

**Disiplin Kerja Dalam Meningkatkan Kinerja  
Karyawan Rumah Sakit  
(Studi Kasus Pada Karyawan RS Kartika Husada Tambun)**

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**ABSTRACT**

*Employee performance is the result of quality and quantity that an employee can achieve in performing his duties in accordance with the responsibilities assigned to him. Performance appraisal system is a process that measures employee performance. There are several factors that affect employee performance such as: personal factors, leadership factors, team factors, system factors, contextual / situational factors. The aim of the research is to provide empirical evidence and analysis of the influence of Leadership Style, Organizational Culture and Employment Discipline on Kartika Husada Tambun Hospital Employee Performance.*

*This research design is quantitative analysis with causal research type through multiple regression testing. The population in this research is all RS Kartika Husada Tambun employee with total sample of 133 people. Sampling technique by convenience sampling, horizon of one shot study.*

*The results showed that: (1) Leadership style, Organizational Culture and Work Discipline had a significant positive effect on Performance, (2) Leadership style had significant positive effect on Performance, (3) Organizational culture had significant positive effect on Performance, (4) Significantly positive to Performance. Research findings indicate that hospital employees have a high level of discipline to improve performance. The implication of the study is that the Director of RS will pay more attention to the needs of the employees in the leadership style, given the discipline of work, applied the organizational culture to improve the performance of better employees.*

**Keywords:** *Leadership Style, Organizational Culture, Work Discipline, Performance*