

ABSTRACT

Ivan Ruliff Setiadarma. NIM 2010-01-058, "Discipline, Incentives, Position Hierarchy and Employee Performance in Family Mother and Child Hospital". (Guided by Tumari Jatileksono).

Family Mother and Child Hospital is a health care institution that focuses on maternal and child health status of private property, namely PT. Pluit Mas Bahagia Sejahtera, Pluit Mas Complex located in North Jakarta. The problem faced is the result of low employee performance achievement and no significant increase from 2010 and 2011. This makes researchers interested in conducting research to identify the factors that most affect the performance of the employees at the Family Mother and Child Hospital.

To analyze the above problem, the author uses multiple linear regression analysis to measure how much influence the independent variable (Discipline, Incentives and Position Hierarchy) affect the dependent variable (Employee Performance). The author uses secondary data available in the Human Resources Division of Family Mother and Child Hospital periods in 2010 and 2011. The population used some 230 people. The sampling method using purposive sampling method. The results of multiple linear regression analysis showed the independent variables Discipline, Incentives and Position Hierarchy significantly either jointly or partially dependent variable Employee Performance.

The conclusion of this study is that the Discipline, Incentives and Position Hierarchy significantly affect employee performance, but the most dominant is the variable incentive to beta coefficient 0.659 in 2010 and in 2011 amounted to 0.671. Therefore, incentive policies must be the main factor to improve employee performance.

Keywords : Discipline, Incentives, Position Hierarchy and Employee Performance.