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Judul Tesis : Pengaruh Religiusitas, Kompensasi dan Kompetensi Terhadap Kinerja Pegawai Dengan Motivasi Kerja Sebagai Variabel Mediasi di Rs Koja Jakarta

ABSTRAK

Tingkat pengaduan pelanggan Rs Koja relatif tinggi, keluhan waktu tunggu pelayanan dibawah standar pelayanan yang ditetapkan dan keluhan perilaku cukup tinggi. Penelitian ini bertujuan untuk menganalisa pengaruh religiusitas, kompensasi dan kompetensi terhadap kinerja pegawai dengan motivasi kerja sebagai variabel mediasi di rs koja jakarta. Populasi penelitian adalah tenaga kesehatan Rs Koja Jakarta sebanyak 230 responden. Teknik pengambilan sampel menggunakan teknik purposive sampling. Data dikumpulkan menggunakan instrumen kuesioner dan dianalisis dengan metode Structural Equation Model (SEM) Partial Least Square (PLS) yang diolah menggunakan SmartPls 3.0. Hasil penelitian menunjukkan bahwa variabel religiusitas, kompensasi dan kompetensi dalam penelitian ini memiliki pengaruh langsung yang positif dan signifikan terhadap variabel motivasi kerja pegawai RS Koja. Variabel motivasi memiliki pengaruh langsung yang positif dan signifikan terhadap variabel kinerja pegawai RS Koja. Variabel religiusitas memiliki pengaruh langsung yang positif namun tidak signifikan terhadap variabel kinerja pegawai RS Koja. Variabel kompensasi memiliki pengaruh langsung yang positif dan signifikan terhadap variabel kinerja pegawai RS Koja. Variabel kompetensi memiliki pengaruh langsung yang negatif namun tidak signifikan terhadap variabel kinerja pegawai RS Koja. Variabel religiusitas, kompensasi dan kompetensi memiliki pengaruh tidak langsung yang positif dan signifikan terhadap variabel kinerja melalui motivasi pegawai RS Koja. Manajemen RS Koja lebih memperhatikan kompensasi, karena kompensasi memiliki pengaruh yang positif dan signifikan terhadap kinerja baik pengaruh secara langsung maupun secara tidak langsung dengan mediator berupa variabel motivasi. Religiusitas, kompensasi dan kompetensi menjadi prioritas dalam meningkatkan motivasi kerja pegawai.

Kata Kunci : Religiusitas, Kompensasi, Kompetensi, Motivasi pegawai, Kinerja pegawai

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Judul Tesis : *The Effect of Religiosity, Compensation and Competence on Employee Performance with Work Motivation as a Mediating Variable at Rs Koja Jakarta*

ABSTRACT

Marked by a relatively high level of customer Koja hospital complaints, complaints of waiting time for services below the established service standards and quite high behavioral complaints. This study aims to analyze the effect of religiosity, compensation and competence on employee performance with work motivation as a mediating variable in rs koja jakarta. The study population was health workers Rs Koja Jakarta as many as 230 respondents. The sampling technique used purposive sampling technique. Data were collected using a questionnaire instrument and analyzed using the Structural Equation Model (SEM) Partial Least Square (PLS) method processed using SmartPls 3.0. The results showed that the religiosity, compensation and competence variables in this study had a positive and significant direct influence on the work motivation variables of Koja Hospital employees. The motivation variable has a positive and significant direct influence on the performance variable of Koja Hospital employees. The religiosity variable has a positive but insignificant direct influence on the performance variable of Koja Hospital employees. The compensation variable has a positive and significant direct influence on the performance variable of Koja Hospital employees. The competency variable has a negative but insignificant direct influence on the performance variable of Koja Hospital employees. The variables of religiosity, compensation and competence have a positive and significant indirect effect on performance variables through the motivation of Koja Hospital employees. Koja Hospital management pays more attention to compensation, because compensation has a positive and significant effect on performance, both direct and indirect effects with a mediator in the form of motivation variables. Religiosity, compensation and competence are prioritized in increasing employee motivation.

Keywords: *Religiosity, Compensation, Competence, Employee motivation, Employee performance.*