

## ABSTRAK

### PERBEDAAN MOTIVASI KERJA DAN KEPUASAN KERJA PEGAWAI PUSKESMAS BLUD DAN NON BLUD KABUPATEN SEMARANG

Aswindar Adhi Gumilang, Tri Pitara Mahanggoro, Qurratul Aini  
Program Studi Magister Manajemen Rumah Sakit Program Pascasarjana  
Universitas Muhammadiyah Yogyakarta

**Latar belakang :** Tuntutan masyarakat terhadap profesionalisme pelayanan kesehatan serta pengelolaan keuangan yang transparan dan akuntabel membuat sebagian puskesmas di lingkungan dinas kesehatan kabupaten Semarang berubah status menjadi puskesmas BLUD. Penyelenggaraan puskesmas BLUD dan non BLUD memerlukan sumber daya yang dapat bekerja dengan baik agar dapat memenuhi harapan masyarakat. Sehingga perlu diketahui motivasi kerja dan kepuasan kerja pegawai puskesmas BLUD dan non BLUD yang akan berdampak terhadap pelayanan kepada masyarakat.

**Metode Penelitian :** Jenis penelitian ini adalah deskriptif komparatif dengan pendekatan kuantitatif. Metode pengumpulan data melalui survei dengan membagikan kuesioner. Obyek pada penelitian ini adalah motivasi kerja dan kepuasan kerja pegawai puskesmas BLUD dan non BLUD kabupaten Semarang.

**Hasil penelitian :** Nilai Sig. (*P-value*) variabel motivasi kerja sebesar 0,019 lebih kecil dari nilai  $\alpha$  (0,05) hal ini menunjukkan bahwa ada perbedaan motivasi kerja pegawai puskesmas BLUD dan non BLUD. Nilai Sig. (*P-value*) variabel kepuasan kerja sebesar 0,20 lebih kecil dari nilai  $\alpha$  (0,05) hal ini menunjukkan bahwa ada perbedaan kepuasan kerja pegawai puskesmas BLUD dan non BLUD. Rata-rata motivasi pegawai non BLUD sebesar 76,59 lebih kecil dari rata-rata pegawai BLUD sebesar 78,25. Rata-rata kepuasan kerja pegawai BLUD sebesar 129,20 lebih besar dari rata-rata pegawai non BLUD sebesar 124,26.

**Kesimpulan :** Berdasarkan penelitian yang telah dilakukan terdapat perbedaan motivasi kerja dan kepuasan kerja pegawai puskesmas BLUD dan non BLUD. Kepuasan kerja pegawai puskesmas BLUD lebih tinggi daripada pegawai puskesmas non BLUD.

**Kata Kunci :** Motivasi kerja, Kepuasan kerja, Puskesmas BLUD dan non BLUD.

## ABSTRACT

### WORK MOTIVATION DIFFERENCES AND JOB SATISFACTION OF BLUD AND NON BLUD PUBLIC HEALTH CENTER EMPLOYEES IN SEMARANG DISTRICT

Aswindar Adhi Gumilang, Tri Pitara Mahanggoro, Qurratul Aini  
Master Program of Hospital Management of Post Graduate Program  
University of Muhammadiyah Yogyakarta

**Background:** The public demand for health service professionalism as well as transparent and accountable financial management made some public health center in Semarang district health office changed the status of public health center to BLUD. The implementation of public health center BLUD and non BLUD requires resources that it can work well in order to meet the expectations of the community. So, it is necessary to know the work motivation and job satisfaction of BLUD and non-BLUD public health center employees that will impact on service to the community.

**Method of the Research:** The kind of this research is a comparative descriptive with a quantitative approach. Method of data collection is taken by surveys with distributing questionnaires. The objectives of this research are work motivation and job satisfaction of BLUD and non BLUD public health center employees in Semarang districts.

**Result of the Research:** Sig value. (P-value) variable of work motivation equal to 0,019 smaller than  $\alpha$  value (0,05) it shows that there is a difference of work motivation of BLUD and non BLUD public health center employees . Sig value. (P-value) variable of job satisfaction equal to 0,20 smaller than  $\alpha$  value (0,05) it shows that there is a difference of job satisfaction of BLUD and non BLUD public health center employees. The average of non-BLUD employee motivation is 76,59 less than the average of BLUD employee is 78,25. The average of job satisfaction of BLUD employee is 129,20 bigger than the average of non BLUD employee is 124,26.

**Conclusion:** Based on the research that has been done there are differences of work motivation and job satisfaction of BLUD and non BLUD public health center employee. Job satisfaction of public health center employee of BLUD is higher than non BLUD -public health center employee.

**Keywords:** Work Motivation, Job Satisfaction, BLUD and non BLUD public health center.