

INTISARI

Latar belakang: Pelaksanaan pemberian hak-hak berupa insentif dan honorarium serta hak lainnya bagi tenaga dokter dan perawat di RSUD Serui yang tidak ter-realisis secara efektif mempengaruhi motivasi kerja pelayanan, yang pada akhirnya berdampak terhadap pasien.

Tujuan: untuk mengetahui implementasi pemberian Insentif dan Honor kepada dokter dan perawat serta dampaknya terhadap motivasi kerja.

Metode: Jenis penelitian ini adalah deskriptif kualitatif. Lokasi penelitian adalah RSUD Serui Kabupaten Kepulauan Yapen Provinsi Papua. Informasi dan data diperoleh dari Direktur, Kepala Tata Usaha, bendahara, Ketua IDI, Ketua PPNI, Kepala bidang Perawatan, Kepala – Kepala bangsal, serta dokter dan perawat, yang dapat memberikan informasi dan data yang relevan dengan focus penelitian. Data diperoleh melalui pengamatan, wawancara, FGD dan dokumentasi. Keabsahan data dilakukan melalui triangulasi metode, dan sumber. Data dianalisis dengan cara reduksi data, penyajian data, dan penarikan kesimpulan atau verifikasi.

Hasil: Implementasi pemberian insentif maupun honor kepada dokter dan perawat di RSUD Serui belum optimal karena pemberian insentif belum disesuaikan dengan pangkat dan pendidikan maupun beban kerja mereka, serta mekanisme pengajuan insentif yang kurang praktis sehingga menyebabkan seringnya mengalami keterlambatan pemberian insentif dan berakibat terjadinya mogok kerja dan demo. Pemberian insentif dan honor kepada dokter dan perawat memberikan dampak negatif bagi motivasi kerja, seperti penurunan semangat dalam melaksanakan tugas, kurangnya tanggung-jawab dalam melaksanakan tugas, tidak memberikan rasa senang dalam bekerja. Pemberian insentif yang baik, secara tidak langsung akan membuat karyawan bekerja keras untuk meningkatkan prestasi.

Kesimpulan: Implementasi pemberian insentif dan honor kepada dokter dan perawat di RSUD Serui belum optimal. Pemberian insentif dan honor kepada dokter dan perawat memberikan dampak negatif bagi motivasi kerja karyawan.

Kata Kunci: Implementasi, motivasi, insentif dan honorarium.

ABSTRACT

Background: Implementation of rights and royalty incentives and other privileges for doctors and nurses in hospitals that are not too Serui realization effectively influence the motivation of services, which in turn have an impact on the patient.

Objective: to know the implementation of the provision of incentives and salaries for doctors and nurses and their impact on work motivation and the solution of their work.

Method: The study was descriptive qualitative. What research is Serui District Hospital Yapen island province of Papua. Information and data obtained from the Director, Head of administration, treasurer, chairman of IDI, PPNI Chairman, Head of Care, Head - the head of the ward, as well as doctors and nurses, who can provide information and data relevant to the research focus. Data obtained through observation, interviews, focus group discussions and documentation. The validity of data is done through triangulation methods, and sources. Data were analyzed by means of data reduction, data presentation, and conclusion or verification.

Results: Implementation of incentives and salaries for doctors and nurses in hospitals Serui not optimal because the incentives have not been adjusted to rank and education as well as their workload, as well as the filing of an incentive mechanism that not practical incentives causing frequent delays and untransparency of the realization of causes. result in a strike and demo. Providing incentives and salaries for doctors and nurses provide a positive impact on motivation as improve morale in performing tasks, increasing responsibilities in carrying out the task, giving a sense of pleasure in the work. The incentive does not affect the employee to compete with their colleagues, but indirectly will make employees work hard to achieve.

Conclusions: Implementation of incentives and salaries for doctors and nurses in hospitals Serui not optimal. Providing incentives and salaries for doctors and nurses provide a positive impact on motivation as improve morale in performing tasks, increasing responsibilities in carrying out the task not, giving a sense of pleasure in the work.

Keywords: Implementation, motivation, incentives and honorarium