

INTISARI

Apoteker sebagai profesi yang turut serta mendukung keberhasilan organisasi rumah sakit dalam upaya meningkatkan kualitas hidup masyarakat perlu mengetahui capaian kinerjanya baik keberhasilan dalam klinis maupun manajerial. Untuk mengetahui keberhasilan apoteker di rumah sakit, maka pembahasan dan pengukuran kinerja apoteker di rumah sakit dilakukan.

Penelitian ini dilakukan melalui 2 tahapan penelitian, dengan menggunakan 192 orang apoteker yang bekerja di rumah sakit umum di Daerah Istimewa Yogyakarta sebagai responden dalam mengisi kuesioner yang telah disusun pada tahap pertama sebagai kuesioner yang telah diuji validitas dan reliabilitasnya. Adapun kuesioner yang disusun adalah kuesioner yang diisi berdasarkan *self-administrered questionnaire* dari apoteker. Kuesioner terbagi menjadi dua kuesioner yaitu kuesioner pertama untuk pengukuran kinerja apoteker dan kuesioner kedua untuk menelusuri hubungan antara variabel-variabel Organisasi dan Lingkungan, Tatanan Sosial, Sumber Daya, Konsep Diri, dan Regulasi terhadap variabel Kinerja pada apoteker yang bekerja di rumah sakit di Daerah Istimewa Yogyakarta. Data dianalisis secara deskriptif dan multivariat dengan regresi berganda. Penilaian kinerja dilakukan dengan menggunakan 11 elemen indikator yang tercakup dalam domain kinerja apoteker dan domain kemampuan yang kemudian diukur kinerjanya menggunakan kategori rendah, sedang, dan tinggi. Pada tahapan menganalisis faktor perancu digunakan uji statistik *chi-square Mantel-Haenszel*.

Hasil dari penelitian ini menunjukkan bahwa kuesioner yang disusun memiliki akurasi dan presisi yang baik dalam mengukur kinerja dan menelusuri faktor-faktor yang mempengaruhi kinerja apoteker. Kinerja apoteker berada pada kategori sedang. Berdasarkan analisis Regresi Berganda diperoleh bahwa variabel Organisasi dan Lingkungan, Tatanan Sosial, Karakteristik Apoteker, Konsep Diri, dan Regulasi, memiliki koefisien regresi (B) masing-masing 0,243; 0,041; 0,194; 0,324 dan 0,219. Sedangkan variabel Sumber Daya memiliki koefisien regresi (B) sebesar -0,122. Pada uji karakteristik perancu diperoleh bahwa karakteristik jenis rumah sakit merupakan perancu pada variabel Organisasi dan Lingkungan, sehingga perlu mengontrol karakteristik jenis rumah sakit dalam analisis hubungan antara variabel organisasi dan lingkungan terhadap kinerja.

Berdasarkan hasil penelitian ini dapat disimpulkan bahwa apoteker di Yogyakarta memiliki kinerja kategori sedang dan dipengaruhi oleh Organisasi dan Lingkungan, Tatanan Sosial, Sumber Daya, Karakteristik Apoteker, Konsep diri, dan Regulasi.

Kata kunci: kinerja, apoteker, rumah sakit

ABSTRACT

Pharmacists as a profession that participate in supporting hospital organizations in improving the quality of life of the community can be seen from the health conditions both in clinical and managerial terms. To see the success of the pharmacist in the hospital, a discussion and measurement of the pharmacist's performance in the hospital were carried out.

This research was conducted through 2 stages of research, using 192 pharmacists who work in public hospitals in the Special Region of Yogyakarta as respondents in filling out a questionnaire that was compiled in the first stage as a questionnaire whose validity and reliability had been tested. The questionnaire compiled is a questionnaire that is filled in based on the self-assessment of the pharmacist. The questionnaire compiled is divided into two questionnaires, namely the first questionnaire to measure pharmacist performance and the second questionnaire to explore the relationship between organizational and environmental variables, social order, resources, self-concept, and regulation on performance variables for pharmacists who work in hospitals in Special Region of Yogyakarta. Data were analyzed descriptively and multivariate with multiple regression. Performance appraisal is carried out using 11 indicator elements that are included in the pharmacist performance domain and the ability domain, then the performance is measured using the low, medium, and high categories based on calculations. At the stage of analyzing confounding factors, the Mantel-Haenszel chi-square test was used.

The results of this study indicate that the questionnaire prepared has good accuracy and precision in measuring performance and exploring the factors that affect pharmacist performance. Pharmacist performance is in the medium category. Pharmacist performance is in the medium category. Based on the Multiple Regression analysis, it was found that the variables of Organization and Environment, Social Structure, Pharmacist Characteristics, Self-Concept, and Regulation, have a regression coefficient (B) of 0.243 each; 0.041; 0.194; 0.324 and 0.219. Meanwhile, the Resource variable has a regression coefficient (B) of -0,122.. In the confounding characteristic test, it was found that the characteristics of the type of hospital were confounders on the organizational and environmental variables, so it was necessary to control the characteristics of the type of hospital in the analysis of the relationship between organizational and environmental variables on performance.

Based on the results of this study, it can be concluded that pharmacists in Yogyakarta have a moderate performance category and are influenced by Organization and Environment, Social Structure, Resources, Pharmacist Characteristics, Self-Concept, and Regulation.

Keywords: performance, pharmacist, hospital