

## ABSTRAK

Pasek Suka Okadarma, I Made (2023), *Peran Motivasi Memediasi Pengaruh Kepemimpinan Dan Kompensasi Terhadap Kinerja Pegawai Puskesmas Di Wilayah Kerja BPJS Kesehatan Cabang Singaraja* Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata Kunci : *Motivasi, Kepemimpinan, Kompensasi, Kinerja, Puskesmas, BPJS Kesehatan*

Jaminan Kesehatan Nasional (JKN) mengharuskan peserta BPJS untuk melaksanakan pengobatan yang berjenjang, dimulai dengan FKTP Tingkat I yang salah satunya adalah Puskesmas sebelum lanjut dirujuk ke Rumah Sakit. Maka, Puskesmas merupakan fasilitas kesehatan sebagai ujung tombak dari sistem ini. Penilaian kinerja Puskesmas berkaitan dengan pembayaran dana Kapitasi adalah berdasarkan Kapitasi Berbasis Kinerja (KBK), terdapat beberapa indikator yang wajib dipenuhi pada KBK jika Puskesmas ingin mendapatkan klaim Kapitasi 100%. Namun masih banyak Puskesmas di Wilayah kerja BPJS Kantor Cabang Singaraja belum dapat mencapai nilai KBK 100%. Di sisi lain berbagai penelitian menunjukkan terdapatnya hubungan positif diantara kinerja pegawai, kepemimpinan, motivasi dan kompensasi. Tujuannya untuk menganalisis pengaruh kepemimpinan yang dimediasi oleh peran motivasi dan kompensasi terhadap kinerja pegawai puskesmas di wilayah kerja BPJS kesehatan kantor Cabang Singaraja. Menggunakan metode sensus, instrumentasi data angket (skala likert) dan Structural Equation Model (SEM) berbasis Partial Least Square (PLS) sebagai teknik analisis data. Adapun hasilnya seluruh nilai t hitung pada model pengaruh langsung antar tiap variabel (kepemimpinan, kompensasi, motivasi dan kinerja pegawai)  $>1,96$  dan sig.  $<0,05$ , begitu pula pada uji pengaruh tidak langsung nilai t hitung  $>1,96$  dan sig.  $<0,05$  (variabel mediasi motivasi). Dari hasil tersebut dapat disimpulkan terdapat pengaruh positif dan signifikan antara kepemimpinan terhadap motivasi; kompensasi terhadap motivasi; kepemimpinan terhadap kinerja; kompensasi terhadap kinerja pegawai puskesmas di wilayah kerja BPJS Kesehatan Cabang Singaraja terhadap kinerja untuk mencapai target KBK. Serta motivasi kerja dapat memediasi pengaruh kepemimpinan dan juga secara signifikan memediasi pengaruh kompensasi terhadap kinerja pegawai puskesmas di wilayah kerja BPJS Kesehatan Cabang Singaraja untuk mencapai target KBK.

## ABSTRACT

Pasek Suka Okadarma, I Made (2023), *Motivation Role In Mediating The Influence of Leadership and Compensation On Puskesmas Employess Performmance In BPJS Kesehatan Singaraja Branch Office Work Area. Thesis Management Science, Postgraduate Program, Ganesha University of Education*

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National Health Insurance (JKN) requires BPJS participants to carry out tiered treatment, starting with Level I FKTP, one of which is the Community Health Center before being referred to a hospital. So, the Community Health Center is a health facility that is the spearhead of this system. The Puskesmas performance assessment regarding the payment of Capitation funds is based on Performance Based Capitation (PBC), there are several indicators that must be met in the KBK if the Puskesmas wants to get a 100% Capitation claim. However, there are still many Community Health Centers in the BPJS Singaraja Branch Office working area that have not been able to achieve a KBK score of 100%. On the other hand, various studies show that there is a positive relationship between employee performance, leadership, motivation and compensation. To determine the role of motivation in mediating the influence of leadership and compensation on the performance of community health center employees in the BPJS health work area of the Singaraja Branch office. Method uses sensus technique, questionnaire data instrumentation (Likert scale) and Structural Equation Model (SEM) data analysis technique based on Partial Least Square (PLS). The result of this research are all calculated t values in the direct influence model between each variable (leadership, compensation, employee motivation and performance) are  $>1.96$  and sig.  $<0.05$ , likewise in the indirect influence test the calculated t value was  $>1.96$  and sig.  $<0.05$  (motivation mediating variable). Conclusion for the reseacrh ara there is a positive and significant influence between leadership and motivation; compensation for motivation; leadership on performance; compensation for the performance of community health center employees in the BPJS Health Singaraja Branch work area for performance to achieve PBC targets. And work motivation can mediate the influence of leadership and also significantly mediate the influence of compensation on the performance of community health center employees in the BPJS Health Singaraja Branch work area to achieve the PBC target.