

ABSTRACT

The purpose of this study is to find out and explain the influence of organizational culture and training on organizational commitment and its implications for the performance of Puskesmas Johar Baru District employees Central Jakarta. The research method uses a quantitative kasuality approach, the population is all health staff of Johar Baru District Health Center with probability sampling technique with simple random sampling technique. Data were analyzed using structural equation modeling (SEM) with the Smart PLS software program version 3.2.8. This study revealed that organizational culture, training and organizational commitment had a significant positive effect on employee performance, both partially and simultaneously. In addition, organizational commitment mediates organizational culture and training on performance. Research suggestions in the management aspects of performance targets must be well programmed in terms of quality and quantity aspects by considering "people" as implementing activities. In decision making by leaders, they should be more coordinating on all constructive ideas and opinions, the training program prioritizes well-selected participants, which can be concretely done with leadership training, capacity building, routine motivational programs, evaluation, reward and punishment

Keywords: *organizational culture, training, organizational commitment and employee performance*

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ABSTRAK

Penelitian ini bertujuan mengetahui dan menjelaskan pengaruh budaya organisasi dan pelatihan terhadap komitmen organisasi serta implikasinya terhadap kinerja pegawai kesehatan Puskesmas Kecamatan Johar Baru Jakarta Pusat. Jenis penelitian yang digunakan adalah kuantitatif kausalitas, populasi adalah seluruh pegawai kesehatan Puskesmas Kecamatan Johar Baru dengan teknik pengambilan sampel *probability* dengan teknik *simple random sampling*. Analisis data model persamaan struktural (SEM) dengan program *software* Smart PLS *versi* 3.2.8. Hasil penelitian variabel budaya organisasi, variabel pelatihan dan variabel komitmen organisasi berpengaruh positif signifikan terhadap variabel kinerja pegawai, baik secara parsial maupun simultan. Komitmen organisasi dapat memediasi budaya organisasi dan pelatihan terhadap kinerja. Saran penelitian dalam aspek manajemen sasaran kinerja harus di programkan secara baik dari aspek kualitas dan aspek kuantitas dengan mempertimbangkan “orang” sebagai pelaksana kegiatan. Dalam pengambilan keputusan hendaknya lebih mengkoordinasikan atas segala ide dan pendapat yang konstruktif, program pelatihan mengutamakan peserta yang terseleksi dengan baik, secara konkrit dapat dilakukan dengan pelatihan kepemimpinan, *capacity building*, program motivasi rutin, evaluasi, *reward* dan *punishment*

Kata kunci: budaya organisasi, pelatihan, komitmen organisasi dan kinerja pegawai