

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh budaya organisasi dan organizational citizenship behavior (OCB) terhadap kinerja pegawai pada Rumah Sakit Tk. III Baladhika Husada Jember. Data yang digunakan dalam penelitian ini berupa data primer yang diperoleh melalui penyebaran kuesioner. Populasi dalam penelitian ini adalah seluruh pegawai di Rumah Sakit Tk. III Baladhika Husada Jember yang berjumlah 98 orang, meliputi dokter, perawat, serta administrasi dan SDM. Penentuan sampel menggunakan studi populasi. Analisis data menggunakan analisis regresi linier berganda. Berdasarkan hasil pengujian hipotesis dapat dinyatakan bahwa budaya organisasi berpengaruh terhadap kinerja pegawai pada Rumah Sakit Tk. III Baladhika Husada Jember atau H_{a1} diterima. Organizational Citizenship Behavior berpengaruh terhadap kinerja pegawai pada Rumah Sakit Tk. III Baladhika Husada Jember atau H_{a2} diterima.

Kata Kunci: budaya organisasi, organizational citizenship behavior (OCB), kinerja pegawai



ABSTRACT

This research aim to analyze the effect of organizational cultural and organizational citizenship behavior (OCB) to work performance at BaladhikaHusadaJember 3rd Level Hospital. Data used in this research is primary data was collected by questionnaire. The population of this research is all employee of BaladhikaHusadaJember 3rd Level Hospital amount of 98 peoples, included doctor, nurse, also administration and human resources. Determination of samples using total sampling. The analyze technique used multiple linier regressions analysis. The result of hypothesis testing shown that the organizational cultural has significant effect to work performance at BaladhikaHusadaJember 3rd Level Hospital or H_1 accepted. Organizational citizenship behavior (OCB) has significant effect to work performance at BaladhikaHusadaJember 3rd Level Hospital or H_2 accepted.

Keywords: *organizational cultural, organizational citizenship behavior (OCB), work performance*

