

INTISARI

PENGARUH KEADILAN DISTRIBUTIF KOMPENSASI FINANSIAL DAN NON-FINANSIAL, SERTA MOTIVASI TERHADAP KEPUASAN KERJA KARYAWAN KLINIK PRATAMA DI YOGYAKARTA

THE EFFECT OF FINANCIAL AND NON-FINANCIAL COMPENSATION IN DISTRIBUTIVE JUSTICE, AND MOTIVATION OF EMPLOYEE SATISFACTION PRATAMA CLINIC IN YOGYAKARTA

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Latar belakang: Kepuasan karyawan merupakan tolak ukur terciptanya karyawan berprestasi dan berkualitas tinggi sehingga mampu memberikan kinerja yang berkualitas bagi perusahaannya. Karyawan akan memberikan kualitas kerjanya ketika keinginan sesuai harapan mereka, sehingga kepuasan karyawan akan terpenuhi.

Tujuan Penelitian: Mengetahui faktor-faktor yang mempengaruhi kepuasan kerja karyawan klinik kesehatan di Kota Yogyakarta.

Metode Penelitian: Jenis penelitian kualitatif dengan pendekatan *cross sectional*. Subjek penelitian adalah karyawan 5 klinik pratama di kota Yogyakarta. Instrumen yang digunakan adalah kuesioner. Analisa data menggunakan analisa *regresi linier berganda*.

Hasil Penelitian: Persamaan regresi penelitian ini “Kepuasan Kerja Karyawan Klinik di Kota Yogyakarta = 0,566 Keadilan

distributif penghargaan finansial + 0,300 Keadilan distributif penghargaan non-finansial + 0,162 Motivasi". Terdapat pengaruh yang signifikan dari variabel keadilan distributif penghargaan finansial, keadilan distributif penghargaan non-finansial, dan motivasi secara simultan terhadap kepuasan kerja karyawan klinik di Kota Yogyakarta. Ketiga variabel tersebut berpengaruh terhadap kepuasan kerja sebesar 85,7%.

Kesimpulan: Saran klinik kesehatan di Kota Yogyakarta agar selalu membuka diri dan mau mengevaluasi secara berkelanjutan agar bisa mengkoreksi diri dari kebijakan khususnya terkait keadilan distributif penghargaan finansial dan non-finansial karyawannya agar selalu tercipta asas keadilan sesuai dengan prosedur, serta motivasi karyawan agar tercipta kepuasan kerja karyawan klinik kesehatan di Kota Yogyakarta.

Kata Kunci : Keadilan Distributif Penghargaan Finansial dan Non Finansial, Motivasi, Kepuasan Kerja Karyawan, Klinik.

ABSTRACT

Background: *Employee satisfaction is a benchmark for the creation of high-achieving and high-quality employees, to provide quality performance for their company. Employees will provide quality work when desires according to their expectations, so that employee satisfaction will be fulfilled.*

Research Objectives: *Knowing the factors that influence job satisfaction of health clinic employees in Yogyakarta City.*

Research Methods: *This type of qualitative research with cross sectional approach. The research subjects were employees of 5 pratama clinics in the city of Yogyakarta. The instrument used was a questionnaire. Data analysis uses multiple linear regression analysis.*

Result and discussion: *The regression equation of this study job satisfaction of health clinic employees = 0.566 Distributive justice + financial rewards + 0.300 distributive justice non-financial rewards + 0.162 Motivation". There is a significant influence of the variables of distributive justice of financial rewards, distributive justice of non-financial rewards, and simultaneous motivation on job satisfaction of clinical employees in the city of Yogyakarta. These three variables affect job satisfaction by 85.7%.*

Conclusion: *Suggestions for health clinics in the city of Yogyakarta to always open themselves and want to evaluate on an ongoing basis in order to be able to correct themselves from policies especially related to distributive justice of financial and non-financial rewards to employees so as to always create the principle of justice in accordance with procedures, as well as employee motivation to create job satisfaction of health clinic employees in Yogyakarta City.*

Keywords: *Distributive Justice Financial Reward and Non-*

*Financial Reward, Motivation, Employee Job Satisfaction,
Health Clinic*