

The Affecting Factor's Job Performance of Health Employee at Regional Public Hospital Karubaga Sub Province Tolikara

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Abstract: *Background: health employee performance in hospital is very importance in giving health care service to society, so that performance must to be good better. Health employee of performance Karubaga hospital not yet maximal done by health employee, so that the intention of this research is to know the affecting factor's job performance of health employee at regional public Hospital Karubaga Sub Province Tolikara.*

Method research : *Asosiatif causal by using quantitative approach of conducted study cross sectional in August 2017 with amount of sample counted 48 total people of population. Data approach used questioner and analysed by chi square.*

Result of research : *Result of research obtained that factor having an effect on to health employee performance in Kaurbaga public hospitals motivation (p-value = 0,021 < 0,05; RP = 2,619; CI95%= (1,242 - 5,522), training (p-value = 0,008 < 0,05; RP = 3,053; CI95%= (1,384 - 6,733), reward (p-value = 0,001 < 0,05; RP = 3,750; CI95%= (1,935 - 7,266) and punishment (p-value = 0,000 < 0,05; RP = 10,286; CI95%= (2,654 - 39,869). While factor which not have an effect on to health employee performance Kaurbaga Public hospital rotation (p-value = 1,000 > 0,05; RP = 1,036; CI95%= (0,460 - 6,733), discipline (p-value = 0,178 > 0,05; RP = 1,857; CI95%= (1,870 - 3,966), supervision (p-value = 0,390 > 0,05; RP = 1,667; CI95%= (0,800 - 3,472) and organizational culture (p-value = 0,582 > 0,05; RP = 1,462; CI95%= (0,683 - 3,127).*

Keywords: *Job Performance, Health Employee, Hospital*

I. INTRODUCTION

Karubaga District General Hospital is a health service institution under the auspices of Tolikara Local Government. Health personnel for RSUD Karubaga is the most important resource that must be owned and highly attention by management. Man comes from the fact that people are the elements that always exist within the organization. Humans make goals, innovate and achieve organizational goals. Human resources trigger creativity in every organization. Without effective human resources it would be impossible for the organization to achieve its objectives. Human resources make other organizational resources work (Simamor, 2004). A professional employee can be interpreted as a point of view for always thinking,

working hard, working full time, discipline, honest, loyalty and dedication for the success of his work.

Work discipline is a form of adherence to one's behavior in complying with certain rules or regulations relating to work, and enforced within an organization. Work discipline needs to be owned by everyone so that organizational life can be safe, orderly and smooth. The loss of work discipline will affect the work efficiency and the effectiveness of job duties. If discipline is not enforced then the possibility of a determined goal will not be achieved effectively and efficiently. As an illustration, if a company only concerns about education, expertise and technology without thinking of employee discipline, then education, expertise and high technology will not produce maximum product if the concerned can not use it regularly and have a serious work discipline.

Government Regulation of the Republic of Indonesia No. 53/2010 concerning Civil Servant Discipline, Civil Servant Discipline is the ability of Civil Servants to comply with obligations and to avoid the restrictions stipulated in legislation and / or official regulation which, if not observed or violated, is punishable by discipline. In Article 3 there are 17 Obligations and in Article 4 there are 15 prohibitions for Civil Servants, among others to enter the work and obey the provisions of working hours; The picture that managers provide encouragement for workers, there is a close relationship between motivation and satisfaction of needs within the employee. The implication is the form of behavioral behavior of people per person in the organization, such as productivity levels, the level of absenteeism and so forth. Some employees pointed to low work discipline seen from absenteeism, late arrivals, observations and information obtained from heads of staffing departments still found to be low on enthusiasm, and indicated the low performance of some employees of the organization. In this case the researcher want to put forward three factors, that is work discipline factor, leadership style factor, training factor. This election is based on the fact that these two factors most often arise in theories that discuss the factors that affect the performance of employees. Work discipline is a

form of obedience of one's behavior in complying with certain provisions or regulations relating to work and enforced within an organization.

