

**PENGARUH BUDAYA ORGANISASI, KEMAMPUAN KERJA,  
KERJASAMA TIM TERHADAP KINERJA  
(Studi Pada Perawat Pelaksana di Instalasi Rawat  
Jalan RSPAD Gatot Soebroto Ditkesad)**

**Kusmiyatun**

**Abstrak**

Penelitian ini bertujuan untuk mengetahui dan menganalisis pengaruh budaya organisasi ( $X_1$ ), kemampuan kerja ( $X_2$ ), kerjasama tim ( $X_3$ ) terhadap kinerja ( $Y$ ) perawat pelaksana di Instalasi Rawat Jalan RSPAD Gatot Soebroto Ditkesad. Penelitian ini menggunakan metode survei, dengan teknik pengumpulan data dilakukan dengan mengambil sampel sebanyak 114 responden. Data primer diperoleh dengan menggunakan angket yang dikumpulkan dengan menggunakan kuesioner yang berupa daftar pernyataan. Data sekunder yang diperoleh melalui studi dokumentasi. Untuk uji hipotesis digunakan model Analisis Jalur (*Path Analysis Model*) dengan menggunakan SPSS IBM. Hasil penelitian menunjukkan bahwa: (1) Budaya Organisasi berpengaruh secara signifikan terhadap kerjasama tim diperoleh dengan nilai  $t_{hitung} = 2,257 > t_{tabel} = 1,98$  dengan koefisien jalur = 0,209, (2) Kemampuan kerja berpengaruh langsung terhadap kerjasama tim diperoleh dengan nilai  $t_{hitung} = 3,099 > t_{tabel} = 1,98$  dengan koefisien jalur = 0,281, (3) Budaya organisasi berpengaruh langsung terhadap kinerja perawat pelaksana diperoleh dengan nilai  $t_{hitung} = 2,940 > t_{tabel} = 1,98$  dengan koefisien jalur = 0,268, (4) Kemampuan Kerja terhadap kinerja perawat pelaksana diperoleh dengan nilai  $t_{hitung} = 4,822 > t_{tabel} = 1,98$  dengan koefisien jalur = 0,415 dan (5) Kerjasama tim berpengaruh langsung terhadap kinerja perawat pelaksana diperoleh dengan nilai  $t_{hitung} = 10,641 > t_{tabel} = 1,98$  dengan koefisien jalur = 0,709. Berdasarkan hasil analisis jalur, terbukti bahwa budaya organisasi, kemampuan kerja dan kerjasama tim berpengaruh positif dan signifikan secara langsung terhadap kinerja Perawat pelaksana di Instalasi Rawat Jalan RSPAD Gatot Soebroto Ditkesad.

**Kata Kunci :** Budaya Organisasi, Kemampuan Kerja, Kerjasama Tim, Kinerja Perawat Pelaksana

**INFLUENCE OF ORGANIZATIONAL CULTURE, JOB  
SKILLS, TEAMWORK TO PERFORMANCE**  
(Study Case in the Executive Nurse Outpatient  
Installation Gatot Subroto Army Hospital  
Ditkesad)

**Kusmiyatun**

**Abstract**

This research purpose to know and analyze the influence of organizational culture, work ability, teamwork on the performance of nurses in Installation Gatot Subroto Army Hospital Outpatient Ditkesad. This research uses survey method, with the techniques of data collection conducted by taking samples as many as 114 respondents. Primary data obtained using question form is collected by means of questionnaires in the form of a list of statements. The secondary data were obtained through the study documentation. To test the hypothesis used path analysis model (Path Analysis Model) using IBM SPSS. Research results show that : (1) organizational culture affect significantly the teamwork value obtained with  $t_{hitung} = 2,257 > t_{table} = 1.98$  with a path coefficient = 0,209, (2) ability to work directly against the influential cooperation team obtained by the value of  $t_{hitung} = 3.099 > t_{table} = 1.98$  with a path coefficient = 0,281, (3) organizational culture impact directly on performance of nurses implementing diperolehdengan values  $t_{hitung} = 2,940 > t_{table} = 1.98$  with a path coefficient = 0,268, (4) ability to Work towards implementing the nurse performance obtained with the value  $t_{hitung} = 4,822 > t_{table} = 1.98$  with a path coefficient = 0,415 and (5) the cooperation of influential team directly on performance of nurses implementing the value obtained with the  $t_{hitung} = 10,641 > t_{table} = 1.98$  with a path coefficient = 0,709. Based on the results of path analysis, proved that the culture of the Organization, work ability and teamwork the positive and significant impact directly on performance nurses on Outpatient Installation at Gatot Subroto Army Hospital Ditkesad.

**Keywords:** Organizational Culture, Job Skills, Teamwork, Performance nurses