

Analisis hubungan gaya kepemimpinan dengan kepuasan kerja karyawan dan hubungan kepuasan kerja karyawan dengan komitmen organisasi di RS Yadika Pondok Bambu Jakarta Timur

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Abstrak

Rendahnya motivasi karyawan menunjukkan adanya masalah kepemimpinan dan kepuasan kerja. Tingginya turnover pegawai di RS Yadika Pondok Bambu mengindikasikan permasalahan kepuasan kerja dan komitmen. Tujuan penelitian ini adalah mengetahui hubungan antara gaya kepemimpinan dengan kepuasan kerja karyawan dan hubungan kepuasan kerja dengan komitmen organisasi di RS Yadika Pondok Bambu. Besar sampel 193 orang. Penelitian dilakukan dengan menyebarkan kuesioner. Gaya kepemimpinan transformasional dialami 58% karyawan dan transaksional 42%. Karyawan yang puas 50.28%, yang tidak puas 49.7%. Komitmen afektif&normatif didapatkan pada 67% karyawan dan kontinu 33%. Terdapat hubungan antara gaya kepemimpinan dengan kepuasan kerja karyawan. Terdapat hubungan antara kepuasan kerja dengan komitmen organisasi.

Low motivation of employees indicates the issue of leadership and job satisfaction. The high turnover of employees in RS Yadika Pondok Bambu indicates job satisfaction and commitment issues. The purpose of this study was to determine the association between leadership style and job satisfaction and association between employee job satisfaction and organizational commitment in RS Yadika Pondok Bambu. Sample size was 193 people. Research carried out by spreading questionnaire. Transformational leadership style was experienced by 58% of employees and transactional style was 42%. 50.28% of employees were satisfied, 49.7% dissatisfied. Affective and normative commitment was found in 67% of employees and 33% continuous commitment. There is an association between leadership style and job satisfaction of employees. There is an association between job satisfaction and organizational commitment.