ABSTRAK

Kinerja tenaga kesehatan di RSU Royal Prima mengalami *trend* fluktuatif sehingga masih belum optimal memberikan pelayanan kepada pasien maupun tanggungjawab organisasi. Faktor-faktor yang diduga berhubungan dengan kinerja tenaga kesehatan yaitu variabel individu, psikologi, dan organisasi. Penelitian ini bertujuan untuk menganalisis faktor-faktor yang berhubungan dengan kinerja tenaga kesehatan.

Jenis penelitian ini adalah analitik kuantitatif dengan menggunakan desain *cross sectional*. Penelitian dilakukan di RSU Royal Prima Medan. Populasi penelitian sebanyak 651 orang, sedangkan sampel diperoleh 100 orang. Penarikan sampel dengan cara *simple random sampling*. Analisis data secara univariat, bivariat dengan uji *chi-square*, dan multivariat dengan uji regresi logistik berganda pada tingkat kepercayaan 95% (α=0,05).

Hasil penelitian menunjukkan bahwa faktor-faktor yang berhubungan dengan kinerja tenaga kesehatan di RSU Royal Prima Medan yaitu kemampuan dan keterampilan (p=0,015), motivasi (p=0,033), kepemimpinan (p=0,024), dan imbalan (p=0,044). Faktor yang tidak berhubungan yaitu umur (p=1,000), jenis kelamin (p=1,000), persepsi (p=0,240), sikap (p=0,163), dan desain pekerjaan (p=0,464). Variabel paling dominan berhubungan dengan kinerja tenaga kesehatan yaitu kepemimpinan. Tenaga kesehatan yang menyatakan kepemimpinan baik, berpeluang memiliki kinerja baik 8,2 kali lebih tinggi dibandingkan tenaga kesehatan yang menyatakan kepemimpinan kurang baik.

Disarankan manajemen RSU Royal Prima Medan untuk melakukan penilaian kinerja tenaga kesehatan secara kontinu karena masih ditemukan sebagian tenaga kesehatan yang memiliki kinerja kurang.

Kata Kunci :   Kinerja, Tenaga Kesehatan.

ABSTRACT

   The performance of health workers at Royal Prima Hospital has a fluctuating trend so that it is still not optimal to provide services to patients and organizational responsibilities. Factors that are thought to be related to the performance of health workers are individual, psychological, and organizational variables. The purpose of this research is to analyze the factors related to the performance of health workers.

   This research is quantitative analytic with cross sectional approach. The research was conducted at Royal Prima Hospital. The research population was 651 people, the sample obtained was 100 people. Sampling by simple random sampling. Data analysis was univariate, bivariate with chi-square test, and multivariate with multiple logistic regression at 95% confidence level ($\alpha=0.05$).

   The results showed that the factors related to the performance of health workers at Royal Prima Hospital were ability and skills (p=0.015), motivation (p=0.033), leadership (p=0.024), and rewards (p=0.044). The unrelated factors were age (p=1,000), gender (p=1,000), perception (p=0,240), attitude (p=0,163),and job design (p=0,464). The most dominant variable related to the performanceof health workers is leadership. Health workers who state good leadership have a chance to have good performance 8.2 times higher than health workers who state poor leadership.

   It is recommended that the management of Royal Prima Hospital conduct a continuous assessment of the performance of health workers because there are still some health workers who have poor performance.

Keywords: Performance, Health Workers.