

## INFLUENCE OF MOTIVATION AND CULTURE ON ORGANIZATIONAL COMMITMENT AND PERFORMANCE OF EMPLOYEE OF MEDICAL SERVICES

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### ABSTRACT

*Many variables must be considered in performance of employee in hospital. The aim of this study is to test and analyze the influence of motivation and organizational culture on organizational commitment and performance of employee of medical service at IbnuSina Hospital of Gresik Regency. The number of samples are 175 respondents, consisted of medical and paramedical personnel (doctors, midwives and nurses) at IbnuSina Hospital of Gresik Regency. Structure equation modeling with the program analysis of moment structure is applied in this research. The relationship among the variables in this study generates five hypotheses. The relationship among the variables of organizational culture with organizational commitment variable is having the greatest level of significance, while the relationship between motivational variables with the variable performance of employees is having the smallest level of significance. Motivational variables, organizational culture, organizational commitment and employee performance are grabbed in a unity of integrated model. The results of this study is expected to be used as a basis for further research, particularly related to motivation, organizational culture, organizational commitment and employee performance*

*Keywords: Motivation, Organizational Culture, Organizational Commitment, Employee Performance.*