

Analisis Indikator Pemberian Remunerasi Bagi Tenaga Medis Dokter Spesialis di RSUD X Jakarta = Analysis of Indicators for Specialist Doctors Remuneration at X Regional General Hospital Jakarta

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Abstrak

Sesuai dengan peraturan perundang-undangan terbaru tentang kesehatan, maka Rumah Sakit memiliki hak menerima imbalan jasa pelayanan serta menentukan remunerasi, insentif dan penghargaan sesuai dengan ketentuan yang berlaku. Namun indikator pemberian remunerasi bagi Dokter Spesialis saat ini dinilai belum komprehensif karena belum menunjukkan keadilan dan kinerja diluar tugas utama yang dilakukan oleh Dokter Spesialis. Penelitian ini bertujuan untuk melakukan analisis indikator (struktur pembentuk) pemberian remunerasi untuk pegawai khususnya untuk tenaga medis Dokter Spesialis. Pendekatan kualitatif dengan jenis penelitian studi kasus menggunakan wawancara kepada informan dengan penentuan informan dilakukan secara purposive sampling. Hasil studi ditemukan bahwa indikator pemberian remunerasi yang digunakan saat ini sesuai dengan Peraturan Gubernur Nomor 51 Tahun 2021 lebih menitikberatkan pada kinerja berupa koefisien tindakan sesuai ICD-9 namun dirasa belum mencakup pada faktor individu yang juga perlu dipertimbangkan dalam pemberian remunerasi kepada dokter spesialis, seperti masa kerja, kondisi kerja/kegawatdaruratan dan posisi/tanggung jawab. Selain itu penerapannya belum maksimal karena belum terlaksananya penilaian kinerja yang optimal dan belum dilakukan monitoring serta evaluasi secara berkala kepada dokter spesialis melalui komite medik. Namun dengan dilaksanakannya pemberian jasa pelayanan terhadap dokter spesialis dengan menggunakan pola perhitungan remunerasi, memperlihatkan kinerja yang lebih baik dibandingkan saat pemberian jasa pelayanan dengan pola per-kehadiran.

.....In accordance with the latest laws and regulations on health, the Hospital has the right to receive service fees and determine remuneration, incentives and awards in accordance with applicable regulations. However, the current indicator of remuneration for Specialist Doctors is considered not comprehensive because it has not shown fairness and performance outside the main duties carried out by Specialist Doctors. This study aims to analyze the indicators (forming structure) of remuneration for employees, especially for medical personnel of Specialist Doctors. A qualitative approach with the type of case study research using interviews with informants with the determination of informants is carried out by purposive sampling. The results of the study found that the remuneration indicators currently used in accordance with Governor's Regulation Number 51 of 2021 focus more on performance in the form of coefficients of action in accordance with ICD-9 but do not include individual factors that also need to be considered in providing remuneration to specialist doctors, such as working period, working conditions/emergencies and positions/responsibilities. In addition, the implementation has not been maximized because performance assessments have not been carried out and periodic monitoring and evaluation have not been carried out to specialist doctors through the medical committee. However, with the implementation of the provision of services to specialist doctors using the remuneration calculation pattern, it shows better performance than when providing services with a per-attendance pattern.