

INTISARI

Latar Belakang: Penilaian kinerja ini merupakan struktur penting dalam mengevaluasi kompetensi dan kontribusi perawat di sebuah fasilitas kesehatan. Masalah yang sering kali timbul adalah umpan balik yang diberikan kepada perawat setelah penilaian kinerja dilakukan tidak bersifat konstruktif, penilaian yang tidak adil di mana opini dan penilaian pribadi evaluator mempengaruhi hasil penilaian kinerja tersebut, serta kesesuaian antara proses penilaian kinerja dengan peningkatan remunerasi. Oleh karena itu perlu dilakukan penelitian mengenai hubungan tingkat kepuasan penilaian kinerja dengan motivasi dan kinerja perawat di unit rawat jalan Rumah Sakit Pusat Pertamina (RSPP).

Tujuan: Mengukur hubungan tingkat kepuasan penilaian kinerja dengan motivasi dan kinerja perawat di unit rawat jalan RSPP.

Metode: Penelitian ini bersifat kuantitatif dengan menggunakan kuesioner sebagai instrumen penelitian. Responden sebanyak 73 perawat di unit rawat jalan RSPP.

Hasil: Gambaran karakteristik responden tidak berhubungan signifikan pada penelitian ini. Perawat puas dengan sistem penilaian kinerja perawat saat ini walaupun tetap terdapat nilai ekstrem pada beberapa indikator kepuasan. Perawat juga memiliki motivasi yang baik dan kinerja yang sangat baik. Penelitian ini menegaskan bahwa terdapat hubungan yang signifikan antara kepuasan terhadap sistem penilaian kinerja dengan motivasi kerja perawat, serta hubungan yang signifikan antara kepuasan terhadap sistem penilaian kinerja dengan kinerja perawat.

Kesimpulan: Semakin tinggi tingkat kepuasan terhadap sistem penilaian kinerja, maka semakin tinggi pula motivasi dan kinerja perawat di unit rawat jalan RSPP.

Kata kunci: Kinerja, Motivasi, Penilaian Kinerja, Rumah Sakit Pusat Pertamina

ABSTRACT

Background: *Performance appraisal is a crucial structure for evaluating nurses' competence and contributions in healthcare facilities. Common issues that arise include the lack of constructive feedback provided to nurses after evaluations, unfair assessments influenced by evaluators' personal opinions, and the alignment of appraisal processes with remuneration improvement. Therefore, this study aims to examine the relationship between performance appraisal satisfaction and the motivation and performance of nurses in the outpatient unit of Pertamina Central Hospital (RSPP).*

Objective: *To measure the relationship between satisfaction with performance appraisal and the motivation and performance of nurses in the outpatient unit of RSPP.*

Method: *This is a quantitative study using a questionnaire as the research instrument. A total of 73 nurses from the outpatient unit of RSPP participated. Bivariate analysis was conducted using SPSS.*

Result and Discussion: *The analysis showed that respondent characteristics were not significantly associated with the study variables. Nurses reported satisfaction with the current performance appraisal system, although extreme values were observed in several satisfaction indicators. Nurses also demonstrated high motivation and excellent performance. There was a significant relationship between satisfaction with the performance appraisal system and nurses' work motivation, as well as a significant relationship between satisfaction with the performance appraisal system and nurses' performance.*

Conclusion: *The higher the level of satisfaction with the performance appraisal system, the higher the motivation and performance of nurses in the outpatient unit of RSPP*

Keywords: *Motivation, Performance, Performance Appraisal, Pertamina Central Hospital*