

ABSTRACT

The Influence of Organization Commitment and Organization Climate as well as Organization Culture on Work Motivation and Nurse Performance on RSUD A. Wahab Sjahranie in Samarinda, East Kalimantan Province.

The purpose of this research was to test and analyze the influence of nurse performance on Rumah Sakit Umum Daerah A. Wahab Sjahranie in Samarinda, East Kalimantan Province. This research used variables of organization commitment, climate, and culture to test and analyze the influence of those nurse performance. In addition, this research also used work motivation as an *intervening* variable to analyze the influence of work motivation level on nurse performance of hospital organization. The type of the research was *survey explanatory research*.

The population of this research was all the nurses working as civil servant for Rumah Sakit Umum Daerah A. Wahab Sjahranie in Samarinda, East Kalimantan Province with at least two year working experiences. The number of the nurses was 368 people. Sample taking technique was *stratified proportional random sampling*. Samples were taken randomly from each stratum and divided into three groups namely: group IV or stratum of managerial level nurses (8 people), group III or stratum of supervisor nurses (219) people and group II or stratum of practitioner nurses (141) people. The number of sample was 185 respondents.

The method used for this research was census method by giving questioner to 185 respondents. Data were collected using questioner method by giving a list of questions (questioner) directly to respondents. Data analysis technique in this research was using SEM (*Structural Equation Modeling*) analysis operating through AMOS program.

The research result showed that variable of organization commitment had significant influence on work motivation, variable of organization climate influenced work motivation, organization culture influenced work motivation. Furthermore, organization commitment variable, organization climate variable, and organization culture variable influenced nurse performance. On the other hand, there was a relation between work motivation and nurse performance.

Key words : Employee performance, work motivation, organization commitment, organization climate, organization culture