

ABSTRACT

EFFECT OF WORK SATISFACTION ON PERFORMANCE AND COMMITMENT OF NURSING EMPLOYEES PART ON BUMI WARAS HOSPITALS AT BANDAR LAMPUNG

By

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Bumi Waras Hospital in Bandarlampung under the auspices of PT Andal Waras is one private hospital in the field of health services for the community, especially the area of Lampung Province Bandarlampung. Part of nursing at this hospital has 148 employees who need the attention and good management, then it is fitting for that job satisfaction should be created as well to performance and higher employee commitment.

The problems faced by the Bumi Waras Hospital in Bandarlampung is a high level of attendance with an average monthly cost during the year 2008 amounted to 4.17% is an indication of low job satisfaction and commitment which resulted in decreased performance. Problems of this paper is "Does job satisfaction influence on employee performance and commitment of Bumi Waras Hospital nursing in Bandarlampung."

The purpose of this study is to determine the effect of job satisfaction on employee performance and commitment on The Bumi Waras Hospital nursing in Bandarlampung. The hypothesis of this research is that there is a positive influence on performance between job satisfaction and employee commitment to The Bumi Waras Hospital nursing in Bandarlampung.

This study aimed to employees of nursing at the Hospital of the Earth Sane Bandarlampung. Data obtained from questionnaires given to 37 employees of The Bumi Waras Hospital nursing in Bandarlampung. The relationship of job

satisfaction on performance is positive. Based on calculations by using the formula by comparing the product moment correlation between the variables of job satisfaction on the performance obtained r value of 0.776 (Appendix 5), then the value r_{table} rhitung as compared with 99% confidence level $n = 37$ obtained r_{table} value of 0.418 (Appendix 6) . This means $r_{hitung} (0.776) > r_{table}$ value (0.418), so H_0 rejected and H_a accepted, whereas the calculation of the ratio between the variables of job satisfaction on the commitment r value of 0.625 is obtained (appendix 5), then the value r_{table} rhitung compared with 99 confidence level % $n = 37$ obtained r_{table} value of 0.418 (Appendix 6). This means $r_{hitung} (0.625) > r_{table}$ value (0.418), then H_0 is rejected and H_a accepted. The conclusion of these calculations is that there is a positive relationship between job satisfaction on the performance and also there is a positive relationship between job satisfaction on employee commitment at the The Bumi Waras Hospital in Bandarlampung.

Then to find the level of influence between the variables of job satisfaction on performance using the coefficient of determination with quadratic rhitung results obtained and multiplied by 100% determination coefficient (KD) equal to 60.22% (annex%) and the remaining 39.78% influenced by other factors not discussed in this research. This means that there are positive effects of job satisfaction on performance. Amount of influence between the variables of job satisfaction with a commitment to use the coefficient of determination quadratic rhitung results obtained and multiplied by 100% determination coefficient (KD) equal to 39.06% (annex%) and the rest 60.94% influenced by other factors not addressed in the study this. This means there is a positive influence between job satisfaction on commitment.

Advice given to The Bumi Waras Hospital in Bandarlampung that companies pay more attention to the facilities available as well as salaries and incentives provided to employees. Praise given by the employer on the work already done by the employee also can spur employees to improve company performance. Leaders should provide a realistic objective for the work done by the employee so that employees are more enthusiastic in their work because they believe that this goal can be achieved and will ultimately provide feedback to employees. Not only that, providing motivation to employees can also improve performance. Employees will be committed if they feel a part of the company. Therefore, companies should involve employees in the various activities related to improving corporate performance and give their views and directives of the importance of the role of employees in the company so that they feel that the company is part of his life.