

The Effect Of Strategic Human Resource Management, Transformational Leadership And Information Sharing On Organizational Performance and (Case Study In Depok City General Hospital)

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Abstract

This study analyzes Strategic Human Resource Management, Transformational Leadership and Information Sharing on Organizational Performance (Case Study at the Depok City Regional General Hospital). The purpose of the study was to prove and analyze the influence of Strategic Human Resource Management, Transformational Leadership and Information Sharing on Organizational Performance (Case Study at the Depok City Regional General Hospital). This research is quantitative by distributing questionnaires to 53 employees in the Depok City Hospital. This study uses the Partial Least Square (PLS) method with the Smart-PLS 3.0 program. The results of data analysis show that (1) Strategic Human Resource Management has a significant effect on Organizational Performance (2) Transformational Leadership has a significant effect on Organizational Performance (3) Information Sharing has a significant effect on Organizational Performance (4) Strategic Human Resource Management has a significant effect on Organizational Performance through Information Sharing (5) Transformational Leadership has an effect on Organizational Performance through Information Sharing (6) Strategic Human Resource Management, Transformational Leadership and Information Sharing together have a significant effect on Organizational Performance of Employees in the Depok City Regional General Hospital in accordance with Decree No. 445 /01/SK/RSUD/2022 concerning the Determination of the Head of Installation, Head of Room and Head of Unit at the Depok City Regional General Hospital.

Keyword : *Strategic Human Resource Management, Transformational Leadership, Information Sharing, Organizational Performance.*

**Pengaruh *Strategic Human Resource Management, Transformational Leadership*
Dan *Information Sharing* Terhadap *Organizational Performance*
(Studi Kasus Pada Rumah Sakit Umum Daerah Kota Depok)**

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Abstrak

Penelitian ini menganalisis *Strategic Human Resource Management, Transformational Leadership And Information Sharing Terhadap Organizational Performance* (Studi Kasus Pada Rumah Sakit Umum Daerah Kota Depok). Tujuan penelitian untuk membuktikan dan menganalisis Pengaruh *Strategic Human Resource Management, Transformational Leadership And Information Sharing Terhadap Organizational Performance* (Studi Kasus Pada Rumah Sakit Umum Daerah Kota Depok). Penelitian ini bersifat kuantitatif dengan menyebarkan kuesioner kepada 53 Pegawai di Lingkungan RSUD Kota Depok. Penelitian ini menggunakan metode Partial Least Square (PLS) dengan program Smart-PLS 3.0. Hasil analisis data menunjukkan bahwa (1) *Strategic Human Resource Management* berpengaruh signifikan terhadap *Organizational Performance* (2) *Transformational Leadership* berpengaruh signifikan terhadap *Organizational Performance* (3) *Information Sharing* berpengaruh signifikan terhadap *Organizational Performance* (4) *Strategic Human Resource Management* berpengaruh terhadap *Organizational Performance* melalui *Information Sharing* (5) *Transformational Leadership* berpengaruh terhadap *Organizational Performance* melalui *Information Sharing* (6) *Strategic Human Resource Management, Transformational Leadership* dan *Information Sharing* secara bersama-sama berpengaruh signifikan terhadap *Organizational Performance* Pegawai di lingkungan Rumah Sakit Umum Daerah Kota Depok sesuai dengan SK No.445/01/SK/RSUD/2022 tentang Penetapan Kepala Instalasi, kepala Ruang dan Kepala Unit Di Rumah Sakit Umum Daerah Kota Depok.

Kata Kunci : *Strategic Human Resource Management, Transformational Leadership, Information Sharing, Organizational Performance*