

ABSTRACT

MUHAMMAD NASIR. *The Influence of Infrastructure, Compensation, Work Culture, and Competence on Job Satisfaction and Employee Performance at the Mulia Regional General Hospital, Puncak Jaya Regency, Central Papua Province (supervised by Jeni Kamase, St. Sukmawati, and Asdar Djamareng).*

This research was conducted to (1) examine and analyze the effect of infrastructure, compensation, work culture, and competence on job satisfaction of employees of Mulia General Hospital; (2) examine and analyze the effect of infrastructure, compensation, work culture, and competence on employee performance; (3) test and analyze the effect of job satisfaction on the performance of employees of Mulia General Hospital; (4) examine and analyze the effect of infrastructure, compensation, work culture and competence on employee performance through job satisfaction of employees of Mulia General Hospital.

The population in this study were all employees with civil servant status who worked at Mulia Hospital and were taken using the census method. The census method is a study that takes one population group as a whole and uses a structured questionnaire as the principal data collection tool to obtain specific information.

The results of this study indicate that: (1) infrastructure, compensation, work culture and competence have a significant positive effect on job satisfaction; (2) Facilities and infrastructure have no significant positive effect on employee performance; (3) compensation, work culture and job satisfaction have a positive and significant effect on employee performance; (4) competence has a positive and insignificant effect on employee performance; (5) infrastructure, compensation, work culture and competence have an indirect effect on employee performance through job satisfaction.

Keywords; Infrastructure, Compensation, Work culture, Competence, Job Satisfaction and Employee Performance.