Dokumentasi Hasil Keperawatan

Upaya Meningkatkan Satifikasi Demand pada Layanan Rawat Inap Balai
Pengobatan Islam Sumberwudi Lemongan Berdasarkan Analisis Tekanan Demand, Organisasi, dan Lingkungan

Pengaruh Kapasitas Kerja dan Komitmen pada Organisasi terhadap Intensi Turnover Dozen

Upaya Dukungan Pemanfaatan Kamar Operasi Berdasarkan Performance Management Unit Kerja

Peningkatan Pelaksanaan Komunikasi Interpersonal Berdasarkan Mindset Bagan tentang Buku KIA

Penyusunan Brand Expression Berdasarkan Strategi Pemasaran dan Strategi Merek

Redesign Pelatihan General Emergency Life Support (GELS) RSUD Dr. Soetomo (dengan Pendekatan Evaluation Training Program)

Analisis Pengaruh Work Attitude terhadap In-Role Performance dan Organizational Citizenship Management Behavior (OCB)

Strategi Meningkatkan Pembelian Obat di Kamar Obat Melalui Customer Relationship Management (CRM)
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Penyusunan Formula Pembagian Insentif Jasa Perawat Berdasarkan Performance Related Pay

Abstract

Dr. Haryoto Regional Hospital (DHRH) has 182 beds and 103 Inpatient Ward nurses. To improve nurses’ work motivation, the DHRH has incentive for nurse’s service distributed monthly based on the Lumajang Regent Letter of Decision No. 17/2006. Nurse’s incentive was divided and distributed equally regardless of nurse’s performance. The issue was nurses’ unsatisfactory (82.22%) towards incentive distribution system at DHRH Inpatient Ward in 2006. The main objective is to construct a formula for remuneration of incentive distribution for nurse’s service at DHRH Inpatient Ward based on Performance Related Pay (PRP). This was a case study conducted cross sectional. Sample size was 103 using total sampling technique. The research result based on assessment on respondent’s expectation showed that most respondents expected education-, position-, competence-level and work risk towards contagious diseases were used as formulating components for remuneration formula. While components which were unexpected to be the formulating components were work tenure, employee status, and employee’s category. The amount of nurse’s incentive was determined by the number of nursing measures which was performed in one-month period times 30% tariff/measures according to Lumajang Regent Letter of Decision No. 17/2006. The recommended formula is nurse’s remuneration system based on PRP compliant to output and input performance assessment.

Keyword : formula, incentive, ward, performance, related, pay,

Daftar Pustaka: