

PENGARUH BUDAYA ORGANISASI, KOMPENSASI, DAN KOMUNIKASI TERHADAP KOMITMEN PEGAWAI DI DEPARTEMEN PARU RUMAH SAKIT PUSAT ANGKATAN DARAT GATOT SOEBROTO

Dede Adeyani

Abstrak

Tujuan penelitian ini untuk menganalisis dan memahami pengaruh variabel Budaya Organisasi (X1), Kompensasi (X2), dan Komunikasi (X3) terhadap Komitmen Pegawai (Y), di Departemen Paru RSPAD Gatot Soebroto. Metode Penelitian dilaksanakan melalui pengisian kuesioner oleh responden sebanyak 55 orang dalam melaksanakan uji normalitas, uji multikolinieritas, uji autokorelasi, uji heterogenitas, dan kemudian melaksanakan analisis regresi linier berganda, analisis korelasi, dan dilengkapi dengan menguji hipotesa menggunakan uji t dan uji F, diolah dengan SPSS versi 22. Berdasarkan kesimpulan hasil pengolahan data diperoleh persamaan regresi linier berganda sebagai berikut : $Y = 50,202 + 0,628 X1 + 0,123 X2 + 0,152 X3$. Uji F (simultan) dan uji t (parsial) menghasilkan pengaruh yang signifikan bagi variabel budaya organisasi (X1), kompensasi (X2), dan komunikasi (X3) yang secara bersama-sama menghasilkan perubahan komitmen pegawai (Y) sebesar 0,388 atau 38,80%. Sisanya sebesar 61,20% dijelaskan oleh faktor-faktor lain diluar pembahasan penelitian ini. Berdasarkan nilai korelasi parsial dan koefisien determinasi masing-masing untuk kontribusi variabel bebas terhadap variabel terikat, terlihat secara jelas bahwa variabel parsial yang paling dominan mempengaruhi adalah 62,80% bagi variabel Budaya Organisasi, kemudian variabel Komunikasi sebesar 15,20%, dan terakhir variabel Kompensasi sebesar 12,30%. Hasil ini mengindikasikan bahwa responden cenderung lebih mengharapkan dukungan Budaya Organisasi.

Kata kunci : budaya organisasi, kompensasi, dan komunikasi

**EFFECT OF ORGANIZATION CULTURE,
COMPENZATION, AND COMMUNICATION TO THE
EMPLOYEE COMMITMENT IN THE TUBERCULOSIS
DEPARTEMENT OF GATOT SOEBROTO ARMY CENTER
HOSPITAL**

Dede Adeyani

Abstract

The purpose of this study is to analyze the influence of the variables: organizational culture (X1), Compensation (X2), and communication (X3) on Employee Commitment (Y), in the Department of Pulmonary, Gatot Subroto Army Hospital. The research was conducted based on questionnaires spread and collected from 55 respondents in carrying out the normality test, multicollinearity, autocorrelation, as well as heterogeneity test, and followed on by executing multiple linear regression analysis, correlation analysis, equipped with hypothesis testing, using t-test and F test, treated with SPSS version 22. The conclusions of data processing results obtained by multiple linear regression equation were as follows: $Y = 50.202 + 0.628 X1 + 0.123 + 0.152 X2 X3$. F test (simultaneously) and t test (partially) resulted in significant impact on organizational culture variables (X1), compensation (X2), and communication (X3) which jointly produced changes in employee commitment (Y) of 0.388 or 38, 80%. The remaining amount of 61.20% should be explained by other factors beyond the scope of this study. Based on the partial correlation value and the coefficient of determination for the respective contribution of each independent variable on the dependent one, dominant influence showed 62.80% for the variable Organizational Culture. Communication variable shared 15.20%, and the last variable compensation at 12.30%. It is sensed that respondents tend to expect more supportive organizational culture.

Keywords: organizational culture, compensation, and commu