

ABSTRACT

Puskesmas is an Indonesian government health agency which is responsible for public health; so that its human resource performance should have received a lot of attention. This study aimed to analyze the effects of competence, leadership, and organizational culture on the work performance of civil servants (PNS) in the sub-district Palmerah Puskesmas, in West Jakarta. This research used a causal approach through administering a survey by giving questionnaires to 50 civil servants at Palmerah Puskesmas as respondents. Data were analyzed by using multiple linear regressions with help of SPSS Version 20.0 for windows. The results showed that competence, leadership, and organizational culture together had contributed 63.80 % to the variation of performance of civil servants. The three independent variables being observed competence, leadership, and organizational culture partially had a significant and positive influenced on the dependent variable work performance of civil servants at Palmerah Puskesmas.

Keywords: competence, leadership, organizational culture, work performance of civil servants.



ABSTRAK

Puskesmas adalah lembaga kesehatan pemerintah Indonesia yang bertanggung jawab atas kesehatan masyarakat; sehingga kinerja sumber daya manusianya harus mendapat banyak perhatian. Penelitian ini bertujuan untuk menganalisis pengaruh kompetensi, kepemimpinan, dan budaya organisasi terhadap kinerja pegawai negeri sipil (PNS) di Puskesmas Palmerah, di Jakarta Barat. Penelitian ini menggunakan pendekatan kausal dengan melakukan survei dengan memberikan kuesioner kepada 50 pegawai negeri di Palmerah Puskesmas sebagai responden. Data dianalisis dengan menggunakan regresi linier berganda dengan bantuan SPSS Version 20.0 for Windows. Hasil penelitian menunjukkan bahwa kompetensi, kepemimpinan, dan budaya organisasi bersama-sama menyumbang 63,80% terhadap variasi kinerja pegawai negeri sipil. Ketiga variabel independen yang diamati kompetensi, kepemimpinan, dan budaya organisasi secara parsial memiliki pengaruh yang signifikan dan positif terhadap variabel dependen kinerja pegawai negeri sipil di Palmerah Puskesmas.

Kata kunci: kompetensi, kepemimpinan, budaya organisasi, kinerja PNS

