

Abstrak

Kinerja pegawai merupakan aspek yang penting dalam kinerja perusahaan secara keseluruhan. Rumah sakit sebagai organisasi yang kompleks memerlukan kinerja pegawai yang efektif dan efisien dalam melakukan pelayanan terhadap masyarakat. Penelitian ini bertujuan untuk menganalisis pengaruh kualitas SIMRS dan lingkungan kerja non fisik terhadap *person-organization fit* dan kinerja pegawai di RSI Jemursari Surabaya. Sampel dari penelitian ini adalah pegawai tetap yang merupakan pengguna SIMRS di RSI Jemursari sebanyak 85 responden. Alat pengumpul data menggunakan kuesioner dengan modifikasi skala *likert* dan menggunakan metode analisis *Partial Least Square* (PLS) yang dijalankan dengan *software* SmartPLS 3.0 untuk menganalisis data. Hasil penelitian menunjukkan bahwa kualitas SIMRS berpengaruh positif dan signifikan terhadap *person-organization fit*, lingkungan kerja non fisik berpengaruh positif dan signifikan terhadap *person-organization fit*, kualitas SIMRS berpengaruh positif terhadap kinerja pegawai akan tetapi tidak signifikan, lingkungan kerja non fisik berpengaruh positif terhadap kinerja pegawai akan tetapi tidak signifikan, dan *person-organization fit* berpengaruh positif dan signifikan terhadap kinerja pegawai.

Kata Kunci : kualitas SIMRS, lingkungan kerja non fisik, *person-organization fit*, kinerja pegawai

Abstract

Employee performance is an important aspect in overall company performance. Hospitals as a complex organization require effective and efficient employee performance in providing services to the community. This study aims to analyze the effect of SIMRS quality and non-physical work environment on person-organization fit and employee performance at RSI Jemursari Surabaya. The sample of this study was permanent employees who were SIMRS users at Jemursari Hospital as many as 85 respondents. The data collection tool uses a questionnaire with a Likert scale modification and uses the Partial Least Square (PLS) analysis method that is run with SmartPLS 3.0 software to analyze the data. The results showed that the quality of SIMRS had a positive and significant effect on person-organization fit, non-physical work environment had a positive and significant effect on person-organization fit, the quality of SIMRS had a positive effect on employee performance but not significantly, non-physical work environment had a positive influence on performance employees but not significant, and person-organization fit has a positive and significant effect on employee performance.

Keywords: SIMRS quality, non-physical work environment, person-organization fit, employee performance