

## INTISARI

### FAKTOR-FAKTOR YANG MEMPENGARUHI IKLIM ORGANISASI DI RSUD BAGAS WARAS KABUPATEN KLATEN

Masruri Widayat<sup>1</sup>, Dhani Setya A<sup>2</sup>, Rif Atiningtyas H<sup>3</sup>

**Latar Belakang:** Iklim organisasi yang baik diperlukan kepemimpinan, standar kerja, tanggung jawab, penghargaan, dan identitas organisasi. RSUD Bagas Waras Klaten masih memerlukan penataan dan penyesuaian. Hasil studi pendahuluan di RSUD Bagas Waras Klaten pada bulan April 2016 diketahui beberapa permasalahan terkait faktor-faktor yang mempengaruhi iklim organisasi.

**Tujuan:** Mengetahui pengaruh faktor kepemimpinan, standar kerja, tanggungjawab, penghargaan dan identitas organisasi terhadap iklim organisasi di RSUD Bagas Waras Kabupaten Klaten.

**Metode:** Penelitian ini merupakan jenis penelitian deskriptif analitik dengan pendekatan *cross sectional*. Teknik sampling menggunakan *purposive sampling* dengan jumlah sampel 52 orang. Alat analisis yang digunakan dengan analisis regresi berganda, uji t-test dan uji F-test.

**Hasil:** (1) Sebagian besar responden menilai bahwa kepemimpinan tergolong cukup (80,8%); standar kerja cukup (82,7%), Tanggung jawab tergolong cukup yaitu sebanyak 47 orang (90,4%), Penghargaan tergolong cukup (88,5%); Identitas organisasi tergolong cukup (88,5%); dan Iklim organisasi tergolong cukup (80,8%); (2) Ada pengaruh signifikan kepemimpinan terhadap iklim organisasi ( $p\text{-value} = 0,039$ ); (3) Ada pengaruh signifikan standar kerja terhadap iklim organisasi ( $p\text{-value} = 0,000$ ); (4) Ada pengaruh signifikan tanggung jawab terhadap iklim organisasi ( $p\text{-value} = 0,037$ ); (5) Ada pengaruh signifikan penghargaan terhadap iklim organisasi ( $p\text{-value} = 0,012$ ); (6) Tidak ada pengaruh signifikan identitas organisasi terhadap iklim organisasi ( $p\text{-value} = 0,818$ ).

**Kesimpulan:** Terdapat pengaruh signifikan kepemimpinan, standar kerja, tanggung jawab, penghargaan dan identitas organisasi terhadap iklim organisasi dan tidak ada pengaruh signifikan antara identitas organisasi terhadap iklim organisasi di RSUD Bagas Waras Kabupaten Klaten.

**Kata Kunci:** Kepemimpinan, Standar kerja, Tanggung jawab, Penghargaan, Identitas organisasi, Iklim organisasi.

---

<sup>1</sup>Mahasiswa Studi Ilmu Keperawatan Universitas Sahid Surakarta.

<sup>2</sup>Dosen Program Studi Ilmu Keperawatan Universitas Sahid Surakarta.

<sup>3</sup>Dosen Program Studi Ilmu Keperawatan Universitas Sahid Surakarta.

## ABSTRACT

### **FACTORS AFFECTING ORGANIZATIONAL CLIMATE AT BAGAS WARAS LOCAL GENERAL HOSPITAL OF SURAKARTA OF KLATEN REGENCY**

Masruri Widayat<sup>1</sup>, Dhani Setya A<sup>2</sup>, Rif Atiningtyas H<sup>3</sup>

**Background:** For sound organizational climate leadership, work standard, responsibility, reward, and organizational identity are required. Bagas Waras Local General Hospital of Klaten Regency still needs structuring and adjustment. The result of preliminary research at the hospital in April 2015 shows that there were several factors affecting its organizational climate.

**Objective:** To investigate the effect of the factors of leadership, work standard, responsibility, reward, and organizational identity on the organizational climate of Bagas Waras Local General Hospital of Klaten Regency.

**Method:** This research used the descriptive analytical method with the cross-sectional approach. Its samples were determined through the purposive sampling techniques. They consisted of 52 respondents. The data of research were analyzed by using the multiple regression analysis, t-test, and F-test.

**Result:** The results of research had as follows: 1) 80.8% of the respondents valued the leadership as moderate; 82.7% valued the work standard as moderate; 90.4% valued the responsibility as moderate; 88.5% valued the reward as moderate; and 88.5% valued the organizational identity as moderate; and 80.8% valued the organizational climate as moderate. 2) The leadership had a significant effect on the organizational climate as indicated by the p-value = 0.039. 3) The work standard had a significant effect on the organizational climate as signified by p-value = 0.000. 4) The responsibility had a significant effect on the organizational climate as indicated by the p-value = 0.037. 5) The reward had a significant effect on the organizational climate as indicated by the p-value = 0.012. 6) The organizational identity did not have any significant effect on the organizational climate as indicated by the p-value = 0.818.

**Conclusion:** The leadership, the work standard, the responsibility, and the reward had a significant effect on the organizational climate, but the organizational identity did not have any significant effect on the organizational climate of Bagas Waras Local General Hospital of Klaten Regency.

**Keywords:** Leadership, work standard, responsibility, reward, organizational identity, organizational climate

---

<sup>1</sup> Student of in Nursing Science, Sahid University of Surakarta

<sup>2</sup> Lecturer of in Nursing Science, Sahid University of Surakarta

<sup>3</sup> Lecturer of in Nursing Science, Sahid University of Surakarta