

Persepsi perawat pelaksana terhadap komponen penilaian kinerja dan hubungannya dengan motivasi kerja di Rumah Sakit Graha Medika Jakarta 2003

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Abstrak

Tugas pengawasan tambahan seorang manajer adalah menentukan seberapa baik perawat melaksanakan tugas kerjanya. Hal ini bisa dilakukan melalui penilaian kinerja. Dengan penilaian kinerja, perawat mengetahui tugas kerjanya sesuai dengan yang diharapkan organisasi terhadap mereka.

Penilaian kinerja di rumah sakit Graha Medika Jakarta bertujuan untuk kepentingan manajerial antara lain, sistem penggajian, training dan pengembangan atau promosi. Oleh karenanya penilaian kinerja semestinya memiliki hubungan positif dengan motivasi kerja perawat. Akan tetapi dari observasi awal tahun 2002 terhadap 17 perawat UGD didapatkan fakta bahwa penilaian kinerja dipersepsikan kurang baik oleh sebagian besar perawat Rumah Sakit Graha Medika Jakarta.

Penelitian ini merupakan penelitian kuantitatif dengan desain deskriptif korelasi yang bersifat cross sectional. Tujuannya adalah untuk melihat hubungan antara persepsi perawat pelaksana terhadap penilaian kinerja dan hubungannya dengan motivasi kerja di rumah sakit Graha Medika Jakarta dengan melibatkan 145 responden perawat pelaksana.

Hasil penelitian menunjukkan adanya hubungan signifikan antara persepsi perawat pelaksana terhadap penilaian kinerja dengan motivasi kerja dengan nilai $p = 0,000$. 53% responden memiliki persepsi baik terhadap penilaian kinerja dan 55,9% memiliki motivasi kerja tinggi. Dari analisa chi-square komponen strategi penilaian memiliki nilai ($p = 0,000$) penilai ($p = 0,001$), metode penilaian ($p = 0,003$) dan manfaat penilaian ($p = 0,000$). Satu komponen penilaian kinerja yang tidak berhubungan dengan motivasi kerja adalah periode penilaian ($p = 0,342$) kerja. Hasil uji statistik regresi logistik didapatkan bahwa variabel strategi penilaian yang memiliki hubungan paling erat dengan motivasi kerja perawat di Rumah Sakit Graha Medika.

Hasil penelitian ini merekomendasikan kepada pimpinan rumah sakit Graha medika untuk menilai kembali kemampuan kepala unit dan manajernya dalam melakukan penilaian kinerja secara adil, akurat dan dapat dipertanggung jawabkan, sehingga mampu menumbuhkan motivasi kerja.

Nurses Perception on Component of Performance Appraisal Related to Their Work Motivation in Graha Medika Hospital Jakarta An additional managerial controlling responsibility is determining how well employees carry out the duties of their assigned jobs. This is done trough performance appraisal.

Performance appraisal let employees know the level of their job performance as well as any expectations the organization may have of them.

Performance appraisal at Graha Medika Hospital had many purposes related to managerial policies, such as

salary adjustment, training and advancement or promotions. Because of that, performance appraisal must be having positive correlation with nurses work motivation. In fact, from observation to 17 staff nurses at A&E unit on early 2002 founded that lower of nurses? perception on performance appraisal.

This was a quantitative study which used a correlation descriptive design with cross sectional approach. It was conducted to determine the correlation between nurses? percept-ion to component of performance appraisal and their work motivation. The study took place in Graha Medika hospital Jakarta which was participated by 145 nurses as the respondents.

The study showed that the degree of significant correlation between nurses perception on component of performance appraisal to their work motivation. 53% respondents have good perception on performance appraisal and 55, 9 % have high work motivation. A chi square bivariat statistics test result showed that there is significant correlation between strategies (p 0.000), evaluator (p=0.001), method (p=0.003), purposes (p=0,000), to work motivation periodic (p=0.342) do not have correlation with work motivation. The logistic regression test result demonstrated that the most dominant variable is the strategies.

Based on the result of this study, some recommendations are conveyed to the management of Graha Medika Hospital Jakarta. The recommendations are the need to re-evaluate about capabilities and competencies all head unit and managers to do with performance appraisal by high accuracy and fairness. Accuracy and fairness can improve nurses beliefs to performance appraisal and work motivation can be maintenance. It is recommended that the other researchers who are interested in conducting a study which deals with the nurses work motivation would have covered more variables with different design as well as the use of valid and reliable instruments.</i>