**ABSTRAK**

Rukhiyat Syahidin, NPM: 149010018, Pengaruh Kompensasi, Motivasi, Komitmen dan Kompetensi dokter terhadap Kepuasan Kerja serta Implikasinya pada Kinerja Dokter di Rumah Sakit Tipe C pada era Jaminan Kesehatan Nasional (JKN). (survey pada rumah sakit tipe C di kabupaten Bandung, Kota Bandung, Kota Cimahi dan Kabupaten Bandung Barat), dengan bimbingan Prof. Dr. H. Suryana Sumantri,S.Psi.,MSIE selaku Promotor dan Dr. H. Horas Djulius,SE selaku Co-Promotor.

Latar belakang dari penelitian ini didasarkan pada fenomena yang ada dimana kinerja dokter di rumah sakit tipe C yang belum optimal sehingga kualitas pelayanan rumah sakit khususnya tipe C belum optimal pada masa JKN saat ini. Adapun yang menjadi faktor utama rendahnya kinerja dokter adalah tingkat kepuasan kerja para dokter dalam bekerja masih rendah. Berdasarkan penelitian awal, rendahnya kepuasan kerja lebih disebabkan belum optimalnya kompensasi yang diberikan oleh BPJS sebagai badan penyelenggara Pelayanan Jaminan Sosial bidang Kesehatan , rendahnya motivasi dan rendahnya komitmen para dokter serta masih belum optimalnya kompetensi dokter di rumah sakit tipe C di kabupaten Bandung,kota Bandung, kota Cimahi dan kabupaten Bandung Barat.

Penelitian ini bertujuan untuk mengetahui dan mengkaji Pengaruh Kompensasi, Motivasi, Komitmen dan Kompetensi dokter terhadap Kepuasan Kerja serta Implikasinya pada Kinerja Dokter di Rumah Sakit Tipe C pada era Jaminan Kesehatan Nasional (JKN). (survey pada rumah sakit tipe C di kabupaten Bandung, Kota Bandung, Kota Cimahi dan Kabupaten Bandung Barat), .Penelitian ini menggunakan pendekatan deskriptif dan verifikatif, metode peneltian yang digunakan *descriptive survey* dan *exlanantory survey*. Dalam penelitian ini yang menjadi sampel adalah para dokter di rumah sakit tipe C di di kabupaten Bandung, kota Bandung, kota Cimahi dan kabupaten Bandung Barat sebanyak 133 orang. Metode analisis dalam penelitian ini menggunakan analisa jalur (*Path Analysis*).

Hasil penelitian menyimpulkan bahwa terdapat pengaruh langsung Kompensasi terhadap Kepuasan Kerja sebesar 7,29 persen, pengaruh langsung Motivasi terhadap Kepuasan Kerja sebesar 7,95 persen, pengaruh langsung Komitmen terhadap Kepuasan Kerja sebesar 5,95 persen dan Pengaruh langsung Kompetensi dokter terhadap kepuasan kerja sebesar 5,47 persen. Secara simultan pengaruh varabel bebas terhadap Kepuasan Kerja sebesar 67,7 persen sisanya sebesar 32,3 persen merupakan factor lain yang tidak diteliti namun turut mempengaruhi Kepuasan Kerja, dan pengaruh Kepuasan Kerja terhadap Kinerja dokter sebesar 70,1 persen, sisanya sebesar 29,9 persen merupakan factor lain yang tidak diteliti namun turut mempengaruhi.

**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, West Bandung regency 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.*

*Result : The research concludes that there is an influences of compensation on job satisfaction of 7,29 percent, the effect of Motivation on job satisfaction of 7,95 percent, the effect of Commitment on job satisfaction 5,95 percent and the effect of doctor’s competence on job satisfaction 5,47 percent . Simultaneously influence of independent varibles on the job satisfaction of 67,7 percent of the remaining 32,3 percent is the other factors are not studied, but also influence on the job satisfaction, and influence of job satisfaction on doctors performances by 70,1 percent, and the remaining 29,9 percent are other factors not examined in this study but also influence.*

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