

ABSTRACT

This research is motivated by the decline in nurse performance at the Banjarnegara Islamic Hospital. This study aims to analyse the influence of person job fit, work motivation and Islamic organisational culture on the performance of nurses at the Banjarnegara Islamic Hospital.

This study uses the population of all nurses of the Banjarnegara Islamic Hospital who have permanent employee status with more than two years of service. The number of samples taken was 106 people with purposive sampling technique. Data collection in this study was carried out by questionnaire method. The analytical tool used is multiple linear regression analysis with SPSS version 25 and Likert scale measurement techniques.

The results showed that partially person job fit has a significant positive effect on nurse performance, work motivation has a significant positive effect on nurse performance and Islamic organisational culture has no significant effect on nurse performance. Islamic organisational culture has no significant effect on nurse performance. Simultaneously person job fit, work motivation and Islamic organisational culture affect the performance of nurses at Banjarnegara Islamic Hospital positively and significantly with a coefficient of determination (R^2) of 0.443.

Keywords : Nurse, Person Job Fit, Work Motivation, Islamic Organizational Culture, Nurse Performance