

**PROGRAM STUDI KESEHATAN MASYARAKAT  
PROGRAM PASCA SARJANA  
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**Tesis, Juli 2016  
ADILA SOLIDA, BP 1420322023**

**PENGARUH MOTIVASI, IKLIM KERJA DAN KEPEMIMPINAN  
TERHADAP KINERJA PEGAWAI PUSKESMAS  
DI KABUPATEN SOLOK**

xiii+146 halaman, 28 tabel, 7 gambar, 5 lampiran

**ABSTRAK**

Puskesmas sebagai layanan kesehatan tingkat dasar dituntut mampu meningkatkan kualitas pelayanan melalui peningkatan kinerja. Kinerja pegawai menjadi salah satu faktor penyebab masalah manajemen pelayanan kesehatan puskesmas di Kabupaten Solok. Hasil survei pra-penelitian menunjukkan 30% pegawai memiliki kinerja rendah. Penelitian ini bertujuan untuk mengetahui pengaruh motivasi, iklim kerja dan kepemimpinan terhadap kinerja pegawai puskesmas di Kabupaten Solok yang dimediasi oleh kepuasan kerja dan dimoderasi oleh masa kerja.

Penelitian menggunakan pendekatan kuantitatif dengan desain *cross-sectional*. Instrumen penelitian menggunakan kuisisioner kepada 98 responden yang dipilih berdasarkan metode *purposive sampling*. Analisis data menggunakan sistem komputerisasi.

Hasil penelitian membuktikan ada pengaruh motivasi, iklim kerja dan kepemimpinan terhadap kinerja. Kepuasan kerja mengintervening pengaruh motivasi dan iklim kerja secara parsial serta pengaruh kepemimpinan secara penuh terhadap kinerja.

Kesimpulan penelitian, motivasi, iklim kerja dan kepemimpinan berpengaruh terhadap kinerja pegawai. Kepuasan kerja memediasi pengaruh motivasi, iklim kerja dan kepemimpinan terhadap kinerja. Masa kerja tidak memoderasi pengaruh kepuasan kerja terhadap kinerja.

Kata Kunci: Kinerja, Motivasi, Iklim Kerja, Kepemimpinan  
Pustaka 74 (1968-2015)

**PUBLIC HEALTH STUDY PROGRAM  
GRADUATE PROGRAM  
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**THE INFLUENCE OF MOTIVATION, WORK CLIMATE AND  
LEADERSHIP ON THE PERFORMANCE OF PUBLIC HEALTH  
CENTRE EMPLOYEES IN SOLOK REGENCY**

viii+146 pages, 28 tables, 7 drawings, 5 attachments

**ABSTRACT**

*Public Health Center as a basic level of health services required to improve the quality of service through improved performance. Employee performance is one factor causing problems of health care management health center in Solok. The survey results pre-study showed 30% of employees have a lower performance. This study aims to determine the influence of motivation, work climate and leadership on the performance of health center employees in Solok were mediated by job satisfaction and moderated by tenure.*

*This study uses a quantitative approach and the cross-sectional design. The research instrument used questionnaires to 98 respondents were selected based on purposive sampling method. Analysis of data using a computerized system.*

*The research proves the influence of motivation, work climate and leadership on performance. Job satisfaction has mediated the influence of motivation and work climate partially and the influence leadership fully on performance.*

*Conclusion of the study, motivation, work climate and leadership affect on employee performance. Job satisfaction has mediated influences of motivation, work climate and leadership on performance. Tenure does not moderate the influence of job satisfaction on performance.*

Keywords: Performance, Motivation, Work Climate, Leadership  
Bibliography 74 (1968-2015)