

ABSTRAK

Sektor kesehatan, khususnya rumah sakit, memiliki peran sentral dalam menyediakan layanan kesehatan kepada masyarakat. Kualitas layanan rumah sakit sangat bergantung pada kinerja karyawan. Namun, penurunan kinerja selama tiga tahun terakhir menjadi tantangan bagi RSUD Allam Medica Bumiayu, sehingga diperlukan upaya untuk meningkatkan kinerja karyawan. Faktor-faktor yang dapat memengaruhi kinerja karyawan di rumah sakit meliputi beban kerja, *burnout*, lingkungan kerja, motivasi, dan budaya organisasi. Penelitian ini bertujuan menganalisis pengaruh beban kerja, *burnout*, lingkungan kerja, motivasi, dan budaya organisasi terhadap kinerja karyawan. Penelitian dilakukan di RSUD Allam Medica Bumiayu dengan 104 responden, menggunakan metode simple random sampling. Data dianalisis menggunakan analisis deskriptif dan regresi linear berganda dengan SPSS versi 25. Hasil penelitian menunjukkan bahwa beban kerja, *burnout*, lingkungan kerja, motivasi, dan budaya organisasi berpengaruh terhadap kinerja karyawan.

Kata Kunci: Beban Kerja, *Burnout*, Lingkungan Kerja, Motivasi, Budaya Organisasi

ABSTRACT

The health sector, especially hospitals, has a central role in providing health services to the community. The quality of hospital services is highly dependent on employee performance. However, the decline in performance over the past three years has been a challenge for RSU Allam Medica Bumiayu, so efforts are needed to improve employee performance. Factors that can affect employee performance in hospitals include workload, burnout, work environment, motivation, and organisational culture. This study aims to analyse the influence of workload, burnout, work environment, motivation, and organisational culture on employee performance. The research was conducted at RSU Allam Medica Bumiayu with 104 respondents, using simple random sampling method. Data were analysed using descriptive analysis and multiple linear regression with SPSS version 25. The results showed that workload, burnout, work environment, motivation, and organisational culture affect employee performance.

Keywords: *Workload, Burnout, Work Environment, Motivation, Organizational Culture*