

## INTISARI

**Latar belakang:** Insentif di RSUD Bethesda Lempuyangwangi diberikan tiap bulan, tetapi penilaian kinerja dilakukan setiap 6 bulan sekali. Bentuk penghargaan inilah yang ditakutkan akan menghilangkan motivasi perawat untuk bekerja lebih giat. *Pay for performance* penting karena dapat meningkatkan proses dan *outcome*. Dasar dari *pay for performance* adalah penilaian kinerja. Dalam menilai kinerja, diperlukan instrumen yang sesuai dengan standar profesi dan diterima secara lokal di rumah sakit.

**Tujuan:** Untuk mengembangkan indikator kinerja perawat yang dapat digunakan sebagai dasar *pay for performance* di RSUD Bethesda Lempuyangwangi.

**Metode:** Penelitian ini termasuk ke dalam *action research*. *Diagnosing action* dilakukan dengan identifikasi perlunya indikator kinerja perawat sebagai dasar *pay for performance*. *Planning action* dilakukan dengan penyusunan indikator kinerja perawat bersama ahli dan *nominal group technique*. *Nominal group technique* meliputi *rank-ordering* oleh perawat pelaksana, *focused group discussion* dengan perawat supervisi, dan *focused group discussion* dengan manajemen. *Taking action* dilakukan dengan menerapkan indikator kinerja perawat sebagai dasar *pay for performance*. *Evaluating action* dilakukan dengan *focused group discussion* bersama perawat pelaksana. Penelitian dilakukan pada bulan Februari – Mei 2016. Subyek penelitian ini meliputi seluruh perawat RSUD Bethesda Lempuyangwangi.

**Hasil:** Indikator kinerja perawat menurut ahli ada 18 buah. Ada 3 indikator kinerja menurut ahli yang baik diusulkan oleh perawat pelaksana, maupun diputuskan oleh manajemen untuk menjadi dasar *pay for performance*. Indikator kinerja perawat RSUD Bethesda Lempuyangwangi akhir ada 42 buah, yang terbagi dalam 25 indikator kinerja umum dan 17 indikator kinerja khusus perawat. Perawat pelaksana mempunyai pendapat yang berbeda atas indikator kinerja perawat sebagai dasar *pay for performance*.

**Kesimpulan:** Indikator kinerja perawat RSUD Bethesda Lempuyangwangi ada 42 buah, yang terdiri atas 25 indikator kinerja umum dan 17 indikator kinerja khusus. Perawat masih mempunyai pendapat yang berbeda atas indikator kinerja perawat sebagai dasar *pay for performance*.

**Kata kunci:** indikator kinerja, penilaian kinerja, *pay for performance*

## ABSTRACT

***Background:** Incentive at Bethesda Lempuyangwangi Hospital is given monthly, but performance assessment is done every 6 months. This can lead to motivation decline. Pay for performance can improve outcomes. Pay for performance foundation is performance assessment. In assessing performance, indicator which matches the profession standard and is locally accepted in a hospital is needed.*

***Objective:** To develop nurse performance indicators that can be used as pay for performance foundation at Bethesda Lempuyangwangi Hospital.*

***Method:** This research falls under action research design. Diagnosing action is done by identifying the need of performance indikator as pay for performance foundation. Planning action is done by composing nurse performance indikator with 2 expert and nominal group technique. Nominal group technique includes rank ordering and focused group discussion. Taking action is done by applying performance indikator as pay for performance foundation. Evaluating action is done by doing focused group discussuion with nurse. This study was conducted in February – May 2017. Subject includes all Bethesda Lempuyangwangi Hospital nurse.*

***Result:** Performance indicator experts suggest 18 indicators. There are 3 performance indicators that are both suggested by nurse supervisor and decided by management to be pay for performance foundation. There are 42 Bethesda Lempuyangwangi nurse performance indicators, which consist of 25 general performance indicators and 17 nurse performance indicators. Nurses still have different opinion about performance indikator as pay for performance foundation.*

***Conclusion:** There are 42 Bethesda Lempuyangwangi nurse performance indicators, which consist of 25 general performance indicators and 17 nurse performance indicators. Nurses still have different opinion about performance indikator as pay for performance foundation.*

***Keywords:** performance indikator, performance assessment, pay for performance*