

Audit manajemen sumber daya manusia di rumah sakit Kartika Pulomas

Rafitasari, Atmadhillia

Deskripsi Lengkap: <https://lib.fkm.ui.ac.id/detail.jsp?id=125274&lokasi=lokal>

Abstrak

Penelitian ini dilakukan di Rumah Sakit Kartika Pulomas yang bertujuan untuk menganalisa dan mengaudit seluruh program-program dan aktifitas sumber daya manusia di rumah sakit tersebut. Program-program dan aktifitas SDM yang akan diaudit meliputi aktivitas pengelolaan SDM pada Rumah Sakit Kartika Pulomas yang meliputi : Proses perencanaan SDM, proses rekrutmen karyawan, proses seleksi dan penempatan karyawan, program pelatihan dan pengembangan karyawan, program perencanaan dan pengembangan karier, sistem penilaian kinerja karyawan, program kesejahteraan, kesehatan dan keselamatan kerja, pemberian kompensasi karyawan dan pemutusan Hubungan Kerja (PHK). Penelitian ini menggunakan pendekatan kualitatif disertai observasi dan wawancara mendalam. Berdasarkan hasil penelitian yang telah dilaksanakan, diketahui bahwa aktivitas fungsi sumber daya manusia yang sudah berjalan efektif antara lain proses rekrutmen, perencanaan dan pengembangan karier, penilaian kinerja, kompensasi dan balas jasa, dan pemutusan hubungan kerja. Sedangkan aktivitas yang belum berjalan efektif antara lain perencanaan SDM, seleksi dan penempatan karyawan, pelatihan dan pengembangan karyawan, keselamatan dan kesehatan kerja, dan sistem penilaian kinerja karyawan. Berdasarkan temuan kelemahan yang terdapat pada aktivitas fungsi sumber daya manusia, maka diberikan saran yang dapat digunakan sebagai masukan bagi manajemen rumah sakit untuk memperbaiki dan meningkatkan efektivitas pada fungsi sumber daya manusia yaitu: manajemen harus memiliki kriteria dalam perencanaan SDM, menambahkan karyawan untuk fungsi SDM, mengevaluasi kembali berkaitan penempatan jumlah karyawan, memberikan tunjangan kesehatan bagi karyawan agar sesuai standar rumah sakit, adanya pengawasan dalam prosedur keselamatan kerja, diadakan penilaian kinerja karyawan dan dilakukan audit SDM secara rutin.

Kata kunci: Audit Manajemen, Audit SDM, Efektivitas, Sumber daya Manusia

This study conducted at the Hospital of Kartika Pulomas which aims to analyze and audit all programs and activities of human resources at the hospital which are included all -HR programs and activities to be audited. These audit include the activities of human resource management at the Hospital of Kartika Pulomas that include: Process human resource planning, employee recruitment, selection and placement of employees, employee training and development programs, program planning and career development, employee performance appraisal system, welfare programs, health and safety, provision of employees' compensation and termination of the employment Relationship (PHK). This research uses a qualitative approach with observation and in-depth interviews. Based on the research that has been carried out, it is known that the activity of the human resources function that has been running effectively between recruitment processes, planning and career development, performance appraisal, compensation and fringe benefits, and termination of employment. While activity has not been effective include human resource planning, selection and placement of employees, employee training and development, occupational safety and health, and the system of judging the performance of employees. Based on the findings of the weaknesses found in the activity of the human resources function, then given advice that can be used as input for the hospital management to improve and enhance the effectiveness of the human resources function, namely: management must have criteria in HR planning, adding employees to the

HRfunction, reevaluate related to the placement of the number of employees, gavethe medical benefits for employees to conform hospital standards, lack ofoversight in safety procedures, regular appraisal of working performance ofhospital employees and HR audits conducted on a regular basis.
Keywords: Audit Management, Audit Human Resources, Effectiveness, HumanResources