

# Analisis implementasi insentif perawat berdasarkan Permendagri No. 61/2007 di RSUD Pasar Rebo Tahun 2008 = Nursing incentives implementation analysis based on Permendagri No. 61/2007 in Pasar Rebo Regional Hospital 2008

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## Abstrak

RSUD Pasar Rebo sebagai BLUD, masih menerapkan remunerasi pada tahun 1992. Ini mengindikasikan ketidaksesuaian antara status RSUD Pasar Rebo sebagai BLUD dengan remunerasi yang diterapkan. Salah satu profesi yang menjadi ujung tombak pelayanan kesehatan di rumah sakit dan berperan cukup besar dalam menjaga mutu dan reputasi rumah sakit adalah perawat. Maka manajemen rumah sakit perlu memperhatikan kesejahteraan perawat khususnya dalam bentuk insentif. Pemerintah mengeluarkan Permendagri No. 61 Tahun 2007 yang dapat dijadikan acuan RSUD Pasar Rebo dalam menyempurnakan penentuan insentif untuk perawat.

Penelitian ini bertujuan untuk mengetahui penentuan insentif untuk perawat yang berlaku di RSUD Pasar Rebo, serta menganalisis implementasi insentif perawat berdasarkan Permendagri No. 61 Tahun 2007 di RSUD Pasar Rebo. Penelitian operasional dengan pendekatan kualitatif ini menggunakan teknik wawancara mendalam. Informan penelitian adalah beberapa pejabat pengelola terkait serta Wakil Direktur Umum dan Keuangan RSUD Pasar Rebo, pejabat pengelola dan Direksi PT. Rumah Sakit Pasar Rebo sebagai informan triangulasi.

Hasil penelitian ini menggambarkan insentif perawat yang berlaku di RSUD Pasar Rebo dinilai variabel tetap dan tidak tetap. Pola penentuan insentif yang berlaku di RSUD Pasar Rebo belum memasukkan indikator risiko kerja, tingkat kegawatdaruratan dan capaian kinerja. Karena RSUD Pasar Rebo sering berganti status kelembagaan, pergantian direksi serta komitmen bersama antara direksi dengan pejabat pelaksana yang kurang.

Saran penelitian ini adalah penentuan insentif di RSUD Pasar Rebo didasarkan pada prestasi kerja perawat, RSUD Pasar Rebo dapat mengacu pada Permendagri No. 61 Tahun 2007, dalam memasukkan indikator risiko kerja, tingkat kegawatdaruratan dan pengoptimalan indikator capaian kinerja dalam menentukan insentif perawat di RSUD Pasar Rebo; serta peningkatan komitmen bersama dari unsur pimpinan dan pejabat pelaksana di RSUD Pasar Rebo.

.....RSUD Pasar Rebo as BLUD, is still using the remuneration mechanism in which used since 1992. This indicate an unappropriateness condition between RSUD Pasar Rebo status as BLUD with implemented remuneration mechanism. Nursing is one of occupation in hospital that become the first line of health services and have a big role in quality improvement and reputation of hospital. So the hospital management should have a big concern of nurse prosperity especially the material incentives. Government announced Permendagri No.61/2007 as a technical guidance for BLUD that can be used by RSUD Pasar Rebo to complete the nurse incentives Formulation.

The aim of this research are to know the nurse incentives formulation description in RSUD Pasar Rebo and to analyze the nurse incentives implementation based on Permendagri No.61/2007 in Pasar Rebo Regional Hospital. The research design is operational research with qualitative approach. The researchers as a

research instrument helped by interview guidance to do the indepth interview. The research informant are several stakeholders and Director Representative of Administration and Financial in Pasar Rebo Regional Hospital, several stakeholders and Directors of Rumah Sakit Pasar Rebo Company as triangulation informant.

The result of this research are describe that the nurse incentives formulation in RSUD Pasar Rebo is appreciated by fix indicators and variable indicators. The incentives formulation in RSUD Pasar Rebo currently, doesn't entered Risk Index, Emergency Index, and Performance index yet. Generally, it happen because RSUD Pasar Rebo often face the organizational status transformation, director succession and the lackness of director and performer commitment.

The suggestion in this research are the nurse incentives formulation in RSUD Pasar Rebo hopefully really based on performance appraisal like written and arranged in RSUD Pasar Rebo Employee Regulation ; RSUD Pasar Rebo can use the referencies that recommended by Permendagri No.61/2007 to enters the Risk Index, Emergency Index and Perfomance Index in formulating the nurse incentives; and RSUD Pasar Rebo hopefully could increase the commitment between director as a decision maker in hospital and Performer who manage and do the hospital policy to always give support to the nurse prosperity development along professional and objectives incentives formulation.