Sugijati, Sajidah and Dramawan (2013), also mentioned the arrangement of a conducive working environment needs to be created for nurses to work effectively and efficiently. Create a work environment that can encourage nurses to do their best. The leader must have the ability to understand that a person has different motivations. The role of leadership is very important role to move his subordinates to be a good team work through motivation, so that with the motivation to improve the performance of his subordinates such as present on time, care provided in accordance with the procedures and the documentation for the development of patient health.

Thus the influence of leadership of the head of the room in an organization so commonly said that leadership is a determinant of success or failure of an organization in achieving organizational goals as expected. Training is part of staff development in the organizational setting. This is because the implementation will benefit individual employees in particular and organisasi in general. So that employees will be able to carry out the tasks assigned. Training can improve the performance of an employee both in the handling of current and future jobs in the future according to the field of duty in the organization.

The number of personnel in RSUD Karubaga are 80 people with 4 medical doctors, paramedical workers (nurses and midwives) as many as 40 people, 5 medical supporter and 22 non medical supporters. The number of patients in December 2016 - August 2017 was 4,887 patients consisting of elderly patients as many as 3.213 people and new patients as many as 1641 people where the number of patients who died <48 hours as many as 5

people. Number of beds in service of 20 beds with length of treatment in December 2016 - August 2017 average length of stay between 195 days - 226 days. The length of patient hospitalization requires a good performance by health personnel. Therefore, in this research the researcher is interested to conduct research with the title "Factors - Factors Affecting the Performance of Health Personnel at Karubaga Hospital of Tolikara Regency"

II. MATERIALS AND METHOD

A. Types of Research

This research is a causal associative research using quantitative approach. Causal associative research is a study that aims to determine the effect between two or more variables (Sugiyono, 2013). This research explains relationship influencing and influenced from variables to be studied. Using a quantitative approach because the data will be used to analyze the relationship between variables expressed by numbers or numerical scales (Sastroasmoro, 2010).

B. Time and Location Research

This research was conducted at Karubaga Regional General Hospital conducted in August 2017.

1. Population

The population in this research is all health workers in Karubaga General Hospital are 53 people.

2. Sample

The sample is part of the generalization of the population under study (Sugiyono, 2013). The sampling technique uses a saturated sampling technique. Thus large as many as 53 people, but a successful sample of 48 people.

III. Research result

Independent and Dependent Variables

Table 1. Independent Variable Distribution and Health Manpower Dependent at Karubaga Hospital Year 2017

No	Variable	(n)	(%)
1	Work Motivation		
	Low	18	37,5
	High	30	62,5
2	Training		
	Never	19	39,6
	ever	29	60,4
3	Rotation		
	Not	13	27,1
	yes	35	72,9
4	Work Disciplin		
	Less	22	45,8
	Good	26	54,2
5	Supervision		
	Less	9	18,8
	Good	39	81,3
6	Cultural organization		
	Less	10	20,8

7	Good	38	79,2
	Reward		
8	Less	12	25
	Punishment		
9	Good	36	75
	Performance		
	Less	21	43,7
	Good	27	56,3
	Less	18	37,5
	Good	30	62,5
Number		69	100

Based on Table 1, shows that most of the health personnel in Karubaga General Hospital

have high motivation in shirts as many as 30 people (62.5%). Health workers who have

attended the training were 29 (60.4%). The rotation of work on the power of randomness is done during the period of five years as many as 35 people (72.9%). The work discipline of health manpower is good as much as 26 people (54,2%) and good supervision is 39 people (81,3%). cultural oraganisais in RSUD Karubaga most of the health staff ditanggapai in good category as much as

38 people (79,2%). Reward given to health workers mostly responded well as much as 36 people (75%) and punishment dditanggapai largely either as many as 27 people (56.3%). As for the performance of health personnel mostly in good category as many as 30 people (62.5%).

