

ABSTRACT

MAYOLANA MEDJA. *Impact of Leadership, Compensation and Career Development on Employee Commitment of Eka Hospital BSD* (Guided by Dr. Ir. Sunar Abdul, MS)

Eka Hospitalis a private general hospital was established since 2008 in Bumi Serpong Damai Tangerang Selatan, committed to provide quality health care service from dedicated and professional staff using the latest technology and the highest standard facility. But they have the problem of highest turnover.

Interested in the problem, the study aims to describe, analyze and know the most dominant influence of the leadership, compensation and career development on Employee Commitment of Eka Hospital BSD.

To analyze the problem then used 108 respondents were selected through purposive sampling. Analysis used in this research is descriptive analysis and multiple linear regression, for measure influence of the leadership, compensation and career development on Employee Commitment. The analysis of this study aided by using the program Statistical Package for Social Studies (SPSS).

Coefficient Determination value/ Coefficient R square of 0.532 (53.2%), this value indicating variation change on Employee Commitment, that Employee Commitment can be determined variable in a simultaneous as big as 53.2%, and 46.8% as residual determined by other variables not included in this research. The result of the analysis has a significant effect. Career Development is the most dominant variable the influence with the beta value of 0.574, and then leadership with the beta value of 0.156, and compensation with the beta value of 0.154.

From these results, can be give image for business to increase employee commitment, can be nurses retention. There are some things that suggested in order, to increase employee commitment among others, to do training communication for leaders and the principles of more transparent overtime pay and socialization career development system.