

## **ABSTRAK**

Rumah Sakit Islam Fatimah Banyuwangi merupakan salah satu rumah sakit jaringan muhammadiyah di kabupaten banyuwangi yang mempunyai fungsi sangat penting dalam usaha peningkatan drajat kesehatan di masyarakat banyuwangi. Oleh karena itu performa kinerja karyawan rumah sakit sangat penting bagi pencapaian kinerja rumah sakit secara keseluruhan.

Penelitian ini bertujuan untuk mengetahui pengaruh langsung dan tidak langsung Gaya kepemimpinan, Kompensasi Terhadap Kinerja Karyawan Melalui Kepuasan Kerja pada karyawan Rumah Sakit Islam Fatimah Banyuwangi. Penelitian ini merupakan penelitian kuantitatif. Instrumen pengumpulan data menggunakan kuisioner yang disebarluaskan kepada 109 orang responden. Teknik analisa *Structure Equation Modelling (SEM)* dengan menggunakan software statistik SmartPLS versi 3.0.

Berdasarkan hasil penelitian diperoleh fakta empiris berupa:(1) Gaya kepemimpinan berpengaruh positif dan signifikan terhadap kepuasan kerja; (2) Kompensasi berpengaruh positif dan signifikan terhadap kepuasan kerja; (3) Gaya kepemimpinan mempunyai pengaruh positif dan signifikan terhadap kinerja karyawan; (4) Kompensasi berpengaruh positif dan signifikan terhadap kinerja karyawan; (5) Kepuasan kerja karyawan berpengaruh positif dan signifikan terhadap kinerja karyawan; (6) Gaya kepemimpinan berpengaruh tidak langsung positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja; (7) Kompensasi berpengaruh tidak langsung positif dan signifikan terhadap kinerja karyawan melalui kepuasan kerja.Nilai  $R^2$  variabel Kinerja karyawan adalah 0,60 artinya Kinerja pegawai sebesar 60 % dapat dijelaskan oleh varibel Kepemimpinan, Kompensasi dan Kepuasan kerja.Oleh karena itu Rumah Sakit Islam Fatimah Banyuwangi perlu memperhatikan keempat variabel tersebut karena memiliki peran signifikan untuk meningkatkan Kinerja Karyawan.

**Kata Kunci : Gaya Kepemimpinan, Kompensasi, Kepuasan Kerja, Kinerja Karyawan**

## **ABSTRACT**

Fatimah Islamic Hospital Banyuwangi is one of the Muhammadiyah network hospitals in Banyuwangi Regency which has a very important function in efforts to increase the level of health in the Banyuwangi community. Therefore, the performance of hospital employees is very important for achieving overall hospital performance.

This study aims to determine the direct and indirect effect of leadership style, compensation on employee performance through job satisfaction on employees of the Fatimah Islamic Hospital Banyuwangi. This research is a quantitative research. The data collection instrument used a questionnaire which was distributed to 109 respondents. The analysis technique of Structure Question Modeling (SEM) was using the statistical software SmartPLS version 3.0.

Based on the research results obtained empirical facts in the form of: (1) Leadership style has a positive and significant effect on job satisfaction; (2) Compensation has a positive and significant effect on job satisfaction; (3) Leadership style has a positive and significant influence on employee performance; (4) Compensation has a positive and significant effect on employee performance; (5) Employee job satisfaction has a positive and significant effect on employee performance; (6) Leadership style has a positive and significant indirect effect on employee performance through job satisfaction; (7) Compensation has a positive and significant indirect effect on employee performance through job satisfaction. The  $R^2$  value of the employee performance variable is 0.60, meaning that 60% employee performance can be explained by the variables Leadership, Compensation and Job satisfaction. Therefore Fatimah Islamic Hospital Banyuwangi needs to pay attention to these four variables because they have a significant role to increase employee performance.

**Keywords:** Leadership Style, Compensation, Job Satisfaction, Employee Performance