

***The Influence of Teamwork, Work Discipline and Organizational Climate  
on Performance Employees  
(Study at Hospital X South Jakarta)***

***By:***

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***Abstract***

*This research is a quantitative research with the aim of knowing the effect of teamwork, work discipline, organizational climate on employee performance. By making permanent employees of the General Hospital as the population in this study, as many as 187 people with a non-probability sampling technique using convenience sampling, based on the Slovin formula, a sample of 130 respondents was obtained. Data processing used IBM SPSS Statistics 23 program with a significance level of 5% (0.05). The results of the hypothesis test show that (1) teamwork partially has an influence on employee performance, (2) work discipline partially has an influence on employee performance, (3) organizational climate partially has an influence on employee performance, (4) simultaneous teamwork, work discipline, and organizational climate have an influence on employee performance. Employee performance is influenced by 77.7% by teamwork, work discipline and organizational climate.*

***Keywords:*** *teamwork, work discipline, organizational climate and employee performance*

**Pengaruh *Teamwork*, Disiplin Kerja dan Iklim Organisasi  
Terhadap Kinerja Karyawan  
(Studi di Rumah Sakit X Jakarta Selatan)**

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**Abstrak**

Penelitian ini ialah penelitian kuantitatif dengan tujuan mengetahui pengaruh *teamwork*, disiplin kerja, iklim organisasi terhadap kinerja karyawan. Dengan menjadikan karyawan tetap Rumah Sakit Umum sebagai populasi dalam penelitian ini yaitu sebanyak 187 orang dengan teknik pengambilan sampel *non probability sampling* dengan cara *convenience sampling*, berdasarkan rumus slovin diperoleh sampel sebanyak 130 orang responden. Pengolahan data menggunakan program *IBM SPSS Statistics 23* dengan tingkat signifikansi 5% (0,05). Hasil dari uji hipotesis menunjukkan bahwa (1) *teamwork* secara parsial memiliki pengaruh terhadap kinerja karyawan, (2) disiplin kerja secara parsial memiliki pengaruh terhadap kinerja karyawan, (3) iklim organisasi secara parsial memiliki pengaruh terhadap kinerja karyawan, (4) secara simultan *teamwork*, disiplin kerja, dan iklim organisasi memiliki pengaruh terhadap kinerja karyawan. Kinerja karyawan dipengaruhi sebesar 77,7% oleh *teamwork*, disiplin kerja dan iklim organisasi.

**Kata kunci:** *teamwork*, disiplin kerja, iklim organisasi dan kinerja karyawan