

**PENGARUH GAYA KEPEMIMPINAN SITUASIONAL,  
LINGKUNGAN KERJA, BUDAYA ORGANISASI  
DAN MOTIVASI KERJA  
TERHADAP KINERJA DOKTER UMUM DI RS X  
(STUDI KASUS DI JAKARTA PUSAT)**

Anastasia Dessy Harsono

**ABSTRAK**

Kinerja dokter memegang peranan penting dalam upaya pencapaian visi dan misi suatu rumah sakit. Banyak faktor yang mempengaruhi kinerja, diantaranya: gaya kepemimpinan, lingkungan kerja, budaya organisasi, motivasi kerja, disiplin kerja dan sebagainya. Penelitian ini bertujuan untuk memperoleh bukti empiris pengaruh gaya kepemimpinan situasional, lingkungan kerja, budaya organisasi dan motivasi kerja terhadap kinerja. Desain penelitian yang digunakan adalah penelitian analitik kuantitatif dengan pendekatan kausalitas. Sumber data didapat berupa data primer. Sampel yang digunakan adalah 100 dengan tehnik pengambilan sampel adalah sampling jenuh. Analisis data menggunakan *Structural Equation Modeling (SEM)-AMOS*. Hasil penelitiannya adalah gaya kepemimpinan situasional, lingkungan kerja, budaya organisasi dan motivasi kerja secara parsial maupun simultan berpengaruh positif dan signifikan terhadap kinerja dokter umum. Temuan penelitian yaitu gaya kepemimpinan situasional mampu meningkatkan kinerja dokter umum.

**Kata-kata kunci:** gaya kepemimpinan situasional, lingkungan kerja, budaya organisasi, motivasi kerja, kinerja dokter umum

**INFLUENCE OF SITUATIONAL LEADERSHIP STYLE, WORK  
ENVIRONMENT, ORGANIZATIONAL CULTURE  
AND WORK MOTIVATION  
TO THE PERFORMANCE OF GENERAL PRACTITIONERS IN RS X  
(CASE STUDY IN JAKARTA PUSAT)**

Anastasia Dessy Harsono

**ABSTRACT**

*The doctor's performance plays an important role in achieving the vision and mission of a hospital. Many factors affect performance, including: leadership style, work environment, organizational culture, work motivation, work discipline and so on. This study aims to analyze the influence of situational leadership style, work environment, organizational culture and work motivation on doctor's performance. The research design used is quantitative analytic research with a causality approach. The data source is obtained in the form of primary data. The subjects of analysis were all general practitioners. Data analysis using SEM-AMOS. The results of the research are situational leadership style, work environment, organizational culture and work motivation either partially or simultaneously have a positive and significant effect on the performance of general practitioners. The findings of this study are that the situational leadership style and work environment have a positive and significant effect on organizational culture, work motivation and performance of general practitioners. The direct influence of the situational leadership style and work environment on the performance of general practitioners is greater than organizational culture and work motivation.*

**Keywords:** *situational leadership style, work environment, organizational culture, work motivation, performance of general practitioners*