

Analisis sistem manajemen kinerja dokter spesialis di RSUP Dr. Kariadi Semarang tahun 2012 = Analysis performance management system of specialist in Dr. Kariadi Hospital Semarang 2012

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Abstrak

Sistem manajemen kinerja merupakan proses sistematis yang memiliki ruang lingkup sangat luas mulai dari proses input, proses, output dan outcome untuk mencapai tujuan organisasi. Dokter spesialis merupakan SDM yang sangat sentral dalam rumah sakit. Tujuan Penelitian adalah untuk mengetahui implementasi analisis manajemen kinerja dokter spesialis di RSUP Dr.Kariadi Semarang. Penelitian ini adalah penelitian kualitatif dengan desain deskriptif.

Hasil penelitian ini input; perencanaan, rekrutmen, kredensial, pembinaan, pengembangan, imbal jasa, kelengkapan pedoman panduan klinis dan sarana prasarana sudah berjalan, program kerja, target kinerja dan tindak lanjut belum berjalan. Proses; kepatuhan terhadap pedoman pelayanan klinis belum baik. Output; pengukuran, evaluasi kinerja dan umpan balik belum berjalan.

Kesimpulan implementasi manajemen kinerja dokter spesialis di RSUP Dr.Kariadi belum berjalan secara terpadu dan berkesinambungan. Saran untuk melaksanakan system manajemen kinerja secara benar dan konsisten.

.....Performance management system is a systematic process that has a very wide field of an organization including input, process, output and outcomes to achieve organizational goals. Specialists are the major of human resource in hospital. This study aims to determine the implementation of performance management system analytics of specialist at Dr.Kariadi Hospital Semarang. This study is descriptive qualitative research design.

The results of this study consist of input include planning, recruitment, credentials, training, development, reward, guidance of medical care and complete infrastructure is already running. Work programs and targets have not been running. Process; adherence to guidance of medical yet either. Output; measurement, performance evaluation and feedback mechanism are not running well.

Conclusion; the implementation of performance management systems of specialists at Dr.Kariadi Hospital have not been integrated and sustainable. The suggestion is to organize performance management system of specialists correctly and consistently at Dr.Kariadi Hospital.