical Pathology at the RSUD Dr. Moewardi. Study Program D-IV Health Analys, Faculty of Health, Setia Budi University, Surakarta.

Employee performance is defined as the achievement of the tasks where employees must work in accordance with the work program of the organization to show the level of organization performance in achieving the vision, mission and goals of the organization. Work motivation, work discipline and work environment can affect performance. This study aims to test whether the motivation of work, work discipline and work environment affects the performance of employees in the laboratory of clinical pathology RSUD Dr. Moewardi.

This study was conducted using a questionnaires, sampling technique in this study is purposive sampling and total sampling with population of all employees in clinical pathology RSUD Dr. Moewardi, where all members of the population were samples. Samples taken as many as 53 respondents.

The results of this study indicate a partial work motivation affect the performance of the Clinical Pathology Laboratory employees at RSUD Dr. Moewardi, while the work discipline and work environment does not affect and simultaneously work motivation, work discipline and work environment influence on employee performance RSUD Dr. Moewardi of 34.90%.

Key word: Motivation, Discipline, Environment, Employee Performance