

## **ABSTRAK**

### **PENGARUH DUKUNGAN ORGANISASI, GAYA KEPEMIMPINAN DAN PROGRAM FORMAL PENGEMBANGAN KARIR TERHADAP KINERJA KARYAWAN**

Studi Kasus pada Karyawan Bagian Kesehatan Rumah Sakit Panti Rapih Yogyakarta

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Penelitian ini bertujuan untuk mengetahui pengaruh dukungan organisasi, gaya kepemimpinan dan program formal pengembangan karir terhadap kinerja karyawan di Rumah Sakit Panti Rapih Yogyakarta. Penelitian ini dilakukan pada bulan Januari 2010 di Rumah Sakit Panti Rapih Yogyakarta. Pengumpulan data dilakukan dengan menggunakan kuesioner. Populasi dalam penelitian ini adalah karyawan bagian kesehatan Rumah Sakit Panti Rapih Yogyakarta. Sampel dalam penelitian ini sebanyak 100 responden, dengan teknik pengambilan sampel *proportionate stratified random sampling*. Teknik analisis data yang digunakan adalah analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa dukungan organisasi, gaya kepemimpinan dan program formal pengembangan karir berpengaruh secara bersama-sama terhadap kinerja karyawan dan secara parsial dukungan organisasi dan gaya kepemimpinan berpengaruh terhadap kinerja karyawan, program formal pengembangan karir tidak berpengaruh terhadap kinerja karyawan.

## **ABSTRACT**

### **THE INFLUENCE OF ORGANIZATIONAL SUPPORTS, LEADERSHIP STYLE AND FORMAL CAREER DEVELOPMENT PROGRAMS TO THE EMPLOYEES PERFORMANCE**

**The case study by employees of the health division Panti Rapih Hospital  
Yogyakarta**

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This study aims to identify the influence of organizational supports, leadership style and formal career development programs on employees performance. This research had been held during January 2010 at Panti Rapih Hospital, Yogyakarta. Research data were collected using questionnaires, interview and formal documents. The population of this research is the whole employees of the medical division of Panti Rapih Hospital at Yogyakarta. There were 100 respondents picked up under a proportionate stratified sampling technique of non-random sampling as research samples. The data analysis technique is use multiple linear regression analysis. Results show that organizational supports, leadership style and formal career development programs simultaneously influence the employees performance and partially organizational supports and leadership style influence the employees performance. Formal career development programs has no influence the employees performance.