

An International Scientific Research Journal

The influence of discipline, organization's commitment, and motivation to employee's performance and job satisfaction in Kajuruhan hospital, Malang regency

Authors:

Mamik, Sunarti and Armanutoyib

Institution:

Politeknik Kesehatan Departemen Kesehatan Surabaya, Politeknik Kesehatan Departemen Kesehatan Malang, Universitas Brawijaya Malang

Corresponding author:
Mamik

ABSTRACT:

The purpose of this study was to analyze and examine the influence of discipline, organizational commitment and motivation upon the job performance and job satisfaction at RSUD Kajuruhan Kabupaten Malang. Data collection was done by field observation, distributing the questionnaire and interviewing about 100 employees at RSUD Kajuruhan Kabupaten Malang as sample. Then, data was processed and analyzed by using path analysis method, with SPSS version 22. By path analysis it can be concluded that (a) discipline, organizational commitment and motivation have significant influence upon the job performance, (b) discipline, organizational commitment and motivation have no significant influence upon the job satisfaction, and (c) job performance has significant influence upon the job satisfaction at RSUD Kajuruhan Kabupaten Malang.

Keywords:

Discipline, organizational commitment, motivation, job performance, job satisfaction