

# Analisis pengaruh iklim organisasi terhadap komitmen organisasi dokter di rumah sakit pemerintah studi kasus pada rumah sakit X rumah sakit Y dan rumah sakit Z = Analysis of the influence of organizational climate towards doctor s organizational commitment at government hospitals case study at hospital X hospital Y and hospital Z

Shervani Andita Parameswari, author

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## Abstrak

Penelitian ini bertujuan untuk mengetahui kondisi iklim organisasi dan komitmen organisasi para dokter di beberapa rumah sakit pemerintah yaitu Rumah Sakit X, Rumah Sakit Y, dan Rumah Sakit Z. Selain itu penelitian ini juga mencoba menganalisis pengaruh variabel iklim organisasi beserta dimensinya berdasarkan teori dari Litwin dan Stringer (1968) yang terdiri dari structure, responsibility, reward, risk, warmth, support, standard, conflict, dan standard terhadap komitmen organisasi para dokter. Pengumpulan data dilakukan dengan menyebarkan kuisioner kepada 187 dokter di Rumah Sakit X, Rumah Sakit Y, dan Rumah Sakit Z dengan menggunakan metode total sampling. Kemudian diolah dan dianalisa menggunakan bantuan program SPSS versi 20.0 dengan memakai metode descriptive statistics, regresi linear, dan regresi berganda untuk menjawab rumusan masalah yang ada.

Hasil penelitian ini dapat memberikan gambaran tentang kondisi iklim organisasi dan komitmen organisasi dokter di Rumah Sakit X, Rumah Sakit Y, dan Rumah Sakit Z. Hasil penelitian ini juga menunjukkan bahwa ternyata variabel iklim organisasi beserta dimensinya yang terdiri dari dari structure, responsibility, reward, warmth, support, standard, conflict, dan standard memiliki pengaruh yang signifikan terhadap variabel komitmen organisasi. Hanya dimensi risk yang tidak berpengaruh signifikan terhadap komitmen organisasi para dokter. Selain itu penelitian ini juga menunjukkan tingkatan dimensi iklim organisasi dari yang memberikan pengaruh paling tinggi sampai paling rendah terhadap komitmen organisasi terdiri dari urutan yaitu dimensi reward, structure, standard, support, warmth, responsibility, conflict, dan identity.

.....This study aims to determine the conditions of organizational climate and organizational commitment in in some government hospitals specifically in X Hospital, Y Hospital, and Z Hospital. In addition, this study also attempt to analyze the influence of organizational climate including its dimension based on the theory of Litwin and Stringer (1968) which consists of structure, responsibility, reward, risk, warmth, support, standard, conflict, dan standard towards doctor work commitment in X Hospital, Y Hospital, and Z Hospital. Data was collected by distributing questionnaires to 187 doctors in X Hospital, Y Hospital, and Z Hospital using total sampling method. This study then processed and analyzed by using SPSS program (version 20.0) using descriptive statistics, linear regression and multiple regression formula to address existing problems. The results of this study could provide a picture of the conditions of organizational climate, and doctor's organizational commitment in X Hospital, Y Hospital, and Z Hospital. In addition, the results of this study also reveal that the organizational climate including its dimension which consists of structure, responsibility, reward, warmth, support, standard, conflict, dan standard has significant effect on doctor organizational commitment. Only risk dimension that does not have significant effect on doctors organizational commitment. In addition, this study also indicate the levels of organizational climate dimensions that give the highest to the lowest effect on organizational commitment, which consists of a dimensions sequence

from reward, structure, standards, support, warmth, responsibility, conflict, and identity.