

ABSTRACT

Organizational performance is a value achieved by every organization, its value depending on how the organization managed by its supervised. In line with the main topic, this study aims to determine factors that affect the organization performance. Leadership becomes a benchmark for improving performance; good leadership will help the organization direction and affect employee job satisfaction. Employee working period or tenure is an important variable in organizational performance, where many studies suggest that tenure has an influence on organizational performance. Conversely, in Nabire hospital which at this time there is a decline in the organizational performance quality and high employee turnover levels. It is not good to consider the hospital image, where resources as a core in services. Based on previous research, leadership style on job satisfaction and organizational performance become important to analyze. Problems that occur at this time in RSUD Nabire specifically high levels of turnover and performance degradation, these problems became the basis for this research. This study examines the respondents in Regional General Hospital in Indonesia and involved as many as 120 respondents using the cell mean method to test hypotheses one and two and multiple regression for the third hypothesis. This study examines three frameworks; the influence of transformational leadership on organizational performance moderated with tenure, the influence of job satisfaction on organizational performance moderated with tenure and third, the influence of transformational leadership on job satisfaction. The results of this study indicate that transformational leadership and job satisfaction have an influence on organizational performance, but the working period is not found to be a moderation variable. For the third research model, there are findings that transformational leadership has no effect on job satisfaction at the Regional General Hospital in Indonesia.

Keywords: Transformational leadership, Job satisfaction, Work Period, Organizational performance.