

**THE EFFECT OF ORGANIZATIONAL CULTURE,
ORGANIZATIONAL STRUCTURE, AND ORGANIZATIONAL
CLIMATE ON ORGANIZATIONAL COMMITMENT AND
PERFORMANCE OF HEALTH EDUCATION IN INDONESIA**

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ABSTRACT

This study aims to prove and analyze organizational culture, organizational structure, organizational climate, to organizational commitment and performance of higher education institution of health of health in Indonesia. Based on the samples of 204 higher education of health institutions, using proportional random sampling technique, this research was taking samples from each Kopertis (Higher Education Coordinator) in Indonesia, randomly and proportionally by 50%.

The data used in this study is the primary data sourced from the distributed questionnaire. For discussion purposes, data is processed using descriptive statistic principles, while data analysis and hypothesis test using inferential statistic approach through Structural Equation Model. The results showed that organizational structure and organizational climate variables have significant effect against the organizational commitment and organizational performance, organizational commitment have Significant effect to organizational performance. While organizational culture has no effect on organizational culture and organizational performance.

Keywords: organizational culture, organizational structure,
organizational climate, organizational commitment, performance

