ABSTRACT

Relationship of motivation, job satisfaction, and job performance of employees in Rumah Sakit Kebonjati Bandung

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The purposes of the research were (1) to identify differences perception from motivation factors which influence between medical employee and non medical employee, (2) to analyze relationship motivation to job satisfaction and employee performance, (3) to give recommendations and effective solution on improving employee motivation to increase job satisfaction and performance. The data were collected from 80 employees of Rumah Sakit Kebonjati Bandung. Rank Spearman and Mann Whitney test were used to analyze the data.

The analysis results showed that there was perception differences between medical employee and non medical employee about factors which created motivations. It was consist of job itself, status policy, and administration, supervision, relationship between co-worker and safety. The study also showed that there was relationship between working motivation dan job satisfaction on Kebonjati hospital employee. The others conclusion that there was relationship between motivation and job satisfaction on Kebonjati hospital employee. Finally, there was relationship between job satisfaction and performance on Kebonjati hospital employee.