



UNIVERSITAS ANDALAS

**HUBUNGAN DISIPLIN, MOTIVASI KERJA DAN PEMBAGIAN INSENTIF DANA
KAPITASI PROGRAM JAMINAN KESEHATAN NASIONAL TERHADAP**

**KINERJA PEGAWAI PUSKESMAS ALAI
KOTA PADANG TAHUN 2017**

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FAKULTAS KESEHATAN MASYARAKAT

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xiv + 97 halaman, 20 tabel, 2 gambar, 13 lampiran

ABSTRAK

Tujuan Penelitian

Kinerja Pegawai puskesmas Alai Kota Padang masih kurang baik karena masih banyak program kesehatan di Puskesmas Alai yang belum mencapai target, selain itu disiplin kerja, motivasi juga masih rendah dan juga adanya persepsi ketidaksesuaian terhadap pembagian insentif dana kapitasi. Penelitian ini bertujuan untuk mengetahui hubungan disiplin, motivasi kerja dan pembagian insentif dana kapitasi program jaminan kesehatan nasional terhadap kinerja Pegawai puskesmas Alai Kota Padang tahun 2017.

Metode

Jenis penelitian kuantitatif dengan pendekatan *cross sectional*. Populasi seluruh Pegawai puskesmas Alai Kota Padang dan sampel sebanyak 39 Pegawai dengan teknik pengambilan sampel secara *total sampling*. Pengolahan data dilakukan secara univariat dan bivariat. Analisis data dengan uji *chi square* dengan derajat kepercayaan 95%.

Hasil

Analisis univariat didapatkan 59% responden memiliki kinerja kurang baik dan disiplin kerja rendah, 71,8% responden memiliki motivasi kerja rendah dan 76,9% responden menyatakan ketidaksesuaian terhadap pembagian insentif dana kapitasi. Analisis bivariat diketahui adanya hubungan disiplin ($p\text{-value}=0,001$), motivasi ($p\text{-value}=0,003$) dan pembagian insentif dana kapitasi ($p\text{-value}=0,001$) dengan kinerja Pegawai puskesmas.

Kesimpulan

Lebih dari separuh responden memiliki kinerja kurang baik, disiplin rendah, motivasi rendah dan sebagian besar responden menyatakan ketidaksesuaian terhadap pembagian insentif dana kapitasi. Terdapat hubungan bermakna antara disiplin, motivasi, dan pembagian insentif dana kapitasi dengan kinerja Pegawai puskesmas Alai. Disarankan bagi Pegawai yang diberikan pengembangan kemampuan melalui pelatihan sebaiknya pegawai yang bersangkutan mengikutinya, taat kepada aturan yang berlaku serta saran untuk pembuat kebijakan agar melakukan peninjauan kembali terhadap kebijakan yang telah ditetapkan dalam memperhatikan pembagian insentif dana kapitasi yang sesuai.

Daftar Pustaka : 36 (2002-2016)

Kata Kunci : Kinerja, disiplin kerja, motivasi, pembagian insentif dana kapitasi

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**THE RELATIONSHIP OF WORK DISCIPLINE, MOTIVATION AND
DISTRIBUTION OF INCENTIVE CAPITATION FUNDS NATIONAL HEALTH
INSURANCE PROGRAM WITH THE PERFORMANCE OF HEALTH CENTERS
ALAI EMPLOYEE YEAR 2017.**

xiv + 97 pages, 20 tables, 2 pictures, 13 attachment

ABSTRACT

Objective

Performance of health centers alai employee is still not good because there are many health programs in health centers alai who have not reached the target, in addition to the work discipline, motivation is still low and also the perception of non-conformity to the incentive distribution capitation. This research aims to know the relation of work discipline, motivation, distribution of incentive capitation funds national health insurance program with the performance of health centers alai employee year 2017.

Method

Type of quantitative research with *cross sectional* design. Were chosen as the study population all of the health centers alai employee and the sample consist 39 employee with the sampling technique was *total sampling*. Data werw analyzed using *chi-squartest*, its using univariat dan bivariate with degrees in 95%.

Result

analysis univariat get as many 59% of respondents have less performance bad and low work discipline, 71,8% having low motivation, and 76.9% of the respondents stated discrepancy incentive distribution capitation funds. The analysis of the relationship known bivariat discipline (p-value=0,001), motivation (p-value=0,003) and distribution of incentive capitation funds (p-value=0,001) with the performance of health center alai employee.

Conclusion

Less than half of respondent performing less bad, low work discipline, low motivation, and the most of and 76.9% of the respondents stated discrepancy incentive distribution capitation funds. There is significant relation between work discipline, motivation and distribution of incentive capitation funds by the performance of health centers alai employee. Recommended for Employees who are given the development ability through training should Respondents were concerned followed, motivation each other coworkers to obey the rules and regulations in order to improve the performance of the employees as well as suggestions for policy makers to re-evaluate the policy defined in observing the distribution of incentive funds capitation accordingly.

References : 36(2002-2016)

Keywords : Performance, work discipline, motivation and distribution of incentive capitation funds