

EFFECTS OF ORGANIZATIONAL CULTURE AND ABILITY ON ORGANIZATIONAL COMMITMENT AND PERFORMANCE IN IBNU SINA HOSPITAL GRESIK

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ABSTRACT

This study aims to examine and analyze the influence of organizational culture and ability on organizational commitment and performance of medical service employees at Ibnu Sina Hospital Gresik regency. The number of samples of this study was 175 respondents, consisting of employee medical services (doctors, midwives and nurses). The Structure Equation Modeling (SEM) with the program Analysis of Moment Structure (AMOS) applied in this paper. Five hypotheses were made from the relationships among analyzed variables as having significant relationships. The relationship of organizational culture and organizational commitment have the greatest significance level, while the relationship of ability and employee's performance have the weakest significance level. These studies conduct the organizational culture, ability, organizational commitment and performance in a single unity of the whole model (or integrative model). These results have good contribution to the management of human resources and practical management and also to be used as a basis for further research, especially regarding organizational culture, ability, organizational commitment and employee performance.

Keywords: *Organizational Culture, Ability, Organizational Commitment and Performance*