

**THE RELATIONSHIP BETWEEN COMPETENCY AND PERFORMANCE  
IN HEALTH PERSONNEL AT RSUD CILEUNGSI**

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**ABSTRACT**

*Assessment of the performance of health workers in hospitals is important for health workers. In carrying out duties as a health worker, a person must have adequate competence in order to fulfill his role in improving the quality of health services, so competent health workers are needed so that they can improve the performance of the health workers themselves. Hospitals are required to always improve the performance of their health workers in order to continue to survive and develop. Through factor analysis, four different combinations of competencies emerged, namely, managing self, communicating, managing people and tasks, and mobilizing innovation and change. This study used a non-experimental correlational quantitative research design with 173 health workers in RSUD Cileungsi using the Purposiv Sampling technique. The measuring instrument uses the Work Performance Questionnaire (IWPQ) developed by Koopmans, based on the competency dimensions of the Bases of Competence measuring instrument developed by Evers and Rush. Data processing was carried out using correlational analysis on a sample of 173 health workers at Cileungsi Hospital by testing the hypothesis (Spearman correlation test). Based on data processing, the results obtained in this study that there is a relationship between competence and performance in health workers at RSUD Cileungsi. The results of the correlation test showed that there was a significant positive relationship between competence and performance. This means that the higher the competence, the higher the performance of health workers in RSUD Cileungsi.*

**Keywords: Competency, Performance, Health Workers.**

# HUBUNGAN ANTARA KOMPETENSI DENGAN KINERJA PADA TENAGA KESEHATAN DI RSUD CILEUNGSI

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## ABSTRAK

Penilaian kinerja tenaga kesehatan di rumah sakit penting dilakukan bagi tenaga kesehatan. Dalam melaksanakan tugas sebagai tenaga kesehatan, seseorang harus memiliki kompetensi yang memadai agar dapat memenuhi perannya dalam meningkatkan kualitas pelayanan kesehatan, maka dibutuhkan tenaga kesehatan yang berkompoten sehingga dapat meningkatkan kinerja tenaga kesehatan itu sendiri. Rumah sakit dituntut untuk selalu meningkatkan kinerja tenaga kesehatannya agar terus bertahan dan berkembang. Melalui analisis faktor, muncul empat kombinasi kompetensi yang berbeda yaitu, *managing self*, *communicating*, *managing people and task*, dan *mobilising inovation and change*. Penelitian ini menggunakan desain penelitian kuantitatif korelasional non eksperimen dengan responden 173 tenaga kesehatan di RSUD Cileungsi dengan menggunakan teknik *Purposiv Sampling*. Alat ukur menggunakan *Work Performance Questionnaire (IWPQ)* yang dikembangkan oleh Koopmans, berdasarkan dimensi kompetensi alat ukur *Bases of Competence* yang dikembangkan oleh Evers dan Rush. Pengolahan data dilakukan dengan menggunakan analisis korelasional pada sampel 173 tenaga kesehatan di RSUD Cileungsi dengan melakukan uji hipotesis (uji korelasional *Spearman*). Berdasarkan olah data diperoleh hasil dalam penelitian ini bahwa terdapat hubungan antara kompetensi dengan kinerja pada tenaga kesehatan di RSUD Cileungsi. Hasil uji korelasi didapatkan adanya hubungan positif yang signifikan antara kompetensi dengan kinerja. Artinya semakin tinggi kompetensi maka semakin tinggi kinerja pada tenaga kesehatan di RSUD Cileungsi.

**Kata kunci: Kompetensi, Kinerja, Tenaga Kesehatan**