ABSTRAK

RUKHIYAT SYAHIDIN : Pengaruh kompensasi , motivasi, komitmen dan kopetensi dokter terhadap kepuasan kerja serta implikasinya pada kinerja dokter di rumah sakit tipe C dikabupaten Bandung, kota Bandung dan kota Cimahi . dengan promotor Prof. Dr. H. Suryana Sumantri , S.Psi, MSIE. Dan Co Promotor Dr. H. Horas Djulius ,SE.

Tujuan penelitian iniuntuk mengetahui dan mengkaji pengaruh kompensasi, motivasi, komitmen dan kompetensi dokter terhadap kepuasan kerja dokter serta implikasinya pada kinerja dokter di rumah sakit tipe C di kabupatenBandung, kota Bandung dan kota Cimahi .

Penelitian ini menggunakan alat analisis jalur dengan jumlah sampel sebanyak113 responden dari 291 populasi dokter.dari 5 rumah sakit tipeC yang berada di kabupaten Bandung,kota Bandungdan kota Cimahi. Adapun teknik sampling yang digunakan adalah *proporsional cluster randomsampling.*

Hasil analisis terhadap pengaruh yang signifikan baik secara parsial maupun secara simultan, dari kompensasi, motivasi, komitmen, dan kompetensi dokter terhadap kepuasan kerja dokter di rumah sakit tipe C di kabupaten Bandung, kota Bandung dan kota Cimahi, begitu juga terdapat pengaruh yang signifikan dari kepuasan kerja dokter terhadap kinerja dokter di rumah sakit tipe C di kabupaten Bandung, kota Bandung dan kota Cimahi.

Kata Kunci : Kompensasi, motivasi, komitmen, kompetensi dokter, kepuasan kerja dan kinerja dokter.

ABSTRACT

RUKHIYAT SYAHIDIN : The Influece of compensation, motivation, commitment, and doctor’s competency,to the job satisfaction as well as the implications on doctor’s performance at type C Hospitals in Bandung Regency, Bandung City, and Cimahi City. By promotor is prof. Dr.H. Suryana Sumantri, S.Psi,MSIE and Co promotor Dr.H. Horas Djulius, SE.

This study aims to determine, asses and analyze the effect of compensation, motivation, commitment, and doctor’s competency,to the job satisfaction as well as the implications on doctor’s performance at type C Hospitals in Bandung Regency, Bandung City, and Cimahi City.

The method used in this study is survey research method and descriptive analysis to obtain descriptions of the characteristic of the variable of compensation, motivation, commitment, and doctor’s competency,to the job satisfaction as well as the implications on doctor’s performance at type C Hospitals in Bandung Regency, Bandung City, and Cimahi City.

While the analysis of verification to test the truth of hypothesis by using stist test measurement while the verification analysis uses statistical path analysis (path analysis). The population of this studies all doctors of hospital tipe C in Hospitals in Bandung Regency, Bandung City, and Cimahi City, totaling 291 doctors, while the samples are 113 doctors in 5 hospital tipe C through the selected sampling technique, wich is proportional random sampling. Data obtained using a structured questionnaire. Results of the data descriptive analysis shows the compensation with quite well criteria towards good, motivation with enough well criteria towards the good, commitment with well enough criteria towards good, doctor’s competency enough criteria towards good, job satisfaction with enough well criteria towards the good,and doctor’s performance at type C Hospitals in Bandung Regency, Bandung City, and Cimahi City is quit well towards good. Results of verirification analysis point out that there is significant effect of compensation to job satisfaction, there is significant effect of motivation to job satisfaction, there is significant effect of commitment to job satisfaction, and there is significant effect of doctor’s competency to job satisfaction. There is a significant influence of the job satisfaction on the doctor’s performance at type C Hospitals in Bandung Regency, Bandung City, and Cimahi City.

**Keywords** : compensation, motivation, commitment, and doctor’s competency, job satisfaction and doctor’s performance