

Faktor faktor yang berhubungan dengan motivasi kerja pegawai tetap di rumah sakit umum daerah kabupaten penajam paser utara kalimantan timur tahun 2014 = Factors related with work motivation permanent employee general hospital district north penajam paser east kalimantan 2014

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Abstrak

[ABSTRAK

Produktivitas pegawai menjadi pusat perhatian meningkatkan kinerja yang mempengaruhi efisiensi dan efektifitas organisasi. Analisis yang lebih mengkonsentrasikan pada kinerja, akan lebih memberikan penekanan pada faktor utama antara lain adalah motivasi kerja pegawai. Penelitian bertujuan untuk mengetahui hubungan antara karakteristik pegawai tetap, faktor satisfiers dan faktor dissatisfiers terhadap motivasi kerja pegawai tetap di Rumah Sakit Umum Daerah Kabupaten Penajam Paser Utara.

Penelitian dilakukan pada Mei hingga Juni 2014 menggunakan instrumen kuesioner dengan pertanyaan tertutup. Analisis dilakukan pendekatan kuantitatif dengan desain studi cross sectional. Sampel dari penelitian adalah 138 orang dari 181 total populasi. Hasil penelitian ini menunjukkan bahwa sebanyak 57,2% responden memiliki motivasi kerja kurang baik, dan 42,8% responden memiliki motivasi kerja baik, serta variabel yang paling dominan dengan motivasi kerja adalah variabel keamanan kerja.

Disarankan Rumah Sakit memiliki kebijakan khusus tentang keamanan kerja pegawai tetapnya seperti mengadakan transportasi antar jemput karyawan, rutin melakukan pemeriksaan kesehatan pegawai tetapnya dan mengkalibrasi alat-alat kesehatan di Rumah Sakit Umum Daerah Kabupaten Penajam Paser Utara.

ABSTRACT

Employee productivity becomes the center of attention for improving the performance of which affects the efficiency and effectiveness of the organization. The analysis will concentrate on the performance, will give more emphasis on the major factors include employee motivation. The study aims to determine the relationship between the characteristics of a permanent employee, factors satisfiers and dissatisfiers factors on employee motivation remains in District General Hospital North Penajam Paser.

The study was conducted in May and June 2014 using a questionnaire with

closed questions. Analyses were performed quantitative approach with a crosssectional study design. The sample of the study was 138 from 181 people of the total population. The results of this study indicate that as many as 57,2% of respondents have less motivation to work better, and 42,8% of respondents have a good motivation to work, as well as the most dominant variable with a variable work motivation is job security

Hospitals are advised to have a specific policy about job security as permanent employees holding shuttle transportation employees, routine health check and calibrate its permanent employee health equipment in the District General Hospital North Penajam Paser; Employee productivity becomes the center of attention for improving the performance of which affects the efficiency and effectiveness of the organization. The analysis will concentrate on the performance, will give more emphasis on the major factors include employee motivation. The study aims to determine the relationship between the characteristics of a permanent employee, factors satisfiers and dissatisfiers factors on employee motivation remains in District General Hospital North Penajam Paser.

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