

## ABSTRAK

Nadia Paramaosa (01621190007)

### **Pengaruh Disiplin, Motivasi dan Lingkungan Kerja Terhadap Kinerja Perawat Di Rsud Pakuhaji Kabupaten Tangerang**

(xv + 76 halaman; 2 gambar; 16 tabel; 2 lampiran)

Pelaksanaan tugas-tugas manajemen seperti perencanaan, pengorganisasian, motivasi, dan pengawasan, disertai komponen pendukung dan terpenuhinya kriteria mempengaruhi efektivitas operasional organisasi. Efektivitas sumber daya manusia yang digunakan untuk menjalankan kegiatan organisasi sangat mempengaruhi kinerja organisasi. Oleh karena itu, untuk meningkatkan kinerjanya, organisasi harus memperlakukan dan menghargai sumber daya manusianya secara tepat. Penelitian yang bertujuan untuk menilai apakah disiplin, motivasi, dan lingkungan kerja berpengaruh baik terhadap kinerja perawat di RSUD Pakuhaji Kabupaten Tangerang. Data diolah dengan menggunakan alat statistik PLS-SEM (*Partial Least Square-Structural Equation Modeling*). Hasil penelitian menunjukkan bahwa disiplin, motivasi dan lingkungan berpengaruh positif terhadap kinerja perawat RSUD Pakuhaji. Penelitian ini dapat digunakan sebagai bahan pertimbangan bagi pihak manajemen rumah sakit dalam membuat kebijakan untuk kesejahteraan perawat.

Referensi: 64 (2012-2022)

Kata kunci : disiplin, motivasi, lingkungan kerja, kinerja

## **ABSTRACT**

Nadia Paramaosa (01621190007)

### **The Influence of Discipline, Motivation and Work Environment on Nurse Performance at Pakuhaji General Hospital, Tangerang Regency**

(xv + 76 pages; 2 pictures; 16 tables; 2 attachments)

Implementation of management tasks such as planning, organizing, motivating, and supervising, along with supporting components and fulfilment of criteria affect the operational effectiveness of the organization. The effectiveness of human resources used to carry out organizational activities greatly influences organizational performance. Therefore, to improve its performance, organizations must treat and appreciate their human resources appropriately. This study aims to assess whether discipline, motivation, and work environment have a good effect on the performance of nurses at Pakuhaji General Hospital, Tangerang Regency. Data were processed using the PLS-SEM (Partial Least Square-Structural Equation Modelling) statistical tool. The results showed that discipline, motivation, and environment had a positive effect on the performance of nurses at Pakuhaji Hospital. This research can be used as material for consideration for hospital management in making policies for the welfare of nurses.

References: 64 (2012-2022)

Keywords : discipline, motivation, work environment, job performance