

# EVALUASI IMPLEMENTASI BUDAYA ORGANISASI DENGAN KINERJA PEGAWAI DI PUSKESMAS BOJONG RAWALUMBU TAHUN 2023

Indah Seviana

## Abstrak

Masalah kinerja pegawai seperti kurangnya kedisiplinan dan inisiatif sangat mempengaruhi hasil kerja, salah satu faktor yang mempengaruhinya adalah budaya organisasi. Pegawai masih belum menerapkan budaya organisasi yang sudah ada. Tujuan penelitian ini untuk mendapatkan hasil evaluasi implementasi budaya organisasi dengan kinerja pegawai di Puskesmas Bojong Rawalumbu, Kota Bekasi. Penelitian ini menggunakan pendekatan *cross sectional* dengan sampel sebanyak 50 responden pada pegawai Puskesmas Bojong Rawalumbu. Hasil penelitian menggunakan Uji *Chi-Square* didapatkan hubungan yang signifikan antara karakteristik inovasi dan pengambilan resiko (nilai  $p = 0.002$ ), perhatian terhadap detail (nilai  $p = 0.001$ ), orientasi hasil (nilai  $p = 0.002$ ), orientasi individu (nilai  $p = 0.000$ ), orientasi tim (nilai  $p = 0.001$ ), agresivitas (nilai  $p = 0.011$ ), dan stabilitas (nilai  $p = 0.001$ ) dengan kinerja pegawai. Kesimpulan penelitian ini adalah terdapat hubungan 7 (tujuh) karakteristik budaya organisasi dengan kinerja pegawai. Disarankan bagi puskesmas melakukan survei kepuasan pegawai ataupun membuat forum diskusi untuk memastikan bahwa karakteristik budaya yang mendukung kinerja pegawai tetap terjaga dan ditingkatkan.

**Kata Kunci:** Budaya Organisasi, Kinerja, Pegawai

**EVALUATION OF ORGANIZATIONAL CULTURE  
IMPLEMENTATION WITH EMPLOYEE  
PERFORMANCE AT BOJONG  
RAWALUMBU  
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**Abstract**

Employee performance problems such as lack of discipline and initiative significantly affect work results, one of the factors that influence it is organizational culture. Employees still need to apply the existing organizational culture. The purpose of this study was to obtain the results of an evaluation of the implementation of organizational culture with employee performance at Puskesmas Bojong Rawalumbu, Bekasi City. This study used a cross-sectional approach with 50 respondents at the Bojong Rawalumbu Health Center employees. The results of the survey using the Chi-Square test obtained a significant relationship between the characteristics of innovation and risk-taking ( $p$ -value = 0.002), attention to detail ( $p$ -value = 0.001), result orientation ( $p$ -value = 0.002), individual orientation ( $p$ -value = 0.000), team orientation ( $p$ -value = 0.001), aggressiveness ( $p$ -value = 0.011), and stability ( $p$ -value = 0.001) with employee performance. This study concludes that there is a relationship between 7 (seven) organizational culture characteristics and employee performance. It is recommended that health centers conduct employee satisfaction surveys or create discussion forums to ensure that cultural characteristics that support employee performance are maintained and improved.

**Keywords: Organizational Culture, Performance, Employee**