

0.264 higher than those with negative perception. Finally, the leadership also significantly affected organizational performance ($p = 0.049$), with $\text{Exp B} = 0.194$, meaning that the effective leadership was more likely to go toward the increased performance, 0.194 higher than the ineffective one.

These results provided a support to the existing theory and previous studies in associated with the presence of effect of gender, perception and leadership factors on the organizational performance. On the basis of these results it was suggested that training on leadership in the organization of profession should be implemented to build up its effectivity, to add up knowledge on PPNI, to change perception and attitude (both management board and members') in the view of bringing them into positive ones as well as to consider reward for the management board in accordance with their work loads.

ABSTRACT

An Analysis of Individual and Organizational Factors in the Efforts of Increasing PPNI's Performance in Mojokerto City

Eliya Rohmah, SKp

The organizational performance was much influenced by both individual factors (age, gender, perception, attitude, personality, motivation and knowledge) and organizational factors (resources, leadership in the organization, reward, organizational structure and organizational job design). Association of Indonesian Nurses (Persatuan Perawat Nasional Indonesia or abbreviated as PPNI) constituted an organization. It was assumed that an improvement in the performance would enable organization to achieve its objectives. The purpose of the recent research was to analyze the effect of individual and organizational factors on the organizational performance and to search for alternative solution over this issue in the efforts of enhancing PPNI's performance in Mojokerto City.

The research employed an analytical design. Sample included 65 people (management board and members) of 186 members. The sampling was done by *proportional simple random sampling* technique. The data were collected through questionnaire to obtain quantitative data of all variables, *in-depth* interview to acquire qualitative data related to respondents' perception of PPNI performance in Mojokerto City and *Focus Group Discussion* (FGD) to search for alternative solution over existing problems based on the strategic issues emerging of data analysis through questionnaire and *in-depth* interview. Furthermore, the data were analyzed using the analytical tool of multiple logistic regression both for individual and organizational factors.

The results showed that gender, perception and leadership were significantly correlated with PPNI's performance. In the first place, the gender generated a significant impact on performance ($p = 0.022$) with Exp (B) = 3.912, suggesting that male respondents were more likely to have improved performance, 3.912 larger than their counterparts. Second, the respondents' perception brought about a significant effect on performance ($p = 0.021$), with Exp (B) = 0.264. Finally, the leadership also significantly affected organizational performance ($p = 0.049$), with Exp B = 0.194.

These results were providing a support to the existing theory and previous studies in associated with the presence of effect of gender, perception and leadership factors on the organizational performance. On the basis of these results it was suggested that training on leadership in the organization of profession should be implemented to build up its effectivity, to add up knowledge on PPNI, to change perception and attitude (both management board and members') in the view of bringing them into positive ones as well as to consider reward for the management board in accordance with their work loads.

Keywords: *Individual factors, organizational factors, PPNI, organizational performance.*