

PENGARUH KOMPENSASI DAN PENGEMBANGAN KARIER TERHADAP PRESTASI KERJA PEGAWAI RUMAH SAKIT ISLAM JOMBANG

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Sumber daya manusia merupakan aset yang sangat berharga bagi setiap instansi, instansi rumah sakit islam merupakan dinas daerah yang mana dalam operasionalnya perlu pengelolaan di bidang kepegawaian yang baik. Banyak faktor yang mempengaruhi pengelolaan kepegawaian ini diantaranya adalah mengenai kompensasi dan pengembangan karier pegawai.

Metode yang di gunakan adalah metode survey eksplanatif. Penentuan sampel dilakukan dengan sampel acak stratifikasi, dengan pengumpulan data melalui penyebaran angket., disamping observasi dan wawancara terhadap responden, sedangkan untuk data skunder ditelusuri melalui laporan tahunan, arsip-arsip dan dokumen-dokumen lainnya. Responden penelitian adalah seluruh pegawai dinas Rumah Sakit Islam Jombang yang berjumlah 160 orang, sedangkan untuk bahan penelitian diambil sampel (n) sebesar 60 orang responden. Selanjutnya data yang diperoleh diolah dengan menggunakan analisis statistik regresi linier berganda.

Hasil penelitian menunjukkan pengaruh kompensasi dan pengembangan karier terhadap prestasi kerja pegawai sebesar 96,5% sedangkan 3,5% di pengaruhi oleh faktor lain.

Berdasarkan hasil penelitian yg telah dilakukan dapat ditarik kesimpulan sebagai berikut :

- 1) Penerapan program kompensasi pegawai yang baik akan memberi dampak positif bagi peningkatan prestasi kerja pegawai Rumah Sakit Islam Jombang, yakni semakin meningkat. Dengan demikian hipotesis yang diajukan dapat diterima.
- 2) Berdasarkan hasil penelitian dan analisis yang telah dilakukan pula, bahwa upaya pengembangan karier akan memberikan dampak positif bagi peningkatan prestasi kerja pegawai Rumah Sakit Islam Jombang, yakni usaha yang ingin dicapai adalah kinerja pegawai menjadi lebih baik, sehingga akan berdampak pada prestasi kerja pegawai semakin meningkat. Dengan demikian hipotesis yang diajukan dapat diterima, namun ada satu variabel yang hasilnya tidak positif melainkan negatif yaitu variabel mutasi hal ini instansi rumah sakit islam hendaknya tidak meningkatkan program mutasi karena akan menurunkan prestasi kerja pegawai.
- 3) Dari ke lima variabel yang diteliti yakni kompensasi langsung, kompensasi tidak langsung, pendidikan dan pelatihan, promosi, dan mutasi, memiliki pengaruh yang signifikan bagi peningkatan prestasi kerja pegawai. Dengan demikian program kompensasi dan pengembangan karier berpengaruh positif kecuali variabel mutasi yang hasilnya negatif terhadap prestasi kerja pegawai, hal ini menunjukkan pula hipotesis yang diajukan diterima.

***The Effects Of Compensation And Career Development
On The Employees Work Merits Of Nurse At Rumah Sakit Islam Jombang***

SUMMARY

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Human resources are invaluable assets in every institution, especially in government

Institution Rumah Sakit Islam Jombang is a regional office, in witch need good personnel management. Many factor influence personnel management, among other compensation and carrier development.

The method used study are explanatory survey and row statistical analysis. The determination of the samples is done through stratified random sampling, by collection data through questionnaires, in edition to observations and respondent interviews. While the secondary data is collected by tracking annual reports file and other document. The respondent in this study are all the employees of Rumah Sakit Islam Jombang. Amounting 160 employees, while the member of respondent in this study (n) is 60 respondent.

The result of this study showed that the effect of the compensation and carrier development (X) on the work merits (Y) is 96,5%

Based on the result of research that has been conducted we can concluded and suggested the following points :

- 1. The application of a good employees welfare program will provide a positive impact for increasing the employees work merits organization Rumah Sakit Islam Jombang, that is more increasing thus, the proposed hypothesis is acceptable.*
- 2. Based on the result of research and analysis that has been conducted also that the development of employees career will provide a positive impact for increasing the employees work merits of Rumah Sakit Islam Jombang, that is an afford desired to achieve is employees performance became better, so that Italia has an impact on employees work merits increasingly into better. Thus, the proposed hypothesis is acceptable.*
- 3. The five variables investigated are direct compensation, indirect compensation, training and education, promotion, mutation have a strong influence for increasing the employees work merits. Thus, the program of the compensation and career development has a positive influence on the employees work merits, meanwhile mutation have been negative and significant effect, and this also indicated that the hypothesis proposed is acceptable.*

Abstract

***The Effects Of Compensation And Career Development
On The work merits At Rumah Sakit Islam Jombang***

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The aim of this research is to analyze the effects of direct compensation, indirect compensation, training and education, promotion, mutation upon work merits at Rumah Sakit Islam Jombang.

Research method applied is explanatory survey method. The data is taken by means of literature study and field study (observation, interview, and questionnaire), the sample is taken by using total sampling method, whereas the amount of samples are 60 participants. Analytical technique applied is multiple linier regression. Meanwhile, to know the significant output is shown by F-test and t-test supported by econometric test.

Output of the analysis indicate that direct compensation, indirect compensation, training and education, promotion, mutation have positive and significant simultaneous effect on work merits of nurse at Rumah Sakit Islam Jombang

Direct compensation, indirect compensation, training and education, promotion, have positive and significant partial affect on work merits, meanwhile mutation have negative and significant affect.

Based on this research, compensation and career development program have positive effect on work merits, otherwise mutation program have negative or decline effect on work merits Rumah Sakit Islam Jombang

Key- word : *Direct Compensation, Indirect Compensation, Training And Education, Promotion, And Mutation.*