

# Hubungan pemberian insentif terhadap motivasi kerja perawat di Instalasi Rawat Inap Rumah Sakit Umum Daerah Kabupaten Cianjur tahun 2004

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## Abstrak

Pelayanan kesehatan yang bermutu sudah merupakan kebutuhan bagi masyarakat pada saat ini, rumah sakit sebagai bagian dari mata rantai pelayanan kesehatan dituntut untuk terus mengembangkan diri. Salah satu cermin pelayanan rumah sakit adalah pelayanan keperawatan, karena berhubungan langsung dengan pasien. Untuk itulah sebagai tenaga pelaksana terbanyak di rumah sakit kiranya perawat perlu mendapat perhatian mengenai faktor-faktor apa yang dapat meningkatkan motivasi kerja mereka sehingga dapat melaksanakan tugasnya seperti yang diharapkan.

Saat ini hampir setengah jumlah perawat di Rumah Sakit Umum Daerah Kabupaten Cianjur adalah perawat dengan status honorer rumah sakit, khususnya di Instalasi Rawat inap ada sebanyak 53,7% perawat honorer yang penggajiannya dianggarkan dari dana operasional rumah sakit, sehingga jumlah gajinyapun belum dapat memadai.

Pihak manajemen berusaha untuk dapat menambah kesejahteraan pegawainya termasuk perawat, baik yang berstatus Pegawai Negeri Sipil maupun honorer rumah sakit, salah satunya dengan pemberian uang Insentif yang dimaksudkan untuk dapat meningkatkan motivasi kerja mereka, adapun sumber biayanya didapat dari penghasilan rumah sakit sendiri dengan pengaturan pembagiannya diatur oleh Surat Keputusan Direktur.

Dilakukan penelitian mengenai adakah hubungan pemberian insentif terhadap motivasi kerja perawat di Instalasi Rawat Inap Rumah Sakit Umum Daerah Kabupaten Cianjur, penelitian ini merupakan penelitian deskriptif yang dilanjutkan dengan analisis hubungan antar variabel, dilakukan secara cross sectional, dengan pengumpulan data melalui kuesioner terhadap 96 orang responden yang terdiri dari perawat di Instalasi Rawat Inap Rumah Sakit Umum Daerah Kabupaten Cianjur. Analisis data dilakukan dengan analisis univariat dan multivariat.

Kesimpulan dari hasil penelitian, ternyata terdapat hubungan yang bermakna antara pemberian insentif dengan motivasi kerja perawat di instalasi rawat inap Rumah Sakit Umum Daerah Kabupaten Cianjur pada tahun 2004, sementara itu pada beberapa variabel imbalan non finansial justru didapatkan hasil yang sangat bermakna hubungannya dengan motivasi kerja.

Daftar bacaan: 30 buku (1988-2004)

<hr><i>The Relationships between the Incentive Program and the Work Motivations of Nurses in the Inpatient Facility of Cianjur Residency General Hospital Year 2004A good healthcare system undoubtedly has become a significant factor to create better societies. Consequently, a hospital as a part of the system is demanded to improve its quality of services to the community surroundings. One of the services that has

direct contact to patients is nursing facility. Since nurses play a key role in every hospital operations, it is extremely important for the management to comprehend factors that are able to boost nurses morale and motivations that in turn will create a high performance organization in a hospital.

Nowadays, it is known that almost a half of the total numbers of nurse in Cianjur Residency General Hospital is in the status of honorary employees. Even in its Inpatient Facilities, 53.7% of the honorary employees are paid from the hospital's operational expenses. As a result, their wages are far below the standard.

Considering there is a direct relationship between reward system and employees' motivations, the management is committed to raise the employees' welfares (including both -the permanent and honorary nurses) by implementing an incentive program. Such a program allows the organization to give the eligible employees a certain amount of money as an incentive to increase the employees' performance in conducting their duties. The source of money is taken from the hospital's earnings which is based on and arranged in a decree released by the director.

In connection with the aforementioned matter, this paper analyzed the relationships between the ongoing incentive program and the nurses' motivations and work performances in the inpatient facilities of Cianjur Residency General Hospital. This paper includes descriptive research and followed by inter-variables analysis. The inter-variables analysis was conducted in cross sectional method; undertaking questioners and collecting data from 96 respondents. The respondents are nurses who work at the inpatient facility in Cianjur Residency General Hospital. Data analysis was calculated by using univariate and multivariate analyses.

Interestingly, based on the study of this paper, it is concluded that there is significant relationship between incentives and nurses' work motivations in the Inpatient Facility of Cianjur Residency General Hospital throughout year 2004. Meanwhile, it is known that several variables of non-financial rewards have made significant relationships to the motivation of the workers.

References: 30 (1988-2004).</i>