Bivariate Analysis

- a. The Influence of Work Motivation to the Performance of Health Personnel

Table 2. Effect of Labor Motivation on Health Worker Performance at Karubaga Hospital 2017

No	Work Motivation	Performance				Number	
		Less		Good		n	%
		n	%	n	%		
1	Rendah	11	61,1	7	38,9	18	100
2	High	7	23,3	23	76,7	30	100
Total		18	37,5	30	62,5	48	100
<p><i>p-value</i> = 0,021; RP = 2,619; CI95% = (1,242 – 5,522)</p>							

Table 2 shows that of 18 health workers with low work motivation, 11 people (61.1%) had poor performance and 7 people (38.9%). Whereas from 30 people with high work motivation as many as 7 people (23.3%) had less and good performance as many as 23 people (62.5%). The result of chi square test was obtained by *p-value* = 0,021 <0,05. This means that there is influence of work motivation on the performance of health personnel in RSUD Karubaga.

Ratio test results obtained RP = 2.619; CI95% = (1,242 - 5,522) interpreted that health workers with low work motivation tend to have a performance that is less than 2,619 times higher than health workers with high work motivation.

The Effect of Training on the Performance of Health Personnel

Table 3. Effect of Training on Health Workers Performance at Karubaga Hospital 2017

No	Training	Performance				Number	
		Less		Good		n	%
		n	%	n	%		
1	Never	12	63,2	7	36,8	19	100
2	Ever	6	20,7	23	79,3	29	100
Total		18	37,5	30	62,5	48	100
<p><i>p-value</i> = 0,008; RP = 3,053; CI95% = (1,384 – 6,733)</p>							

Table 3, shows that out of 19 health workers who did not train as many as 12 people (63.2%) had poor performance and good as many as 7 people (36.8%). Whereas from 29

people who had training as many as 6 people (20.7%) had poor performance and good as many as 23 people (79.3%). The result of chi square test obtained *p-value* = 0,008

<0,05. This means that there is an effect of training on the performance of health personnel in RSUD Karubaga. Ratio test results obtained $RP = 3.053$; $CI95\% = (1,384 - 6,733)$ interpreted that health workers who have never attended training tend to have a performance that is less than 3.053

times higher than health workers who have attended the training.

The Influence of Rotation on the Performance of Health Personnel

Table 4. Influence of Rotation on Health Worker Performance at Karubaga Hospital 2017

No	Rotasi	Kinerja				Jumlah	
		Kurang		Baik		n	%
		n	%	n	%		
1	Tidak	5	38,5	8	61,5	13	100
2	Ya	13	37,1	22	62,9	35	100
Total		18	37,5	30	62,5	48	100
<i>p-value = 1,000; RP = 1,036; CI95% = (0,460 - 3,331)</i>							

Table 4. shows that out of 13 unrepaired health workers as many as 5 people (38.5%) had poor performance and good as many as 8 people (61.5%). While from 35 people in the rotation as many as 13 people (37.1%) had poor performance and good as many as 22 people (62.9%). Chi square test results obtained $p-value = 1,000 > 0,05$. This

means that there is no effect of rotation on the performance of health personnel in RSUD Karubaga. Ratio test results obtained prevalence ratios which show no malaka rotation on the performance of health personnel. The Effect of Work Discipline on the Performance of Health Personnel

Table 5. Influence of Work Discipline on Health Worker Performance at Karubaga Hospital Year 2017

No	Work Disciplin	Performance				Number	
		Less		Good		n	%
		n	%	n	%		
1	Less	11	50	11	50	22	100
2	Good	7	26,9	19	73,1	26	100
Total		18	37,5	30	62,5	48	100
<i>p-value = 0,178; RP = 1,857; CI95% = (1,870 - 3,966)</i>							

Table 5, shows that of 22 health workers with less work discipline as many as 11 people (50%) have poor performance and good as many as 11 people (50%). While from 26 people who discipline good work as many as 7 people (26.9%) have less and good performance as much as 19 people (73.1%). Chi square test results obtained $p-value = 0.178 > 0.05$. This means that there is no effect of

work discipline on the performance of health personnel in RSUD Karubaga. When viewed from the ratio value $RP = 1.857$; $CI95\% = (1,870 - 3,966)$ interpreted that less work discipline tends to have a performance that is less 1,870 times higher than that of a well disciplined workforce.

