

# ANALISIS BUDAYA ORGANISASI PADA RUMAH SAKIT UMUM DAERAH (RSUD) DR SOEDIRMAN KEBUMEN

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## Abstrak

Penelitian ini bertujuan untuk menganalisis penerapan budaya organisasi pada bagian Tata Usaha di Rumah Sakit Umum Daerah (RSUD) dr. Soedirman Kebumen. Budaya organisasi merupakan elemen penting dalam menciptakan lingkungan kerja yang kondusif dan meningkatkan kinerja organisasi. Penelitian ini menggunakan pendekatan kuantitatif dengan menyebarkan kuesioner kepada pegawai bagian Tata Usaha. Indikator budaya organisasi yang digunakan mengacu pada model MacIntosh dan Doherty yang terdiri dari empat indikator, yaitu: *supportiveness*, *atmosphere*, *connectedness*, dan *formalized*. Data dianalisis menggunakan uji validitas, reliabilitas, analisis deskriptif, dan analisis rata-rata hitung dengan bantuan *software* EVIEWS 12. Hasil penelitian menunjukkan bahwa item kuesioner sudah lolos uji validitas dan reliabilitas. Secara umum budaya organisasi di RSUD dr. Soedirman Kebumen sudah tergolong baik, terutama pada indikator *supportiveness* (*mean* 4,59), *atmosphere* (*mean* 4,36), dan *connectedness* (*mean* 4,27). Namun, indikator *formalized* memperoleh nilai rata-rata terendah (*mean* 3,52), yang menunjukkan perlunya perbaikan dalam aspek prosedural dan dokumentasi administrasi.

**Kata Kunci:** *Budaya Organisasi, Supportiveness, Atmosphere, Connectedness, Formalized.*

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**ANALYSIS OF ORGANIZATIONAL CULTURE AT DR. SOEDIRMAN  
REGIONAL GENERAL HOSPITAL (RSUD) KEBUMEN**

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***Abstract***

*This study aims to analyze the implementation of organizational culture in the Administrative Division of RSUD dr. Soedirman Kebumen. Organizational culture plays a crucial role in fostering a conducive work environment and enhancing organizational performance. A quantitative approach was used, with questionnaires distributed to employees in the Administrative Division. The indicators of organizational culture are based on the model by MacIntosh and Doherty, which consists of four dimensions: supportiveness, atmosphere, connectedness, and formalization. Data were analyzed using validity and reliability tests, descriptive analysis, and mean calculations with the assistance of EVIEWS 12 software. The results indicate that all questionnaire items passed the validity and reliability tests. Overall, the organizational culture at RSUD dr. Soedirman Kebumen is considered good, particularly in the dimensions of supportiveness (mean 4.59), atmosphere (mean 4.36), and connectedness (mean 4.27). However, the formalization dimension received the lowest average score (mean 3.52), indicating the need for improvement in procedural and administrative documentation. These findings highlight both the strengths and areas for improvement in the organizational culture, suggesting that more focus is needed on formalized processes to enhance overall organizational effectiveness.*

***Keywords:*** *Organizational Culture, Supportiveness, Atmosphere, Connectedness, Formalized.*