

## ABSTRAK

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### **PENGARUH TIME MANAGEMENT, MOTIVASI, DAN TRAINING TERHADAP KINERJA DOKTER SPESIALIS DENGAN JOB SATISFACTION SEBAGAI VARIABEL INTERVENING DI RS BHY**

( x + 116 halaman; 3 gambar; 13 tabel; 5 lampiran)

Penelitian ini dilakukan untuk mengetahui pengaruh *time management*, motivasi, training terhadap kinerja dokter dengan *job satisfaction* sebagai variabel intervening. Penelitian ini dilakukan di RS BHY dengan melibatkan 36 orang dokter spesialis. Pengumpulan data dilakukan dengan menyebarkan kuesioner berisi 59 pertanyaan dengan Skala Likert 1–5 berdasarkan metode *purposive sampling*. Data dianalisis dengan metode SEM berbasiskan PLS. Hasil penelitian ini menyatakan bahwa *time management*, motivasi dan *training* berpengaruh positif terhadap *job satisfaction*. *Time management* dan motivasi berpengaruh positif dan terhadap kinerja dokter spesialis. *Traning* dan *job satisfaction* berpengaruh negatif terhadap kinerja dokter spesialis. *Job satisfaction* berpengaruh negatif dan tidak mampu memediasi pengaruh *time management*, motivasi dan *training* terhadap kinerja dokter spesialis di RS BHY.

Referensi: 91 ( 2013 - 2023)

Kata Kunci: *Time management*, Motivasi, Training, *Job Satisfaction*, Kinerja Dokter Spesialis

## **ABSTRACT**

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***THE EFFECT OF TIME MANAGEMENT, MOTIVATION, AND TRAINING ON THE PERFORMANCE OF SPECIALIST DOCTORS WITH JOB SATISFACTION AS AN INTERVENING VARIABLE AT BHY HOSPITAL***

*( x + 116 pages; 3 figures; 13 tables; 5 appendices)*

*This research was conducted to determine the effect of time management, motivation, training on the performance of specialist doctors with job satisfaction as an intervening variable. This research was conducted at BHY Hospital involving 36 specialist doctors. Data collection was carried out by distributing a questionnaire containing 59 questions with a Likert Scale of 1–5 based on the purposive sampling method. Data were analyzed using the PLS-based SEM method. The results of this research state that time management, motivation and training have a positive effect on job satisfaction. Time management and motivation have a positive effect on the performance of specialist doctors. Training and job satisfaction have a negative effect on the performance of specialist doctors. Job satisfaction has a negative effect and is unable to mediate the influence of time management, motivation and training on the performance of specialist doctors at BHY hospital.*

*References: 91 (2013 - 2023)*

*Keywords: Time management, Motivation, Training, Job Satisfaction, Performance of Specialist Doctors*