INTISARI

PENGARUH PERSEPSI DAN KEPUASAN TERHADAP SISTEM REMUNERASI SERTA DAMPAKNYA PADA KINERJA KARYAWAN DI RUMAH SAKIT ISLAM KLATEN

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Latar Belakang: Perbedaan profesi dan latar belakang pendidikan menjadi tantangan bagi manajemen sumber daya manusia di Rumah Sakit Islam Klaten. Pada sebuah rumah sakit; dokter, perawat dan karyawan, memiliki hak untuk memperoleh pendapatan yang layak sesuai dengan sistem remunerasi. Beberapa tantangannya adalah munculnya beberapa pertanyaan dan keluhan tentang remunerasi. Tujuan dari penelitian ini adalah untuk mengetahui pengaruh persepsikaryawan terhadap kepuasan dan kinerja pada penerapan sistem remunerasi di RS. Islam Klaten.

Subjek dan Metode: Penelitian ini merupakan penelitian kuantitatif. Subjek penelitian ini adalah seluruh karyawan RS Islam Klaten, dengan jumlah sampel sebanyak 100orang. Metode pengumpulan data dilakukan melalui survei menggunakan kuesioner *online*. Data yang telah diperoleh, dianalisis menggunakan metode *Partial Least SquareRegression*.

Hasil: Hasil uji hipotesis pertama, yaitu persepsikaryawan berpengaruh terhadap kepuasan karyawan pada sistem remunerasi di RS. Islam Klaten, dengan nilai t statistik 31,781> t tabel 1,985. Hasil uji hipotesis kedua, yaitupersepsikaryawan terhadap sistem remunerasi di RS. Islam Klaten berpengaruh terhadap kinerja karyawan RS. Islam Klaten, dengan nilai t statistik 2,011 > t tabel 1,985. Hasil uji hipotesis ketiga, yaitu kepuasan karyawan terhadap remunerasi berpengaruh terhadap kinerja karyawan di RS. Islam Klaten, dengan nilai t statistik 9,095 > t tabel 1,985.

Kesimpulan: (1) Persepsikaryawan berpengaruh terhadap kepuasan karyawan pada sistem remunerasi di RS. Islam Klaten. (2) Persepsikaryawan berpengaruh terhadap kinerja karyawan pada sistem remunerasi di RS. Islam Klaten. (3) Kepuasan karyawan berpengaruh terhadap kinerja karyawan pada sistem remunerasi di RS. Islam Klaten.

Kata Kunci: Persepsi, Kepuasan, Kinerja, Remunerasi

ABSTRACT

THE INFLUENCE OF EMPLOYEE PERCEPTION AND SATISFACTION ON REMUNERATION SYSTEM IN RUMAH SAKIT ISLAM KLATEN AND ITS IMPACT ON EMPLOYEE PERFORMANCE

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Background: Several health professions and different educational backgrounds become a challenge for human resource management in RS. Islam Klaten. Doctors, nurses, and staff have their rights to get an appropriate salary based on the remuneration system. Employee knowledge based on remuneration regulations of RS. Islam Klaten represents their perceptions. Specifically, the researchers investigated the influence of employee perception and satisfaction on the remuneration system and its impact on employee performance.

Subjects and Method: This study was quantitative research. The subject of this research was all of the employers in RS. Islam Klaten. This research used a simple random sampling method. A total of 100 employers participated in this study. The data was analyzed by using Partial least square regression to understand the influence and relationship between variables and each indicator.

Results: The first hypothesis test results; employee perception influences employee satisfaction in the remuneration system in RS. Islam Klaten, with statistical value 31,781 > t table 1,985. The second hypothesis test results; employee perception of remuneration system influences the performance of hospital employees, with statistical value 2.011 > t table 1.985. The third hypothesis test results; employee satisfaction of remuneration influences employee performance at the hospital, with a statistical t value of 9,095 > t table of 1,985.

Conclusion: (1) Employee perceptioninfluences employee satisfaction of the remuneration system in RS. Islam Klaten. (2) Employee perceptionof remuneration in RS. Islam Klaten influences employee performance. (3) Employee satisfaction of remuneration in RS. Islam Klaten influences employee performance.

Keywords: Perception, Satisfaction, Performance, Remuneration