

## RINGKASAN

Penelitian ini merupakan penelitian pada pegawai di RSUD Cilacap. Penelitian ini mengambil judul: “Pengembangan Model Remunerasi Berbasis Kinerja di RSUD Cilacap”.

Tujuan penelitian ini adalah untuk menganalisis penyusunan model remunerasi berbasis kinerja menggunakan *job evaluation* dan *job grading* pegawai di RSUD Cilacap.

Responden dalam penelitian ini adalah 5 (lima) perwakilan dari kelompok penerima remunerasi yaitu kelompok struktural, kelompok medis, kelompok keperawatan, kelompok penunjang dan kelompok administrasi.

Berdasarkan hasil penelitian dan hasil wawancara dengan responden dengan menggunakan Model Analisis Interaktif menemukan bahwa remunerasi yang sekarang berjalan dengan menggunakan indeks pendidikan, masa kerja dan tempat kerja perlu untuk dilakukan perubahan dan pengembangan. Pengembangan model remunerasi berbasis kinerja diterapkan dengan menggunakan *job evaluation* dengan 10 (sepuluh) faktor penimbang yang menghasilkan *job grading* pegawai di RSUD Cilacap.

Implikasi dari kesimpulan bahwa penyusunan model remunerasi berbasis kinerja digunakan untuk semua jabatan pegawai dengan menggunakan satu metode penilaian kinerja yang diawali dengan proses evaluasi jabatan sampai dengan menghasilkan nilai dan peringkat jabatan dengan menggunakan 10 faktor penimbang.

Kata kunci: remunerasi, evaluasi jabatan, kinerja pegawai



## SUMMARY

*This research is a research on employee remuneration method in RSUD Cilacap. This study took the title: "Development of Performance-Based Remuneration Methods in Cilacap Hospital". The remuneration method is prepared based on the principles of proportionality, merit and decency. In its application, it must be prepared based on principles and justice. Eligibility in meeting the level of employee needs in meeting physical and social needs in the workplace environment and fairness which includes fairness in receiving remuneration, awards, rewards, and awards.*

*The purpose of this study was to analyze the preparation of the performance-based remuneration method using job evaluation and employee job evaluation at Cilacap Hospital and the application of performance-based remuneration method using job evaluation and employee position appraisal at Cilacap Hospital.*

*This study uses an approach with the technique of selecting informants using purpose sampling. The informants in this study were 5 (five) representatives from the remuneration recipient group, namely the structural group, medical group, support group and administration group. The results of this study found that remuneration is one of the factors that can motivate the performance of employees. However, employees still feel that the remuneration is not fair so that the workload and work risks need to be considered in the remuneration assessment at the Cilacap Hospital.*

*The implication of the conclusion is that the preparation of a performance-based remuneration model is used for all employee positions by using a performance appraisal method that begins with the job evaluation process to produce job values and rankings using 10 weighting factors.*

*Keywords: remuneration, job evaluation, employee performance*