

ABSTRAK

Tujuan penelitian ini adalah untuk menganalisis Pengaruh Komitmen Organisasional, *Quality of Work Life (QWL)* dan Kepuasan Kerja terhadap Kinerja Pegawai Dinas Kesehatan Provinsi Jawa Tengah. Dalam penelitian ini variable bebas yang mempengaruhi komitmen organisasional, *Quality of Work Life (QWL)*, dan kepuasan kerja terhadap kinerja pegawai.

Populasi dalam penelitian ini adalah seluruh pegawai Dinas Kesehatan Provinsi Jawa Tengah yang berjumlah 295 orang. Pada penelitian ini, menggunakan pengambilan sampel *Simple Random Sampling* dan terpilih sebanyak 100 responden yang dijadikan sebagai sampel.

Hasil penelitian bahwa membuktikan bahwa Komitmen Organisasional berpengaruh positif dan signifikan terhadap Kinerja Pegawai Dinas Kesehatan Provinsi Jawa Tengah. *Quality of Work Life (QWL)* berpengaruh positif dan signifikan terhadap Kinerja Pegawai Dinas Kesehatan Provinsi Jawa Tengah. Kepuasan Kerja berpengaruh positif dan signifikan terhadap Kinerja Pegawai Dinas Kesehatan Provinsi Jawa Tengah.

Kata Kunci : Komitmen Organisasional, *Quality of Work Life (QWL)*, Kepuasan Kerja dan Kinerja Pegawai

ABSTRACT

The purpose of this study was to analyze the Effect of Organizational Commitment, Quality of Work Life (QWL) and Job Satisfaction on Employee Performance in the Health Service of Central Java Province. In this study the independent variables that affect organizational commitment, Quality of Work Life (QWL), and job satisfaction on employee performance.

The population in this study were all employees of the Central Java Provincial Health Office totaling 295 people. In this study, using simple random sampling and 100 respondents were selected as samples.

The results of the study that prove that Organizational Commitment has a positive and significant effect on the Performance of the Health Service Officers of Central Java Province. Quality of Work Life (QWL) has a positive and significant effect on the Performance of Health Officers in Central Java Province. Job Satisfaction has a positive and significant effect on the performance of the employees of the Health Office of Central Java Province.

Keywords: Organizational Commitment, Quality of Work Life (QWL), Job Satisfaction and Employee Performance