

**ANALYSIS OF THE INFLUENCE OF HUMAN RESOURCE
DEVELOPMENT, LEADERSHIP, REWARD AND PUNISHMENT AND
JOB SATISFACTION ON EMPLOYEE PERFORMANCE AT THE
MENGKALA LAMPUNG REGIONAL GENERAL HOSPITAL**

ABSTRACT

The Mengkala Regional General Hospital institution is based on its efforts on the quality of its human resources to form a hospital that has a positive reputation (quality) in the eyes of its clients. Research conducted by Pardilasari, et al. (2018) shows that there is a phenomenon that occurs at the Mengkala Regional General Hospital, Tulang Bawang Regency about a work culture that has not been fully implemented. This can be seen from the attitude of employees who are less aggressive in displaying their best performance due to the lack of appreciation for employees who are able to show better achievements than other employees. In addition, employees who show substandard achievements do not receive strict sanctions or punishments.

This research methodology is explanatory research, which is a study that has the intention to explain the position of the variables being studied and the influence of one variable with another. The location of the research was carried out at the Mengkala Tulang Bawang Lampung Regional General Hospital with 50 employee respondents. This study uses a variable relationship pattern in multiple linear regression analysis by first conducting validity and reliability tests and classical assumption tests.

The results of the study showed that the value of the regression equation of Human Resource development on the performance of the first employee was 0.649, the leadership variable had an effect on the Employee Performance variable by 0.536 while the reward and punishment variables had an effect on the Employee Performance variable by 0.448 and the job satisfaction variable had an effect on the Employee Performance variable by 0.641.

Based on the results of the analysis, the researcher suggested to the Regional General Hospital (RSUD) Mengkala Tulang Bawang Lampung to continue to improve the quality of work design in the office so that employees work in accordance with the set way of working trying to make employees work in accordance with the goals and targets to be achieved.

Keywords: human resource development, leadership, reward and punishment, job satisfaction, employee performance