

ABSTRACT

Influence of Ability, Motivation and Organizational Culture on Organizational Commitment and Performance of Employee of Medical Service at Ibnu Sina Regional General Hospital of Gresik Regency Administration

The aim of this study is to test and analyze the influence of Ability, Motivation, and Organizational Culture on Organizational Commitment and Performance of Medical Service Employees at Ibnu Sina Regional General Hospital of Gresik Regency Administration.

The samples of this study are 175 respondents consisting of medical and paramedical personnel (doctors, midwives and nurses) at Ibnu Sina Regional General Hospital of Gresik Regency Administration. This research applies Structure Equation Modelling (SEM) by using the program of *Analysis of Moment Structure (AMOS)*.

Relations among variables in this research produce seven hypotheses with significant influences. Results of this study are expected to be able to give contribution to Human Resources Management and to Practical Management.

Relation testing between organizational culture variables and organizational commitment variables has the biggest significance. Meanwhile, the relation testing between motivation variables and employee performance variables has the smallest significance and integrating the variables of ability, motivation, organizational culture, organizational commitment and employee performance into one complete unit of model (*Integrative Model*).

This study is expected to be able to be used as reference for further study or research particularly related to the variables of ability, motivation, organizational culture, organizational commitment and employee performance.

Key-Words: Ability, Motivation, Organizational Culture, Organizational Commitment, Employee Performance.