**Universitas Diponegoro**

**Fakultas Kesehatan Masyarakat**

**Program Magister Ilmu Kesehatan Masyarakat**

**Konsentrasi Administrasi Rumah Sakit**

**2015**

**ABSTRAK**

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**Analisis Pencapaian Hasil Program Penilaian Peringkat Kinerja Perusahaan (Proper) dalam Pengelolaan Lingkungan Rumah Sakit Angkatan Laut Dr. Ramelan Surabaya ditinjau dari Aspek Kepemimpinan**

**xvii + 113 halaman + 4 tabel + 4 gambar + 15 lampiran**

Proper merupakan program penilaian terhadap upaya penanggung jawab usaha dalam mengendalikan pencemaran dan/atau kerusakan lingkungan hidup serta pengelolaan limbah bahan berbahaya dan beracun. Proper membagi perusahaan menjadi lima peringkat, yaitu: hitam, merah, biru, hijau, dan emas. Telah terjadi penurunan peringkat proper selama tiga kali Rumkital Dr. Ramelan Surabaya. Tujuan penelitian menganalisis pencapaian proper ditinjau dari aspek kepemimpinan

Desain penelitian observasional dengan pendekatan kualitatif. Populasi penelitian semua sumber daya manusia bagian kesehatan lingkungan dan K3. Subjek penelitian subjek penelitian adalah staf bagian Kesling dan K3 (8 orang), Informan triangulasi komandan satuan markas (1 orang). Data dikumpulkan dengan teknik wawancara mendalam. Pengolahan dan analisis data menggunakan analisis isi.

Hasil identifikasi menunjukkan keterbatasan SDM, sarana dan prasarana, anggaran dan birokrasi. Kepemimpinan menentang proses belum dilakukan pada aspek SDM, anggaran, sarana dan prasarana.Kepemimpinan telah menginspirasi visi bersama dengan membuat kebijakan dan SPO untuk dilaksanakan, telah memberdayakan oranglain berbuat denganmeningkatkan kompetensi staf dengan pelatihan, mengajak staf menyusun kebutuhan, dan mengajak staf untuk membantu perbaikan kinerja, kepemimpinan belum menjadi model dalam supervisi, monitoring dan evaluasi, dan kepemimpinan telah mendorong semangat dengan memberikan penghargaan.

Disarankan untuk penambahan SDM, mengisi kekosongan kaur limbah padat dan cair, pembagian kerja yang jelas dan penempatan kerja yang tepat, Penambahan jumlah sarana komputer dan printer, dan melanjutkan pengurusan izin insenerator dan izin TPS B3.

Kata kunci : Program Penilaian Kinerja Pengelolaan Lingkungan Rumah

Sakit, Kepemimpinan

Referensi : 131 (1982-2015)

**Diponegoro University**

**Faculty of Public Health**

**Master's Program in Public Health**

**Majoring in Hospital Administration**

**2015**

**ABSTRACT**

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**Attainment Analysis of Assessment Program Results of Performance Rating of Company (Proper) in Managing Environment of Dr. Ramelan Navy Hospital in Surabaya viewed from the Aspect of Leadership**

**xvii + 113 pages + 4 tables + 4 figures+ 15 enclosures**

Proper is an assessment program of a business responsibility in controlling pollution and/or damaging environment and managing hazardous waste. Proper divides companies into five ranks, namely black, red, blue, green, and gold. Ranking of Dr. Ramelan Navy Hospital in Surabaya had decreased three times. The aim of this study was to analyse attainment of proper viewed from an aspect of leadership.

This was an observational study using qualitative approach. Population was all human resources at department of environmental health (EH) and occupational safety and health (OSH). Research subjects were eight staffs of EH and OSH department. Informant for triangulation purpose was commander of the headquarters unit. Data were collected using a technique of indepth interview and analysed using content analysis.

The results of this research showed that there were any human resource limitations, facilities, budget, and bureaucracy. Leadership opposed a process had not been applied in the aspects of human resource, budget, and facilities. Leadership had been inspiring vision by making a policy and SOP to be implemented. In addition, leadership had empowered other people in order to improve staffs’ competencies through providing training, persuade staffs to arrange necessity, and engage staffs to assist improvement of work performance. Leadership had not been a model in supervising, monitoring, and evaluating. Leadership had encouraged by providing rewards.

As suggestions, there needs to add human resource, fill empty position of head of solid and liquid waste affairs, add number of computers and printers, and continue a process of obtaining permit for incinerator and TPS B3.

Key Words : performance assessment program of managing hospital

environment; leadership

Bibliography : 131 (1982-2015)