

# **PENGARUH KOMPENSASI, LINGKUNGAN KERJA DAN KEPUASAN KERJA TERHADAP PEGAWAI RSUD PRAMBANAN**

## *THE EFFECT OF COMPENSATION, WORK ENVIRONMENT AND WORK SATISFACTION TOWARD EMPLOYEES PERFORMANCE AT REGIONAL HOSPITAL OF PRAMBANAN*

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### **INTISARI**

Upaya peningkatan kualitas suatu rumah sakit harus diperhatikan pula bagaimana kepuasan kerja dari tenaga medisnya, yang nantinya akan berdampak pada kinerja tenaga medis tersebut. Berbagai cara akan di tempuh untuk meningkatkan kinerja, misal dengan pemberian kompensasi yang layak dan peningkatan kualitas keadaan lingkungan kerja maka akan diharapkan kepuasan kerja akan meningkat dan berdampak baik kinerja tenaga medis di rumah sakit tersebut. Tujuan penelitian ini adalah mengetahui pengaruh kompensasi, lingkungan kerja dan kepuasan kerja dengan kinerja pegawai di RSUD Prambanan.

Teknik pengambilan sampel adalah *simple random sampling* dengan sampel penelitian 150 orang. Teknik analisis data menggunakan analisis *Structural Equation Modeling*.

Hasil penelitian menunjukkan bahwa ada pengaruh positif dan signifikan antara kompensasi terhadap kepuasan kerja pegawai, ada pengaruh positif dan signifikan antara lingkungan kerja terhadap kepuasan kerja pegawai, ada pengaruh positif dan signifikan antara kompensasi terhadap kinerja pegawai, ada pengaruh positif dan signifikan antara lingkungan kerja terhadap kinerja pegawai, tidak ada pengaruh kepuasan kerja terhadap kinerja pegawai, kepuasan kerja tidak memediasi pengaruh kompensasi terhadap kepuasan kerja pegawai, kepuasan kerja tidak memediasi pengaruh lingkungan kerja terhadap kepuasan kerja pegawai di RSUD Prambanan.

**Kata kunci:** Kompensasi; Lingkungan Kerja, Kepuasan, Kinerja

## **ABSTRACT**

*Efforts to improve the quality of a hospital should consider how job satisfaction of medical personnel, which will later have an impact on medical personnel performance. There are various ways that will be taken to improve performance, for example by providing appropriate compensation and improving quality of work environment conditions. Then job satisfaction is expected to increase and have a good impact on medical personnel performance at a hospital. The purpose of this study was to determine the effect of compensation, work environment and job satisfaction with employee performance at Prambanan Regional Hospital.*

*The sampling technique used simple random sampling with a research sample of 150 people. Data analysis techniques used Structural Equation Modeling analysis.*

*The result shows that there is a positive and significant effect between the compensation on the employee job satisfaction; there is a positive and significant effect between the work environment on the employee job satisfaction; there is a positive and significant effect between the compensation on the employee performance; there is a positive and significant effect between the work environment on the employee performance; there is no effect of the job satisfaction on the employee performance; satisfaction does not mediate the effect of compensation on the employee job satisfaction at Prambanan Regional Hospital.*

**Keyword:** *Compensation, Work Environment, Job Satisfaction, Performance*