

ABSTRACT

RIKA AGUSTINA. 2023. The Influence of Motivation and Organizational Culture on Job Satisfaction of Non-Medical Employees at Santo Antonio Baturaja Hospital. This study was under the guidance of Noviansyah, S.E., M.Si. and Ms. Anis Feblian, S.E., M.Si.

This study discussed the influence of motivation and organizational culture on job satisfaction of non-medical employees at Santo Antonio Baturaja Hospital. The data collection technique used in this research was through questionnaire distribution. The population consisted of 30 employees. The data analysis technique used was Multiple Linear Regression. Based on the partial analysis results, there was an influence of motivation on job satisfaction of non-medical employees at Santo Antonio Baturaja Hospital, with a calculated t-value of 3.635 and a t-table value of 2.051. Since the calculated t-value was greater than the t-table value ($3.635 > 2.051$), the decision was H_0 was rejected and H_a was accepted. The variable of organizational culture had an influence on job satisfaction of non-medical employees at Santo Antonio Baturaja Hospital, with a calculated t-value of 3.387, and the t-table value of 2.051. Since the calculated t-value was greater than the t-table value ($3.387 > 2.051$), the decision was to reject the null hypothesis (H_0) and accept the alternative hypothesis (H_a). Simultaneously, it was found that there was an influence of motivation and organizational culture on job satisfaction of non-medical employees at Santo Antonio Baturaja Hospital, with a calculated F-value of 56.759. This could be seen from the ANOVA table, which showed that the calculated F-value was greater than the F-table value ($56.759 > 3.35$), so the null hypothesis (H_0) was rejected and the alternative hypothesis (H_a) was accepted. The coefficient of determination (R^2) obtained was 0.808. This indicated that the contribution of motivation and organizational culture to job satisfaction was 80.8%, while the remaining 19.2% was influenced by other variables outside the scope of this study, namely needs fulfilment, differences, and achievement of values (Afandi, 2018:57).

Keywords: Motivation, Organizational Culture, Job Satisfaction

ABSTRAK

RIKA AGUSTINA. 2023. Pengaruh Motivasi Dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Non Medis Pada RS Santo Antonio Baturaja. Skripsi dibimbing oleh Noviansyah, S.E., M.Si. selaku pembimbing I dan Anis Feblian, S.E., M.Si. selaku pembimbing II.

Penelitian ini membahas tentang Pengaruh Motivasi Dan Budaya Organisasi Terhadap Kepuasan Kerja Karyawan Non Medis Pada RS Santo Antonio Baturaja. Teknik pengumpulan data yang digunakan dalam penelitian ini melalui penyebaran kuesioner. Jumlah populasi sebanyak 30 orang karyawan. Teknik analisis data yang digunakan adalah Regresi Linear Berganda. Berdasarkan hasil analisis secara parsial ada Pengaruh Motivasi Terhadap Kepuasan Kerja Karyawan Pada RS Santo Antonio Baturaja diperoleh t_{hitung} 3,635 dengan t_{tabel} 2,051 karena, nilai $t_{hitung} > t_{tabel}$ atau $3,635 > 2,051$, maka keputusannya H_0 ditolak dan H_a diterima. Variabel Budaya Organisasi ada Pengaruh Terhadap Kepuasan Kerja Karyawan Pada RS Santo Antonio Baturaja diperoleh t_{hitung} 56,759, karena nilai $t_{hitung} > t_{tabel}$ atau $3,387 > 2,051$, maka keputusannya H_0 ditolak dan H_a diterima. Secara simultan didapatkan ada Pengaruh Motivasi dan Budaya Organisasi terhadap Kepuasan kerja karyawan Non Medis Pada RS Santo Antonio Baturaja dengan nilai F_{hitung} sebesar 56,759. Hal ini dapat dilihat dari tabel ANOVA yang menunjukkan $F_{hitung} > F_{tabel}$ ($56,759 > 3,35$) maka H_0 ditolak dan H_a diterima. Koefisien determinasi (R^2) yang diperoleh sebesar 0,808. Hal ini menunjukkan berarti sumbangan pengaruh Motivasi dan Budaya Organisasi terhadap Kepuasan Kerja sebesar 80,8% sedangkan sisanya 19,2% dipengaruhi oleh variabel lain diluar penelitian ini yaitu pemenuhan kebutuhan, perbedaan, dan pencapaian nilai (Afandi, 2018:57).

Kata Kunci: Motivasi dan Budaya Organisasi, Kepuasan Kerja