

INTISARI

SHOLIKAH, Y I N., 2015 PENGARUH KEMAMPUAN, MOTIVASI DAN INSENTIF TERHADAP KINERJA KARYAWAN DI INSTALASI FARMASI RUMAH SAKIT PKU MUHAMMADIYAH SURAKARTA, TESIS, FAKULTAS FARMASI UNIVERSITAS SETIA BUDI, SURAKARTA.

Masalah kesehatan dan kesadaran masyarakat akan kesehatan telah menjadi kebutuhan pokok bagi masyarakat. Peningkatan kinerja bisa dipengaruhi oleh faktor- faktor seperti kemampuan, motivasi dan insentif yang harus dimiliki oleh setiap perusahaan. Rumah sakit PKU Muhammadiyah sudah memiliki sistem dalam peningkatan kinerja. Evaluasi sistem yang dimiliki dapat dilakukan dengan evaluasi faktor internal seperti kemampuan, motivasi, dan insentif. Tujuan penelitian ini untuk mengetahui pengaruh kemampuan, motivasi dan insentif terhadap kinerja karyawan.

Penelitian ini merupakan penelitian observasional asosiatif dengan menggunakan kuisisioner. Variabel yang digunakan adalah variabel independen yang meliputi kemampuan, motivasi dan insentif serta kinerja sebagai variabel dependent. Pengambilan sampel dengan sistem sampling jenuh. Sampel yang diambil sebanyak 57 responden yang merupakan seluruh karyawan IFRS Rumah Sakit PKU Muhammadiyah Surakarta. Data yang didapat kemudian di analisis dengan *SPSS 17 For Window*.

Pengujian hubungan antara kemampuan, motivasi dan insentif terhadap kinerja karyawan di instalasi farmasi rumah sakit PKU Muhammadiyah Surakarta menunjukkan adanya hubungan dan pengaruh terhadap kinerja. Hasil penelitian menunjukkan variabel kemampuan, motivasi dan insentif tidak berpengaruh secara signifikan terhadap kinerja, hanya sebesar 5,4%.

Kata kunci : kemampuan, motivasi, insentif, kinerja karyawan, instalasi farmasi rumah sakit PKU Muhammadiyah Surakarta.

ABSTRACT

SHOLIKHAH, Y I N., 2015. THE EFFECT OF ABILITY, MOTIVATION, AND INCENTIVE ON EMPLOYEE PERFORMANCE IN PHARMACY INSTALLATION OF SURAKARTA PKU MUHAMMADIYAH HOSPITAL, THESIS, PHARMACY FACULTY OF SETIA BUDI UNIVERSITY, SURAKARTA.

Health problem and society's consciousness of health has been basic need for society. The improvement of performance can be affected by such factors as ability, motivation, and incentive every company should have. PKU Muhammadiyah Hospital has had performance improving system. System evaluation it has can be implemented through evaluating internal factors including ability, motivation, and incentive. The objective of research was to find out the effect of ability, motivation, and incentive on the employee performance.

This study was an associative observational research using questionnaire. The variable used was independent one including ability, motivation, and incentive, while performance was as dependent variable. The sampling technique used was total sampling system. The sample taken consisted of 57 respondents constituting all employees of Pharmacy Installation in Surakarta PKU Muhammadiyah Hospital. The data obtained was then analyzed using SPSS 17 for Window.

The result of analysis on the relationship of ability, motivation, and incentive to employee performance in Pharmacy Installation in Surakarta PKU Muhammadiyah Hospital showed that there were relationship to and effect on performance. The result of research showed that ability, motivation and incentive variables did not affect significantly the performance, only by 5.4%.

Keywords: ability, motivation, incentive, employee performance, Pharmacy Installation in Surakarta PKU Muhammadiyah Hospital.