

## ABSTRACT

*This study aims to examine and analyse the effect of supervision, motivation, and discipline on the performance of military personnels and civil servants of Dustira Hospital, Cimahi. The analysing data were drawn from the results of questionnaires with 235 respondents. The reasearcher used Cluster Random Sampling from 570 populations based on the number of the Dustira Hospital's personnels. This research was conducted qualitatively with linear regression analysis methods (Test F). The partial effect of supervision, motivation and discipline on performance was done by testing the statistical t hypothesis. The result shows that supervision, motivation and discipline provide a significant influence on the performance of military personnels and civil servants of Dustira Hospital. The results of the analysis of the coefficient of determination  $R^2$  (Adjusted R Square) is 51,9% , it shows that the performance of military personnels and civil servants of Dustira Hospital is influenced by supervision, motivation, and discipline, while the remaining 48.1% is influenced by other factors which are not examined in this study. The results of the partial analysis show that supervision, motivation, and discipline have significant effect of performance. The results of the analysis of the coefficient of partial determination of beta x zero order show that supervision contributes 22.3%, motivation contributes 14,4 % and discipline contributes 16,3% on the performance of military personnels and civil servants of Dustira Hospital.*

*Key words: Supervision, Motivasion, Discipline, Performance.*

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## ABSTRAK

Penelitian ini bertujuan menguji dan menganalisis pengaruh Pengawasan, Motivasi, dan Disiplin terhadap Kinerja Prajurit dan PNS Rumah Sakit Dustira Cimahi. Data penelitian adalah data primer hasil olah kuesioner dengan 235 responden. Metode sampling yang digunakan Cluster Random Sampling dari populasi 570 orang sesuai jumlah nyata personil organisasi rumah sakit Dustira. Penelitian dilakukan secara kuantitatif dengan metode analisis regresi linier berganda (Uji F). Pengaruh secara parsial Pengawasan, Motivasi dan Disiplin terhadap kinerja dilakukan dengan uji hipotesis statistik t. Hasil penelitian menunjukkan Pengawasan, Motivasi, dan Disiplin secara bersama-sama berpengaruh secara signifikan terhadap kinerja Prajurit dan PNS rumah sakit Dustira. Hasil analisis koefisien determinasi  $R^2$  (*Adjusted R Square*) sebesar 51,9% menunjukkan Kinerja prajurit dan PNS dipengaruhi oleh Pengawasan, Motivasi, dan Disiplin, sedangkan sisanya 48,1% dipengaruhi factor lain yang tidak diteliti pada penelitian ini. Hasil analisis secara parsial menunjukkan Pengawasan, Motivasi, dan Disiplin berpengaruh secara signifikan terhadap Kinerja. Hasil analisis koefisien determinasi parsial *Beta x Zero Order* Pengawasan berdistribusi sebesar 22,2%, Motivasi 14,4%, dan Disiplin 16,3% terhadap Kinerja prajurit dan PNS rumah sakit Dustira.

Kata kunci: Pengawasan, Motivasi, Disiplin, Kinerja

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