

**Analisis Pengaruh Pemberdayaan Pegawai, Kepuasan Kerja, dan Produktivitas Pegawai Terhadap Keunggulan Bersaing Melalui Kinerja Organisasi**

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**ABSTRAK**

Penelitian ini bertujuan untuk menjelaskan dan menganalisis pengaruh pemberdayaan pegawai, kepuasan kerja dan produktivitas pegawai terhadap keunggulan bersaing melalui kinerja organisasi pada Rumah Sakit Umum Daerah Brebes. Teknik sampling yang digunakan adalah proporsional random sampling. Sampel dalam penelitian ini sebanyak 120 data penelitian. Jenis data yang digunakan adalah data primer. Teknik analisis yang digunakan adalah Structural Equation Modelling.

Teknik pengujian data yang digunakan dalam penelitian ini meliputi uji normalitas, uji validitas, uji reliabilitas dan variance extract, uji model goodness of fit, dan uji hipotesis. Hasil penelitian menunjukkan bahwa variabel pemberdayaan pegawai (X1) berpengaruh positif signifikan terhadap kinerja organisasi (Z), pemberdayaan pegawai (X1) berpengaruh positif signifikan terhadap keunggulan bersaing (Y), kepuasan kerja (X2) berpengaruh positif dan tidak signifikan terhadap kinerja organisasi (Z), kepuasan kerja (X2) berpengaruh positif dan tidak signifikan terhadap keunggulan bersaing (Y), produktivitas pegawai (X3) berpengaruh positif signifikan terhadap kinerja organisasi (Z), produktivitas pegawai (X3) berpengaruh positif dan tidak signifikan terhadap keunggulan bersaing (Y), kinerja organisasi (Z) berpengaruh positif signifikan terhadap keunggulan bersaing (Y).

Kata Kunci : Pemberdayaan Pegawai, Kepuasan Kerja, Produktivitas Pegawai, Kinerja Organisasi dan Keunggulan Bersaing.

**Analysis of the Influence of Employee Empowerment, Job Satisfaction and Employee Productivity on Competitive Advantage through Organizational Performance**

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**ABSTRACT**

The purpose of this study is to describe and analyze the effect of employee empowerment, job satisfaction and employee productivity on competitive advantage through organizational performance in Brebes Regional Public Hospital (RSUD Brebes). The population of this research are all of the employees. Proportional random sampling technique is used in this research. The sample of this research consists of 120 data sets. The kind of data used are primary data. The analysis technique used is Structural Equation Modelling.

The technique of data used in this study include the test of normality, validity, reliability and variance extract, model goodness of fit test, and hypothesis testing. The result shows that the variable employee empowerment (X1) has a positive and significant influence on organizational performance (Z), employee empowerment (X1) has a positive and significant influence on competitive advantage (Y), variable job satisfaction (X2) has a positive and no significant influence on organizational performance (Z), job satisfaction (X2) has a positive and no significant influence on competitive advantage (Y). Furthermore, employee productivity (X3) has a positive and significant influence on organizational performance (Z), employee productivity (X3) has a positive and no significant influence on competitive advantage (Y), organizational performance (Z) has a positive and significant influence on competitive advantage (Y).

**Keyword** : Employee Empowerment, Job Satisfaction, Employee Productivity, Organizational Performance and Competitive Advantage.