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**PENGARUH GAYA KEPEMIMPINAN DAN LINGKUNGAN KERJA TERHADAP
KOMITMEN ORGANISASI PERAWAT DIMEDIASI OLEH MOTIVASI DAN
DIMODERASI OLEH TUNTUTAN TUGAS DI RSUD DR ACHMAD
DARWIS KABUPATEN**

ABSTRAK

Komitmen organisasional merupakan faktor penting dalam suatu organisasi, karena dapat berpengaruh terhadap perilaku yang berhubungan dengan pekerjaan yang positif, misalnya kinerja tinggi, motivasi, loyalitas karyawan dan *turnover* yang rendah. Komitmen organisasi juga dapat memberikan dampak positif dalam menciptakan lingkungan kerja yang kondusif. Komitmen organisasional yang tinggi biasanya menyebabkan seorang karyawan memiliki rasa memiliki yang tinggi pada suatu organisasi.

Penelitian ini bertujuan untuk menguji pengaruh langsung dan tidak langsung dari variabel intervensi yaitu motivasi terhadap hubungan antara gaya kepemimpinan dan lingkungan kerja dengan komitmen organisasi, serta pengaruh moderasi dari variabel tuntutan tugas terhadap hubungan antara motivasi dengan komitmen organisasi. Penelitian ini menggunakan jenis penelitian *explanatory research* dengan metode *survey* analitik *cross sectional*. Penelitian ini merupakan penelitian sensus dimana seluruh populasi dijadikan sampel penelitian yaitu 100 orang. Teknik analisa data secara univariat dan menggunakan diagram jalur persamaan struktural (PLS).

Hasil penelitian ini menunjukkan bahwa gaya kepemimpinan dan lingkungan kerja berpengaruh terhadap komitmen organisasi perawat, gaya kepemimpinan dan lingkungan kerja berpengaruh terhadap motivasi dan gaya kepemimpinan dan lingkungan kerja berpengaruh terhadap komitmen organisasi melalui motivasi. Sedangkan tuntutan tidak terbukti memoderasi hubungan motivasi dengan komitmen organisasi. Artinya tuntutan tugas tidak memperkuat dan memperlemah hubungan antara motivasi terhadap komitmen organisasi perawat di RSUD dr Achmad Darwis.

Kata kunci : komitmen organisasi, gaya kepemimpinan, lingkungan kerja, motivasi, tuntutan tugas

Kepustakaan : 83 (2008 – 2015)

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INFLUENCE OF LEADERSHIP STYLE AND WORK ENVIRONMENT TO NURSE
ORGANIZATION COMMITMENT MEDIATED BY MOTIVATION AND MODERATED
BY DEMAND OF TASK IN DR. ACHMAD DARWIS HOSPITAL LIMA PULUH KOTA
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Abstract

Organizational commitment is an important factor in an organization because this affect on the behavior associated with positive work, such as high performance, motivation, loyalty of employee, and low turn over . Organizational commitment can also have a positive impact in creating a conducive work environment. High organizational commitment usually causes an employee has a high sense of belonging to the organization.

The aim of this study was to examine the direct and indirect effect of intervening variable which is motivation on the relationship between leadership style and work environment with a commitment to the organization, as well as the moderating influence from demands of duty variable on the relationship between motivation and organizational commitment. This study used explanatory research with survey method cross sectional analytical. This study was a census study which isall of the population of the study include as the sample that 100 people. Data was analyzed univariateand used structural equation path diagram (PLS).

The results of this study indicate that leadership style and work environment influence the organizational commitment of nurses, leadership style and work environment affect motivation, and leadership style and work environment influence on organizational commitment through motivation. However, demand was not found moderating the relationship between motivation and organizational commitment. It means that the demands of work does not strengthen and weaken the relationship between motivation and organizational commitment of nurses in RSUD dr Achmad Darwis.

Keywords: organizational commitment, leadership style, work environment, motivation, work demands

References: 83 (2008 - 2015)