

INTISARI

Apringga Tri Nugroho. 2015. Pengaruh Kompetensi dan Motivasi Kerja Terhadap Kinerja Pranata Laboratorium di RSUD Dr. Moewardi. Program Studi D-IV Analisis Kesehatan, Fakultas Ilmu Kesehatan, Universitas Setia Budi.

Kinerja pranata laboratorium merupakan hasil kerja yang dapat dicapai oleh seseorang atau sekelompok orang dalam laboratorium, sesuai dengan wewenang dan tanggung jawab masing-masing. Oleh sebab itu diperlukan dukungan adanya kompetensi dan motivasi guna meningkatkan kinerja pranata laboratorium. Kompetensi, motivasi dan kinerja yang tinggi memberikan dukungan sesuai dengan kompetensi tugas pokok dan fungsi pranata laboratorium. Tujuan penelitian ini adalah untuk menganalisis dan mengetahui pengaruh kompetensi dan motivasi terhadap kinerja pranata laboratorium.

Metode penelitian ini menggunakan *sensus sampling*. Sampel yang digunakan seluruh pranata laboratorium RSUD Dr. Moewardi sebanyak 46 responden. Teknik analisis data menggunakan analisis regresi linear berganda, uji t, uji F dan Koefisien Determinasi.

Dari analisis diperoleh persamaan regresi $Y = 18,522 + 0,043.X_1 + 0,172.X_2$. Uji t kompetensi terhadap kinerja pranata laboratorium nilai t_{hitung} sebesar 4,036 dengan signifikansi $0,000 < 0,05$, karena $t_{hitung} > t_{tabel}$ ($4,036 > 1,678$), maka terdapat pengaruh signifikan terhadap kinerja pranata laboratorium. Uji t motivasi terhadap kinerja pranata laboratorium nilai t_{hitung} sebesar 2,265 dengan signifikansi $0,029 < 0,05$, karena $t_{hitung} > t_{tabel}$ ($2,265 > 1,678$), maka terdapat pengaruh signifikan terhadap kinerja pranata laboratorium. Hasil uji F, nilai $F_{hitung} > F_{tabel}$ ($14,091 > 3,20$), maka terdapat pengaruh yang signifikan antara kompetensi dan motivasi secara bersama-sama terhadap kinerja pranata laboratorium. Hasil Koefisien Determinasi (R^2) menunjukkan bahwa kompetensi dan motivasi berpengaruh terhadap kinerja pranata laboratorium sebesar 36,8 %, sedangkan 63,2 % lainnya dipengaruhi oleh variabel lain yang tidak diteliti.

Kata kunci : Kompetensi, Motivasi dan Kinerja Pranata Laboratorium

ABSTRACT

Apringga Tri Nugroho. 2015. The Effect of Competency and Job Motivation on the Performance of Laboratory Personnel in dr. Moewardi Local General Hospital. D-IV Medical Analyst Graduate Study Program, Health Science Faculty. Setia Budi University.

The performance of laboratory personnel is the work achievement an individual or a group of individuals can attain, according to their own authority and responsibility. For that reasons, competency and motivation are required to improve the performance of laboratory personnel. High competency, motivation and performance give support according to main duty and function of laboratory personnel. The objective of research was to analyze and to find out the effect of competency and motivation on the performance of laboratory personnel.

The research method employed was census sampling technique. The sample used included all of laboratory personnel in dr. Moewardi Local General Hospital consisting of 46 respondents. Techniques of analyzing data used were a multiple linear regression analysis, t-test, F test, and coefficient of determination.

From the result of analysis, it could be obtained the regression equation $Y = 18.522 + 0.043X_1 + 0.172 X_2$. The result of t-test on the competency and performance of laboratory personnel showed $t_{\text{statistic}}$ value of 4.036 at significance level of $0.000 < 0.05$, because $t_{\text{statistic}} > t_{\text{table}}$ ($4.036 > 1.678$); therefore there was a significant effect on the performance of laboratory personnel. The result of t-test on motivation and the performance of laboratory personnel showed $t_{\text{statistic}}$ value of 2.265 at significance level of $0.029 < 0.05$, because $t_{\text{statistic}} > t_{\text{table}}$ ($2.265 > 1.678$); therefore there was a significant effect on the performance of laboratory personnel. The result of F-test showed that $F_{\text{statistic}} > F_{\text{table}}$ ($14.091 > 3.20$); therefore there was a significant effect of competency and motivation simultaneously on the performance of laboratory personnel. The coefficient of determinacy (R^2) result showed that competency and motivation affected the performance of laboratory personnel by 36.8%, while the rest of 63.2% was affected by other variables excluded from this research.

Keywords: Competency, Motivation and Performance of Laboratory Personnel