The Influence of Supervision on the Performance of Health Personnel

Table 6. Effect of Supervision on Health Worker Performance at Karubaga Hospital 2017

No	Supervision	Performance				Number	
		Less		Good		n	%
		n	%	n	%		
1	Less	5	55,6	4	44,4	9	100
2	Good	13	33,3	26	66,7	39	100
Total		18	37,5	30	62,5	48	100
<i>p-value = 0,390; RP = 1,667; CI95% = (0,800 - 3,472)</i>							

Table 6 shows that out of 9 supervisory health personnel less than 5 people (55.6%) had poor performance and good as many as 4 people (44.4%). Whereas from 39 people that good supervision as many as 13 people (33.3%) have less and good performance as many as 26 people (66.7%). Chi square test results obtained $p-value = 0.390 > 0.05$. This

means that there is no influence of supervision on the performance of health personnel in RSUD Karubaga. When viewed from the ratio value $RP = 1.667$; $CI95\% = (0,800 - 3,472)$ interpreted that supervision is not significant to the performance of health personnel.

The Influence of Organizational Culture on the Performance of Health Personnel

Table 7. Organizational Culture Influence on Health Worker Performance at Karubaga Hospital Year 2017

No	Cultural organization	Performance				Number	
		Less		Good			%
		n	%	n	%		
1	Less	5	50	5	50	10	100
2	Good	13	34,2	25	65,8	38	100
Total		18	37,5	30	62,5	48	100
<i>p-value = 0,582; RP = 1,462; CI95% = (0,683 - 3,127)</i>							

Table 7, shows that out of 10 health workers with less organizational culture as many as 5 people (50%) have less and good performance as many as 5 people (50%). While from 38 people that good organizational culture as many as 13 people (34,2%) have less and good performance as much 25 people (65,8%). Chi square test results obtained $p\text{-value} = 0,582 > 0,05$. This means that there is no

influence of organizational culture on the performance of health personnel in RSUD Karubaga. When viewed from the ratio value $RP = 1.462$; $CI95\% = (0.683 - 3.127)$ interpreted that organizational culture is not meaningful to the performance of health personnel.

Effect of Reward on the Performance of Health Personnel

Table 8. Influence of Reward on Health Worker Performance at Karubaga Hospital Year 2017

No	Reward	Performance				Number	
		Less		Good			%
		n	%	n	%		
1	Less	10	83,3	2	16,7	12	100
2	Good	8	22,2	28	77,8	36	100
Total		18	37,5	30	62,5	48	100
<i>p-value = 0,001; RP = 3,750; CI95% = (1,935 - 7,266)</i>							

Table 8 shows that out of 12 health workers with less than 10 people (83,3%) have less and good performance as much as 2 people (16,7%). Whereas from 36 people who reward well as many as 8 people (22.2%) have poor performance and good as many as 28 people (77.8%). Chi square test results obtained $p\text{-value} = 0.001 < 0.05$. This means that there is influence of reward on the performance

of health personnel in RSUD Karubaga. When viewed from the ratio value $RP = 3.750$; $CI95\% = (1.935 - 7.266)$ which interpreted that less reward tended to have performance less 3,750 times higher than health worker get good reward.

