

ABSTRAK

“ANALISIS BUDAYA ORGANISASI DAN DISIPLIN KERJA TERHADAP KINERJA PERAWAT ASN DI RUMAH SAKIT UMUM KABUPATEN KEDIRI”

Oleh : Sheilla Happy Putry

Rumah sakit sebagai institusi pelayanan kesehatan memerlukan kinerja optimal dari tenaga kesehatannya. Kinerja perawat ASN di RSUD Kabupaten Kediri menunjukkan permasalahan disiplin, seperti keterlambatan absensi dan kekurangan jam kerja, yang dapat mengganggu mutu pelayanan. Budaya organisasi dan disiplin kerja diduga menjadi faktor penting yang mempengaruhi kinerja perawat. Penelitian ini menggunakan pendekatan kuantitatif dengan desain cross-sectional. Sampel berjumlah 86 perawat ASN yang dipilih melalui teknik simple random sampling. Data dikumpulkan menggunakan kuesioner yang telah diuji validitas dan reliabilitasnya. Analisis data dilakukan dengan uji regresi linier berganda untuk mengetahui pengaruh budaya organisasi dan disiplin kerja terhadap kinerja perawat. Hasil analisis menunjukkan bahwa budaya organisasi dan disiplin kerja secara simultan berpengaruh signifikan terhadap kinerja perawat ASN di RSUD Kabupaten Kediri. Uji parsial juga menunjukkan bahwa masing-masing variabel independen berkontribusi terhadap peningkatan kinerja perawat. Temuan ini menunjukkan pentingnya penerapan budaya organisasi yang positif dan penegakan disiplin kerja sebagai upaya peningkatan mutu pelayanan. Manajemen rumah sakit disarankan untuk memperkuat budaya kerja yang mendukung dan menegakkan kedisiplinan sebagai bagian dari sistem manajemen SDM yang efektif.

Kata kunci: Budaya organisasi, disiplin kerja, kinerja perawat, ASN, rumah sakit

ABSTRACT

“ANALYSIS OF ORGANIZATIONAL CULTURE AND WORK DISCIPLINE ON THE PERFORMANCE OF ASN NURSES IN PUBLIC HOSPITALS KEDIRI DISTRICT”

By: Sheilla Happy Putry

Hospitals require optimal performance from healthcare personnel to ensure high-quality services. At Kediri District General Hospital, disciplinary issues such as lateness and insufficient working hours among civil servant nurses (ASN) have the potential to disrupt service quality. Organizational culture and work discipline are suspected to significantly influence nurse performance. This study employed a quantitative method with a cross-sectional design. A total of 86 ASN nurses were selected using simple random sampling. Data were collected through questionnaires that had undergone validity and reliability testing. Multiple linear regression analysis was used to examine the effect of organizational culture and work discipline on nurse performance. The results showed that both organizational culture and work discipline simultaneously have a significant effect on the performance of ASN nurses at Kediri District General Hospital. Partial tests also revealed that each independent variable contributed to the improvement of nurse performance. These findings highlight the importance of fostering a strong organizational culture and enforcing work discipline as strategic efforts to enhance service quality. Hospital management is encouraged to promote supportive organizational values and strengthen discipline as part of effective human resource management.

Keywords: *Organizational culture, work discipline, nurse performance, ASN, hospital*