

Analisis sistem penilaian kinerja staf medik di Rumah Sakit Umum Pusat Sanglah Denpasar = Analysis of performance assessment system of medical staff at Sanglah General Hospital / I Gusti Lanang Suartana Putra

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Abstrak

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Rumah sakit merupakan organisasi pelayanan jasa yang mempunyai kespesifikan dalam hal sumber daya manusia. Salah satu strategi untuk meningkatkan kualitas sumber daya manusia adalah melalui mekanisme penilaian kinerja. Di RSUP Sanglah Denpasar belum pernah dilakukan analisis mengenai sistem penilaian kinerja staf medik sehingga belum diketahui bagaimana penilaian kinerja staf medik yang efektif. Tujuan penelitian ini adalah untuk menganalisa sistem penilaian kinerja staf medik di RSUP Sanglah Denpasar. Penelitian ini merupakan penelitian deskriptif kualitatif, dengan melakukan wawancara dan penelusuran dokumen. Analisa data dengan content analysis. Hasil penelitian menunjukkan bahwa penilaian kinerja staf medik berdasarkan enam kriteria penilaian belum berjalan dengan baik. Pedoman, instrument, indikator, serta kebijakan penilaian perlu direvisi dan disempurnakan. Perlu dibentuk tim khusus untuk melakukan penilaian kinerja staf medik di rumah sakit.

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**ABSTRACT**

Hospital services is an organization that has specificity in terms of human resources. One strategy to improve human resources quality is through performance appraisal mechanisms. In Sanglah Hospital had not done an analysis of the performance appraisal system of the medical staff. It is not known how the medical staff performance assessment system are effective. The aim of this study was to describe the performance appraisal system of the medical staff at Sanglah Hospital in Denpasar. This research was a qualitative descriptive study, by conducting interviews and document review. Data analysis with content analysis. The results showed that the medical staff performance appraisal system based on six criterias have not been going well. Guidelines, instruments, indicators, and assessment policy needs to be revised and refined. Need to set up a special team to conduct performance appraiser in the hospital medical staff.