

Pengaruh pemberdayaan pegawai, kerja sama, dan pelatihan terhadap komitmen organisasional pegawai tetap non PNS bidang non medis RSCM = The effect of employee empowerment, teamwork and training on organizational commitment of non PNS permanent employee field of non medical RSCM

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Abstrak

ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Pemberdayaan Pegawai, Kerja Sama, dan Pelatihan Terhadap Komitmen Organisasional Pegawai Tetap Non PNS Bidang Non Medis RSCM. Responden dalam penelitian ini adalah pegawai tetap non pns bidang non medis di RSCM sebanyak 104 responden. Desain penelitian ini adalah penelitian konklusif, dengan penelitian kausal. Data penelitian ini diolah dengan perangkat lunak SPSS Versi 23, menggunakan teknik Uji Regresi Hasil penelitian menunjukkan bahwa Pemberdayaan Pegawai dan Kerja Sama terbukti berpengaruh signifikan dan secara positif terhadap Komitmen Organisasional, serta pelatihan tidak terbukti berpengaruh signifikan dan secara positif terhadap Komitmen Organisasional pegawai tetap non pns bidang non medis RSCM.

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ABSTRACT

This study aims to determine the effect of Employee Empowerment, Teamwork and Training on Organizational Commitment of Non PNS Permanent Employee Field of Non Medical RSCM. Respondents in this study were employees Non PNS Permanent Employee Field of Non Medical in RSCM as many as 104 respondents. Design of this research is conclusive, with causal research. This research data is processed by software SPSS version 23, using the technique of Regression Test results showed that the Employee Empowerment and Team work shown to influence significantly and positively to the commitment Organizational, and the training did not prove to have a significant effect and positively to the commitment of Organizational Non PNS Permanent Employee Field of Non Medical in RSCM.