

**PENGARUH MOTIVASI KERJA DAN KEPUASAN KERJA
TERHADAP KOMITMEN ORGANISASI PEGAWAI
RUMAH SAKIT PKU MUHAMMADIYAH BANTUL**

*THE INFLUENCE OF MOTIVATION AND JOB SATISFACTION
ON ORGANIZATIONAL COMMITMENT OF EMPLOYEES IN
PKU MUHAMMADIYAH BANTUL'S HOSPITAL*

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INTISARI

Latar Belakang: Survey harapan dan kepuasan pegawai RS PKU Muhammadiyah Bantul tahun 2013 menunjukkan tingkat kepuasan para pegawai terhadap rumah sakit sebesar 55,40%. Hal ini perlu mendapat perhatian karena kepuasan pegawai memiliki andil terhadap komitmen organisasi. Selain kepuasan, motivasi kerja menurut teori McClelland (kebutuhan berprestasi, kekuasaan, dan afiliasi) juga memiliki pengaruh terhadap keinginan pegawai tetap bekerja di rumah sakit.

Metode: Jenis penelitian kuantitatif dengan rancangan penelitian analitik *cross sectional* dan *explanatory research*. Populasi berjumlah 348 pegawai rumah sakit dan jumlah sampel sebanyak 188 orang. Analisis data menggunakan *Structural Equation Modeling* (SEM) dengan program LISREL.

Hasil dan Pembahasan: Kebutuhan berprestasi, kekuasaan, afiliasi, dan kepuasan kerja secara simultan memiliki pengaruh terhadap komitmen organisasi sebesar 72%. Secara parsial, hanya kepuasan kerja yang memiliki pengaruh signifikan terhadap komitmen organisasi. SEM menyarankan kebutuhan berprestasi, kekuasaan, dan afiliasi dijadikan satu dimensi saja. Uji kovarians positif di tiap hubungan linear antar variabel. *Goodness of Fit* pada model yaitu Satorra-Bentler *Scaled Chi-Square* 5,11 P 1,00, RMSEA 0,00 NCP

0,00 ECVI 4,00 AIC 169,11 Saturated AIC 1332,0 Independence AIC 18982,74 CAIC 516,50 Saturated CAIC 4153,47 Independence CAIC 19135,25 NFI 1,00 NNFI 1,03 PNFI 0,93 CFI 1,00 IFI 1,03 RFI 1,00 sehingga model secara keseluruhan fit.

Kesimpulan: Kebutuhan berprestasi, kekuasaan, afiliasi, dan kepuasan kerja secara simultan berpengaruh terhadap komitmen organisasi pegawai RS PKU Muhammadiyah Bantul sebesar 72%. Hanya kepuasan kerja secara parsial berpengaruh signifikan terhadap komitmen organisasi pegawai RS PKU Muhammadiyah Bantul. Secara keseluruhan, model pada SEM dinyatakan fit.

Kata Kunci: Motivasi, Kebutuhan Berprestasi, Kekuasaan, Afiliasi, Kepuasan Kerja, Komitmen Organisasi

ABSTRACT

Background: *In 2013, the survey of expectation and employee satisfaction in PKU Muhammadiyah Bantul's Hospital showed the level of employee satisfaction to the hospital only amounted to 55,40%. It needs attention because employee satisfaction has contribution to organizational commitment. In addition, work motivation of McClelland's theory (need for achievement, power and affiliation) also influences how willing of employees to stay and work at the hospital.*

Methods: *Quantitative research with cross sectional analytical study's design and explanatory research. Population is 348 hospital's employees and a total sample is 188 people. Data Analysis uses Structural Equation Modeling (SEM) with LISREL.*

Results and Discussion: *Need for achievement, power, affiliation, and job satisfaction simultaneously having an influence on the organizational commitment by 72%. Partially, only job satisfaction has a significant influence on organizational commitment. SEM suggests need for achievement, power and affiliation used one dimension only. Covariance test is positive in each linear relationship between variables. Goodness of Fit on this model is Satorra-Bentler Scaled Chi-Square 5,11 P 1,00, RMSEA 0,00 NCP 0,00 ECVI 4,00 AIC 169,11 Saturated AIC 1332,0 Independence AIC 18982,74 CAIC 516,50 Saturated CAIC 4153,47 Independence CAIC 19135,25 NFI 1,00 NNFI 1,03 PNFI 0,93 CFI 1,00 IFI 1,03 RFI 1,00 so that overall the model is fit.*

Conclusion: *Need for achievement, need for power, need for affiliation, and job satisfaction simultaneously have influence on organizational commitment of employee in PKU Muhammadiyah Bantul's Hospital by 72%. Only job satisfaction partially has significant influence on organizational commitment of employee in PKU Muhammadiyah Bantul's Hospital. Overall, the model in SEM declared fit.*

Keywords: *Motivation, Need for Achievement, Power, Affiliation, Job Satisfaction, Organizational Commitment*