

**THE INFLUENCE OF ORGANIZATIONAL CULTURE,
ORGANIZATIONAL COMMITMENT, AND LEVEL OF RELIGIUS
ON EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION
AS AN INTERVENING VARIABLE**

(Survey of Mitra Idaman Banjar Hospital Employees)

ABSTRACT

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The aim of this research is to describe and analyze the influence of organizational culture, organizational commitment and level of religiosity on employee performance through job satisfaction as an intervening variable. The research method used is a survey method with a quantitative approach. The research sample was 155 respondents, namely employees at Mitra Idaman Banjar Hospital using a random sampling method, which provided the opportunity for representative members of the population to act as samples. Data was collected through observation techniques and distributing questionnaires. The data analysis technique used is the Structural Equation Modeling technique with Partial Least Square. The results of the research show that organizational culture has a significant effect on job satisfaction, organizational commitment has an insignificant effect on job satisfaction, the level of religiosity has an insignificant effect on job satisfaction, job satisfaction has a significant effect on employee performance, organizational culture has an insignificant effect on employee performance, organizational commitment has an effect significant effect on employee performance, the level of religiosity has a significant effect on employee performance, organizational culture through job satisfaction has a significant effect on employee performance, organizational commitment through job satisfaction has an insignificant effect on employee performance and the level of religiosity through job satisfaction has an insignificant effect on employee performance.

Keywords: Organizational Culture, Organizational Commitment, Level of Religiosity, Job Satisfaction and Employee Performance

**PENGARUH BUDAYA ORGANISASI, KOMITMEN ORGANISASI,
DAN TINGKAT RELIGIUSITAS TERHADAP KINERJA PEGAWAI
MELALUI KEPUASAN KERJA SEBAGAI VARIABEL INTERVENING
(Survey pada Pegawai Rumah Sakit Mitra Idaman Banjar)**

ABSTRAK

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Tujuan penelitian ini adalah untuk mendeskripsikan dan menganalisis pengaruh budaya organisasi, komitmen organisasi dan tingkat religiusitas terhadap kinerja pegawai melalui kepuasan kerja sebagai variabel interveering. Metode penelitian yang digunakan adalah metode survey dengan pendekatan kuantitatif. Sampel penelitian sebesar 155 responden, yaitu pegawai di Rumah Sakit Mitra Idaman Banjar dengan metode sampling random, yaitu memberikan kesempatan kepada perwakilan anggota populasi berperan sebagai sampel. Data dikumpulkan melalui teknik observasi dan penyebaran kuesioner. Teknik analisis data yang digunakan adalah teknik *Structural Eqution Modeling* dengan *Partial Least Square*. Hasil penelitian menunjukkan bahwa budaya organisasi berpengaruh signifikan terhadap kepuasan kerja, komitmen organisasi berpengaruh tidak signifikan terhadap kepuasan kerja, tingkat religiusitas berpengaruh tidak signifikan terhadap kepuasan kerja, kepuasan kerja berpengaruh signifikan terhadap kinerja pegawai, budaya organisasi berpengaruh tidak signifikan terhadap kinerja pegawai, komitmen organisasi berpengaruh signifikan terhadap kinerja pegawai, tingkat religiusitas berpengaruh tidak signifikan terhadap kinerja pegawai, budaya organisasi melalui kepuasan kerja berpengaruh signifikan terhadap kinerja pegawai, komitmen organisasi melalui kepuasan kerja berpengaruh tidak signifikan terhadap kinerja pegawai dan tingkat religiusitas melalui kepuasan kerja berpengaruh tidak signifikan terhadap kinerja pegawai.

Kata kunci : Budaya Organisasi, Komitmen Organisasi, Tingkat Religiusitas, Kepuasan Kerja dan Kinerja Pegawai

