

## ABSTRAK

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### **PENGARUH BUDAYA ORGANISASI, LINGKUNGAN KERJA DAN MOTIVASI KERJA PADA KINERJA PERAWAT DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIASI DI PUSKESMAS XYZ**

( xv + 102 halaman; 7 gambar; 19 tabel; 8 lampiran)

Penelitian ini bertujuan untuk menilai pengaruh budaya organisasi, lingkungan kerja, dan motivasi kerja terhadap kinerja perawat dengan kepuasan kerja sebagai variabel mediasi. Penelitian ini dilakukan di Jakarta dengan melibatkan 48 perawat. Pengumpulan data dilakukan dengan menyebarkan kuesioner berisi 34 pertanyaan dengan Skala Likert 1 – 5 berdasarkan metode *sensus sampling*. Data dianalisis dengan metode SEM berbasis PLS. Hasil penelitian ini menyatakan bahwa budaya organisasi, lingkungan kerja, dan kepuasan kerja berpengaruh terhadap kinerja perawat di pusat kesehatan masyarakat (Puskesmas) XYZ. Meskipun didapatkan beberapa keterbatasan, model penelitian ini tetap menarik dan diharapkan dapat menambah literatur tentang kinerja.

Referensi : 90 ( 1951 - 2023)

Kata Kunci : Budaya organisasi, lingkungan kerja, motivasi kerja, kepuasan kerja, kinerja, kinerja perawat, pusat kesehatan masyarakat, puskesmas



## ABSTRACT

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### **THE INFLUENCE OF ORGANIZATIONAL CULTURE, WORK ENVIRONMENT AND WORK MOTIVATION ON NURSES PERFORMANCE WITH JOB SATISFACTION AS A MEDIATION VARIABLE IN PUBLIC HEALTH CENTER XYZ**

( xv + 102 halaman; 7 gambar; 19 tabel; 8 lampiran)

*With job satisfaction acting as a mediating variable, the purpose of this study is to evaluate the impact of organizational culture, work environment, and work motivation on nurse performance. This study involved 48 nurses and was carried out in Jakarta. A Likert scale of 1 to 5 was used for 34 questions on the questionnaire, which was distributed as part of the census sampling procedure to collect data. The SEM approach based on PLS was used to analyze the data. The study's findings indicate that the XYZ Community Health Center (Puskesmas) nurses performance is influenced by organizational culture, the work environment, and job satisfaction. This research model is still intriguing and will hopefully add to the performance literature despite a number of limitations.*

*Reference : 90 ( 1951 - 2023)*

*Key Words : organizational culture, work environment, work motivation, work satisfaction, performance, nurse performance, public health center*

