

ABSTRACT

Nowadays, for an organization or company at this time, it can be said that human resources have an important role or function. Fatmawati Central General Hospital (RSUP) is a government-owned hospital located in South Jakarta. The purpose of this study was to analyze the effect of leadership and motivation on employee performance at the Nutrition Installation of RSUP Fatmawati with the work environment as an intervening variable. This research is quantitative. The population in this study were employees of the Nutrition Installation of RSUP Fatmawati. The number of respondents in this take a look at amounted to seventy-seven respondents. In this study, the method for analyzing data was using the Structural Equation Model (SEM) with SmartPLS (Partial Least Square). In this research, the method for analyzing data uses Structural Equation Model-SEM with SmartPLS-Partial Least Square. Based on the research test, it shows that there is a positive and significant influence on each hypothesis, namely leadership on the work environment, motivation on the work environment, leadership on performance, motivation on performance. The workplace is able to mediate the influence of leadership and motivation on employee performance at the Nutrition Installation of RSUP Fatmawati.

Keywords: Leadership, Work motivation, Work environment, Work Performance, Hospital



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ABSTRAK

Bagi sebuah organisasi atau perusahaan di masa ini dapat dikatakan bahwa human resource memiliki peranan atau fungsi yang penting. Berlokasi di daerah Jakarta Selatan, Rumah Sakit Umum Pusat Fatmawati (RSUP) adalah rumah sakit dibawah Kementerian Kesehatan Indonesia. Penelitian ini dilakukan untuk mengkaji pengaruh antara kepemimpinan dan motivasi terhadap kinerja karyawan Instalasi Gizi RSUP Fatmawati dengan lingkungan kerja sebagai variabel intervening. Pengkajian yang dilakukan berjenis kuantitatif. Populasi pada penelitian yang dilakukan merupakan karyawan Instalasi Gizi RSUP Fatmawati. Untuk jumlah responden pada riset ini berjumlah 77 responden. Pada riset ini metode untuk menganalisa data menggunakan Structural Equation Model (SEM) dengan SmartPLS (Partial Least Square). Berlandaskan uji penelitian menunjukkan terdapat pengaruh positif dan signifikan di setiap hipotesis yaitu kepemimpinan terhadap lingkungan kerja, motivasi terhadap lingkungan kerja, kepemimpinan terhadap kinerja, motivasi terhadap kinerja. Lingkungan kerja mampu memediasi pengaruh kepemimpinan dan motivasi terhadap kinerja karyawan pada Instalasi Gizi RSUP Fatmawati.

Kata kunci: Kepemimpinan, Motivasi, Lingkungan kerja, Kinerja, Rumah Sakit

