

**ANALISIS FAKTOR-FAKTOR YANG BERHUBUNGAN DENGAN
MOTIVASI KERJA TENAGA MEDIS DAN PARAMEDIS DI RSUD
TUGUREJO SEMARANG TAHUN 2016**

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ABSTRAK

Berdasarkan data turnover pegawai diketahui bahwa pada tahun 2014 terdapat 13 pegawai yang mengundurkan diri, meningkat di tahun 2015 menjadi 18 pegawai yang mengundurkan diri. Berdasarkan dari hasil angket terhadap 10 pegawai beberapa unit di rumah sakit, diperoleh hasil 32,64 % tenaga medis dan paramedis tidak bekerja sesuai standar karena kebijakan dan administrasi yang ditetapkan oleh rumah sakit belum sesuai dengan harapan petugas, 32,4 % tenaga medis dan paramedis merasa kurang diakui atau berharga atas hasil kerjanya, 36,64 % tenaga medis dan paramedis kurang bekerja keras sebagai upaya mendapatkan prestasi kerja di rumah sakit. Tujuan umum penelitian untuk menganalisis faktor-faktor yang berhubungan dengan motivasi kerja pegawai medis dan paramedis, dan Tujuan khusus penelitian untuk mengetahui hubungan antara persepsi prestasi, pengakuan, imbalan, kebijakan dan administrasi, keselamatan lingkungan dengan motivasi kerja pegawai medis dan paramedis di RSUD Tugurejo Semarang. Jenis penelitian yang digunakan adalah Observasional, bersifat analitik yaitu mencari hubungan antara variabel. Metode pendekatan yang digunakan dalam penelitian ini adalah cross sectional study. Populasi pada penelitian ini adalah tenaga medis dan paramedis sebanyak 290 orang. Teknik yang digunakan teknik stratified sampling bersifat proporsional. Pembagian sampel secara proporsi dilakukan dengan mengambil subjek dalam masing-masing wilayah dengan jumlah sampel 75. Hasil penelitian bivariat menunjukkan bahwa ada hubungan antara persepsi prestasi 0,000, persepsi pengakuan 0,002, persepsi imbalan 0,000, persepsi kebijakan dan administrasi (0,002), persepsi keselamatan lingkungan 0,000 dengan motivasi pegawai di RSUD Tugurejo Semarang. Untuk meningkatkan motivasi pegawai dapat dilakukan dengan melakukan peninjauan terkait imbalan, melakukan kontroling terkait kebijakan dan administrasi, perbaikan atas kondisi kerja atau lingkungan kerja yang kondusif dan nyaman, dan memberikan penghargaan dan pujian terhadap prestasi kerja yang dicapai oleh pegawai.

Kata Kunci : motivasi kerja, tenaga medis, paramedis

**ANALYSIS OF FACTORS RELATED TO WORK MOTIVATION ON
MEDICAL AND PARAMEDICAL PERSONNEL IN HOSPITAL OF
TUGUREJO SEMARANG 2016**

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ABSTRACT

Based on data turnover is known that in 2014 there were 13 employees who resigned, increased in 2015 become 18 employees who resigned. Based on the results of questionnaires to the 10 employees at random in some unit in the hospital, the result as 32.64% of medical and paramedical personnel were not working according to standards for policy and administration established by the hospital was not in accordance with attendant expectations, 32.4% medical and paramedical personnel or valuable marasa less recognized for his work, 36.64% of medical and paramedical personnel was not working hard in an effort to get work performance at the hospital. The general objective of the study to analyze the factors associated with motivation to work of medical personnel and paramedis, and the specific objective of the study to determine the relationship between the perception of achievement, recognition, reward, policy and administration, safety of the environment with the motivation to work medical personnel and paramedics in hospital of Tugurejo Semarang. This type of the study was observational and analytical research that is looking for a relationship between variables. The method used in this study was a cross sectional study. The population in this study was the medical and paramedical personnel as many as 290 people. The technique sampling has been used proportional stratified sampling technique. Distribution of samples was carried out by taking the proportion of subjects in each region with a sample of 75. Bivariate research results showed that there was a relationship between perceptions of achievement (0,000), perception recognition (0.002), perception of reward (0,000), the perception of policy and administration (0,002), perceptions of neighborhood safety (0,000) with motivation in hospitals Tugurejo Semarang. To increase employee motivation should be done with a review of related remuneration, conduct relevant controlling policy and administration, improvement of the working conditions or work environment that is conducive and comfortable, and reward and praise the performance achieved by the employee.

Keyword : medical employee motivation, medical, paramedical