

INTISARI

PENGARUH BUDAYA KERJA ORGANISASI TERHADAP KINERJA KARYAWAN DI RSUD WATES

THE INFLUENCE OF ORGANIZATION WORK CULTURE TO EMPLOYEE JOB PERFORMANCE IN WATES GOVERNMENT HOSPITAL

Aldila Satyanugraha Al Arfah, Susanto
Program Studi Pasca Sarjana Magister Manajemen
Konsentrasi Manajemen Rumah Sakit, Universitas Muhammadiyah Yogyakarta

INTISARI

Latar Belakang: RSUD Wates sebagai sebuah organisasi memiliki budaya kerja organisasi, yakni: kejujuran, keadilan, keterbukaan, kerjasama, profesionalisme, dan pelayanan. Budaya kerja organisasi diharapkan dapat mendukung strategi organisasi, dan menjawab atau mengatasi tantangan lingkungan dengan cepat dan tepat yang dapat dilihat melalui pengaruhnya pada kinerja karyawan. Penelitian ini bertujuan mengetahui pengaruh budaya kerja organisasi secara serempak atau parsial terhadap kinerja karyawan di RSUD Wates.

Metode: Jenis penelitian analitik prediktif dengan pendekatan *cross-sectional*. Populasi semua karyawan PNS di RSUD Wates sebanyak 378 orang. Jumlah sampel 189 orang. Alat ukur dengan menggunakan kuesioner budaya kerja sebanyak 48 item pertanyaan dan kinerja karyawan sebanyak 17 item pertanyaan. Uji analisis menggunakan uji regresi linier berganda yang didukung uji koefisien determinasi dengan uji F dan uji t.

Hasil dan Pembahasan: Persamaan regresi linier yang didapat $Y = 0,098X_1 + 0,073X_2 + 0,054X_3 + 0,077X_4 + 0,098X_5 + 0,182X_6$. Nilai koefisien determinasi 0,134, ini menjelaskan bahwa budaya kerja organisasi berpengaruh 13,4% terhadap kinerja karyawan di RSUD Wates. Nilai F hitung 5,831, signifikansi F 0,000 kepercayaan 95%. Budaya kerja organisasi pelayanan ($\rho = 0,020$) yang berpengaruh secara signifikan terhadap kinerja karyawan di RSUD Wates, sedangkan budaya kerja organisasi kejujuran ($\rho = 0,233$), keadilan ($\rho = 0,368$), keterbukaan ($\rho = 0,520$), kerjasama ($\rho = 0,353$), dan profesionalisme ($\rho = 0,213$) berpengaruh tidak signifikan terhadap kinerja karyawan di RSUD Wates.

Kesimpulan dan Saran: Budaya kerja organisasi secara serempak berpengaruh terhadap kinerja karyawan di RSUD Wates. Budaya kerja organisasi secara parsial yang berpengaruh terhadap kinerja karyawan di RSUD Wates adalah budaya kerja pelayanan.

Kata kunci: Budaya Kerja, Budaya Organisasi, Kinerja Karyawan

ABSTRACT

Background: *Wates Government Hospital is an organization which has organization work culture such honesty, justice, openness, cooperation, profesionalism, and customer service. Organisation work culture are supposed to support organization strategy and through the environment challenge quickly and exactly which can be find in employee job performance. The objectives of the research are to know the influence of organization work culture, as all together or as partial, to employee job performance in Wates Government Hospital.*

Method: *The study used predictive analytic method with cross-sectional approach. Population consists of all government employees in government hospital of Wates as much as 378 people. There are 189 respondents. The instrument is questioner which consists of 48 items about organization work culture and 17 items about employee job performance. Analyses test using double linier regression and support with F test and t test.*

Result and Discussion: *The result of study showed $Y = 0,098X_1 + 0,073X_2 + 0,054X_3 + 0,077X_4 + 0,098X_5 + 0,182X_6$. Whereas determinant coefficient 0,134, implied that organization work culture affected as much as 13, 4% to employee job performance in Wates Government Hospital. Value of F calculation was 5,831; significant was 0,000, reliability 95%. Organization work culture service ($\rho = 0,020$) that influence significantly to employee job performance in Wates Government Hospital. The other organization work culture such honesty ($\rho = 0,233$), justice ($\rho = 0,368$), openness ($\rho = 0,520$), cooperation ($\rho = 0,353$), and professionalism ($\rho = 0,213$) has not yet been influence significantly to job performance in Wates Government Hospital.*

Conclusion: *Organization work culture significantly influence to employee job performance in Wates Government Hospital. Organization work culture as partial as which have significant influence to employee job performance in Wates Government Hospital is only customer service.*

Keywords: *Organizational Culture, Work Culture, Employee job performance.*