

Analisis Efektivitas Manajemen Sumber Daya Manusia Berbasis Kompetensi Menurut Perspektif Perawat Manajer Lini Pertama: Studi Kasus di Rumah Sakit Siloam Kelapa Dua, Tangerang = Analysis Effectiveness of Competence Based Human Resource Management According to First Line Nurse Manager's Perspectives: A Case Study at Siloam Hospitals Kelapa Dua, Tangerang

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Abstrak

Manajemen Sumber Daya Manusia Berbasis Kompetensi merupakan penerapan dari manajemen SDM menghubungkan model kompetensi dengan kompetensi yang dibutuhkan dalam melakukan pekerjaan dalam organisasi. Tujuan penelitian untuk menganalisis efektivitas manajemen SDM berbasis kompetensi menurut perspektif perawat manajer lini pertama di Rumah Sakit (RS) Siloam Kelapa Dua Tangerang. Jenis penelitian yakni penelitian deskriptif dengan pendekatan kualitatif studi kasus. Informan penelitian: 5 perawat manajer lini pertama dan 4 informan kunci. Data primer dengan kuesioner dan wawancara mendalam. Data sekunder dengan telaah dokumen kompetensi. Hasil penelitian yakni: Perawat manajer lini pertama setuju kebutuhan pelatihan diidentifikasi RS, adanya kesempatan pelatihan sesuai kebutuhan, dukungan RS dalam workshop dan seminar, kesempatan karir bagi yang berkinerja baik, ada perencanaan jalur karir, perencanaan dan pengembangan karir sesuai kinerja staf, RS menerapkan sistem kompensasi mendorong dalam tercapainya tujuan RS, ada perlakuan yang adil dan remunerasi dijadikan sebagai penghargaan bagi yang berkinerja baik. Perawat manajer lini pertama setuju adanya wawancara selama rekrutmen dan seleksi, jabatan staf disesuaikan dengan kompetensinya, adanya wawancara dalam rekrutmen, pemilihan kandidat rekrutmen berdasarkan kompetensinya. Perawat manajer lini pertama setuju dengan RS diperbolehkan bicara formal dengan top manajer mengenai hasil evaluasi, pengembangan berdasarkan evaluasi kinerja, RS selalu menginfokan terkait dengan standar evaluasi kinerja, serta pemberian penghargaan berdasarkan kinerja.

.....Competence Based Human Resource Management (CBHRM) is the application of HR management linking the competency model with the competencies needed to do work within the organization. The purpose of the study was to analyze the effectiveness of competency-based HR management according to the perspective of first-line manager nurses at Siloam Hospitals Kelapa Dua, Tangerang. The type of research is descriptive research with a qualitative case study approach. Research informants: 5 nurse first-line managers and 4 key informants. Primary data with questionnaires and in-depth interviews. Secondary data by reviewing competency documents. The results of the study are: First-line nurse managers agree that training needs are identified by hospitals, there are training opportunities as needed, hospital support in workshops and seminars, career opportunities for good performers, there is career path planning, career planning and development according to staff performance, hospitals implement a system compensation encourages the achievement of hospital goals, there is fair treatment and remuneration is used as a reward for good performers. First-line nurse managers agree that there are interviews during recruitment and selection, staff positions are adjusted to their competencies, there are interviews in recruitment, selection of recruitment candidates based on their competencies. The first-line nurse manager agrees with the hospital

being allowed to talk formally with the top manager regarding the evaluation results, development based on performance evaluation, the hospital always informs about performance evaluation standards, as well as awarding performance based on performance.