The Effect of Punishment on the Performance of Health Personnel

Table 9. Influence of Punishment on Health Worker Performance at Karubaga Hospital 2017

No	Punishment	Performance				Number	
		Less		Good			%
		n	%	n	%		
1	Less	16	76,2	5	23,8	21	100
2	Goos	2	7,4	25	92,6	27	100
Total		18	37,5	30	62,5	48	100
<i>p-value = 0,000; RP = 10,286; CI95% = (2,654 - 39,869)</i>							

Table 9 shows that from 21 health workers with punishment less than 16 people (76.2%) had poor performance and good as many as 5 people (23.8%). While from 27 people who punishment good as much as 2 people (7.4%) have less and good performance as much 25 people (92,6%). Chi square test results obtained $p\text{-value} = 0,000 < 0.05$. This means that there is influence punishment on the performance of health personnel in RSUD Karubaga. When viewed from the ratio value $RP = 10,286$; $CI95\% =$

(2,654 - 39,869) interpreted that punishment is less likely to have a performance that is less than 10,286 times higher than health workers who get good punishment.

IV. DISCUSSION

Effect of Work Motivation on Health Personnel Performance

The result of this research shows that there is influence of work motivation to health worker performance at RSUD

Karubaga (p -value = 0,021 <0,05), where most of the work motivation of health worker is low 65,2% have less performance other than health worker with motivation which is high 78,3% have good performance The results of this study in line with research conducted Andri and Wardi (2010) in Padang city secretariat reveals that there is influence of leadership motivation on employee job satisfaction.

Motivation is the action of a group of factors that cause individuals to behave in certain ways (Herlambang, 2012). Motivation teaches how to encourage subordinate work morale so that they will work harder and work harder by using all ability and skill they have to be able to advance and achieve company goal. While the motivation is the driving force that resulted in an organization member willing and willing time to organize various activities become his responsibility and fulfill his obligations in the achievement of goals and various organizational goals determined previously (Siagian, 2010).

The motivation of a good health worker is to seek knowledge to be able to achieve, try various alternatives to achieve success, take full responsibility for his work, establish good cooperation among employees to work hard so as to complete the good work, create a plan to achieve success and when I'm having trouble doing something, I prefer to work hard to get it done instead of switching to other activities that are not necessarily good and my great desire to achieve better. Motivation of low health workforce in RSUD Karubaga caused by the feeling of satisfaction when getting the best result, tired of doing something else if failed to succeed.

The influence of work motivation of health manpower in RSUD Karubaga is caused by health worker doing his job well disebabkan existence hope to fulfill his need memalui promotion position, so compete or compete in getting promotion of position which influence to incentif or compensaisi it received.

This shows that the motivation of health workers as self-actualization is related to the process of developing the true potential of a person. The need to demonstrate one's ability, expertise and potential. The need for self-actualization is an increasing tendency of potential because people actualize their behavior. A person who is dominated by the need for self-actualization is happy about tasks that challenge his abilities and skills.

Effect of Training on Health Worker Performance

The result of research shows that there is influence of training to the performance of health manpower in RSUD Karubaga (p -value = 0,008 <0,05). The results of this study are in line with research conducted by Hasanah (2015), in RSUD Muntilan Magelang regency.

Hasibuan (2010) said that the training is an effort to improve technical, theoretical, conceptual and moral skills of pegawai sesuai with the needs of job or position through education and training. Education and training is similar to development that is the process of improving technical skills as well as managerial skills.

Health manpower in Karubaga General Hospital that had never been training for 12 people (63.2%) had poor performance and good as many as 7 people (36.8%). Whereas from 29 people who had coaches of 6 people (20.7%) had poor performance and good as many as 23 people (79.3%). These results indicate that training improves the performance of health personnel with test results prevalence ratio (RP) = 3.053; CI95% = (1,384 - 6,733) interpreted that health workers who have never attended training tend to have a performance that is less than 3.053 times higher than health workers who have attended the training.

The training is obtained by health professionals in accordance with the specifications of each education and work unit, such as nurses in the ER who received Basic Life Assistance training, Emergency Management, in addition to nurses in the field of internal diseases such as the implementation of universal precaution or the implementation of infection prevention nosocomial. For nutrition workers get nutrition training according to Standard Nutrition Guidelines (PAGT) for hospitals and midwives who follow Normal Birth Care (APN) Whereas general practitioners often attend seminars and new medical practices that will usually be done when opened handling performed by hospital.

