

RINGKASAN

Puskesmas menyelenggarakan upaya pelayanan kesehatan masyarakat. Kualitas pelayanannya sangat tergantung pada sumber daya manusia. Kegagalan mengelola sumber daya manusia mengakibatkan gangguan pencapaian tujuan organisasi yaitu kinerja puskesmas berdasarkan pencapaian SPM. Upaya peningkatan kinerja tersebut menuntut peran seorang kepala puskesmas dalam melakukan pendekatan kepemimpinan yang efektif. Selain itu baik buruknya kinerja sebuah organisasi, sangat dipengaruhi oleh budaya organisasi.

Pencapaian target indikator SPM bidang kesehatan Kabupaten/Kota (Profil Kesehatan Provinsi Jawa Tengah, 2015) Banyumas hanya mencapai 11 indikator (61.11%) yang memenuhi target SPM dari 18 indikator SPM pada Pelayanan Kesehatan Dasar. Hal ini menandakan bahwa terjadi kegagalan dalam mengelola sumber daya manusia puskesmas sehingga target SPM tidak tercapai. Tujuan penelitian ini adalah menganalisis pengaruh Budaya Organisasi dan Kepemimpinan terhadap Kinerja Pegawai melalui Kepuasan Kerja sebagai variabel antara pada Puskesmas di Kabupaten Banyumas.

Teknik pengambilan sampel dengan *proportional cluster random sampling* sehingga jumlah sampel adalah 150 orang. Penelitian dilaksanakan bulan Agustus–September 2017, berlokasi di 13 Puskesmas Rawat Inap di Kabupaten Banyumas. Untuk menguji hipotesis teknik analisis yang digunakan adalah *Structural Equation Modelling (SEM)*.

Berdasarkan hasil penelitian diperoleh beberapa kesimpulan bahwa Budaya Organisasi berpengaruh positif dan signifikan terhadap Kepuasan Kerja, Kepemimpinan berpengaruh positif dan signifikan terhadap Kepuasan Kerja, Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai, Budaya Organisasi berpengaruh positif dan signifikan terhadap Kinerja Pegawai melalui Kepuasan Kerja, Kepemimpinan berpengaruh negatif dan signifikan terhadap Kinerja Pegawai, Kepuasan Kerja tidak berpengaruh terhadap Kinerja Pegawai dan Kepemimpinan tidak berpengaruh terhadap Kinerja Pegawai melalui Kepuasan Kerja.

Kata Kunci: *Kepemimpinan, Budaya Organisasi, Kinerja, Kepuasan, Puskesmas.*

SUMMARY

Puskesmas is the organizer of public health service efforts. The quality of service is highly dependent on human resources. Failure to manage human resources resulted in the disruption of the achievement of organizational goals ie the performance of puskesmas based on the achievement of SPM. This performance improvement effort demands the role of a puskesmas head in conducting an effective leadership approach. Besides both the poor performance of an organization, is strongly influenced by organizational culture.

Achievement of target of SPM indicator on health of Regency/ Municipality (Health Profile of Central Java Province, 2015) Banyumas only reached 11 indicators (61.11%) that meet SPM target of 18 SPM indicator on Basic Health Service. This indicates that there is a failure in managing human resources so that the target of SPM is not achieved. The purpose of this study is to analyze the influence of Organizational Culture and Leadership on Employee Performance through Job Satisfaction as a variable between the Puskesmas in Banyumas District.

Sampling technique with proportional cluster random sampling so that the sample size is 150 people. The study was conducted from August to September 2017, located in 13 Puskesmas in Banyumas Regency. To test the hypothesis of the analysis technique used is Structural Equation Modeling (SEM).

Based on the result of the research, it can be concluded that Organizational Culture has positive and significant effect to Job Satisfaction, Leadership has positive and significant effect to Job Satisfaction, Organizational Culture has positive and significant effect to Employee Performance, Organizational Culture has positive and significant impact to Employee Performance through Job Satisfaction, Leadership has a negative and significant impact on Employee Performance, Job Satisfaction has no effect on Employee Performance and Leadership does not affect Employee Performance through Job Satisfaction.

Keywords: *Leadership, Organizational Culture, Performance, Satisfaction, Puskesmas.*