

PENGARUH MOTIVASI, LINGKUNGAN KERJA, DAN PELATIHAN TERHADAP KINERJA KARYAWAN PADA RSUD TUALANG (STUDI KASUS PADA TENAGA KERJA HONORER RSUD TUALANG)

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ABSTRAK

RSUD Tualang merupakan instansi pemerintah di sektor kesehatan yang berfokus pada penyediaan layanan dasar, rujukan, dan penunjang medis dengan tetap mengedepankan tanggung jawab sosial. Sebagai fasilitas pelayanan publik, rumah sakit terus berupaya memaksimalkan peran, fungsi, dan tata kelola manajerialnya. Berangkat dari kebutuhan untuk meningkatkan kinerja pegawai, penelitian ini diarahkan untuk menganalisis sejauh mana Motivasi, Lingkungan Kerja, serta Pelatihan memengaruhi kinerja karyawan di RSUD Tualang. Seluruh populasi dengan jumlah 102 orang dijadikan sampel penelitian dengan memakai teknik nonprobability sampling melalui metode sampling jenuh, sehingga semua tenaga honorer terlibat sebagai responden. Studi ini menerapkan pendekatan kuantitatif, dengan pengumpulan data yang dilakukan melalui observasi, wawancara, kuesioner yang disebar, serta penelaahan literatur yang bersumber dari buku dan jurnal ilmiah. Temuan penelitian mengungkapkan bahwasannya motivasi dan lingkungan kerja secara parsial tidak menunjukkan adanya pengaruh yang positif maupun signifikan terhadap kinerja karyawan. Di sisi lain, pelatihan justru memberikan pengaruh signifikan serta positif terhadap kinerja karyawan di RSUD Tualang. Sementara itu, hasil pengujian koefisien determinasi 0,081 mengindikasikan bahwasannya ketiga variabel tersebut hanya mampu menjelaskan kinerja karyawan sebesar 8,1%, sedangkan sebagian besar lainnya dipengaruhi oleh aspek lain di luar cakupan studi ini.

Kata Kunci: Motivasi, Lingkungan Kerja, dan Pelatihan

The Influence of Motivation, Work Environment, and Training on Employee Performance at Tualang Regional General Hospital (A Case Study of Non-Permanent Staff at Tualang Regional General Hospital)

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ABSTRACT

RSUD Tualang is a government healthcare institution dedicated to providing primary, and medical support services while consistently prioritizing social responsibility. As a public service facility, the hospital continuously endeavors to optimize its managerial roles, functions, and governance. Driven by the need to improve employee performance, this study aims to analyze the extent to which Motivation, Work Environment, and Training influence employee performance at Tualang Regional General Hospital. The entire population of 102 individuals was selected as the study sample using non-probability sampling via the saturation sampling method, ensuring that all contract employees were included as respondents. This study employs a quantitative approach, with data collection conducted through observation, interviews, distributed questionnaires, and a review of literature sourced from books and scientific journals. The research findings reveal that motivation and work environment, when considered individually, do not show a positive or significant influence on employee performance. On the other hand, training actually had a significant and positive influence on employee performance at Tualang Regional General Hospital. Meanwhile, the result of the determination coefficient test of 0.081 indicates that these three variables can only explain 8.1% of employee performance, while the majority of the variance is influenced by other factors outside the scope of this study.

Keywords: Motivation, Work Environment, Training