

## Analisis Penilaian Kinerja Karyawan dengan Metode 360 Derajat Di Unit Pelayanan RSIA Selaras Tahun 2021 = Analysis of Performance Appraisal with 360 Degrees Methods at Health Care Services of RSIA Selaras in 2021

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### Abstrak

Dalam menjalankan fungsi pelayanan RS berupa jasa kepada seluruh masyarakat yang berhak menerima pelayanan kesehatan dibutuhkan karyawan dengan kinerja yang baik. Sistem penilaian kinerja dapat digunakan untuk meningkatkan kinerja karyawan. Tujuan penelitian untuk mengetahui hubungan penilaian kinerja dengan metode 360 derajat yang melibatkan atasan, rekan kerja/bawahan dan diri sendiri dengan faktor individual, psikologis dan organisasi. Metode penelitian kuantitatif korelasional dengan pendekatan cross sectional, menggunakan data primer kuesioner dan data sekunder telaah dokumen. Sampel penelitian sebanyak 52 responden di populasi unit pelayanan RS. Hasil penelitian didapatkan penilaian kinerja oleh atasan dan rekan kerja dengan distribusi yang sama sebanyak 34 orang (65,4%), sedangkan penilaian oleh diri sendiri menghasilkan penilaian baik lebih banyak yaitu 36 orang (69,2%). Variabel prakarsa yang paling dominan berhubungan dengan penilaian kinerja atasan (OR 4,1, 95% CI 1,2-15,3), rekan kerja (OR 3,9, 95% CI 1,1-14) dan diri sendiri (OR 6.1, 95% CI 1,3-17,5). Kesimpulannya terdapat hubungan antara tanggung jawab dengan penilaian oleh rekan kerja/bawahan dan diri sendiri. Dimana variabel prakarsa yang merupakan variabel independen paling dominan berhubungan dengan penilaian kinerja oleh atasan, rekan kerja/bawahan dan diri sendiri.

.....Working in the healthcare services must be concerned with the quality of the employee performance for the society. The performance appraisal system could be motivated the employee performance. This research is aim to understand the correlation between performance appraisal and 360° assessment tool which is involve several level of employee who work around them such as superior, peers and also itself with individual, psychologist and organization factors. The research methods is quantitative with correlational cross sectional approaches, which is collecting questioner as primer data and reliable documents as secondary data. The research sample is 52 respondents in the healthcare unit. The performance appraisal distribution from the superior/ higher and peers have the same number which are 34 persons (65,4%), the performance appraisal from itself is so much more which is 36 persons (69,2%). The result is dominant variable is initiative which is correlation with the performance appraisal from the superior/higher (OR 4,1, 95% CI 1,2-15,3) , peers (OR 3,9, 95% CI 1,1-14) and itself (OR 6.1, 95% CI 1,3-17,5). The conclusion of this research, there is correlation within responsibility of the performance appraisal from peers and itself. Which is initiative variable is a dominant independent variable with the performance appraisal from superior/ higher and its correlation with performance appraisal from itself.