Training is a very important element to be done in a job, because it can help the workforce to obtain effectiveness in their current or future jobs. Training is one of the satucara done on every organization to achieve the goals of the organization and in achieving the goal of the workforce demanded have the spirit and high passion for work output will be high too. It is in agreement with Siswana (2014) that in order to support the ability or skill of medical personnel, the hospital conducts a training process conducted inside and outside the hospital.

The Influence of Rotation on the Performance of Health Personnel

The results obtained that there is no effect of rotation on the performance of health personnel in RSUD Karubaga (p -value = 1,000 > 0,05). The results of this study are not in line with the Respect research (2016) at RSUD Sele Be Solu Kota Sorong West Papua Province revealed that there is no effect of job rotation on performance. According to Mathis and Jakcson (2011) job rotation is the process of transferring someone from one job to another. "A technique used to reduce the monotony of a routine

performed by employees. Usually each company has its own policies in the application of job rotation time. There are periodic (Weekly, Monthly, Yearly) and periodic. The advantage of self-rotation is to develop the capability of an employee in performing several different jobs.

The result of analysis shows that from 13 unspoiled health workers 5 people (38,5%) have poor performance and good as many as 8 people (61,5%). While from 35 people in the rotation as many as 13 people (37.1%) had poor performance and good as many as 22 people (62.9%). This indicates that unmoved healthcare workers > 5 years and in rotation <5 years have similar performance opportunities.

According to Kaymaz (2010) job rotation will reduce boredom, prepare employees for better management systems, improve productivity, and increase knowledge and skills. The purpose and benefits of job rotation are not only perceived directly by employees because companies also experience indirect benefits because employees range in wider and more flexible skills and management in job scheduling, employee adjustment for change, and fill in the personnel void. The absence of rotation effect on employees at RSUD Karubaga is caused by unmoved health workers > 5 years of feeling comfortable with the condition and perceived work environment and employees rotated <5 years not necessarily feel fit and comfortable with new work environment, especially health worker who do not like the challenges in work to improve their skills or lack of training - when training in rotation. So that nurses need to adapt from doing things - things that are commonly done, compared with the changes in work in other work units. This indicates that the comfort aspect of the nurse is in another work unit although long rotated but comfortable does not affect its performance. This is in accordance with the opinion of Mansur (2009) job rotation is not without flaws, because the cost of training will increase, productivity will decrease because moving the employee in a new position, the adjustment again because of new employees in a group. Rotation of work every 5 years will have an effect on the performance of perawaat if followed by other variables. So that the performance of employees will not increase if only using job rotation variables only and add work motivation variable in the employees can improve employee performance.

Effect of Work Discipline on Health Personnel Performance

The results obtained that there is no influence of work discipline on the performance of health personnel in RSUD Karubaga significantly. prevalent ratio test results (RP) = 1.857; CI95% = (1,870 - 3,966) interpreted that less work discipline tends to have performance less than 1,870 times higher than well-disciplined health worker. The results of this study in line with research Anggorowati

(2012) at Jogja Hospital reveals that there is influence of work discipline on the performance of nurses Hasibuan (2010) argues that discipline is the awareness and willingness of a person to comply with all corporate rules and prevailing social norms. Based on the above understanding it is concluded that the discipline of work is an attitude, behavior, and actions that are in accordance with the rules both written and unwritten, and if violated there will be sanctions for violations.

The result of analysis shows that from 22 health workers with less work discipline as many as 11 people (50%) have poor performance and good as many as 11 people (50%). While 26 people who discipline good work as much as 7 people (26,9%) have less and good performance as much 19 people (73,1%). This shows that health workers who work higher and higher work better. This is evidenced from the results of the prevalence ratio test that nurses who have work discipline less at risk of having a performance less than 1.857 times higher than those with good work discipline.

