

INTISARI

Latar Belakang: Administrasi rumah sakit memainkan peranan strategis dalam mencapai kinerja organisasi rumah sakit secara keseluruhan. Pegawai administrasi yang berkinerja tinggi dibutuhkan untuk melaksanakan tugas-tugas administratif rutin pada unit-unit administratif tersebut. Agar kinerja pegawai meningkat, maka upaya pengembangan SDM perlu dilakukan secara efektif dan berkelanjutan. Beberapa upaya pengembangan SDM tersebut adalah melalui pemberdayaan dan pengawasan pegawai. Pemberdayaan pegawai dianggap mampu menumbuhkan dan meningkatkan kreativitas para pegawai sehingga dapat meningkatkan tingkat kinerja pegawai. Agar hasil pekerjaan yang dicapai tidak menyimpang dari tujuan organisasi perlu dilakukan kegiatan pengawasan yang efektif untuk meminimalkan resiko kesalahan.

Tujuan: Tujuan dalam penelitian ini adalah untuk menguji hubungan pemberdayaan dan pengawasan terhadap kinerja pegawai administrasi di RSUD Ulin Banjarmasin, serta untuk menguji seberapa besar peran atau hubungan pemberdayaan dan pengawasan dalam mempengaruhi kinerja pegawai administrasi RSUD Ulin Banjarmasin.

Metode: Jenis penelitian ini merupakan penelitian kuantitatif dengan rancangan *cross sectional*. Pengambilan data dengan metode survey di RSUD Ulin Banjarmasin bulan Juli-Agustus 2016. Data primer diperoleh melalui kuesioner. Subyek dari penelitian ini adalah 95 orang pegawai administrasi rumah sakit.

Hasil: Hasil analisis regresi linear berganda menunjukkan adanya hubungan signifikan antara pemberdayaan dan pengawasan terhadap kinerja pegawai ($F=25,87$, $p<0,01$). Sumbangan efektif pemberdayaan dan pengawasan secara bersama-sama memberikan kontribusi sebesar 36,0% ($R^2=0,360$) terhadap kinerja pegawai.

Kesimpulan: Pemberdayaan dan pengawasan secara signifikan dengan arah positif berperan terhadap kinerja pegawai administrasi di RSUD Ulin Banjarmasin

Kata Kunci: Pengembangan SDM, Pemberdayaan, Pengawasan, Kinerja Pegawai

ABSTRACT

Background: Hospital administration plays a strategic role in achieving an overall organizational performance in a hospital. High performing administrative staff are needed to carry out routine administrative tasks in the administrative units. In order to increase employee performance, a sustainable and effective development in human resources are necessary. Some human resource development efforts are through empowerment and supervision of employees. Employee empowerment is considered able to nurture and enhance the creativity of the employees so as to improve the level of employee performance. In order to achieve the results of jobs that do not deviate from the purpose of the organization it is necessary to employ effective supervision to minimize the risk of errors.

Objective: The purpose of this study is to examine how empowerment and supervision correlates with performance of the administrative staff in Ulin Hospital Banjarmasin, as well as to test the role of the aforementioned factors in affecting the performance of administrative staff Hospital Ulin Banjarmasin.

Methods: This study was quantitative research with cross sectional design. Data retrieved with survey method at Ulin Hospital Banjarmasin on July to August 2016. The primary data obtained through a questionnaire. The subjects of this study were 95 employees in the hospital administration office.

Results: Multiple linear regression analysis showed relationship between empowerment and supervision of employee performance ($F = 25.87$, $p < 0.01$) significantly. Empowerment and supervision together showed effective contribution as much as 36.0% ($R^2 = 0.360$) on the performance of employees.

Conclusion: Empowerment and supervision play a significant role in positive direction on the performance of the administrative staff in Ulin Hospital Banjarmasin

Keywords: Human Resource Development, Empowerment, Supervision, Employee Performance