

INTISARI

Latar belakang: Keberhasilan pelayanan kesehatan di rumah sakit bergantung pada partisipasi perawat dalam memberikan perawatan yang berkualitas bagi pasien. Perawat yang *engaged* dengan pekerjaannya akan lebih proaktif dan menunjukkan inisiatif berkolaborasi dengan profesi lain dan berkomitmen pada kualitas performa yang tinggi. Ketika perawat memiliki kesempatan untuk mendapatkan pelatihan dan pengembangan, mendapatkan *pay fairness* dan berpartisipasi dalam pengambilan keputusan maka akan meningkatkan *engagement*. Capaian Standar Pelayanan Minimal (SPM) untuk pelatihan dan pengembangan di RSUD Kabupaten Temanggung masih dibawah standar yang ditetapkan yaitu ≥ 60 % selain itu peningkatan jumlah karyawan akibat bertambahnya layanan menimbulkan persepsi yang negatif dari karyawan mengenai pembagian jasa pelayanan (insentif), hal ini dapat mempengaruhi *employee engagement* perawat. Sehingga penelitian tentang peran pelatihan dan pengembangan dan *pay fairness* terhadap *employee engagement* perawat menjadi sangat penting.

Tujuan: Tujuan penelitian ini adalah menguji peran pelatihan dan pengembangan dan *pay fairness* terhadap *employee engagement* perawat. Tujuan berikutnya keterlibatan dalam pengambilan keputusan akan diuji perannya sebagai moderator dari hubungan pelatihan dan pengembangan dan *pay fairness* dengan *employee engagement* perawat.

Metode: Jenis penelitian ini adalah penelitian kuantitatif dengan menggunakan teknik *cross sectional survey*. Subyek penelitian ini adalah 122 perawat di instalasi rawat inap kelas tiga RSUD Kabupaten Temanggung. Penelitian ini menggunakan kuesioner sebagai alat pengumpul data, selanjutnya hasil pengolahan datanya akan dianalisis menggunakan analisis regresi ganda.

Hasil: Hasil penelitian menunjukkan bahwa pelatihan dan pengembangan dan *pay fairness* merupakan prediktor dari *employee engagement* ($F=3,938$; R square=0,062; $p<0,05$). Selanjutnya keterlibatan dalam pengambilan keputusan tidak berfungsi sebagai moderator dari hubungan antara pelatihan dan pengembangan dan *pay fairness* dengan *employee engagement* perawat.

Kesimpulan : Berdasarkan hasil penelitian ini maka manajemen rumah sakit perlu memberikan program pelatihan dan pengembangan perawat yang cukup memadai untuk mendukung aktifitas kerja mereka. Organisasi juga perlu untuk meningkatkan *trust* dari perawat agar perawat merasa bahwa investasi energi, waktu, dan sumber daya pribadi mereka akan dihargai. Selain itu rumah sakit juga perlu meningkatkan komunikasi yang intensif dan media penyaluran aspirasi yang dikelola secara baik sehingga perawat merasa bahwa aktifitas kerjanya selama ini mendapat perhatian dan pengakuan dari manajemen.

Kata kunci: pelatihan dan pengembangan, *pay fairness*, *employee engagement*, keterlibatan dalam pengambilan keputusan.

ABSTRACT

Background: The success of hospital health services depends on the participation of nurses in providing quality care to patients. Nurses who are engaged with their work will be more proactive and show initiatives collaborating with other professions and committed to high quality performance. When nurses have the opportunity to get training and development, getting pay fairness and participating in decision making will increase engagement. Achievement of Minimum Service Standards (SPM) for training and development in RSUD Kabupaten Temanggung is still below the standard set which is > 60%. In addition, the increase in the number of employees due to the increase in services creates a negative perception of employees regarding compensation (incentives), this can affect employee engagement nurse. So that research on the role of training and development and pay fairness towards employee employee engagement becomes very important.

Objective: The purpose of this study is to examine the role of training and development and pay fairness on employee engagement nurses. The next goal of involvement in decision-making will be tested for its role as a moderator of training and development relationships and pay fairness with employee engagement nurses.

Method: This research type is quantitative research by using cross sectional survey technique. The subjects of this study were 122 nurses in RSUD Kabupaten Temanggung. This study uses the scale as a means of collecting data, then the results of data processing will be analyzed using multiple regression analysis.

Results: The results showed that training and development and pay fairness were predictors of employee engagement ($F = 3.938$; $R \text{ square} = 0.062$; $p < 0.05$). Further involvement in decision-making does not serve as a moderator of the relationship between training and development and pay fairness with employee engagement nurses.

Conclusion: Based on the result of this research, hospital management need to give training program and nurse development enough to support their work activity. Organizations also need to increase the trust of nurses so nurses feel that their energy investments, time, and personal resources will be rewarded. In addition, the hospital also needs to improve the intensive communication and media distribution of aspirations that are well managed so that the nurse feels that his work activities have received attention and recognition from the management.

Keywords: training and development, pay fairness, employee engagement, involvement in decision making.