

## Pengembangan remunerasi perawat berdasarkan jenjang karir dan kompetensi perawat di RSUP Sanglah Denpasar = The development of remuneration nurse based on career and nurse competency at RSUP Sanglah Denpasar in 2014

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### Abstrak

Dalam upaya RS dalam meningkatkan mutu pelayanan kesehatan yang berdaya guna dan berhasil guna tentunya harus didasari pada kepuasan karyawannya. Remunerasi merupakan salah satu faktor yang mempengaruhi kinerja pegawai. Prinsip dasar pemberian remunerasi mencakup kelayakan dan keadilan. Jenis penelitian ini adalah kualitatif melalui wawancara mendalam dan telaah dokumen untuk mendapatkan gambaran tentang faktor - faktor yang berpengaruh dalam penetapan remunerasi perawat. Hasil penelitian diperoleh bahwa pembagian jasa pelayanan belum dirasakan adil karena belum berdasarkan penilaian kinerja yang jelas, belum diterapkannya jenjang karir dan kompetensi perawat didalam remunerasi perawat. Saran diterapkannya remunerasi perawat berdasarkan jenjang karir dan kompetensi perawat sehingga terpenuhi rasa keadilan dan kelayakan pegawai.

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In an effort to improve the quality of hospital health services efficient and effective must be based on the satisfaction of its employees. Remuneration is one of the factors that influence employee performance. The basic principle of remuneration includes the feasibility and fairness. This study was a qualitative with in-depth interviews and document review to get an overview of the influence in determination of the nurse remuneration.

The result showed that the distribution of services is perceived not fair because it is not based on clear performance assessment, the implementation of career and remuneration of nurses in nurse competence not applied yet. Advice on implementation of the nurse's remuneration based on career paths and competency of nurses so as to fulfill a sense of justice and employee eligibility.