

## ABSTRAK

Rumah sakit merupakan salah satu sarana atau tempat untuk memberikan pelayanan kesehatan, sumber daya manusia merupakan motor penggerak seluruh aktivitas rumah sakit. Untuk mendapatkan sumber daya manusia yang baik, maka organisasi atau rumah sakit perlu melakukan tindakan pengukuran atau melakukan penilaian terhadap kinerja pegawainya. Kinerja karyawan sangat diperlukan oleh tiap pekerja supaya optimal dalam melaksanakan pekerjaannya sehingga mempengaruhi terhadap kinerja karyawan. Selain dengan pelatihan peningkatan kinerja juga dapat dilakukan dengan pemberian kesejahteraan dan juga pelaksanaan promosi jabatan. Adapun tujuan dari penelitian ini adalah untuk menganalisis pelatihan, pemberian kesejahteraan dan pelaksanaan promosi jabatan terhadap kinerja pegawai di RSUD Royal Prima Medan. Jenis penelitian ini adalah survey analitik dengan rancangan *cross sectional*. Populasi dalam penelitian ini adalah pegawai di RSUD Royal Prima Medan yang terdiri dari pegawai medis dan non medis yang berjumlah 822. Adapun Metode sampling yang digunakan dalam penelitian ini adalah *Systematic sampling*. Teknik pengambilan sampel dalam penelitian ini menggunakan *Proportional Random Sampling* dimana jumlah sampel penelitian ini sebanyak 240 sampel. Analisis data menggunakan analisis univariat, bivariat dan multivariat. Hasil penelitian menunjukkan bahwa mayoritas responden berusia 31-40 tahun sebanyak 138 (57,5%), mayoritas responden berjenis kelamin perempuan sebanyak 156 (65%), mayoritas responden berpendidikan S1 sebanyak 71 (29,6%) dan mayoritas responden lama bekerja < 5 tahun sebanyak 167 (55,7%), terdapat hubungan pelatihan terhadap kinerja pegawai di RSUD Royal Prima Medan nilai *p-value* < 0,05, terdapat hubungan pemberian kesejahteraan terhadap kinerja pegawai di RSUD Royal Prima Medan nilai *p-value* < 0,05, terdapat hubungan pelaksanaan promosi jabatan terhadap kinerja pegawai di RSUD Royal Prima Medan nilai *p-value* < 0,05, secara simultan variabel pelatihan, pemberian kesejahteraan dan pelaksanaan promosi jabatan berhubungan dengan kinerja pegawai di RSUD Royal Prima Medan nilai *p-value* < 0,05. Faktor yang paling berpengaruh terhadap kinerja pegawai di RSUD Royal Prima Medan adalah pelaksanaan promosi jabatan (X3). Saran bagi RSUD Royal Prima Medan dari hasil penelitian yang sudah dilakukan yaitu untuk kedepannya RSUD Royal Prima Medan disarankan agar selalu memberikan pelatihan kepada pegawai secara berkala, memberikan kesejahteraan ke pegawai sesuai dengan tugas dan tanggung jawabnya dan untuk kedepannya agar pelaksanaan promosi jabatan dapat dilakukan secara transparan dan sesuai dengan ketentuan yang berlaku.

**Kata kunci:** Pelatihan, Pemberian kesejahteraan, Pelaksanaan promosi jabatan, Kinerja

## **ABSTRACT**

*A hospital is a means or place to provide health services, human resources are the driving force of all hospital activities. To obtain good human resources, organizations or hospitals need to take action to measure or assess the performance of their employees. Employee performance is very necessary for each worker to be optimal in carrying out their work so that it influences employee performance. Apart from training, performance improvement can also be done by providing welfare and also implementing job promotions. The aim of this research is to analyze training, providing welfare and implementing job promotions on employee performance at RSU Royal Prima Medan. This type of research is an analytical survey with a cross sectional design. The population in this study were employees at RSU Royal Prima Medan consisting of 822 medical and non-medical employees. The sampling method used in this research was systematic sampling. The sampling technique in this research used Proportional Random Sampling where the number of samples in this research was 240 samples. Data analysis uses univariate, bivariate and multivariate analysis. The research results showed that the majority of respondents were aged 31-40 years, 138 (57.5%), the majority of respondents were female, 156 (65%), the majority of respondents had a bachelor's degree, 71 (29.6%) and the majority of respondents had worked for < 5 years as many as 167 (55.7%), there is a relationship between training and employee performance at RSU Royal Prima Medan,  $p$ -value < 0.05, there is a relationship between providing welfare and employee performance at RSU Royal Prima Medan,  $p$ -value < 0, 05, there is a relationship between the implementation of job promotions and employee performance at RSU Royal Prima Medan with a  $p$ -value < 0.05, simultaneously the variables of training, provision of welfare and implementation of job promotions are related to employee performance at RSU Royal Prima Medan with a  $p$ -value < 0 .05. The factor that most influences employee performance at RSU Royal Prima Medan is the implementation of job promotions (X3). Suggestions for RSU Royal Prima Medan from the results of the research that has been carried out are that in the future RSU Royal Prima Medan is advised to always provide training to employees on a regular basis, provide welfare to employees in accordance with their duties and responsibilities and in the future so that promotions can be carried out transparently. and in accordance with applicable regulations.*

**Keywords:** *Training, Providing welfare, Implementation of position promotions, Performance*