ABSTRACT

This research discusses about the development effort of individual performance appraisal of assosiate nurse in the ward of Rumah sakit Onkologi Surabaya. During this time the assessment of individual performance appraisal have not yet held to the permanent employee especially the nurse. Whereas the performance appraisal is very important as the evaluation base and the development of employee performance in achieve the purpose of hospital organization.

The research was done with descriptive quantitative method used questionnaire design to know the main task description of assosiate nurse and assessment indicator. where the respondent of the research is the people who responsible in all of work unit in Division of Nurses Service and home doctor in Rumah Sakit Onkologi Surabaya. The second research design was descriptive qualitative method used focus group discussion that held to get information about assessment method that was hoped by informan to asses the assosiate nurse performance in the ward.

From research result indicated that main task description consisted of two big groups namely task description of nursing services and administrative services. While in the research method, in the assessment indicator aspects there were five indicators namely nurse service indicator, administrative service indicator, work behavior indicator, organization culture implementation indicator.

The conclusion that can be drawn from the research is individual performance appraisal system of assosiate nurse in the ward consist of competence of nursing and administrative service, work behavior and organization culture implementation as input. Where the process is implement of the performance appraisal with rating scale method that held formally once a year and informally anytime if necessary, the assessment is done by the officer who is previously determined by direct supervisor, indirect supervisor and work peers. whereas they are have been trained before about assessment method. Output from the assessment is result that consists of five categories namely excellence, good, fair, not good enough and bad.

Key words : assessment system, performance, assosiate nurse