INTISARI

Mentari, I. N. 2014. *Pengaruh Pengawasan Melekat dan Motivasi Kerja terhadap Kinerja Petugas Analis di Laboratorium Patologi Klinik RSUD Dr. Moewardi Surakarta*. Program Studi D-IV Analis Kesehatan, Fakultas Ilmu Kesehatan Universitas Setia Budi.

Kinerja merupakan hasil kerja secara kualitas dan kuantitas yang dicapai oleh seorang pegawai dalam melaksanakan tugasnya sesuai dengan tanggung jawab yang diberikan kepadanya. Pengawasan melekat, motivasi kerja erat hubungannya dengan kinerja. Penelitian ini bertujuan untuk menguji apakah pengawasan melekat dan motivasi kerja berpengaruh terhadap kinerja petugas analis di Laboratorium Patologi Klinik RSUD Dr. Moewardi Surakarta.

Penelitian ini merupakan penelitian survei, dengan tipe hubungan sebab akibat (kausal), kemudian datanya diolah dengan menggunakan program *SPSS 17*. Data diolah dengan analisis regresi linier sederhana, analisis regresi linier berganda.

Hasil penelitian menunjukan bahwa pengawasan melekat tidak berpengaruh signifikan terhadap kinerja petugas analis, disebabkan karena pengawasan melekat yang diperoleh petugas analis kurang terpenuhi seperti kegiatan supervisi (pengamatan ke tempat kerja dan meminta hasil pekerjaan) serta tindakan perbaikan (membantu dalam koreksi kesalahan), sehingga hubungan antara pengawasan melekat dengan kinerja juga rendah. Sedangkan motivasi kerja berpengaruh signifikan terhadap kinerja petugas analis. Namun hasil uji F menunjukan bahwa model penelitian layak digunakan karena hasil uji nilai F sama dengan 19,764 dengan tingkat signifikansi (p-*value*) = 0,000 yang berarti jauh < 0,05 menunjukan interaksi kedua variabel pengawasan melekat dan motivasi kerja berpengaruh signifikan terhadap kinerja. Hasil tes determinasi yaitu efektif 51,70% variabel pengawasan melekat dan variabel motivasi kerja dapat menjelaskan variabel kinerja.

Kata Kunci : Pengawasan Melekat, Motivasi Kerja, Kinerja

ABSTRACT

Mentari, I. N. 2014. *The Effect of Inherent Supervision and Job Motivation on the Performance of Analyst Personnel in Clinical Pathological Laboratory of Surakarta Dr. Moewardi Local General Hospital.* Health Analyst Graduate Study Program, Health Science Faculty of Setia Budi University.

Performance is the work output, both quality and quantity gained by an employee in undertaking his/her duty corresponding to the responsibility assigned to him/her. Inherent supervision and job motivation are closely related to performance. This research aimed to examine whether or not the inherent supervision and job motivation affected the performance of analyst personnel in Clinical Pathological Laboratory of Surakarta Dr. Moewardi Local General Hospital.

This study was a survey research method with causal relationship type, and then the data was processed using SPSS 17 program. The data was processed using simple linear and multiple linear regression analyses.

The result of research showed that inherent supervision affected significantly the performance of analyst personnel, because the inherent supervision received by the analyst personnel was inadequate such as supervision activity (observation on job site and asking for work product) and correction measure (helping correct the error), so that the relationship between inherent supervision and performance was also low (weak). Meanwhile, job motivation affected significantly the performance of analyst personnel. However, the result of F test showed that the research model was feasible to use because the score of F test equaled to 19.764 at significance level (p-value) = 0.000 meaning far less than (<) 0.05 indicating that the interaction between two variables (inherent supervision and job motivation) affected significantly the performance. The result of determination test was effective in which 51.70% inherent supervision and job motivation variables could explain the performance variable.

Keywords: Inherent Supervision, Job Motivation, Performance