

# Analisis hubungan lingkungan kerja dan kepuasan kerja dengan kinerja karyawan instalasi farmasi RSUD DR M. Yunus Bengkulu = Analysis of relationship between work environment and job satisfaction with pharmacy employee performance in public hospital DR M Yunus Bengkulu

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## Abstrak

Penelitian ini bertujuan mengetahui hubungan antara lingkungan kerja dan kepuasan kerja dengan kinerja karyawan Instalasi Farmasi RSUD Dr. M. Yunus Bengkulu. Jenis penelitian ini kuantitatif dengan metode cross sectional menggunakan kuesioner dan lembar penilaian oleh atasan. Penelitian dilakukan di Instalasi Farmasi RSUD Dr. M. Yunus Bengkulu pada bulan April 2014 dengan sampel berjumlah 64 orang. Analisis hubungan menggunakan uji somers'd gamma dan regresi logistik.

Hasil penelitian menunjukkan lingkungan kerja fisik dan non fisik serta kepuasan kerja mempunyai hubungan signifikan dengan kinerja karyawan. Instalasi Farmasi RSUD Dr. M. Yunus Bengkulu harus meningkatkan lingkungan kerja dan kepuasan kerja agar kinerja karyawan meningkat.

.....This study aims to determine the relationship between the work environment and job satisfaction and employee performance at the Hospital Pharmacy Dr. M. Yunus Bengkulu. This type of quantitative research with cross sectional method using questionnaires and assessment form by the supervisor. The study was conducted at Hospital Pharmacy Dr. M. Yunus Bengkulu in April 2014, with a sample totaling 64 employees. Analysis of the relationship using gamma somers'd test and logistic regression.

The results showed the physical and non physical work environment and job satisfaction has a significant relationship with employee performance. The Hospital Pharmacy should improve the work environment and job satisfaction in order to increase employee performance.