

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh Komitmen Organisasi, Kompetensi, Disiplin Kerja terhadap kinerja berkelanjutan Rumah Sakit X, Y, Z Tipe C di Jakarta Timur yang dimediasi oleh Budaya Organisasi dan Etos Kerja sebagai moderasi. Strategi pengelolaan Sumber Daya Manusia Rumah Sakit X, Y, Z dalam penelitian ini menggunakan analisis dua jalur dan analisis prioritas strategi, dengan jumlah sampel sebanyak 150 responden. Hasil penelitian menyatakan bahwa Komitmen Organisasi berpengaruh positif dan signifikan secara langsung terhadap Budaya Organisasi. Kompetensi Kerja berpengaruh positif signifikan secara langsung terhadap Budaya Organisasi. Disiplin Kerja berpengaruh positif signifikan secara langsung terhadap Budaya Organisasi. Komitmen Organisasi berpengaruh positif dan signifikan secara langsung terhadap Kinerja Berkelanjutan. Kompetensi Kerja berpengaruh positif signifikan secara langsung terhadap Kinerja Berkelanjutan. Disiplin Kerja berpengaruh positif signifikan secara langsung terhadap Kinerja Berkelanjutan, Budaya Organisasi berpengaruh positif signifikan secara langsung terhadap Kinerja berkelanjutan. Etos Kerja memoderasi memperkuat antara budaya organisasi dan kinerja berkelanjutan. Komitmen Organisasi memiliki pengaruh positif dan tidak signifikan secara tidak langsung melalui mediasi Budaya Organisasi terhadap Kinerja Berkelanjutan, Kompetensi Kerja melalui mediasi Budaya Organisasi berpengaruh tidak signifikan secara tidak langsung terhadap Kinerja Berkelanjutan, Disiplin Kerja berpengaruh positif signifikan melalui mediasi budaya organisasi terhadap Kinerja Berkelanjutan. Hasil analisis prioritas strategi pengelolaan sumber daya manusia adalah prioritas variabel budaya organisasi.

Kata Kunci : Komitmen Organisasi, Kompetensi, Disiplin, Budaya Organisasi, Etos Kerja, Kinerja Berkelanjutan.

ABSTRACT

Study this aim to analyze the influence of Commitment Organization, Competence, Discipline Work on performance X, Y, Z Type C Hospital in East Jakarta mediated by Culture Organization and Ethos Work as moderation. Management strategy Hospital Human Resources X, Y, and Z in the study use analysis of two paths and analysis of strategic priorities, with an amount sample of as many as 150 respondents. Research results state that Organizational Commitment has a direct positive and significant effect on Culture Organization. Work Competence has a significant positive direct effect on Culture Organization. Work Discipline has a significant direct positive effect on Culture Organization. Organizational Commitment has a positive and significant direct effect on Sustainable Performance. Work Competence has a direct and significant positive effect on Sustainable Performance. Work Discipline has a direct and significant positive effect on Sustainable Performance, Organizational Culture has a direct and significant positive effect on Performance sustainable. Work ethic moderate strengthens Among culture organization and performance sustainability. Organizational Commitment has a positive and insignificant influence indirectly through the mediation of Organizational Culture on Sustainable Performance, Work Competence through mediation Organizational Culture is influential no significant indirectly directly to Sustainable Performance, Work Discipline has a significant positive effect through mediation culture organization towards Sustainable Performance. Analysis result management strategy priorities source power a man is priority variable culture organization.

Keywords: Commitment Organization, Competence, Discipline, Culture Organization, Ethos Work, Sustainable Performance.