

Abstract

This study aims to identify and explain the influence of Motivators Factor, Hygiene Factor, and job satisfaction on employee performance of Omni Hospital Pulomas. This research uses qualitative descriptive study. Data collection techniques were used that research directly in the field as well as distributing questionnaires to the respondents. Questionnaires were collected and then tested for validity and reliability. After getting valid questionnaires and reliability, questionnaires were distributed back to the 210 respondents from 441 population, by random sampling. The method of analysis used in this study is multiple linear regression and path analysis. The result showed Motivators Factor is having a significant positive influence on employee performance. Hygiene Factor is having positive significant influence on employee performance. Motivators Factor and Hygiene Factor is having positive significant influence on job satisfaction. Similarly, job satisfaction has positive influence on employee performance. Improvement Motivators Factor, Hygiene Factor, and Job Satisfaction will improve the employee performance. Thus motivators Factor, Hygiene Factor and Job Satisfaction support the achievement of the employee performance

Keywords: Employee Performance, Hygiene Factor, Job Satisfaction, Motivators Factor.



Abstrak

Tujuan utama penelitian ini adalah pengelolaan sumber daya manusia yaitu untuk mengetahui dan menjelaskan pengaruh *Motivators Factor*, *Hygiene Factor*, dan kepuasan kerja terhadap kinerja kerja karyawan Omni Hospital Pulomas. Penelitian ini menggunakan penelitian deskriptif kualitatif. Teknik pengumpulan data yang digunakan yaitu penelitian langsung dilapangan serta menyebarkan kuesioner kepada responden. Kuesioner yang dikumpulkan kemudian diuji validitas dan realibilitasnya. Hasil uji tersebut menghasilkan kuesioner yang disebarkan kembali kepada 210 responden dari 441 populasi yang ada, secara random sampling. Metode analisa yang digunakan dalam penelitian ini adalah regresi linear berganda dan analisa jalur. Hasil penelitian menunjukkan *Motivators Factor* berpengaruh signifikan positif terhadap kinerja kerja. *Hygiene Factor* berpengaruh signifikan positif terhadap kinerja karyawan. *Motivators Factor* dan *Hygiene Factor* berpengaruh signifikan positif terhadap kepuasan kerja. Begitu pula dengan kepuasan kerja yang berpengaruh positif terhadap kinerja Kerja karyawan. Peningkatan *Motivators Factor*, *Hygiene Factor*, dan Kepuasan Kerja akan meningkatkan Kinerja Kerja karyawan. Dengan demikian *Motivators Factor*, *Hygiene Factor*, dan Kepuasan Kerja mendukung pencapaian Kinerja Kerja karyawan.

Kata Kunci: *Hygiene Factor*, Kepuasan Kerja, Kinerja Kerja, *Motivators Factor*

