

ABSTRAK

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PENGARUH KULTUR ORGANISASI, *WORKPLACE SPIRITUALITY*, *MOBBING*, KEADILAN ORGANISASI DAN PERILAKU PROFESIONAL TERHADAP KINERJA PERAWAT RUMAH SAKIT XYZ

Penelitian ini dilakukan untuk mengetahui pengaruh kultur organisasi, workplace spirituality, mobbing, keadilan organisasi dan perilaku profesional terhadap kinerja perawat. Penelitian ini melibatkan 160 perawat di RS XYZ. Pengumpulan data dilakukan dengan menyebarkan kuesioner berisi 50 pertanyaan dengan Skala Likert 1 – 5. Data dianalisis dengan metode SEM berbasis PLS. Hasil penelitian ini menyatakan bahwa kultur organisasi, workplace spirituality, keadilan organisasi dan perilaku profesional mempunyai pengaruh yang positif terhadap kinerja perawat, sedangkan mobbing memiliki pengaruh negatif terhadap kinerja perawat.

Kata Kunci : *organizational culture; mobbing; job satisfaction*



ABSTRACT

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Effect Of Organizational Culture, Workplace Spirituality, Mobbing, Organizational Justice, And Professional Attitude Towards Hospital Nurse Work Performance

The purpose of this study is to know effect of organizational culture, workplace spirituality, mobbing, organizational justice, and professional attitude towards hospital nurse work performance. This study is applied in XYZ Hospital using 160 nurses. Data are collected using 50 items questionnaires that measured with 1-5 Likert Scale. SEM method on PLS system is used to analyze the data. The study result suggest that organizational culture, workplace spirituality, organizational justice, and professional have positive effect on nurse work performance, while mobbing has negative effect in nurse work performance.

Key Words : organizational culture;mobbing; job satisfaction

