



INTISARI

Latar belakang : Akademi Keperawatan Depkes Baturaja merupakan unit pelaksana Tekhis Pusat Pendidikan Tenaga Kesehatan dan dalam pembinaan Departemen Kesehatan Republik Indonesia. Berdasarkan studi pendahuluan terhadap Akper Depkes Baturaja, Adanya penurunan calon mahasiswa yang mendaftar setiap tahun penerimaan, hasil Akreditasi Badan Pembina Pusat Diknakes Depkes Republik Indonesia dengan nilai 80,36 (Strata B), hasil tersebut belum memuaskan. Sehingga perlu dilakukan penelitian tentang kinerja karyawan Akper Depkes Baturaja.

Tujuan Penelitian : Penelitian ini bertujuan untuk mengetahui hubungan faktor-faktor yang mempengaruhi kinerja karyawan meliputi; Motivasi, kepuasan kerja, insentif, supervisi, kemampuan dan karakteristik karyawan dengan kinerja karyawan Akper Depkes Baturaja.

Metoda Penelitian : Jenis penelitian adalah studi kasus dengan pendekatan kualitatif. Subyek penelitian meliputi seluruh karyawan (Dosen dan staf penunjang) yang mempengaruhi performance Akper Depkes Baturaja dengan status pegawai negeri sipil dengan masa kerja minimal 2 tahun. Cara pengumpulan data menggunakan angket, pengamatan, wawancara mendalam dan studi dokumentasi. Analisis data dengan menggunakan analisis Diskriptif Kualitatif.

Hasil Penelitian : Kinerja dosen 86,7 % sedang, dan kinerja staf penunjang 100 % tinggi, ditinjau dari faktor motivasi tingginya motivasi dosen saat ini hanya sebagian dapat meningkatkan kinerja, sedangkan kepuasan kerja, insentif, supervisi dan kemampuan kerja sedang ada hubungannya dengan hasil kerja dosen saat ini adalah sedang. Sedangkan kinerja staf penunjang saat ini adalah tinggi, hal tersebut ada hubungan faktor motivasi kerja tinggi diikuti dengan kinerja tinggi. Sedangkan faktor kepuasan kerja, insentif, supervisi, dan kemampuan kerja sedang akan tetapi kinerja yang dihasilkan adalah tinggi, keadaan ini diikuti dengan kinerja yang optimal.

Kesimpulan dan Saran : Kinerja dosen saat ini sedang, sedangkan kinerja staf penunjang saat ini tinggi. Faktor yang ikut mempengaruhi kinerja adalah motivasi, kepuasan kerja, insentif, supervisi, dan kemampuan kerja. Faktor karakteristik; umur, jenis kelamin, status perkawinan, masa kerja dan pendidikan ikut mempengaruhi kinerja karyawan Akper Depkes Baturaja. Perbaikan dapat dilaksanakan melalui upaya terhadap tugas pokok dosen, dialokasikannya dana untuk kegiatan pendidikan dan pelatihan. Direktur diharapkan meningkatkan peran supervisi dan kerjasama lintas sektor penelitian dengan perguruan tinggi negeri terdekat untuk pelaksanaan penelitian bagi dosen Akper Depkes Baturaja.



ABSTRACT

Background: Nursing Academy, in Baturaja is a technical unit of Center for Health Worker Education and is under the guidance of Department of Health, Republic of Indonesia. Based on the preliminary study, there is a decreasing number of students registering annually. The accreditation by Badan Pembina Pusat Diknakes, Department of Health, Republic of Indonesia resulted in 80.36 (level B). This situation needs further study on staff performance at Nursing Academy, Baturaja Health Department.

Objectives: This study was aimed at finding out the relationship of factors affecting staff performance including motivation, job satisfaction, incentive, supervision, capability and characteristics of staff and staff's performance at Nursing Academy, Baturaja Health Department.

Methods: This was a case study with qualitative approach. The subjects were all staff (lecturers and supporting staff) affecting the performance of Nursing Academy, in Baturaja. They were civil servants who had worked for at least 2 years. Data were obtained through questionnaires, observation, in-depth interviews and documentation study. Data analysis was done using qualitative descriptive analysis.

Results: Lecturers' performance was 86.7% (moderate) and supporting staff's performance was 100% (high). Based their motivation, only some of on them could improve their performance. Meanwhile, job satisfaction, incentive, supervision and work capability had moderate relationship with lecturers' work achievement. The supporting staff, performance was high. There was a strong relationship between high work motivation factor and high performance. Job satisfaction, incentive, supervision and capability were moderate but their performance was high. This is followed by optimum performance.

Conclusion and Recommendation: Lecturers' performance is moderate, while supporting staff's performance is high. Factors affecting performance are motivation, job satisfaction, incentive, supervision, and capability. The characteristic factors (age, sex, marital status, length of work, and education) also affect staff's performance at Nursing Academy in Baturaja. Improvement may be done through allocating more budget for lecturer's training and educational activity. The director is expected to increase the role of supervision and inter-sector research cooperation with the closest state higher education.