

Analisis persepsi para manajer terhadap implementasi pay for position di RSU Puri Raharja 2014 = Analysis of the implementation of pay for positions for managers in RSU Puri Raharja 2014 / I Dewa Putu Bagus Supriadi

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Abstrak

ABSTRAK

Tesis ini membahas tentang pemahaman manajer terhadap implementasi pay for position di RSU Puri Raharja. Pay for position ini sudah dilaksanakan pada 01 Mei 2013. Selama pelaksanaan ini periode Oktober-Januari 2013 diketahui masih ada keluhan baik formal maupun informal tentang pay for position ini. Tesis ini membahas hubungan antara variabel organisasi dan individu terhadap persepsi pemahaman manajer terhadap pay for position. Metode penelitian yang digunakan adalah metode kualitatif. Hasil penelitian menunjukkan pemahaman para manajer tentang pay for position masih kurang, masih memahami secara umum saja dan tidak mendetail. Pay for position juga belum didasarkan atas resiko dan beban kerja sehingga keadilan belum dirasakan. Pejabat dan unit terkait belum paham betul tentang sistem pay for position. Pimpinan sendiri mempunyai komitmen agar sistem pay for position ini bisa mencapai tujuannya dalam meningkatkan kesejahteraan karyawan. Tahapan-tahapan, sosialisasi serta penyebaran pedoman belum maksimal, karena dari konsultan lebih sering berhubungan dengan manajer SDM. Manajer yang lain dilibatkan sebatas informasi terhadap sistem pay for position ini. Kondisi ini menyebabkan ketidakpahaman para manajer tentang pay for position, ditambah lagi dengan mundurnya manajer SDM yang mengikuti proses sosialisasi dari awal.

ABSTRAK

This thesis discusses the understanding of manager's for position on the Puri Raharja Hospital, which was implemented on 01 May 2013. During this implementation period October 2013 to January 2014 are still known to exist, both formal and informal complains about the pay for this position. This thesis explore the relationship between organization and individual variables on the perception of managers understanding of the pay for this position. The method used is aqualitative method. The results showed an understanding of the managers pay for this position is still lacking, understand in general terms and not detailed. Pay for this position is also not based on the risk and workload so that justice is not perceived. Officials and related units do not understand well about the system of pay for this position. Leaders committed themselves that the system pay for this position can achieve its goal of improving the welfare of employees. Stages, socialization and dissemination of guidelines is not maximized, because of the consultant is more often associated with the HR manager. Other managers involved limited information to the manager pay for position, coupled with the withdrawl of the HR manager who follows the socialization process from the beginning