

ISLAMIC PRIVATE HOSPITAL REMUNERATION FORMULATION

Nur Hidayah¹, Arlina Dewi², Ekorini Listiowati³

^{1, 2} Master of Hospital Management, Postgraduate Program, Universitas Muhammadiyah Yogyakarta, Jl. Brawijaya, Kasihan, Bantul, Yogyakarta, 55183, Indonesia,

³ Faculty of Medicine and Health Sciences, Universitas Muhammadiyah Yogyakarta, Jl. Brawijaya, Kasihan, Bantul, Yogyakarta, 55183, Indonesia.

Abstract

Background: Remuneration system have implemented in the hospitals own by public service of the central government and local governments. The 51% of private hospitals have not been ready to implement the remuneration, especially for guest specialist doctors because of lack of socialization. Accordingly, they still use a fee-for-service. This study aims to find the appropriate formula of remuneration in Islamic private hospitals.

Subject and Method: This research used descriptive design with a cross-sectional approach. The population target (subject) was Islamic Hospitals in Indonesia. The online questioners delivered to the population target, but the response came from were 18 hospitals located in 4 provinces, namely East Java, Central Java, Yogyakarta, and South Kalimantan Province. Respondents who filled the questioner and returned to the researchers were 118. Quantitative data were analyzed using the descriptive statistic, and qualitative data were interpreted by the coding method.

Result: The formula of remuneration (R) for Islamic Private Hospitals is Human Resource allocation payment (HRP) minus Fee-for-Service (FFS) for specialist physicians, especially part-timers. $R = HRP - FFS$; $R = p1 + p2 + p3$. P1 = salary based on job index, education and training, length of employment. P2 = individual performance index (ipi) + unit performance Index (upi) + Islamic performance index (isp). P3 = special achievement + allowance. This model of remuneration is called partial remuneration, the modification of remuneration for public service hospitals. Budget allocation based on the financial condition of every hospital and the policy of management.

Conclusion: Remuneration for Islamic private hospitals mixed between fee-for-service, salary, pay for performance, Special Achievement, And allowance. The technic to formulate remuneration for Islamic Private Hospitals based on the condition, and management policy of the hospitals.

Keywords: formulation, remuneration, Islamic, private, hospitals

Corresponding Email: nurhidayah@umy.ac.id , no. hp. 62+8121868736

Abstrak

Latar Belakang: Sistem remunerasi telah diimplementasikan di rumah sakit umum milik pemerintah pusat dan pemerintah daerah di Indonesia. Sebanyak 51% rumah sakit swasta di Indonesia belum siap untuk menerapkan system remunerasi karena kurang sosialisasi.

Karena itu, mereka masih menggunakan pembayaran berdasarkan pelayanan yang telah diberikan. Penelitian ini bertujuan untuk menemukan formula remunerasi yang tepat untuk rumah sakit swasta islami.

Subyek dan Cara: Riset ini menggunakan desain deskriptif dengan pendekatan satu waktu dan sekali survei. Populasi target atau subyeknya adalah rumah sakit yang islami di Indonesia. Kuesioner online disebarkan kepada populasi target, tetapi yang memberikan respon sebanyak 18 rumah sakit yang terletak di empat provinsi, yaitu Jawa Tengah, Yogyakarta, Jawa Timur, dan Kalimantan Selatan. Responden yang mengisi kuesioner berjumlah 118 orang. Data kualitatif dianalisis dengan statistic deskriptif, sedangkan data kualitatif dianalisis menggunakan cara coding.

Hasil: Formula remunerasi untuk rumah sakit swasta islami (R) adalah alokasi dana untuk belanja sumber daya manusia dikurangi pembayaran jasa pelayanan untuk dokter spesialis, terutama dokter spesialis tamu. $R = p_1 + p_2 + p_3$. P_1 = gaji berdasarkan pada indek jabatan, pendidikan, pelatihan, dan lama kerja. P_2 = kinerja individu + kinerja unit termasuk kinerja islami. P_3 = pembayaran untuk pencapaian istimewa dan tunjangan-tunjangan. Alokasi anggaran disesuaikan dengan kondisi keuangan rumah sakit dan kebijakan manajemen.

Simpulan: Remunerasi untuk rumah sakit swasta islami merupakan campuran antara pembayaran berdasarkan jasa pelayanan kesehatan yang sudah diberikan, khususnya untuk dokter spesialis tamu, dengan pembayaran gaji, insentif kinerja, prestasi yang istimewa, dan tunjangan-tunjangan. Teknik untuk merumuskan remunerasi untuk rumah sakit swasta islami disesuaikan dengan kondisi keuangan rumah sakit dan kebijakan manajemen.

Kata Kunci: formulasi, remuneration, islamic private hospital

Email korespondensi: nurhidayah@umy.ac.id , **nomor hp:** 62+8121868736