

Distribusi manfaat belanja pemerintah pusat dan pemerintah Provinsi di sektor kesehatan : (studi kasus enam Provinsi di Indonesia = the distribution of benefit of central and provincial government spending in the health sector (case study of six provinces in Indonesia year 2009)

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Abstrak

Tesis ini membahas tentang analisis motivasi, kemampuan kerja dan kinerja pegawai pusat pengelolaan kompleks gelora bung karno, dalam rangka mendukung pelaksanaan sistem pelayanan prima sebagai salah satu agenda reformasi pelayanan publik pada Komplek Gelora Bung Karno setelah menjadi Badan Layanan Umum (BLU). Penelitian ini menggunakan jenis penelitian deskriptif analitis dengan pendekatan kuantitatif, metode penelitiannya adalah metode regresi dan untuk mencari hubungan antara variabelvariabel yang diteliti menggunakan metode korelasi.

Hasil analisis menunjukkan bahwa motivasi, kemampuan kerja dan kinerja pegawai PPKGBK berdasarkan penilaian atasan berada pada kategori rendah hingga tinggi, sedangkan yang berdasarkan penilaian sendiri berada pada kategori tinggi hingga sangat tinggi namun cenderung bias. Hubungan variabel motivasi dan kemampuan kerja terhadap kinerja berdasarkan penilaian sendiri adalah positif dan signifikan, sedangkan hubungan variabel motivasi dan kemampuan kerja terhadap kinerja berdasarkan penilaian atasan tidak terbukti signifikan dan positif. Perlu adanya kebijakan baru dalam proses perekrutan/penerimaan pegawai, sistem penggajian yang berbasis kinerja dan perlu dilakukan evaluasi kinerja pegawai dengan metode penelitian yang lebih representatif sebagai kontrol keberhasilan pelaksanaan reformasi birokrasi.

<hr>This thesis discusses the motivation, ability and employee performance analysis of Pusat Pengelolaan Komplek Gelora Bung Karno, in which supporting good services system as one of the public services reform agenda in the areas of Gelora Bung Karno after being settlement as a Badan Layanan Umum (BLU). This research verification of the hypothesis is using descriptive analysis research with quantitative approach. The data is analyze by using regresion, and to find the corelation beetween the variable is used product moment correlation.

The result shows that motivation, ability and performance of Gelora Bung Karno employee based on supervisory appraisal is between low until high level, meanwhile the analysis result based on self appraisal is between high until very high level but it look bias. The correlation between motivation and ability toward employee performance based on self appraisal is positif and significant, meanwhile, the correlation between motivation and ability toward employee performance based on supervisory appraisal shown unproved significant and positive. PPKGBK management need a new policy for employee recruitment, change old salary system into new salary system based on performance and evaluate employee performance as a control of successfulness birocration reform with a representative method.