

## **Hubungan *Perceived Organizational Support* terhadap Kinerja Dokter di Rumah Sakit Kota Makassar**

### ***The Relationship between Perceived Organizational Support and Doctor Performance at Makassar City Hospital***

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#### **ABSTRAK**

Dokter adalah salah satu tenaga profesional yang memiliki peranan penting dalam pelayanan rumah sakit. Persepsi dokter terkait dukungan organisasi dapat menumbuhkan kepercayaan dan kinerja dokter terhadap rumah sakit. Penelitian ini bertujuan untuk menganalisis hubungan *Perceived Organizational Support* (POS) terhadap kinerja dokter di Rumah Sakit Umum Daerah Kelas B Kota Makassar. Jenis penelitian ini adalah observasional analitik dengan rancangan *cross sectional*. Total sampel dalam penelitian ini adalah 126 responden dipilih dengan teknik *simple random sampling*. Data dianalisis dengan menggunakan uji korelasi *pearson*. Hasil penelitian menunjukkan bahwa terdapat hubungan antara *perceived organizational support* terhadap kinerja dokter dengan nilai  $p 0.010 < 0.05$ . POS memiliki hubungan terhadap kinerja dokter sehingga rumah sakit perlu meningkatkan keterlibatan dokter dengan menciptakan lingkungan kerja yang supportif dan menyusun program inovasi untuk meningkatkan rasa kepercayaan dokter terhadap rumah sakit.

**Kata kunci :** *Perceived organizational support, kinerja dokter*

#### **ABSTRACT**

*A doctor is one of professionals who have an important role in hospital services. Perception of doctor related organizational support can build doctor's trust and performance in hospitals. This study aims to analyze the relationship of Perceived Organizational Support (POS) on doctor performance in Class B General Hospital of Makassar City. This research is an observational analytic study with cross sectional design. The total sample in this study was 126 respondents selected by simple random sampling technique. Data were analyzed using Pearson correlation test. The results showed that there was a relationship between perceived organizational support and doctor performance with a p value of  $0.010 < 0.05$ . POS has a relationship to the performance of doctors so hospitals need to increase the involvement of doctors by creating a supportive work environment and creating an innovation program to increase doctors' trust in the hospital.*

**Keywords:** *Perceived organizational support, doctor's performance*