

Analisis hubungan budaya organisasi dan kepemimpinan terhadap kinerja pegawai di perusahaan jawatan rumah sakit anak dan bersalin Harapan Kita Jakarta = The correlation analysis of organization culture and leadership on employee's performance in state corporation "Harapan Kita" child and maternity hospital, Jakarta

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Abstrak

This study is conducted for analyzing the correlation of organization culture and leadership on the employee's performance in the State Corporation (Perjan) "Harapan Kita" Child and Maternity Hospital (RSAB). Jakarta. This study also tests the significance and determination of organization cultural correlation on employee's performance, leadership on employee's performance, and the correlation of organization culture and leadership on employee's performance.

The population in this study are employees in the Perjan "Harapan Kita" RSAB Jakarta from the management position to staff position as many as 1214 employee's, with the sample respondents of 275 persons (with reference of Krejcie table) divided into two elements, i.e. 40 respondents of managerial position and 235 respondents of staff, respectively are taken by simple random sampling method.

Data collection method used questionnaire composed of 4 parts. Part one contains inquiries related to respondents' identity of 8 points, part two contains inquiries related to organization culture of 26 points, part three is of inquiries related to leadership of 30 points, and part four is of inquiries related to employee's performance that are divided into two: 8 points for managerial and 5 points for staff. A validity and reliability test was once conducted on 25 respondents and all have been stated valid and no single indicator is stated void.

The data processing and analysis used SPSS (Statistical Package For Social Science) program version 10.0 for testing the organization cultural correlation with employee's performance, the leadership correlation with employee's performance, while the correlation of organization culture and leadership on employee's performance uses Pearson correlation test technique (cross tabs).

The result of the test on organization culture and employee's performance indicates a very low correlation, positive with value  $(r) = 0.120$ ,  $(p) = 0.047$  and determination coefficient = 0.014. The test on correlation of leadership and employee's performance indicates no significant correlation with value  $(r) = 0.035$ ,  $(p) = 0.568$  and determination coefficient = 0.001, while the test on correlation of organization culture and leadership on employee's performance indicates no significant correlation with  $(r) = 0.125$ ,  $(p) = 0.118$  and determination coefficient = 0.16.

Thus, the hypothesis of study, stating that there is a correlation between organization culture and leadership on employee's performance in the Perjan "Harapan Kita" RSAB, Jakarta is not proven. In this opportunity,

the writer would like to suggest as follows: To be able to survive in the global era, the Management of Perjan "Harapan Kita" RSAB should be willing and able to take the company to a global condition, i.e. a condition prioritizing customers' satisfaction as the service objective by visioner leadership in all lines. Miscommunication and misperception could be controlled by structured or formal and informal communication.

Besides, Perjan "Harapan Kita" RSAB has began to design communication by utilizing information technology, thus the information passed and provided are according to the communication objective. A structured planning should be made for understanding the information technology to avoid technology stammer. Perjan "Harapan Kita" RSAB should immediately attempt to have an evaluation of performance based on the objective or target, so as to be able to avoid subjectivity in evaluation and the most important aspect of all is to developing culture by achievement or results.