Observations of researchers that the discipline of the workforce is influenced by employee morale, the level of compensation given, thus affecting employee job satisfaction. Nurses who are not satisfied with the results of the work with the compensation given, so do not discipline or obey the rules set. An undisciplined health worker does not seem to fit in with the specified shift, as well as return time. Health workers with high morale tend to work better, on time and never skipping. Health workers will be enthusiastic to leave for work so that their work discipline becomes high. The Influence of Supervision on the Performance of Health Personnel The result of this research shows that there is no influence of supervision on the performance of health personnel in RSUD Karubaga (p-value = 0,390 > 0,05). The result of this research is in line with the research conducted by Evanita (2014) in Lubuk Sikaping Hospital revealed that there is no supervision effect on employee performance.

According Tjiptono (2006) leadership style is a way that leaders use in interacting with subordinates. Meanwhile, another opinion says that leadership style is the behavioral pattern (words and actions) of a leader felt by others (Hersey, 2004). The style of leadership is the behavior or the way the leader chooses and uses to influence the thoughts, feelings, attitudes and behaviors of members of his subordinate organizations (Nawawi, 2011).

The respondent's statement of leadership style is lacking, as the director does not provide examples that can increase interest in the work and does not support the subordinate's efforts to resolve any work issues and does not use a positive personal approach with subordinates in the execution of tasks and does not advocate the need for group work in completing the work. This indicates that the

director of RSUD Karubaga lacks interaction or communicates with his subordinates, including with the problems faced. This may be because the director has taken over the leadership of the director, but still feels less satisfied by the nurse, because his aspirations or problems can not be solved without director intervention. Statement of respondents who stated that good supervision is mostly because there are regular supervision and evaluation activities from the leadership by conducting supervision of direct assessment of the job, providing guidance in case of mistake, stabbing motivation in the target organization to be achieved and giving sanction to the undisciplined employee.

The statement of supervisory respondents is less due to the lack of leadership to communicate well to all employees and provide less opportunities for health professionals on issues encountered with inputs and suggestions from other health workers. The result of the analysis shows that the supervision of health personnel is less than 5 people (55,6%) have poor performance and good as many as 4 people (44,4%). While the response of health workers who supervise both as many as 13 people (33,3%) have less and good performance as many as 26 people (66,7%). This indicates that the supervision performed has no significant effect on performance. this disbebakan supervision leadership can not be felt directly by health personnel in improving its performance.

The influence of Organizational Culture on the Performance of Health Personnel

The results obtained that there is no influence of organizational culture on the performance of health personnel in RSUD Karubaga ($p\text{-value} = 0,582 > 0,05$). The results of this study are in line with the research Yandri (2013) on which revealed that organizational culture has no effect on performance. Menurt Brahmasari (2004) suggests that organizational culture as a concept can be a means of measuring the suitability of organizational goals, strategy and organizational tasks, as well as the resulting impacts. Without a valid and reliable measure of the critical aspects of organizational culture, a statement about the impact of culture on satisfaction will continue to be based on speculation, personal observation and case studies.

Respondents' statements with organizational culture responses were less than 5 people (50%) had less and good performance as many as 5 people (50%). While from 38 people that good organizational culture as many as 13 people (34,2%) have less and good performance as much 25 people (65,8%). The organizational culture perceived by employees in RSUD Karubaga show the existing organizational culture is conducive in providing comfort to health workers in the work. so that the problems - problems that can be coordinated with colleagues from

colleagues to subordinates and subordinates to subordinate leadership and between team work. This culture to form a harmonious work team in completing a work and management system and procedures that effectively sera efficient and effective in achieving target.

