

PERBEDAAN KINERJA KARYAWAN SEBELUM DAN SESUDAH PEMBERIAN KOMPENSASI LAUK PAUK (Studi Pada Pusat Kesehatan Masyarakat Kecamatan Sananwetan Kota Blitar)



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ABSTRAKSI

Penelitian ini bertujuan untuk menguji perbedaan kinerja karyawan Puskesmas kecamatan Sananwetan kota Blitar dalam pencapaian Program Pokok Puskesmas antara sebelum dan sesudah pemberian kompensasi Lauk.

Data yang digunakan adalah data sekunder berupa laporan kinerja karyawan setiap periode 6 bulan sekali dalam pencapaian Program Pokok Puskesmas. Data-data tersebut dianalisis dengan menggunakan uji beda t.

Hasil penelitian menunjukkan bahwa terdapat perbedaan kinerja karyawan Puskesmas Sananwetan antara sebelum dan sesudah pemberian kompensasi Lauk Pauk. Pencapaian rata-rata kinerja karyawan sebelum memperoleh kompensasi Lauk Pauk untuk program Promosi Kesehatan sebesar 80%, program Kesehatan Ibu dan Anak sebesar 79.6%, program Perbaikan Gizi Masyarakat sebesar 87%, program Imunisasi sebesar 93,6%, program Lansia sebesar 91,4%, program UKS sebesar 91,5%, program Batra sebesar 60,7% dan program UKK sebesar 65,9%. Sedangkan sesudah memperoleh kompensasi lauk pauk rata-rata kinerja untuk program Promosi Kesehatan sebesar 90%, program Kesehatan Ibu dan Anak sebesar 88,2%, program Perbaikan Gizi Masyarakat sebesar 96,2%, program Imunisasi sebesar 99,6%, program Lansia sebesar 99,9%, program UKS sebesar 100%, program Batra sebesar 77,9% dan program UKK sebesar 78,4%. Pemberian kompensasi Lauk Pauk kepada para karyawan pada sampel penelitian dapat mengembangkan maupun meningkatkan kinerja. Hal ini disebabkan kompensasi yang diberikan telah sesuai dengan beban kerja yang diemban. Selain itu pemberian kompensasi Lauk Pauk sebagai cerminan penghargaan kepada karyawan atas segala jerih payahnya menjalankan tugas dan kewajibannya, hal ini dapat mendorong karyawan meningkatkan kinerja, motivasi kerja dan keunggulan kompetitif.

Saran yang dapat diberikan ialah, pemberian kompensasi Lauk Pauk telah memberikan dampak positif terhadap kinerja karyawan Puskesmas Sananwetan secara nyata, untuk itu perlu dipertahankan dan jangan sampai terputus pelaksanaannya.

ABSTRACT

This research is aimed to examine the difference of employee performance in Puskesmas Sananwetan Sub-district of Blitar in achieving Main Program of Puskesmas before and after providing of side dishes compensation.

Data used in this research is secondary data, that is report of employee performance each of 6 months a times in achieving Main Program of Puskesmas. Those data are analyzed by using t-difference test.

The result of this research shows that there is difference of employee performance in Sananwetan Sub-District before and after providing of side dishes compensation. The mean achieving of employee performance before gaining side dishes compensation for program of Health Promotion as 80%, program of Mother and Child Health as 79.6%, Maintaining of people nutrition program as 87%, Immune program as 93.6%, Lansia program as 91.4%, UKS program as 91.5%, Batra program as 60.7% and UKK program as 65.9%. Whereas having obtaining side dishes compensation average performance for Health Promotion Program as 90%, program of Mother and Child Health as 88.2%, Maintaining of people nutrition program as 96.2%, Immune program as 99.6%, Lansia program as 99.9%, UKS program as 100%, Batra program as 77.9% and UKK program as 78.4%. The providing of side dishes compensation to the employees on the research sample could either enhance or increase the performance. This is caused by such compensation provided has been appropriate to the work load carried out. Besides, the providing of side dishes as the representation of achievement towards the employee of all their effort to implement their task and responsibility, this could encourage the employees to enhance their performance, work motivation and competition superiority.

The suggestion could be given is that the providing of side dishes compensation has given a positive impact towards the employee performance of Puskesmas Sananwetan obviously, so it needs to be maintained and hopes to be not switch off its implementation.