

## Kajian remunerasi pegawai negeri sipil di RSUD Karawang

Nurullita

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### Abstrak

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Remunerasi yang diterima oleh setiap pegawai harus mencerminkan keadilan, baik secara internal maupun eksternal. Dalam merumuskan remunerasi yang adil sangat sulit, karena beragamnya persepsi dari setiap pegawai. Penelitian dilakukan di RSUD Karawang dengan sampel penelitian sebanyak 109 orang. Cara pengambilan sampel dilakukan dengan simple random sampling. Metode dari penelitian ini adalah deskriptif kuantitatif yang bersifat cross sectional. Remunerasi dikaji dari aspek internal maupun eksternal. Aspek internal diukur dengan menggunakan teknik point system, sedangkan aspek eksternal dikaji dengan melakukan benchmark remunerasi pada organisasi sejenis di daerah lain, yang pada penelitian ini diambil di RSUD Pasar Rebo Jakarta. Berdasarkan analisis, didapatkan sebagian besar responden telah menerima remunerasi yang sesuai (inpay) sebanyak 86 orang atau 87%. Namun masih ada beberapa responden yang menerima remunerasi tidak sesuai, yaitu overpay sebanyak 12 orang atau 11% dan underpay sebanyak 11 orang atau 12%. Ditinjau dari aspek eksternal, remunerasi di RSUD Karawang masih memiliki beberapa kelemahan. Remunerasi yang digunakan di RSUD Karawang adalah sistem indexing. Salah satu kekurangannya adalah belum mengutamakan kompetensi. Diharapkan dimasa mendatang, remunerasi di RSUD Karawang dapat terus dievaluasi untuk mencari yang terbaik, yang dapat memuaskan semua pihak.

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Remuneration received by each employee must reflect fairness, both internally and externally. In formulating a fair remuneration is very difficult, because of varying perceptions of each employee. The study was conducted at the Karawang General Hospital to sample as many as 109 people. The sampling is done by simple random sampling. The method of this study is a quantitative descriptive cross sectional. Remuneration examined from the internal and external aspects. Internal aspect was measured by using point system, while the external aspects assessed by performing benchmark remuneration on the organization of its kind in the region, which in this study was taken in Pasar Rebo general Hospital Jakarta. Based on the analysed, obtained the majority of respondents have received appropriate remuneration (inpay) of 87% or 81 people. But there are still a number of respondents who did not receive appropriate remuneration, ie overpay as much as 11% or as many as 12 people and underpay 10% or 11 people. Judging from the external aspect, the remuneration in Karawang general hospital still have some drawbacks. Remuneration that is used in Karawang general hospital is indexing systems. One drawback of this remuneration is not based on the competency. Expected in the future, the remuneration in Karawang general hospital can continue to be evaluated to find the best one, which can satisfy all parties.