

Pengaruh pengembangan organisasi, kepemimpinan, jenjang karir terhadap kepuasan kerja dan kinerja pegawai puskesmas./ I Gusti Gede Djestawana

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Abstrak

Puskesmas harus mampu cepat tanggap terhadap kebutuhan pelanggan

dengan konsekuensi organisasi memerlukan sumber daya manusia yang

mempunyai keahlian dan kemampuan unik. Untuk mewujudkan hal tersebut, puskesmas harus berorientasi pada pembentukan kualitas sumber

daya manusia yang mampu menjawab tuntutan perubahan. Tujuan dari penelitian adalah membuktikan pengaruh pengembangan organisasi, kepemimpinan, serta pengembangan karir secara parsial dan simultan terhadap

kepuasan kerja dan kinerja pegawai Puskesmas Kota Denpasar. Penelitian

dilakukan pada pegawai di 10 Puskesmas Kota Denpasar menggunakan 3

tahap teknis analisis multivariat dengan metode confirmatory factor analysis yang dilakukan dengan mengurangi satu demi satu indikator penyusun

suatu variabel hingga tercapai suatu model pendugaan yang memenuhi

persyaratan menggunakan program aplikasi structural equation model

(SEM) berupa analysis of moment structures (AMOS). Berdasarkan model

persamaan 1 terbukti bahwa hipotesis yang menyatakan pengembangan

organisasi, kepemimpinan, serta pengembangan karir secara parsial dan

simultan berpengaruh signifikan terhadap kepuasan kerja (nilai $p < 0,05$).

Berdasarkan model persamaan 2, pengembangan organisasi, kepemimpinan, pengembangan karir, serta kepuasan kerja secara parsial dan simultan

berpengaruh signifikan terhadap kinerja pegawai (nilai $p < 0,05$).

Puskesmas should be able to quickly respond to customer need with the

consequences of human resource organizations require the expertise and

unique capabilities. So, puskesmas should be oriented to the formation of

human resources capable of answering the demands of change. The aims

of the research to find out the implication of organizational development,

leadership, career development, both partially and simultaneously towards

work satisfaction and work performance of personnel in Puskesmas in Denpasar City. This research involved personnels of 10 Puskesmas in

Denpasar City: The research takes total population number as the sample

and total 324 people were involved in this research. Data analysis technique

was carried out in 3 phases; univariat, bivariat dan multivariat analysis.

Univariat analysis was carried out with backward confirmatory factor analysis, while bivariat analysis was carried out with canonical correlation technique, and multivariat analysis was carried out with structural equation model (SEM). The analysis used computer program of SEM application: analysis of moment structures (AMOS). The research results as follows; according to equation 1, it is proved that hypothesis stating that organizational development, leadership and career development, both partially and simultaneously, influences on work satisfaction significantly (p value $< 0,05$).

Organizational development, leadership, career development and work satisfaction, both partially and simultaneously, influence work performance

significantly (p value $< 0,05$).