**PENGARUH PEMBAGIAN PEKERJAAN, PENDELEGASIAN WEWENANG DAN BIROKRASI TERHADAP KEPUASAN KERJA PEGAWAI SERTA IMPLIKASINYA PADA KINERJA PEGAWAI RUMAH SAKIT UMUM DAERAH**

**(SURVEY PADA RUMAH SAKIT UMUM DAERAH KABUPATEN CIREBON, KOTA CIREBON, KABUPATEN INDRAMAYU,**

**DAN KABUPATEN KUNINGAN)**

***THE EFFECT OF JOB DISTRIBUTION, AUTHORITY AND BUREAUCRATIC DELEGATION OF EMPLOYEE SATISFACTION AND ITS IMPLICATIONS ON PERFORMANCE OF PUBLIC HOSPITAL REGIONS***

***(SURVEY IN THE REGIONAL GENERAL HOSPITAL OF CIREBON DISTRICT, CIREBON CITY, INDRAMAYU DISTRICT,***

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**PROGRAM DOKTOR ILMU MANAJEMEN**

**PASCA SARJANA UNIVERSITAS PASUNDAN**

**BANDUNG 2020**

**ABSTRAK**

**HERIYONO (NPM: 179010014). Pengaruh Pembagian Pekerjaan, Pendelegasian Wewenang dan Birokrasi Terhadap Kepuasan Kerja Pegawai Serta Implikasinya Pada Kinerja Pegawai Rumah Sakit Umum Daerah ( Survei Pada Rumah Sakit Umum Daerah Kabupaten Cirebon, Kota Cirebon, Kabupaten Indramayu dan Kabupaten Kuningan), dibimbing oleh Prof. Dr. H.M. Sidik Priadana, MS. sebagai Promotor dan Dr. Atty Tri Juniarti, SE., M.Si. sebagai ko. Promotor**

Latar belakang penelitian ini didasarkan pada fenomena bahwa RSUD milik pemerintah Daerah, fokusnya adalah melayani masyarakat dalam bidang Kesehatan, sehingga, mengejar profit bukanlah prioritas utama bagi RSUD, akibatnya kadang-kadang pelayanan lambat , fasilitas, dan administrasi juga lambat.

Penelitian ini bertujuan untuk menganalisis pengaruh Pembagian Pekerjaan, Pendelegasian Wewenang, dan Birokrasi, Terhadap Kepuasan Kerja Pegawai serta implikasinya pada kinerja Pegawai Rumah Sakit Umum Daerah, baik secara simultan maupun secara parsial. Penelitian ini menjelaskan hubungan kausal (sebab-akibat) antar variabel dan menguji hipotesis penelitian. Teknik penentuan data dilakukan dengan Teknik probability sampling. Metode analisis menggunakan SEM (*Structure Equation Modelling* ).

Hasil penelitian diperoleh bahwa terdapat pengaruh yang signifikan dari Pembagian Pekerjaan, Pendelegasian Wewenang dan Birokrasi terhadap kepuasan kerjaPegawai sebesar 68,74 %. Terdapat pengaruh yang positif dan signifikan, baik secara langsung maupun tidak langsung dari Pembagian Pekerjaan terhadap kepuasan kerja Pegawai (23,02 %), Pendelegasian Wewenang terhadap kepuasan kerja Pegawai (26,48 %), dan Birokrasi terhadap kepuasan kerja Pegawai (19,24%) Terdapat pengaruh yang positif dan signifikan dari kepuasan kerja pegawai terhadap kinerja pegawai sebesar 77,04 %.

**Kata kunci:** Pembagian Pekerjaan, Pendelegasian Wewenang, Birokrasi, Kepuasan Kerja Pegawai, dan Kinerja Pegawai

***ABSTRACT***

***HERIYONO (NPM: 179010014).* *The Effect of Job Distribution, Delegation of Authority and Bureaucracy on Employee Job Satisfaction and Its Implications on Employee Performance at Regional General Hospitals (Survey at Regional General Hospital of Cirebon Regency, Cirebon City, Indramayu Regency and Kuningan Regency), supervised by Prof. Dr. H.M. Sidik Priadana, MS. as a promoter and Dr. Atty Tri Juniarti, SE., M.Si. as a Co Promoter***

***The background of this research is based on the phenomenon that the Regional Government-owned Regional Hospital, the focus is to serve the community in the health sector, so that pursuing profit is not a top priority for the RSUD, as a result sometimes service is slow, facilities, and administration are also slow.***

 ***This study aims to analyze the effect of Job Distribution, Delegation of Authority, and Bureaucracy, on Employee Job Satisfaction and its implications for the performance of Regional General Hospital staff, either simultaneously or partially. This study explains the causal (cause-effect) relationship between variables and tests the research hypothesis. The technique of determining the data is done by using probability sampling technique. The analysis method uses SEM (Structure Equation Modeling).***

 ***The results showed that there was a significant effect of Job Distribution, Delegation of Authority and Bureaucracy on employee job satisfaction by 68.74%. There is a positive and significant influence, either directly or indirectly from the distribution of jobs on employee job satisfaction (23.02%), delegation of authority to employee job satisfaction (26.48%), and bureaucracy on employee job satisfaction (19.24). %) There is a positive and significant effect of employee job satisfaction on employee performance by 77.04%.***

***Keywords: Job Distribution, Delegation of Authority, Bureaucracy, Employee Job Satisfaction, and Employee Performance***

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