

## **ABSTRACT**

*The study sought to establish and analyze the impacts of training, motivation and work environment toward doctor's performance at National Cardiovascular Center Harapan Kita Hospital both partially and simultaneously. This statistic parametric study adopted a quantitative method that used a multiple linear regression in which the data were processed by SPSS 21 program. Sample size was 84 targeting Doctors as respondents. A structured questionnaire with likert scale was used to collect data which consisted of 61 questions arranged based on indicators and dimensions derived from each independent variables. Findings of this study showed that training, motivation and work environment had positive significant effect toward doctor's performance in simultaneously. Furthermore, training in partially had no significant effect on doctor's performance meanwhile motivation and work environment had significant effect in partially on doctor's performance.*

**Keywords:** *Training, Motivation, Work Environment, Doctor's Performance*



## ABSTRAK

Tujuan dari penelitian ini adalah untuk mengetahui dan menganalisis pengaruh variabel pelatihan, motivasi dan lingkungan kerja terhadap kinerja dokter di Rumah Sakit Jantung dan Pembuluh Darah baik secara parsial maupun simultan. Metode penelitian statistis parametrik ini menggunakan desain kuantitatif analisis regresi linier berganda yang kemudian pengolahan datanya diproses dengan program SPSS 21. Jumlah sampel yang menjadi responden sebanyak 84 Dokter dan instrumen penelitian yang digunakan berupa kuesioner terstruktur dengan skala likert; terdiri dari 61 pernyataan yang disusun berdasarkan indikator dan dimensi yang mendukung masing-masing variabel penelitian. Hasil penelitian menunjukkan bahwa pelatihan, motivasi dan lingkungan kerja secara simultan berpengaruh signifikan terhadap variabel kinerja dokter. Sementara pelatihan secara parsial tidak berpengaruh terhadap kinerja dokter, sedangkan motivasi dan lingkungan kerja secara parsial berpengaruh terhadap kinerja dokter.

**Kata Kunci:** *Pelatihan, Motivasi, Lingkungan Kerja, Kinerja Dokter*

