**Universitas Diponegoro**

**Fakultas Kesehatan Masyarakat**

**Program Studi Magister Ilmu Kesehatan Masyarakat**

**Konsentrasi Administrasi dan Kebijakan Kesehatan**

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**ABSTRAK**

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**Faktor-Faktor Promosi Kenaikan Jabatan, Efektifitas Pembagian Tugas dan Keadilan Pembagian Insentif yang Mempengaruhi Kepuasan Kerja terhadap Pegawai Dinas Kesehatan Provinsi Jambi Tahun 2016**

**xv + 106 halaman + 30 tabel + 4 gambar + 2 lampiran**

Untuk meningkatkan laju pembangunan kesehatan di Provinsi Jambi maka harus di topang oleh SDM yang berkualitassehingga akan meningkatkan kinerja pegawai.Penurunan kinerja bisa diakibatkan karena tidak adanya kepuasan kerja oleh pegawai. Adapun permasalahan yang dihadapi pada Dinas Kesehatan Provinsi Jambi adalah menurunnya tingkat kepuasan kerja karyawan dari waktu ke waktu. Maka untuk memberikan kepuasan kerja kepada pegawai maka harus didorong dengan promosi kenaikan jabatan, keadilan pembagian insentif baik secara finansial atau non finanial dan pembagian tugas secara merata. Tujuan penelitian ini adalah untuk mengetahui pengaruh promosi kenaikan jabatan, efektifitas pembagian tugas dan keadilan pembagian insentif terhadap kepuasan kerja pegawai di Kantor Dinkes Provinsi Jambi.

Jenis penelitian merupakan penelitian observasional dengan pendekatan cross sectional. Populasi penelitian adalah karyawan Dinkes Provinsi Jambi berjumlah 277 orang, sedangkan sampel penelitian sebanyak 74 orang. Instrumen penelitian menggunakan kuesioner. Data penelitian diolah secara kuantitatif dengan metode univariat, bivariat dengan uji Chi Square dan analisis multivariat dengan analisis regresi logistik.

Hasil penelitian menunjukkan sebagian besar karyawan Dinkes Provinsi Jambi merasa puas (56,8%), promosi kenaikan jabatan dipersepsikan seimbang (50%), efektivitas pembagian tugas baik (55,4%) dan keadilan pembagian insentif baik (51,4%). Hasil penelitian menyatakan ada hubungan yang bermakna antara promosi kenaikan jabatan, efektivitas pembagian tugas dan keadilan pembagian insentif dengan kepuasan pegawai Dinkes Provinsi Jambi. Hasil analisis multivariat menunjukkan variabel promosi kenaikan jabatannilai p (0,015) dan keadilan pembagian insentifdengan nilai p (0,151) secara bersama-sama berpengaruh terhadap kepuasan pegawai Dinkes Provinsi Jambi.

Saran yang dapat direkomendasikan dalam mengelola kepuasan kerja pegawai hendaknya memperhatikan faktor promosi kenaikan jabatan, efektivitas pembagian tugas dan keadilan pembagian insentif.

Kata kunci: Kepuasan Kerja, Promosi Kenaikan Jabatan, Efektivitas

Pembagian Tugas, Keadilan Pembagian Insentif, Dinkes

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**ABSTRACT**

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**Factors of Promotion, Effectiveness, Sharing Jobs, and Equity in Sharing Incentive that Influence Work Satisfaction of Employees at Health Office of Jambi Province in 2016**

**xv + 106 pages + 30 tables + 4 figures + 2 appendices**

To improve health development in Jambi Province, it needs to be supported by qualified human resource that can improve performance of employees. The decrease in performance might be caused by no work satisfaction among them. One of the problems faced by Health Office of Jambi Province was decreasing a level of work satisfaction among employees from time to time. Promotion, equity in sharing either financial or non-financial incentive, and sharing tasks equally needed to be done in order improve their work satisfaction. The aim of this study was to figure out the influence of promotion, effectiveness in sharing tasks, and equity in sharing incentive towards work satisfaction of employees at the Health Office of Jambi Province.

This was an observational study using cross-sectional approach. Number of population was 277 employees of the Health Office of Jambi Province. Meanwhile, number of samples was 74 persons. Data were collected using a questionnaire and analysed quantitatively using methods of univariate, bivariate (a Chi Square test), and multivariate (a Logistic Regression test).

The results of this research showed that more than half of the respondents were satisfied (56.8%), had perception of balanced promotion (50%), had good effectiveness in sharing tasks (55.4%), and felt equal in sharing incentive (51.4%). There were any significant relationships between these three variables and work satisfaction of the employees. The results of multivariate analysis demonstrated that variables of promotion (p=0.015) and equity in sharing incentive (p=0.151) jointly influenced work satisfaction of the employees.

As suggestions, employees need to pay more attention to the factors of promotion, effectiveness in sharing tasks, and equity in sharing incentive.

Keywords : Work Satisfaction, Promotion, Effectiveness In Sharing Tasks,

And Equity In Sharing Incentive, Health Office Of Jambi Province

Bibliography: 43 (2000-2013)