

Organizational Commitment as Determinants of the Public Hospital and the Private Hospital in Palembang City, Indonesia.

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Abstract

Backgrounds: In this globalization era marked by a strict competition between hospitals needs anticipations such as by continuously improving service quality in line with the increasingly high customers expectation on hospital service. Such conditions finally will make organizational commitment in physician as the main human resources in hospital that determine the quality of health care provided hospital. **Objective:** To study the different effect of reward system, career development, organizational culture, and job satisfaction on doctor's organizational commitment of The Bari Regional Public Hospital and The Siti Khodijah Hospital. **Material and Methods:** We conducted a hospital based causal-comparative research with survey method by including total 109 doctors selected by proportionate random sampling. The data were obtained by distributing questionnaire and analyzed by using descriptive statistics, multiple linier regression and Chow Test. **Result:** The BARI Public Hospital has the correlation coefficient value (R) = 0.564 and determination coefficient (R Square) = 0.318 (31.8%) and the Siti Khadijah Hospital has the correlation coefficient value (R) = 0.686 and determination coefficient (R Square) = 0.471 (47.1%). While the overall of the BARI Public Hospital and the Siti Khadijah Hospital, it appears the correlation coefficient value (R) of 0.555 and determination coefficient (R square) =

0.307 (30.7%). **Conclusion:** Reward system, career development, organizational culture and job satisfaction have different positive and significant effects on the organizational commitment between the doctors of the Bari Public Region Hospital and the Siti Khodijah Hospital.

Keywords: Reward system, career development, organizational culture, job satisfaction, organizational commitment, private hospital, public hospital

