

**HUBUNGAN REMUNERASI DENGAN KINERJA
DAN KEPUASAN KERJA STAF MEDIS
DI RSUP DR. M. DJAMIL PADANG**

TESIS

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ABSTRAK

Perubahan pola pemberian jasa medis dari *fee for service* ke sistem remunerasi menimbulkan permasalahan dikalangan staf medis, sehingga dapat memberikan efek tidak baik untuk kinerja maupun kepuasan kerja staf di RSUP Dr. M. Djamil Padang. Penelitian ini bertujuan untuk mengetahui ada tidaknya hubungan antara remunerasi dengan kinerja dan kepuasan staf medis di rumah sakit M. Djamil, Padang. Metode penelitian adalah deskriptif analitik dengan pendekatan kuantitatif dan kualitatif (*mix methode*). Teknik pengambilan sampel sistematis random sampling di dapatkan 72 staf medis dan 8 informan pada penelitian kualitatif diambil secara *purposive sampling*. Hasil analisis dengan menggunakan uji statistik didapatkan hubungan yang bermakna antara remunerasi dengan kinerja ($p = 0,012$ atau $<0,05$) dan tidak ada hubungan yang bermakna antara remunerasi dengan kepuasan kerja ($p=0,881$ atau $>0,05$). Berdasarkan analisis kualitatif disimpulkan sebagian besar staf medis kurang memahami tentang remunerasi, pelaksanaannya belum transparan dan tidak ada kejelasan antara IKI dengan remunerasi, remunerasi berpengaruh meningkatkan kinerja dan berhubungan dengan kepuasan staf. Diperlukan peningkatan pemahaman staf tentang remunerasi dan teknologi informasi didalam penilaian kinerja staf.

Kata kunci: Remunerasi, Kepuasan kerja, Kinerja, Staf medis Rumah Sakit

ABSTRACT

The changes in the pattern of providing medical services from the fee for service to the remuneration system cause problems among medical staff, so that it can have an adverse effect on the performance and job satisfaction of staff at Dr. M. Djamil Hospital, Padang. This study aims to determine whether there is a relationship between remuneration and the performance and satisfaction of medical staff at M. Djamil Hospital, Padang. The research method is descriptive analytic with quantitative and qualitative approaches (mix method). Systematic random sampling technique was obtained by 72 medical staff and 8 informants in qualitative research taken by purposive sampling. The results of the analysis using statistical tests found a significant relationship between remuneration and performance ($p = 0.012$ or <0.05) and there was no significant relationship between remuneration and job satisfaction ($p = 0.881$ or > 0.05). Based on qualitative analysis, it was concluded that most medical staff lacked understanding of remuneration, the implementation was not transparent and there was no clarity between *IKI* and remuneration, remuneration had an effect on improving performance and was related to staff satisfaction. We need to improve understanding of remuneration and information among staff in evaluating staff performance.

Keywords: Remuneration, Job satisfaction, Performance, Hospital medical staff

