

Pengaruh Komitmen Organisasi, Budaya Organisasi, Akuntabilitas Publik, Dan Pengendalian Internal Terhadap Kinerja Organisasi Publik Pada Rumah Sakit Umum Daerah Abdul Moeloek Bandar Lampung

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ABSTRAK

Penelitian ini bertujuan untuk membuktikan secara empiris pengaruh Komitmen Organisasi, Budaya Organisasi, Akuntabilitas Publik, Dan Pengendalian Internal Terhadap Kinerja Organisasi Publik Pada Rumah Sakit Umum Daerah Abdul Moeloek Bandar Lampung. Pengumpulan data dalam penelitian ini menggunakan metode survey kuesioner. Kuesioner dibagikan kepada 40 responden pegawai Rumah Sakit Abdul Moeloek Bandar Lampung. Variabel dalam penelitian ini meliputi Komitmen Organisasi, Budaya Organisasi, Akuntabilitas Publik, Pengendalian Internal, dan Kinerja Organisasi Publik. Analisis data untuk menguji hipotesis penelitian ini menggunakan SPSS (*statistical Product and Service Solution*) versi 22.0. Teknik dalam pengambilan sampel dalam penelitian ini menggunakan random sampling. Teknik analisis data dalam penelitian ini menggunakan uji regresi berganda. Hasil uji memperlihatkan bahwa Komitmen Organisasi berpengaruh negatif terhadap Kinerja Organisasi Publik. Sedangkan, Budaya Organisasi, Akuntabilitas Publik, Pengendalian Internal memiliki pengaruh signifikan atau berpengaruh positif terhadap Kinerja Organisasi Publik.

Kata kunci : Komitmen Organisasi, Budaya Organisasi, Akuntabilitas Publik, Pengendalian Internal, Kinerja Organisasi Publik

EFFECT OF ORGANIZATIONAL COMMITMENT, ORGANIZATIONAL CULTURE, PUBLIC ACCOUNTABILITY, AND INTERNAL CONTROL ON PUBLIC ORGANIZATIONAL PERFORMANCE AT ABDUL MOELOEK REGIONAL GENERAL HOSPITAL IN BANDAR LAMPUNG

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ABSTRACT

The purpose of this study was to prove empirically the effect of organizational commitment, organizational culture, public accountability, and internal control on the public organizational performance in Abdul Moeloek Regional General Hospital in Bandar Lampung. The data collection in this study used the questionnaire survey method. Questionnaires were distributed to 40 respondents of the employees at Abdul Moeloek Hospital Bandar Lampung. The variables in this study included organizational commitment, organizational culture, public accountability, internal control, and public organizational performance. The data analysis used to test the hypothesis of this study used SPSS (statistical Product and Service Solution) version 22.0. The sampling technique used in this study was the *random sampling*. The data analysis techniques in this study used the multiple regression tests. The test results showed that the organizational commitment had a negative effect on the public organizational performance. Meanwhile, the organizational culture, the public accountability, and the internal control had a significant effect or a positive effect on the public organizational performance.

Keywords: Organizational Commitment, Organizational Culture, Public Accountability, Internal Control, Public Organization Performance

