

ABSTRAK

Sumber daya manusia dalam sebuah rumah sakit akan dituntut untuk selalu memberikan kinerja yang maksimal dan optimal dalam melayani pasiennya. Perawat mendominasi jumlah tenaga kesehatan di rumah sakit sehingga memegang peranan penting karena perawat bertugas selama 24 jam melayani pasien. Tujuan penelitian ini adalah untuk mengetahui pengaruh pelatihan, pemberian insentif, promosi jabatan, dan partisipan pengambilan kebijakan terhadap kinerja perawat di RSUD Royal Prima Marelan. Jenis penelitian ini adalah penelitian kuantitatif dengan desain deskriptif analitis. Populasi dalam penelitian ini adalah seluruh perawat pelaksana di Rumah Sakit Umum Royal Prima Marelan sebanyak 224 perawat pelaksana. Pengambilan sampel dalam penelitian ini dengan menggunakan teknik *total sampling* sehingga sampel dalam penelitian ini sebanyak 224 perawat. Analisis data dalam penelitian ini menggunakan analisis univariat, bivariat dan multivariat. Hasil penelitian menunjukkan Pada karakteristik perawat usia, pendidikan dan masa kerja berpengaruh terhadap kinerja perawat di RSUD Royal Prima Marelan namun untuk jenis kelamin tidak berpengaruh terhadap kinerja perawat di RSUD Royal Prima Marelan. Pelatihan berpengaruh terhadap kinerja perawat di RSUD Royal Prima Marelan $p\text{-value} < 0,05$. Pemberian insentif berpengaruh terhadap kinerja perawat di RSUD Royal Prima Marelan $p\text{-value} < 0,05$. Promosi jabatan berpengaruh terhadap kinerja perawat di RSUD Royal Prima Marelan $p\text{-value} < 0,05$. Partisipasi pengambilan kebijakan berpengaruh terhadap kinerja perawat di RSUD Royal Prima Marelan $p\text{-value} < 0,05$. Karakteristik perawat, pelatihan, pemberian insentif, promosi jabatan dan partisipasi pengambilan kebijakan secara bersama-sama atau simultan berpengaruh terhadap kinerja perawat di RSUD Royal Prima Marelan. Variabel independen yang paling berpengaruh terhadap kinerja perawat di RSUD Royal Prima Marelan adalah variabel partisipasi pengambilan kebijakan.

Kata Kunci : Perawat, Kinerja, Pelatihan, Pemberian insentif, Promosi jabatan, Partisipasi pengambilan kebijakan

ABSTRACT

Human resources in a hospital will be required to always provide maximum and optimal performance in serving their patients. Nurses dominate the number of health workers in hospitals so they play an important role because nurses are on duty 24 hours a day to serve patients. The aim of this research is to determine the influence of training, providing incentives, promotions, and policy-making participants on the performance of nurses at RSU Royal Prima Marelan. This type of research is quantitative research with an analytical descriptive design. The population in this study were all 224 executive nurses at the Royal Prima Marelan General Hospital. Sampling in this study used a total sampling technique so that the sample in this study was 224 nurses. Data analysis in this study used univariate, bivariate and multivariate analysis. The results of the study showed that the characteristics of nurses, age, education and length of service had an influence on the performance of nurses at RSU Royal Prima Marelan, but gender had no effect on the performance of nurses at RSU Royal Prima Marelan. Training influences the performance of nurses at RSU Royal Prima Marelan p -value <0.05 . Providing incentives affects the performance of nurses at RSU Royal Prima Marelan p -value <0.05 . Job promotions influence the performance of nurses at RSU Royal Prima Marelan p -value <0.05 . Participation in policy making influences the performance of nurses at RSU Royal Prima Marelan p -value <0.05 . Characteristics of nurses, training, providing incentives, promotions and participation in policy making together or simultaneously influence the performance of nurses at RSU Royal Prima Marelan. The independent variable that has the most influence on the performance of nurses at RSU Royal Prima Marelan is the policy-making participation variable.

Keywords: *Nurses, Performance, Training, Providing incentives, Promotion, Participation in policy making*