

ABSTRACT

Receiving proper healthcare is a primary need in society. Healthcare institution claimed to give qualified healthcare to society. Qualified healthcare can't be apart from the optimal work performance of all parties in the healthcare institution, to this matter is from its employees. A good work performance can emerge if the employees applied the main values that organization used as its philosophies and guidance in order to run its activities, called organizational culture. The optimal work performance can also be yielded from the employees who like their job and comfortable with it, where they can obtain their job satisfaction according as they expected.

The aim of this research is to analyze the effect of organizational culture and job satisfaction to the employee performance. Research is done in Panti Wilasa "Citarum" Semarang Hospital. Sample applied in this research is 100 employees who consisted of nurse, non nurse also administration staff and public service officer. The data collected by using questionnaires which the sampling technique is simple random sampling. Analytical method used in this research is multiple linear regression analysis, using SPSS program.

The result shows that organizational culture positively influence on employee performance (p 0,007 and t 2,759 with coefficient 0,241), and job satisfaction positively influence on employee performance (p 0,000 and t 5,262 with coefficient 0,460). Empirical finding indicated that to increase employee performance in Panti Wilasa "Citarum" Semarang Hospital, the management should pay more attention to organizational culture factors and job satisfaction factors, because those factors proved influence on employee performance.

Keyword : organizational culture, job satisfaction and employee performance.