

# Analisis Budaya Organisasi dan Hubungannya terhadap Kinerja Personel di RS Orthopedi Siaga Raya = Analysis of Organizational Culture and its Relationship to Personnel Performance in RS Orthopedi Siaga Raya

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## Abstrak

RS Orthopedi Siaga Raya sedang berusaha untuk mengoptimalkan kinerja personel dalam upaya peningkatan kinerja rumah sakit secara keseluruhan. Pimpinan rumah sakit merasakan perlunya pengembangan budaya organisasi dalam rangka mengoptimalkan kinerja personel. Penelitian ini dilakukan untuk mengidentifikasi budaya organisasi yang ada serta hubungannya terhadap kinerja personel di RS Orthopedi Siaga Raya. Penelitian dilakukan dengan pendekatan kuantitatif serta didukung dengan wawancara mendalam. Penelitian ini dilakukan dengan menyebarkan kuesioner dimana sampel penelitian ini adalah seluruh personel yang bekerja di RS Orthopedi Siaga Raya yaitu sejumlah 187 orang. Dari seluruh kuesioner yang dibagikan didapatkan respon dari 100 personel. Hasil penilaian kinerja personel didapatkan aspek kuantitas kerja, ketepatan waktu, serta efektivitas kerja masih belum optimal. Hasil penilaian budaya organisasi didapatkan budaya organisasi di RS Orthopedi Siaga Raya mengarah ke budaya klan. Hasil penelitian mengenai hubungan budaya organisasi dengan kinerja personel diperoleh nilai Sig. (0,000) < 0,05 yaitu terdapat hubungan signifikan budaya organisasi terhadap kinerja personel nilai koefisien korelasi yang diperoleh sebesar 0,569 dimana budaya organisasi memberikan hubungan positif terhadap kinerja personel di RS Orthopedi Siaga Raya.

.....RS Orthopedi Siaga Raya is striving to optimize the performance of the hospital, particularly its personnel. The hospital management recognizes the need for developing an organizational culture to enhance the performance of its personnel. This study aims to identify the existing organizational culture and its relationship to employee performance in RS Orthopedi Siaga Raya. The research adopts a quantitative approach and is supported by in-depth interviews. A questionnaire was distributed to the entire of employees working in RS Orthopedi Siaga Raya, totaling 187 individuals. From all the questionnaires distributed, responses were obtained from 100 personnel. The assessment of personnel performance revealed that aspects of work quantity, timeliness, and work effectiveness are still suboptimal. The assessment results of organizational culture revealed that the organizational culture at RS Orthopedi Siaga Raya is oriented towards a clan culture. The research findings regarding the relationship between organizational culture and personnel performance obtained a significance value (Sig.) of (0.000) < 0.05, indicating a significant relationship between organizational culture and personnel performance with a correlation coefficient of 0.569. This indicates that organizational culture has a positive influence on personnel performance at RS Orthopedi Siaga Raya.