GAMBARAN TINGKAT KEPUASAN KARYAWAN DI PUSKESMAS PONCOL KOTA   SEMARANG TAHUN 2016.

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ABSTRAK

Hasil data responden yang didapatkan dari seluruh karyawan puskesmas poncol Kota Semarang tentang gambaran tingkat kepuasan pada karyawan   tahun 2016?. Jumlah karyawan sebanyak 26 orang staf karyawan terdiri dari (19) perempuan (7), 0rang laki-laki.

Tujuan penelitian ini untuk mengetahui faktor kepuasan apa saja yang berhubungan dengan kepuasan karyawan .

Metode yang digunakan dalam penelitian ini adalah survei , berjenis dengan studi cross-sectional . Dan teknik dan uji sampel mengunakan distribusi frekuensi dengan pengolahan data mengunakan SPSS16.0.

Hasil analisis univariat menunjukan bahwa mendapatkan pelatihan kerja puas 69.2%. Untuk mendapatkan promosi jabatan tidak puas (53,8%). Analisis univariat keamanan kerja yaitu: situasi kerja nyama puas (76,9%) .Untuk perlengkapan dan peralatan mendukung pekerjaan, menjawab tidak puas (53,8%). Hasi analisis univariat menunjukan bahwa puas Gaji yaitu. Sistem pengajian sesuai pangkat puas (84,6%). Sedangkan pengargaan terhadap pekerjaan puas (65,4%). Hasi univariat menunjukan bahwa Perusahan dan Manajemen yang berarti : pimpinan menjamin kondisi kerja aman puas(61,5%) . Sedangkan manajemen berjalan baik puas(57,7%). Hasil analisis univariat Kondisi lingungan kerja baik yaitu kondisi kerja nyama puas(80,8%) dan untuk parkir memandai puas(69,2%),Sedangkan penyinaran diruang kerja baik puas(69,2%), Fasilitas kerja mendukung puas (46,2%). Analisis univariat pengawasan pimpinan terhadap pekerjaan puas (57,7%). Hasil dari analisis univariat Intrinsik pekerjaan yaitu pekerjaan menyenangkan pua(73,1%). Pekerjaan sesuai dengan keahlian,puas (88,5%). Pekerjaan membantu meningkatkan kepuasan kerja, puas (69,2%)

Berdasarkan hasil analisis univariat Aspek sosial dalam pekerjaan adalah dukungan teman kerja baik, puas (73,1%). Saling membantuk dalam kerja,puas (65,4%). Hasil dari analisis univariat komunikasi lancar dengan teman kerja,puas(69,2%), dan hubungan timbal balik dengan pimpinan baik ,puas (61,5%). Lalu komunikasi baik dengan petugas lain akan meningkatkan kualitas pekerjaan puas (73,1%).

Saran: Diharapkan perlu adanya kebijakan yang benar-benar memperhatikan berbagai aspek dalam kepuasan kerja.

Kata Kunci   :   Tingkat Kepuasan Kerja, Karyawan di Puskesmas Poncol

DESCRIPTION OF EMPLOYEE SATISFACTION IN PONCOL PRIMARY HEALTH CENTER SEMARANG CITY 2016

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ABSTRACT

The results of respondent data obtained from all employees of Poncol community health centre Semarang about employee satisfaction levels in 2016. There are 26 staffs, specifically 19 female and 7 male employees.
The purpose of this study is to find any factors that impact employee satisfaction.
The method used in this study was a survey, a cross-sectional study. Technics and sample test using frequency distribution with processing data using SPSS16.0.

Univariate analysis showed that 69.2% employees satisfied getting job training. 53.8% employees answered not satisfied to get a job promotion. Univariate analysis of job security, namely: 76.9% employees satisfied with comfortable employment situation. And 53.8% employees answering not satisfied to question about equipment and tools supporting the work. Univariate analysis showed that salary is satisfying. There are 84.6% employees satisfied with waging system according to various positions. While 65.4% satisfied with appreciation to work. Univariate result about company and management shows that 61.5% employees satisfied with leaders ensure a safe working condition. While 57.7% satisfied with management went well.

Results of univariate analysis good condition on working environment, namely: 80.8% satisfied with comfortable working condition and 69.2% satisfied with adequate parking. Room lighting made 69.2% employees satisfied and 46.2% satisfied with supportive work facilities. Univariate analysis of work supervision scored 57.7% employees satisfied. Univariate analysis on job intrinsic found 73.1% employees satisfied with pleasant work, 88.5% satisfied about skills compatible job, and 69.2% satisfied on work helps increasing job satisfaction.

Based on the results of the univariate analysis of the social aspect in the job, there are 73.1% employees satisfied with good workmates support, 65.4% satisfied with helping each other in the workplace. The results of the univariate analysis showed 69.2% satisfied with fluent communication with coworkers and 61.5% satisfied with good interrelationship with leaders. As addition, 73.1% employees satisfied on good communication with other officers will improve the quality of the work.

Suggestion: It is expected that community health centres have proper policy which concern all aspects about work satisfaction.