

PENGARUH ORIENTASI KERJA DAN KOMITMEN KARYAWAN TERHADAP KINERJA KARYAWAN DI RS PKU MUHAMMADIYAH GOMBONG

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INTISARI

Latar belakang: Jasa rumah sakit saat ini mengalami persaingan yang ketat. Pengelolaan sumberdaya manusia yang baik sangat diperlukan, khususnya terkait dengan orientasi kerja dan komitmen karyawan. Orientasi kerja menunjukkan motivasi karyawan untuk bekerja, sedangkan komitmen karyawan erat kaitannya dengan loyalitas karyawan terhadap suatu organisasi. Oleh sebab itu, orientasi kerja dan komitmen karyawan dapat berpengaruh terhadap kinerja karyawan di RS PKU Muhammadiyah Gombong.

Tujuan penelitian: Penelitian ini bertujuan untuk mengetahui pengaruh orientasi kerja dan komitmen karyawan terhadap kinerja karyawan di RS PKU Muhammadiyah Gombong baik secara simultan maupun parsial.

Metode penelitian: Rancangan penelitian menggunakan *cross sectional survey*. Populasi penelitian adalah karyawan RS PKU Muhammadiyah Gombong yang diambil selama bulan November 2010 – Mei 2011. Sampel dalam penelitian ini ditentukan dengan metode *stratified random sampling*. Analisis data dilakukan dengan uji regresi linier ganda.

Hasil penelitian: Sebagian besar responden memiliki orientasi kerja yang baik (59,5%) dan memiliki komitmen yang tinggi (54%), dan memiliki kinerja yang baik (79,7%). Berdasarkan hasil penelitian diketahui bahwa orientasi kerja dan komitmen karyawan berpengaruh signifikan terhadap kinerja karyawan di RS PKU Muhammadiyah Gombong. Besar sumbangan efektif kedua variabel tersebut terhadap kinerja karyawan sebesar 22,8%

Kesimpulan: Orientasi kerja dan komitmen karyawan secara parsial dan simultan berpengaruh secara signifikan terhadap kinerja karyawan di RS PKU Muhammadiyah Gombong

Kata kunci: orientasi kerja, komitmen karyawan, dan kinerja karyawan

THE INFLUENCE OF JOB ORIENTATION AND EMPLOYEES COMMITMENT ON THE PERFORMANCE OF EMPLOYEES IN RS PKU MUHAMMADIYAH GOMBONG

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ABSTRACT

Background: A Hospital service is currently experiencing intense competition. Human resource management is very necessary, especially related to work orientation and commitment of employees. Job orientation showing employees' motivation for working, while closely related to employee commitment and loyalty of employees of an organization. Therefore, work orientation and commitment of employees can influenced the performance of employees in RS PKU Muhammadiyah Gombong.

Objectives: This study was aimed to determine the effect of work orientation and commitment of employees to employee performance in RS PKU Gombong Muhammadiyah either simultaneously or partially.

Methods: The study design used cross sectional survey. The population is employees of PKU Muhammadiyah Hospital Gombong during November 2010 - May 2011. The sample in this study is determined by stratified random sampling method. Data analysis was performed with multiple linear regression tests.

Results: Most respondents have a good working orientation (59.5%) and have a high commitment (54%), and has a good performance (79.7%). The finding this research shows that the job orientation and employees commitment have a significant effect on the employees performance in PKU Muhammadiyah Hospital Gombong. The contribution both of variables on the employee's performance is 22.8%.

Conclusion: The job orientation and commitment of employees partially and simultaneously significantly influence on employees performance in RS PKU Muhammadiyah Gombong

Keywords: job orientation, employee commitment, and employee performance