

## ABSTRAK

Penelitian ini dilakukan di Rumah Sakit Mitra Sehat Situbondo dengan tujuan untuk menguji pengaruh variabel komitmen organisasi dan manajemen risiko terhadap efektivitas organisasi melalui kinerja organisasi. Penelitian ini menggunakan metode kuantitatif dengan populasi seluruh pegawai rumah sakit, dan jumlah sampel sebanyak 160 pegawai. Teknik pengambilan sampel dengan menggunakan purposive sampling. Instrumen pengumpulan data dengan menggunakan kuesioner. Teknik analisa data dengan analisis jalur menggunakan Warp PLS versi 5.0.

Hasil penelitian menunjukkan terdapat pengaruh positif variabel komitmen organisasi terhadap kinerja organisasi. Terdapat pengaruh positif variabel manajemen risiko terhadap kinerja organisasi. Terdapat pengaruh positif variabel komitmen organisasi terhadap efektivitas organisasi. Terdapat pengaruh positif variabel manajemen risiko terhadap efektivitas organisasi. Terdapat pengaruh positif variabel kinerja organisasi terhadap efektivitas organisasi di RS. Mitra Sehat Situbondo. Terdapat pengaruh positif variabel komitmen organisasi terhadap efektivitas organisasi melalui kinerja organisasi. Terdapat pengaruh positif variabel manajemen risiko terhadap efektivitas organisasi melalui kinerja organisasi. Keseluruhan hasil penelitian telah mendukung dan menerima hipotesis penelitian.

**Kata kunci: Komitmen Organisasi, Manajemen Risiko, Kinerja Organisasi dan Efektivitas Organisasi**



## ***ABSTRACT***

This research was conducted at Mitra Sehat Hospital Situbondo with the aim of testing the effect of organizational commitment and risk management variables on organizational effectiveness through organizational performance. This study uses quantitative methods with a population of all hospital employees, and a total sample of 160 employees. The sampling technique used was purposive sampling. The instrument of data collection was using a questionnaire. The data analysis technique is path analysis using Warp PLS version 5.0.

The results showed that there was a positive influence of organizational commitment variable on organizational performance. There is a positive effect of risk management variables on organizational performance. There is a positive effect of organizational commitment variable on organizational effectiveness. There is a positive effect of risk management variables on organizational effectiveness. There is a positive influence of organizational performance variables on organizational effectiveness in hospitals. Situbondo Healthy Partners. There is a positive influence of organizational commitment variable on organizational effectiveness through organizational performance. There is a positive influence of risk management variables on organizational effectiveness through organizational performance. Overall research results have supported and accepted the research hypothesis.

**Keywords: Organizational Commitment, Risk Management, Organizational Performance and Organizational Effectiveness**

