

Pengaruh Budaya Organisasi Dan Status Kesehatan Terhadap Kinerja Dosen Di Politeknik Kesehatan Kementerian Kesehatan Jakarta II Tahun 2012

Hariyati, Ima

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Abstrak

<p>Penelitian bertujuan untuk mengetahui pengaruh budaya organisasi dan status kesehatan terhadap kinerja dosen di Politeknik Kesehatan Kementerian Kesehatan Jakarta II. Penelitian dilakukan pada dosen tetap selama bulan Mei sampai Juni 2012. Berdasarkan evaluasi yang pernah dilakukan sebelumnya kinerja pada aspek pengajaran, penelitian, pengabdian masyarakat belum mencapai maksimal. Berkaitan hal tersebut maka perlu dilakukan penelitian untuk mengetahui ada/tidaknya peningkatan kinerja. Merupakan penelitian kuantitatif menggunakan metode cross sectional dan pengambilan sampel secara proportionate stratified random sampling. Kuesioner dengan 20 pertanyaan untuk mengukur indikator profesionalisme, kepedulian, kondisi mental dan aktivitas berolah raga. Pemeriksaan langsung berat badan dan tinggi badan untuk mengukur BMI. Analisis data menggunakan SEM-SmartPLS. Sampel berjumlah 67 dosen yang diambil dari 103 dosen. Analisis dilakukan antara variabel eksogen dengan endogen pada model yang diajukan. Budaya organisasi mempengaruhi kinerja 11,4% dan status kesehatan memberi pengaruh 25,2% terhadap kinerja. Prediksi model penelitian 8,7%. Variabel budaya organisasi dan status kesehatan signifikan berpengaruh terhadap kinerja.</p><hr /><p>The objective of this research was to evaluate the influence of organization culture and health status to lecturer performance at Health Polytechnic Jakarta II Ministry of Health. Samples of this research were permanent lecturers at Health Polytechnic Jakarta II Ministry of Health in May-June 2012. Based on previous evaluation on lecturer performance at the same place for education, research and community perpetuation, the result had not reached maximum. That is why there should be another research to evaluate this lecturer performance. This is a quantitative cross-sectional research. Samples were collected using proportionate stratified random sampling. Questioner consisted on 20 questions for assessing indicator for professionalism, care, mental condition, and exercise activity. Direct examination was carried out on weight, height assessing BMI. Data analyses were done using SEM-SmartPLS. Samples were 67 lecturers from 103 lecturers. Analyses were carried out between exogenous and endogenous variables on proposed models. Organization culture influenced 11.4% and health status influenced 25.2% on lecturer performance. Prediction model on this research was 8.7%. Organization Culture and health status variables influenced lecturer performance significantly.</p>