

ABSTRACT

The purpose of this study was to determine the influence of organizational culture and job characteristics on job satisfaction to improve the performance of employees in the Regional General Hospital dr. Loekmono Hadi Kudus District.

This type of research is the study and draft Explanatory Research used in the form of cross-sectional design is by doing interviews and observations as well as the method used is regression. The sampling technique used is purposive sampling. Research samples are 60 nurses in hospitals Dr. Loekmono Hadi Kudus. Techniques of analysis using regression analysis and test Sobel test.

The findings of this research as follows: organizational culture has positive and significant effect on job satisfaction, job characteristics has positive and significant effect on job satisfaction, organizational culture has positive and significant effect on employee performance, job characteristics has positive and significant effect on employee performance, job satisfaction has positive and significant effect on employee performance of nurses in Dr. Loekmonohadi Kudus hospital.

Keywords: organizational culture, job satisfaction, job characteristics, employee performance.