

## Abstrak

### FAKTOR YANG BERHUBUNGAN DENGAN KINERJA PEGAWAI DI PUSKESMAS SOKARAJA 1

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**Latar Belakang:** Puskesmas Sokaraja 1 memiliki komposisi profesi yang beragam, namun masih menghadapi kekurangan tenaga akibat faktor meninggal dunia, mutasi, dan pensiun. Perencanaan kebutuhan SDM dilakukan melalui aplikasi Renbut. Namun, keterbatasan pemenuhan formasi meningkatkan beban kerja dan menurunkan produktivitas pelayanan, sehingga jumlah pasien yang dapat dilayani turun hingga 60%. Selain itu, kinerja pegawai juga dipengaruhi oleh aspek pendapatan, motivasi kerja, kepemimpinan, dan beban kerja. Secara umum, kinerja Puskesmas Sokaraja 1 berada pada kategori sedang, dengan kinerja manajemen yang baik namun kinerja pelayanan belum sepenuhnya memenuhi Standar Pelayanan Minimal (SPM). Berdasarkan kondisi tersebut, penelitian ini bertujuan untuk menganalisis faktor-faktor yang berhubungan dengan kinerja pegawai di Puskesmas Sokaraja 1.

**Metode:** Penelitian ini merupakan penelitian kuantitatif menggunakan pendekatan *cross-sectional* dan teknik total sampling. Populasi seluruh pegawai di Puskesmas Sokaraja 1 sebanyak 55 orang dengan sampel 55 orang. Analisis yang digunakan univariat dan bivariat dengan uji *spearman's rank correlation* dan *pearson correlation test*.

**Hasil Penelitian:** Mayoritas responden berjenis kelamin perempuan (83,6%) dengan rata-rata responden berusia >40 tahun (38,2%) dan rata-rata responden memiliki masa kerja >10 tahun (49,1%). Hasil analisis bivariat menunjukkan bahwa variabel yang berhubungan yaitu motivasi ( $p=0,000$ ), kepemimpinan ( $p=0,001$ ), dan beban kerja ( $p=0,002$ ) sedangkan variabel yang tidak berhubungan yaitu pendapatan ( $p=0,097$ )

**Simpulan:** Variabel motivasi, kepemimpinan, dan beban kerja berhubungan dengan kinerja pegawai di Puskesmas Sokaraja 1. Oleh karena itu, diperlukan upaya peningkatan motivasi dan kompetensi pegawai, penerapan kepemimpinan yang partisipatif, serta pengelolaan beban kerja yang proporsional. Peneliti selanjutnya disarankan menambahkan variabel lain dan memperluas metode serta cakupan penelitian untuk memperoleh hasil yang lebih komprehensif.

**Kata Kunci:** Beban Kerja, Kinerja, Motivasi, Kepemimpinan.

## Abstract

### FACTORS ASSOCIATED WITH EMPLOYEE PERFORMANCE AT PUSKESMAS SOKARAJA 1

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**Background:** Puskesmas Sokaraja 1 has a diverse professional composition; however, it still faces staff shortages due to death, transfers, and retirement. Human resource planning is carried out through the Renbut application. However, limitations in fulfilling staffing positions increase workload and reduce service productivity, resulting in a 60% decrease in the number of patients served. In addition, employee performance is influenced by income, work motivation, leadership, and workload. Overall, the performance of Puskesmas Sokaraja 1 is categorized as moderate, with good managerial performance but service performance that has not fully met the Minimum Service Standards (MSS). Based on these conditions, this study aims to analyze the factors associated with employee performance at Puskesmas Sokaraja 1.

**Method:** This study employed a quantitative design with a cross-sectional approach and total sampling technique. The population consisted of all 55 employees at Puskesmas Sokaraja 1, with a sample size of 55 respondents. Data were analyzed using univariate and bivariate analyses, including Spearman's rank correlation and Pearson correlation tests.

**Results:** The majority of respondents were female (83.6%), with most aged over 40 years (38.2%) and having more than 10 years of work experience (49.1%). Bivariate analysis showed that motivation ( $p=0.000$ ), leadership ( $p=0.001$ ), and workload ( $p=0.002$ ) were significantly associated with employee performance, while income was not significantly associated with employee performance ( $p=0.097$ ).

**Conclusion:** The variables of motivation, leadership, and workload are associated with employee performance at Puskesmas Sokaraja 1. Therefore, efforts are needed to enhance employee motivation and competence, implement participative leadership practices, and ensure proportional workload management. Future researchers are recommended to include additional variables and expand research methods and coverage to obtain more comprehensive findings.

**Keyword:** Leadership, motivation, performance, workload