

## INTISARI

### PERSEPSI PERAWAT TERHADAP PENERAPAN SISTEM INSENTIF PELAYANAN TENAGA PERAWAT RAWAT INAP DI RS PKU MUHAMMADIYAH BANTUL

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#### Latar Belakang:

Insentif adalah imbalan-imbalan finansial yang diterima oleh tenaga perawat di RS PKU Muhammadiyah Bantul melalui hubungan kepegawaian dengan sebuah organisasi. RS PKU Muhammadiyah Bantul juga memberlakukan model insentif berdasarkan indeks prestasi kerja (IPK). Akan tetapi perawat menganggap sistem insentif tersebut belum maksimal dalam penerapannya.

**Tujuan Penelitian:** Pada penelitian ini, peneliti ingin mengetahui mengetahui persepsi perawat terhadap penerapan sistem insentif pelayanan tenaga perawat di Instalasi Rawat Inap di RS PKU Muhammadiyah Bantul dan mengetahui harapan tenaga perawat terhadap sistem insentif yang telah diterapkan di instalasi rawat inap RS PKU Muhammadiyah Bantul.

**Metode Penelitian:** penelitian ini adalah *Mix method* yaitu menggunakan metode kuantitatif dengan rancangan penelitian *cross sectional* dan metode penelitian deskriptif kualitatif. Jumlah populasi 71 perawat di rawat inap RS PKU Muhammadiyah Bantul. Analisis data yang digunakan uji *Mean* dan dilakukan *Indepth Interview (wawancara mendalam) kepada responden*.

**Hasil Penelitian:** berdasarkan hasil uji *Mean* didapatkan persepsi perawat terhadap penerapan sistem insentif pelayanan tenaga perawat dalam kategori baik 3%, cukup 69,7%, dan kategori kurang 27,3%. Hasil wawancara mendalam didapatkan harapan perawat terhadap penerapan sistem insentif yakni perlu adanya evaluasi mengenai sistem insentif yang ideal dan adil. Penilaian IPK berdasarkan masa kerja, pendidikan, volume pekerjaan, resiko bekerja dan beban kerja. Selain itu, perlu adanya penambahan nominal dari indeks penilaian, penambahan point indeks prestasi kerja (IPK), dan pembagian pendapatan sesuai dengan unit kerja masing-masing sehingga penerapan sistem insentif ke arah sistem remunerasi.

**Kesimpulan:** Hasil penelitian ini menunjukkan persepsi perawat terhadap penerapan sistem insentif pelayanan tenaga perawat rawat inap di Rumah Sakit PKU Muhammadiyah Bantul dalam kategori cukup sehingga perlu dilakukan evaluasi pada sistem tersebut.

**Kata Kunci:** persepsi perawat, insentif, rumah sakit

## ABSTRACT

### PERCEPTIONS OF NURSES SERVICE PERSONNEL INCENTIVE SYSTEM IMPLEMENTATION IN PATIENTS ROOM OF PKU MUHAMMADIYAH BANTUL HOSPITAL

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**Background :** Incentive is a financial reward received by nurses at PKU Muhammadiyah Bantul through employment relationship with an organization. RSPKU Muhammadiyah Bantul also enforces incentive model based on the performance index. However, the nurse still considers that the application of incentive system is not being maximized yet.

**Purpose:** In this research, the researcher wanted to know the perception of nurses to the implementation of an incentive system care in nurse of inpatient at PKU Muhammadiyah Bantul Hospital and to know the expectation of nurses about the incentive system that has been implemented in the inpatient at PKU Muhammadiyah Bantul hospital

**Method:** This research used *a mix method*, the quantitative method with cross-sectional research design and descriptive qualitative research methods. The total population was conducted on 71 nurses at inpatient room at PKU Muhammadiyah Bantul hospital. Data analysis and Mean test conducted in depth interviews (in-depth interview) to the respondent

**Result:** Mean test result showed the nurse's perception of the implementation of an incentive system care in nurses in good categories is 3%, enough category is 69.9%, and 27.3% less category.

Results obtained in depth interviews nurses hope against the implementation of an incentive system needs to be an evaluation of the ideal system of incentives and fair. Performance index assessment was done based on working period, education, the volume of work, the risk of work and workload. In addition, the need for the addition of a nominal valuation index, the addition point performance index, and the distribution of income in accordance to their respective work units are needed so that the implementation of an incentive system to the system of remuneration can be done.

**Conclusion:** Result of this research shows that the nurse's perception about the application of incentive system in PKU Muhammadiyah Bantul Hospital is in enough category and needs to be evaluated in terms of its system.

**Key Word:** Nurse perception, Incentive system, hospital