Effect of Reward on Health Worker Performance

The results obtained that there is influence reward terhadap performance of health personnel in RSUD Karubaga ($p\text{-value} = 0.001 < 0.05$). The results of this study slept with research conducted Royani (2010) at the General Hospital of Cilegon Banten revealed that there is influence reward or penghargaan on employee performance. According Handoko (2010) Reward merupakan as a form of business appreciation to get a professional workforce in accordance with job demands required a coaching

The result of the analysis shows that health workers with less reward as many as 10 people (83,3%) have less and good performance as much as 2 person (16,7%). Whereas from 36 people who reward well as many as 8 people (22,2%) have poor performance and good as many as 28 people (77,8%). This shows the lack of rewards to reduce the performance of nurses, where the results of the prevalence ratio test (RP) = 3,750; CI95% = (1,935 - 7,266) which interpreted that less reward tended to have performance less 3,750 times higher than health worker get good reward.

The effect of reward that is still not given by management can decrease the performance of the nurse. This indicates that Hospital Manager lacks respect for the contribution of health workers, so nurses have a displeasure at work. The displeasure creates a sense of indifference towards the health personnel in the hospital they feel is not part of where they work, so the performance of employees decreased. Shown with low work responsibilities.

Effect of Punishment on Health Personnel Performance

The result of the research shows that there is influence of punishment to the performance of health personnel in RSUD Karubaga ($p\text{-value} = 0,000 < 0,05$). The results of this study in line with research conducted Royani (2010) at the General Hospital of Cilegon Banten revealed that there is influence punishment on employee performance.

Punishment is a threat of punishment aimed at improving employees of offenders, maintaining rules and giving lessons to offenders "(Mangkunegara, 2010). Basically the purpose of giving punishment is so that employees who violate feel deterrent and will not repeat again.

Respondent's statement to the perceived feeling that the nurses feel not reprimanded to complete the task on

time due to reprimanded superiors and not get suspended for making mistakes. While the good punishment says it gets a reprimand from the boss for coming late and feeling ashamed of other nurses for getting a reprimand from the boss and trying to improve my performance after getting suspended. This indicates that nurses who get punishment in the form of sanctions or punishment from the leader more enthusiasm in work.

The result of analysis shows that health workers with punishment less as much as 16 people (76,2%) have less and good performance as many as 5 people (23,8%). While the response of health workers about good punishment as much as 2 people (7.4%) has less and good performance as many as 25 people (92.6%) .This shows the better punishment improve the performance of the nurse better with the test result of punishment prevalence ratio less likely to have less performance at health level of 10,286 times higher than health workers who get good punishment. The effect of punishment on the level of performance of an employee is due to an unpleasant act of punishment or sanction given to the nurse consciously in the event of a violation in order not to repeat again. It can be an employee incentive tool to improve its performance.

V. CONCLUSION

The results of this study can be summarized as follows:

1. There is influence of work motivation on health personnel performance in RSUD Karubaga (p-value = 0,021 <0,05; RP = 2,619; CI95% = (1,242 - 5,522)).
2. There is influence of trainer on the performance of health personnel in RSUD Karubaga (p-value = 0,008 <0,05; RP = 3.053; CI95% = (1,384 - 6,733)).
3. No effect of rotation on the performance of health personnel in RSUD Karubaga (p-value = 1,000 > 0,05; RP = 1.036; CI95% = (0,460 - 6,733)).
4. There is no effect of work discipline on the performance of health personnel in RSUD Karubaga (p-value = 0,178 > 0,05; RP = 1,857; CI95% = (1,870 - 3,966)).
5. There is no influence of supervision on the performance of health personnel in RSUD Karubaga (p-value = 0,390 > 0,05; RP = 1,667; CI95% = (0,800 - 3,472)).
6. There is no influence of organizational culture on the performance of health personnel in RSUD Karubaga (p-value = 0,582 > 0,05; RP = 1,462; CI95% = (0,683 - 3,127)).
7. There is an effect of reward on the performance of health personnel in RSUD Karubaga (p-value = 0.001 <0.05; RP = 3.750; CI95% = (1,935 - 7,266)).
8. There is a punishment effect on the performance of health personnel in RSUD Karubaga (p-value = 0,000 <0,05; RP = 10,286; CI95% = (2,654 - 39,869)).

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