

## An analysis of individual and performance factor relation on Public Hospital Employee

Type: Article

Abstract:

Hospital is an organization that work on society service. One of efforts to supply optimal service is giving otority or autonomy on hospital. Giving autonomy on hospital conducting to change the status of hospital into BLUD (Badan Layanan Umum Daerah) or Regional Public Service Agency (RPSA). RPSA is a work unit of region equipment that created with a purpose to give society service by supply things or service which is sold without looking for profit and the activity is based on efficiency principal and productivity. Then this research is to find out on several individual factors, there are social, emotional and physical employee is affecting their performance individually or in groups and also the relationships between all these factors respectively. This research is used cross sectional design. The sample of this research is the 32 employe of hospital which is have RPSA label, that is located on Sampang Regional Public Hospital (RSUD). The variable measured based on EWPS (Endicott Work Productivity Scale) individual factor, that is social factor, emotional and physic. The result of this statistical test is used Spearman test which is work for knowing the relation between individual factor and individual performance. Statistic analyze show that social factor (rsp = 0.649), emotional factor (rsp = 0.795), physic factor (rsp = 0.962) is related with individual performance.

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