

PENGARUH BUDAYA ORGANISASI, KEPEMIMPINAN
TRANSFORMASIONAL, KOMPETENSI DAN LINGKUNGAN KERJA
TERHADAP KINERJA KARYAWAN MELALUI KEPUASAN KERJA DI
RUMAH SAKIT PRIMA GROUP (PRIM) MEDAN

ABSTRAK

Penelitian ini menganalisis pengaruh Budaya Organisasi, Kepemimpinan Transformasional, Kompetensi Terhadap Kinerja Pegawai sebagai variable Intervening Kepuasan Kerja Di Rumah Sakit Prima Group (PRIM) Kota Medan Sumatera Utara Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian *explanatory research*. Populasi penelitian adalah pegawai Di Rumah Sakit Prima Group (PRIM) Kota Medan Sampel penelitian berjumlah 238 responden yang ditentukan menggunakan teknik *purposive sampling* Pengumpulan data dilakukan melalui penyebaran kuesioner menggunakan skala Likert. Teknik analisis data menggunakan Structural Equation Modeling–Partial Least Square (SEM- PLS) dengan bantuan software SmartPLS. Hasil penelitian menunjukkan bahwa Budaya Organisasi, Kepemimpinan Transformasional, Kompetensi berpengaruh Terhadap Kinerja Pegawai. Sementara itu, Kompetensi tidak berpengaruh terhadap Kepuasan Kerja dan Budaya Organisasi , Kepemimpinan Transformasional berpengaruh signifikan terhadap Kepuasan Kerja . Selanjutnya, Kepuasan Kerja terbukti dapat memediasi pengaruh Budaya Organisasi, Kepemimpinan Transformasional, Kompetensi dan Lingkungan kerja Terhadap Kinerja Pegawai,

Kata Kunci :

Kinerja Pegawai ,Budaya Organisasi, Kepemimpinan Transformasional, Kompetensi , Kepuasan Kerja, Lingkungan kerja.

**THE INFLUENCE OF ORGANIZATIONAL CULTURE,
TRANSFORMATIONAL LEADERSHIP, COMPETENCE, AND WORK
ENVIRONMENT ON EMPLOYEE PERFORMANCE THROUGH JOB
SATISFACTION AT PRIMA GROUP (PRIM) HOSPITAL, MEDAN**

ABSTRACT

This study analyzes the influence of Organizational Culture, Transformational Leadership, and Competence on Employee Performance as Intervening Variables in Job Satisfaction at Prima Group (PRIM) Hospital, Medan City, North Sumatra. This study used a quantitative approach with an explanatory research type. The study population was employees at Prima Group (PRIM) Hospital, Medan City. The study sample consisted of 238 respondents determined using purposive sampling. Data collection was conducted through questionnaires using a Likert scale. Data analysis used Structural Equation Modeling–Partial Least Squares (SEM-PLS) with the assistance of SmartPLS software. The results of the study indicate that organizational culture, transformational leadership, and competency influence employee performance. Meanwhile, competency has no effect on job satisfaction and organizational culture. Transformational leadership has a significant effect on job satisfaction. Furthermore, job satisfaction has been shown to mediate the influence of organizational culture, transformational leadership, competency, and the work environment on employee performance.

Keywords:

Employee performance, organizational culture, transformational leadership, competency, job satisfaction, work environment.