

ABSTRAK

Irnowati, 2026. Pengaruh Budaya kerja dan Kepuasan kerja terhadap kinerja tenaga kesehatan di UPT Puskesmas Bontomarannu Kecamatan Galesong Selatan. Skripsi Program studi Manajemen Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Makassar dibimbing oleh : Sri Andayaningsih dan Zalkha Soraya

Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh budaya kerja dan kepuasan kerja terhadap kinerja tenaga kesehatan Upt Puskesmas Bontomarannu kecamatan galesong selatan. Penelitian ini merupakan penelitian kuantitatif. Data penelitian ini diperoleh melalui observasi dan kuisioner. Sampel dalam penelitian ini ialah pegawai tenaga kesehatan sebanyak 50 orang. Analisis data menggunakan metode Regresi Linear Berganda, Uji Normalitas, Uji Multikolinearitas, Uji Heterokedasitas, Uji T, Uji F, dan Koefisien Determinasi dengan menggunakan software SPSS 26. Berdasarkan hasil pengujian hipotesis penelitian Variabel budaya Kerja menunjukkan nilai $t_{hitung} > t_{tabel}$ ($5,049 > 2,011$) dengan tingkat signifikansi $0,000 < 0,05$ hal ini menunjukkan bahwa Budaya kerja berpengaruh positif signifikan terhadap kinerja tenaga kesehatan, Variabel kepuasan kerja menunjukkan nilai $t_{hitung} > t_{tabel}$ ($2,352 > 2,011$) dengan tingkat signifikansi $0,023 < 0,05$ hal ini menunjukkan Kepuasan kerja berpengaruh positif signifikan terhadap kinerja, Berdasarkan uji F secara simultan di peroleh nilai $F_{hitung} > F_{tabel}$ ($23,647 > 3,20$) dengan tingkat signifikansi $0,000 < 0,05$ maka budaya kerja dan kepuasan kerja secara bersama-sama berpengaruh signifikan terhadap kinerja tenaga kesehatan di UPT Puskesmas Bontomarannu Kecamatan Galesong selatan.

Kata Kunci: *Budaya kerja, Kepuasan kerja, kinerja tenaga kesehatan*

ABSTRACT

Irnowati, 2026. The Influence of Work Culture and Job Satisfaction on the Performance of Health Workers at the Bontomarannu Community Health Center, South Galesong District. Thesis, Management Study Program, Faculty of Economics and Business, Muhammadiyah University of Makassar supervised by: Sri Andayaningsih and Zalkha Soraya

This study aims to determine how work culture and job satisfaction influence the performance of health workers at the Bontomarannu Community Health Center, South Galesong District. This study is a quantitative study. The data of this research was obtained through observation and questionnaires. The sample in this research was 50 health workers. Data analysis used the Multiple Linear Regression method, Normality Test, Multicollinearity Test, Heteroscedasticity Test, T Test, F Test, and Determination Coefficient using SPSS 26 software. Based on the results of the research hypothesis testing, the Work culture variable shows a calculated t value $> t$ table ($5,049 > 2,011$) with a significance level of $0.000 < 0.05$, this shows that Work culture has a significant positive effect on the performance of health workers, Job satisfaction variable shows a calculated t value $> t$ table ($2,352 > 2,011$) with a significance level of $0.023 < 0.05$, this shows that Job satisfaction has a significant positive effect on performance, Based on the simultaneous F test, the calculated F value $> F$ table ($23,647 > 3.20$) with a significance level of $0.000 < 0.05$, then work culture and job satisfaction together have a significant influence on the performance of health workers at the Bontomarannu Community Health Center UPT, South Galesong District.

Keywords: Work culture, Job satisfaction, health worker performance