

**HUBUNGAN BUDAYA ORGANISASI, KOMPENSASI
DAN SUPERVISI DENGAN KINERJA PEGAWAI
DI RSUD MUKOMUKO TAHUN 2017**

TESIS

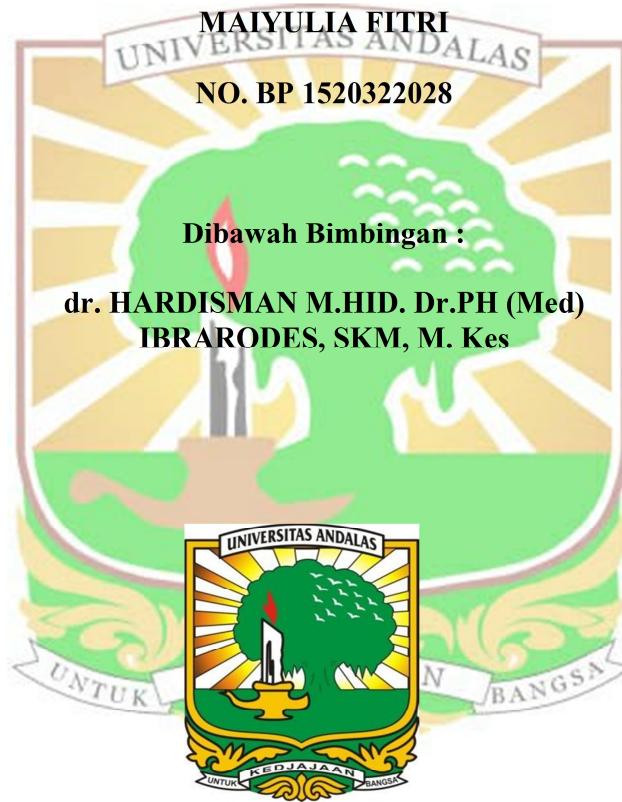
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**PROGRAM STUDI PASCASARJANA KESEHATAN MASYARAKAT
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HUBUNGAN BUDAYA ORGANISASI, KOMPENSASI DAN SUPERVISI DENGAN KINERJA PEGAWAI RSUD MUKOMUKO TAHUN 2017

Oleh : Maiyulia Fitri (1520322028)
(Dibawah bimbingan : dr. Hardisman, MHID, Dr.PH dan
Ibrarodes, SKM, M. Kes)

Abstrak

Rumah Sakit dapat memberikan pelayanan bermutu, apabila pegawainya memiliki kinerja baik. Data dari kepegawaian menyebutkan kinerja pegawai dari aspek kedisiplinan sangat rendah dan banyak pegawai pindah dari RSUD Mukomuko. Hal ini menunjukkan lemahnya budaya organisasi dan rendahnya kepuasan pegawai. Tujuan penelitian untuk mengetahui hubungan budaya organisasi, kompensasi dan supervisi terhadap kinerja pegawai. Penelitian dilakukan di RSUD Mukomuko Tahun 2017, menggunakan disain *Cross Sectional Study* dengan 90 sampel. Instrumen penelitian adalah kuesioner dan analisa hasil dengan *chi-square* dan regresi ordinal program SPSS. Hasil penelitian menunjukkan terdapat hubungan budaya organisasi, kompensasi dan supervisi dengan kinerja pegawai. Hasil analisa regresi ordinal ditemukan, variabel yang paling berhubungan dengan kinerja pegawai adalah budaya organisasi. Oleh karena itu, diharapkan pihak manajemen RSUD Mukomuko menciptakan budaya organisasi yang kuat dengan menetapkan target kinerja pegawai pada awal tahun, mengevaluasinya secara berkala, memanfaatkan hasil penilaian untuk sistem kompensasi, dan menetapkan jadwal supervisi, melakukan pendokumentasian serta rencana umpan balik.

Kata kunci : Budaya organisasi, kompensasi, supervisi, kinerja pegawai



THE RELATIONSHIP OF ORGANIZATIONAL CULTURE, COMPENSATION AND SUPERVISION WITH EMPLOYEE PERFORMANCE AT MUKOMUKO HOSPITAL IN 2017

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Abstract

Hospitals can provide quality services if employees have good performance. Data from Human Resources Department stated that discipline performance of employees at Mukomuko Hospital was very low and many employees moved from Mukomuko Hospital. This is indicated the organizational culture not solid and low levels of employee satisfaction. The purpose of this research was to identify the relationship between organizational culture, compensation and supervision with employee performance. This research was conducted at Mukomuko Hospital in 2017, used a *Cross Sectional Study* design with 90 samples of employees. The research instrument was questionnaire and results analysis with *chi-square* and ordinal regression using the SPSS program. The results showed that there was a relationship between organizational culture, compensation and supervision with employee performance. The results of ordinal regression analysis, the dominant variables related with employee performance are organizational culture. This research suggest that Mukomuko Hospital Management will create a strong organizational culture by arrange the employee performance targets at the beginning of the year, evaluating them periodically, utilizing assessment results for compensation systems, and setting supervision schedules, documenting and planning feedback.

Keywords: Organizational culture, compensation, supervision, employee performance