

**Pengaruh Kompetensi Individu, Kompensasi dan Iklim Organisasi
Terhadap Kinerja Karyawan dengan Kepuasan Kerja Sebagai
Variabel Intervening (Studi pada RSUD Muhammadiyah
Kartasura)**

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ABSTRAK

Tujuan penelitian ini adalah untuk mengetahui pengaruh kompetensi individu, kompensasi dan iklim organisasi terhadap kinerja karyawan dan kepuasan kerja terhadap kinerja karyawan. Dalam usaha meningkatkan kinerja karyawan diantaranya melalui berbagai faktor yaitu kompetensi individu, kompensasi dan iklim organisasi. Penelitian dilakukan di RSUD Muhammadiyah Kartasura. Data dikumpulkan melalui kuesioner yang dibagikan kepada 80 orang, serta wawancara singkat. Menggunakan analisis data dengan bantuan SPSS versi 20. Teknik metode sampling jenuh (sensus). Teknik pengujian data penelitian ini meliputi uji validitas dengan Alpha Cronbach, uji reliabilitas, analisis regresi linier berganda dan uji asumsi klasik yang terdiri dari uji autokorelasi, uji multikolinieritas, uji heteroskedastisitas, uji normalitas, uji F dan uji T, analisis jalur dan uji sobel untuk membuktikan hipotesis penelitian.

Hasil analisis menunjukkan kompetensi individu, kompensasi dan iklim organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan dan kepuasan kerja positif dan signifikan terhadap kinerja karyawan. Berdasarkan hasil uji sobel menunjukkan bahwa kepuasan kerja mampu memediasi kompetensi individu, kompensasi dan iklim organisasi terhadap kinerja karyawan RSUD Muhammadiyah Kartasura.

Kata Kunci : Kompetensi Individu, Kompensasi, Iklim Organisasi, Kepuasan Kerja dan Kinerja Karyawan

The Influence of Individual Competencies, Compensation and Organizational Climate on Employee Performance with Job Satisfaction as an Intervening Variable (Study at RSU PKU Muhammadiyah Kartasura)

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ABSTRACT

The purpose of this study was to determine the influence of individual competencies, compensation and organizational climate on employee performance and job satisfaction on employee performance. Effort in improving employee performance through variety of factors, such as individual competencies, compensation and organizational climate. The study was conducted at RSU PKU Muhammadiyah Kartasura. Data were collected through questionnaires distributed to 80 people, as well as short interview. Using data analysis using SPSS version 20. Mechanical methods saturated sampling (census). Testing of the data on this study includes validity test with cronbach alpha, reliability test, multiple linear regression analysis and classical assumption test consisting of autocorrelation test, test multicollinearity, heteroscedasticity test, test for normality, F test and T test, path analysis and Sobel test to prove hypothesis of the study.

The analysis showed individual competencies, compensation and organizational climate have positive and significant influence on employee performance and job satisfaction has positive and significant influence on employee performance. Based on sobel test results, the job satisfaction is able to mediate effects of the individuals competencies, compensation and organizational climate on employee of toward to the RSU PKU Muhammadiyah Kartasura.

Keyword : Individuals Competence, Compensation, Organizational Climate, Job Satisfaction and Employee Performance