

Analysis of the Effect of Employee Work Motivation and Leadership on Company Performance with Employee Job Satisfaction as Intervening Variables in Hermina Bitung Hospital

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ABSTRACT

In the face of the era of National Health Insurance, many hospitals have to make savings efforts to survive and achieve growth through effective and efficient performance. The survival and growth of the hospital is not only determined by success in managing finances but also the success of managing human resources. At Hermina Bitung Hospital there was a decrease in the company's performance in the last few quarters, an increase in the number of employees leaving, leadership that still doubled and a patient satisfaction index that had not reached the target.

This study aims to analyze whether there is an influence of employee motivation and leadership on company performance with employee job satisfaction as an intervening variable in Hermina Bitung Hospital. This research model is designed with the company's performance as an endogenous variable, employee job satisfaction as an intervening variable and there are two exogenous variables, namely: employee motivation and leadership.

Data analysis method was carried out by distributing questionnaires to 180 respondents at Hermina Bitung Hospital. The result of the questionnaires was processed using SEM method. The results showed that employee work motivation significantly affects employee job satisfaction, leadership influences employee job satisfaction significantly, but employee work motivation does not significantly affect company performance, leadership does not significantly affect company performance and employee job satisfaction does not significantly affect company performance as a mediator variable.

Keywords: *employee work motivation, leadership, employee job satisfaction and company performance.*