

PENGARUH KOMPENSASI, LINGKUNGAN KERJA DAN KOMITMEN ORGANISASI TERHADAP KINERJA TENAGA KESEHATAN

Susanti Angraeni

ABSTRAK

Pemberian kompensasi dapat meningkatkan prestasi kerja, motivasi karyawan dan juga dapat mendatangkan kepuasan kerja. Penelitian ini bertujuan untuk mengetahui pengaruh kompensasi, lingkungan kerja dan komitmen organisasi terhadap kinerja. Sampel adalah tenaga kesehatan non PNS di Rumah Sakit X Tangerang Selatan berjumlah 108 orang dengan masa kerja diatas 3 tahun. Desain penelitian yang digunakan adalah penelitian kuantitatif dengan studi pendekatan cross sectional, metode pengumpulan data yang dilakukan dengan cara wawancara, pengumpulan data Key Performance Indicator dan menyebarkan kuesioner. Teknik analisis data dalam penelitian ini menggunakan regresi linear berganda. Hasil dari penelitian ini menunjukkan bahwa kompensasi, lingkungan kerja dan komitmen organisasi secara simultan dan parsial berpengaruh positif dan signifikan terhadap kinerja tenaga kesehatan non PNS di Rumah Sakit X Tangerang Selatan dan memiliki kontribusi terhadap kinerja sebesar 67,6%. Berdasarkan hasil analisis regresi diperoleh bahwa nilai koefisien regresi kompensasi (0.379) mempunyai nilai yang paling tinggi dibandingkan nilai koefisien regresi lingkungan kerja (0.259) dan komitmen organisasi (0.254), hal ini berarti kompensasi merupakan faktor dominan yang mempengaruhi kinerja tenaga kesehatan non PNS di Rumah Sakit X Tangerang Selatan dibandingkan lingkungan kerja dan komitmen organisasi.

Kata kunci: kompensasi, lingkungan kerja, komitmen organisasi dan kinerja tenaga kesehatan

**THE INFLUENCE OF COMPENSATION, WORKPLACE ENVIRONMENT
AND ORGANIZATIONAL COMMITMENT FOR HEALTH CARE
PRACTITIONER'S PERFORMANCE**

Susanti Angraeni

ABSTRACT

Compensation can improve work performance, motivate employees and bring job satisfaction. This study aimed to determine the effect of compensation, work environment and organizational commitment on work performance. The sample used was non non-government health care practioners at Hospital X of South Tangerang with a total of 108 people who has work period of more than 3 years. The rese Hospital X of South Tangerang arch design applied in this study was a quantitative study with a cross sectional approach. Interviews, Key Performance Indicator data collection and questionnaires were used as methods of collecting data. The data analysis technique in this study was carried out using multiple linear regression. The results showed that compensation, work environment and organizational commitment simultaneously and partially had a positive and significant effect on the performance of non-government health care practioners at Hospital X of South Tangerang and contributed 67.6% to the performance. Based on the results of the regression analysis, was obtained which indicated that the compensation regression coefficient (0.379) had the highest value compared to the regression coefficient value for work environment (0.259) and organizational commitment (0.254). These results indicated that compensation is the more dominant factor affecting the performance of non-government health care practioners at Hospital X of South Tangerang, compared to work environment and organizational commitment.

Keywords: *compensation, workplace environment, organizational commitment, and health care practioner's performance*