

Perubahan Kompensasi Berdasarkan Peraturan Menteri Kesehatan Nomor 28 Tahun 2014 pada Pegawai Puskesmas Kota Cimahi

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Abstrak

Perubahan kompensasi pelayanan kesehatan Puskesmas berdasarkan Permenkes 28/2014 menimbulkan persepsi negatif berupa ketidakpuasan kerja di kalangan pegawai. Dugaan ketidakpuasan kerja ditunjukkan dengan adanya *turnover* kepala puskesmas sebanyak 38,46% di Kota Cimahi pada tahun 2014-2015. Penelitian dilakukan untuk menganalisis perbedaan kompensasi finansial sebelum dan sesudah penerapan Permenkes 28/2014 pada Pegawai Puskesmas di Kota Cimahi. Pada penelitian ini digunakan metode observasional dengan rancangan *cross sectional*. Telah dipilih 150 pegawai sebagai sampel secara *stratified random sampling*. Data kompensasi finansial sebelum dan sesudah penerapan Permenkes 28/2014 merupakan data sekunder dari Dinas Kesehatan. Kedua data dianalisis dengan uji komparatif rata-rata dua sampel berkorelasi *Wilcoxon*. Penelitian ini dilaksanakan pada bulan Agustus – November 2016 diseluruh puskesmas di Kota Cimahi. Hasil penelitian menunjukkan terdapat perbedaan yang signifikan antara kompensasi finansial sebelum dan sesudah penerapan Permenkes 28/2014 pada Pegawai Puskesmas. Adanya variabel daerah pada Peraturan Menteri Kesehatan Nomor 28 Tahun 2014 dinilai baik.

Kata Kunci : Permenkes 28/2014, Perubahan kompensasi, Puskesmas

Compensation Changes Based on Health Minister Decree Number 28 of 2014 at Public Health Center Workers in Cimahi

Abstract

Changes of Public Health Center services' compensation based on Health Minister Decree Number 28/2014 revealed negative perception in the form of job dissatisfaction among employees. Alleged job dissatisfaction indicated by the turnover of public health centers' heads as much as 38.46% in Cimahi in 2014-2015. The study was conducted to analyze the differences in financial compensation before and after the implementation of Health Minister Decree Number 28/2014 to the Employees of Public Health Center in Cimahi. Observational method was applied for this study with cross sectional design. Up to 150 employees have been chosen as sample by stratified random sampling. Financial compensation data before and after the implementation of Health Minister Decree Number 28/2014 is secondary data from the Health Office. Data were analyzed with Wilcoxon Match Pairs Test. This research was conducted in August - November 2016 at all health centers in Cimahi City. The result of the study showed the existence of significant difference among financial compensation before and after the implementation of Health Minister Decree Number 28/2014 to the Public Health Centers' employees. The presence of regional variable in the Health Minister Decree, public health care.

Keyword : Compensation changes, Health Minister Decree, public health centre.

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