

GAMBARAN KINERJA PEGAWAI MENURUT PERSEPSI INDIVIDU DI SUBBAGIAN UMUM DAN KEPEGAWAIAN DINAS KESEHATAN KOTA SEMARANG

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ABSTRAK

Pegawai Pada Sub Bagian Umum dan Kepegawaian Dinas Kesehatan Kota Semarang bekerja kurang optimal, hal itu menunjukkan kinerja yang rendah. Tujuan dari penelitian ini adalah untuk mengetahui gambaran kinerja pegawai menurut persepsi individu di Sub Bagian Umum dan Kepegawaian Dinas Kesehatan Kota Semarang.

Penelitian ini menggunakan metode deskriptif kuantitatif dengan pendekatan Cross Sectional. Sampel diambil dengan cara total sampling dan didapatkan sebanyak 18 responden. Data penelitian dianalisis secara univariat dalam bentuk tabel distribusi frekuensi dan tabulasi silang.

Hasil penelitian menunjukkan bahwa dari 18 karyawan Sub Bagian Umum dan Kepegawaian Dinas Kesehatan Kota Semarang, sebagian besar berjenis kelamin laki-laki (55,6%), berpendidikan menengah atau SMA (88,9%), memiliki masa kerja lama (lebih dari 10 tahun) sebesar 72,2% dan berumur dewasa madya (lebih dari 40 tahun) sebesar 72,2%. Pegawai pada Sub Bagian Umum dan Kepegawaian Dinas Kesehatan Kota Semarang mempunyai kinerja di atas rata-rata atau mempunyai kinerja baik sebanyak 72,2% dan 27,8% mempunyai kinerja kurang disebabkan kesehatan menurun. Kinerja pegawai yang baik berasal dari pegawai yang berjenis kelamin laki-laki (44,4%), berpendidikan setamat SMA (61,1%), mempunyai masa kerja lebih dari 10 tahun (66,7%) dan berumur lebih dari 40 tahun (dewasa madya) sebesar 50%.

Berdasarkan hasil penelitian tersebut disarankan perlunya penjelasan tentang uraian tugas masing-masing pegawai, melakukan pemantauan dan mengevaluasi kinerja karyawan serta melakukan rotasi karyawan untuk mengurangi tingkat kejenuhan karyawan.

Kata Kunci : Karakteristik Pegawai, Kinerja Pegawai

DESCRIPTION OF EMPLOYEE PERFORMANCE BASED ON INDIVIDUAL PERCEPTION ON THE SUB SECTION OF GENERAL AND PERSONNEL SEMARANG CITY HEALTH DEPARTMENT

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ABSTRACT

Employees on Sub Section of General and Personnel Semarang City Health Department worked less than optimal, it shows low performance. The purpose of this study was to describe the performance employee's based on individual perception on the Sub Section of General and Personnel Semarang City Health Department.

This study uses quantitative descriptive method with Cross Sectional approach. Samples were taken by total sampling and obtained as much as 18 respondents. Data were analyzed by univariate in the form of frequency distribution tables and cross-tabulations.

The results showed that of the 18 employees on Sub Section of General and Personnel Semarang City Health Department, the majority of male sex (55.6%), education middle or high school (88.9%), had a long working period (more than 10 years) were 72.2% and aged middle adults (over 40 years) were 72.2%. Employees on Sub Section of General and Personnel Semarang City Health Department have a performance above average or have a good performance as much as 72.2% and 27.8% have less performance due to declining health. Good employee performance from employees that male sex (44.4%), education after graduating high school (61.1%), have a working period more than 10 years (66.7%) and older than 40 years (adult intermediate) as much as 50%.

Based on the results study is suggested the need for an explanation about the job description of each employee, to monitor and evaluate the performance of employees as well as to rotate employees to reduce the saturation level of employees.

Keyword : Karakteristik Pegawai, Kinerja Pegawai