INTISARI

Latar belakang: Perawat merupakan sumber daya manusia terbanyak yang berdampak besar dalam kualitas layanan kesehatan kepada pasien. Kinerja perawat yang baik akan menghasilkan kualitas pelayanan kesehatan yang baik pula. Kinerja pegawai akan meningkat jika para pegawai puas dengan imbalan yang diterima dan memiliki motivasi kerja yang tinggi. RS Akademik UGM mulai menerapkan sistem remunerasi pada bulan Oktober 2021, tetapi masih terdapat pro dan kontra dalam penerapannya. Setelah sistem remunerasi diterapkan, belum tampak peningkatan signifikan dari kinerja perawat. Berbagai masalah yang terjadi dalam hal status kepegawaian dan lingkungan kerja juga dapat mempengaruhi motivasi kerja perawat.

Tujuan: Mengukur hubungan antara kepuasan sistem remunerasi, motivasi kerja, dan kinerja perawat di RS Akademik UGM.

Metode: Penelitian studi kasus dengan rancangan eksplanatori. Data kuantitatif diperoleh dari hasil pengisian kuesioner dan studi dokumentasi. Data kualitatif diperoleh dari wawancara mendalam kepada perwakilan perawat, profesi lain (dokter), perwakilan kepala ruang, kepala bidang keperawatan, tim remunerasi, serta direktur bidang SDM dan akademik.

Hasil: Tingkat motivasi kerja perawat RS Akademik UGM tergolong sedang cenderung tinggi, sebanyak 86,5% termasuk kategori sedang, sedangkan 13,5% lainnya termasuk kategori tinggi. Tingkat kepuasan kompensasi tergolong sedang cenderung rendah, sebanyak 60,1% termasuk kategori sedang, sedangkan 39,9% lainnya termasuk kategori rendah. Hasil uji *Spearman's Rank Correlation* pada motivasi kerja dan kinerja menunjukkan *p-value* sebesar 0,814 dengan koefisien korelasi 0,018, sedangkan pada kepuasan kompensasi dan kinerja menunjukkan *p-value* sebesar 0,484 dengan koefisien korelasi 0,053.

Kesimpulan: Tidak terdapat hubungan antara motivasi kerja dan kepuasan kompensasi terhadap kinerja perawat RS Akademik UGM.

Kata kunci: kepuasan kompensasi, motivasi kerja, kinerja, perawat

ABSTRACT

Background: Nurses are the largest human resource that has a big impact on the quality of health services to patients. Good nurse performance will result in good quality health services as well. Employee performance will increase if employees are satisfied with the compesation they receive and have high work motivation. UGM Academic Hospital began implementing a remuneration system in October 2021, but there are still pros and cons to its implementation. After the remuneration system was implemented, there was no significant improvement in nurse's performance. Various problems that occur in terms of employment status and work environment can also affect nurse's work motivation.

Objective: To measure the relationship between remuneration system satisfaction, work motivation and nurse performance at UGM Academic Hospital.

Method: Case study research with an explanatory design. Quantitative data was obtained from the results of filling out questionnaires and documentation studies. Qualitative data was obtained from in-depth interviews with representatives of nurses, other professions (doctors), representatives of room heads, heads of nursing, HR directors, and the remuneration team.

Results: The level of work motivation of UGM Academic Hospital nurses was classified as medium and tended to be high, as many as 86.5% were in the medium category, while the other 13.5% were in the high category. The level of compensation satisfaction classified as medium tends to be low, as much as 60.1% is in the medium category, while the other 39.9% is in the low category. The results of the Spearman's Rank Correlation test on work motivation and performance show a p-value of 0.814 with a correlation coefficient of 0.018, while test on compensation satisfaction and performance show a p-value of 0.484 with a correlation coefficient of 0.053.

Conclusion: There is no relationship between work motivation and compensation satisfaction on the performance of UGM Academic Hospital nurses.

Keywords: compensation satisfaction, work motivation, performance, nurse