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Analisis Nilai Akhlak Behaviour Survey (ABS) Terhadap Kinerja Perawat Pelaksana di Rumah Sakit Pertamina Balikpapan
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ANALISIS NILAI *AKHLAK BEHAVIOUR SURVEY* (ABS) TERHADAP KINERJA PERAWAT PELAKSANA di RUMAH SAKIT PERTAMINA BALIKPAPAN

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INTISARI

Pendahuluan: Upaya internalisasi Akhlak sudah dilakukan di Rumah Sakit Pertamina Balikpapan, namun terdapat kesenjangan antara upaya tersebut dengan pencapaian kinerja. Persepsi pimpinan terhadap hasil ABS dan IGS menjadi aspek penting untuk dikaji. Cara pimpinan memaknai hasil penilaian akan memengaruhi arah kebijakan yang diambil, prioritas pengembangan sumberdaya manusia serta strategi yang diterapkan. Berdasarkan hal tersebut peneliti berinisiatif melakukan penelitian untuk menganalisis "Bagaimana analisis nilai Akhlak *Behaviour Survey* (ABS) Terhadap Kinerja Perawat Pelaksana di Rumah Sakit Pertamina Balikpapan?"
Metode: *Mixed Method* dengan *Explanatory sequential design*. Sebanyak 115 data ABS dan *Individual Goal Structure* (IGS) perawat pelaksana RSPB. Metode kuantitatif, peneliti menggunakan instrumen ABS dan IGS yang sudah digunakan di RSPB dalam menilai kinerja pekerja. Data sekunder yang diperoleh dianalisis secara deskriptif analitik berdasarkan analisis univariat dan proses sintesis awal dan akhir. Wawancara terhadap pimpinan semi terstruktur dilakukan oleh peneliti pada metode kualitatif dan menggunakan *Thematic Analysis* dalam melakukan analisa data.
Hasil: Perawat dengan nilai ABS sesuai tingkatan rata-rata 74,2% dan nilai IGS sesuai pencapaian rata-rata 63,5%. Terdapat lima tema didapatkan terkait persepsi dan rencana strategis pimpinan mengenai kinerja perawat pelaksana di RSPB.
Kesimpulan: Fase implementasi Akhlak perawat pelaksana RSPB berada pada fase *engagement* dengan kinerja yang banyak dipengaruhi faktor internal dan eksternal. Nilai ABS yang baik menjadi syarat penting kinerja namun perlu mediator lain agar kinerja dapat tercapai. Persepsi pimpinan mengenai penilaian kinerja didapatkan empat tema dan satu rencana strategis.

Kata Kunci: *Akhlak Behaviour Survey* (ABS), Kinerja, Perawat Pelaksana, Persepsi, Rencana Strategis

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ANALYSIS OF AKHLAK BEHAVIOUR SURVEY (ABS) ON THE PERFORMANCE OF STAFF NURSES at PERTAMINA BALIKPAPAN BALIKPAPAN

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ABSTRACT

Introduction: Efforts to internalize Akhlak (morals) have been carried out at Pertamina Hospital Balikpapan, but there is a gap between these efforts and performance achievements. Leadership perceptions of ABS and IGS results are an important aspect to examine. How leaders interpret the assessment results will influence the direction of policies taken, human resource development priorities, and implemented strategies. Based on this, the researcher took the initiative to conduct a study to analyze "How does the analysis of Akhlak Behavior Survey (ABS) values affect the performance of nurses at Pertamina Hospital Balikpapan?"
Method: *Mixed methods* with an explanatory sequential design. A total of 115 ABS and Individual Goal Structure (IGS) data of nurses implementing RSPB. Quantitative method, researchers used ABS and IGS instruments that have been used at RSPB in assessing worker performance. Secondary data obtained were analyzed descriptively analytically based on univariate analysis and initial and final synthesis processes. Semi-structured interviews with leaders were conducted by researchers using qualitative methods and using Thematic Analysis in conducting data analysis.
Results: Nurses with ABS scores at the appropriate level averaged 74.2% and IGS scores at the appropriate achievement average of 63.5%. Five themes were identified related to the leadership's perceptions and strategic plans regarding the performance of nurses at RSPB.
Conclusion: The implementation phase of the RSPB nurses' morals is in the engagement phase, with performance heavily influenced by internal and external factors. A good ABS score is a crucial requirement for performance, but other factors are needed to achieve it. Leadership perceptions regarding performance assessment revealed four themes and one strategic plan.
Keywords: *Moral Behavior Survey*(ABS), Performance, Nurse Practitioner, Perception, Strategic Plan