

# Kepuasan pegawai non PNS bidang penunjang medis terhadap remunerasi berbasis Competency Based Human Resource Management (CBHRM) di RSUD Pasar Rebo tahun 2011 = The satisfaction of medical support affairs of non-civil servant of the remunerations based Competency Based Human Resource Management (CBHRM) in Pasar Rebo Hospital in 2011

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## Abstrak

Skripsi ini membahas tentang kepuasan pegawai non PNS Bidang Penunjang Medis terhadap remunerasi berbasis Competency Based Human Resource Management (CBHRM) di RSUD Pasar Rebo Tahun 2011. Penelitian ini merupakan penelitian kuantitatif dengan desain studi potong lintang. Pengumpulan data dilakukan dengan menggunakan kuesioner. Sebanyak 134 kuesioner disebar dan hanya 107 kuesioner lengkap yang kembali. Responden pada penelitian ini adalah 107 pegawai non PNS Bidang Penunjang Medis RSUD Pasar Rebo yang terbagi ke dalam 6 instalasi. Hasil penelitian menunjukkan bahwa terdapat 53,3% pegawai yang menyatakan tidak puas terhadap remunerasi yang diterima. Dalam penelitian ini diketahui bahwa lama kerja, pengetahuan pegawai mengenai sistem remunerasi, kepemimpinan, supervisi, kebijakan remunerasi, sosialisasi sistem remunerasi berhubungan dengan kepuasan pegawai non PNS Bidang Penunjang Medis terhadap remunerasi berbasis CBHRM. Pihak rumah sakit perlu menindaklanjuti hasil penelitian tersebut dengan melakukan evaluasi kembali terhadap remunerasi berbasis CBHRM serta meningkatkan sosialisasi sistem remunerasi di RSUD Pasar Rebo dengan melibatkan manajemen terkait serta pegawai dari setiap instalasi yang bersangkutan.

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This study examines about the satisfaction of medical support affairs of non-civil servants of the remunerations based Competency Based Human Resource Management (CBHRM) in Pasar Rebo Hospital in 2011. This research is a cross sectional research using quantitative methods. The data was collected by filling questionnaires. A total of 134 questionnaires distributed but only 107 complete questionnaires are returned to the researcher. Respondents in this research are 107 medical support affairs of non-civil servants in Pasar Rebo Hospital which is divided into 6 installations. The result showed that there are 53.3 % officers who stated that they are not satisfied with the remuneration received. By this research, known that amount of time working, knowledge about remuneration system, leadership, supervision, remuneration policy, dissemination of remuneration system associated with satisfaction of medical support affairs of non-civil servants of the remunerations based CBHRM. The hospital needs to follow up these findings by evaluating remuneration and improve dissemination of the remuneration system in Pasar Rebo Hospital, involving relevant management and employees of related installation.