

ABSTRAK

Pengaruh Koordinasi, Lingkungan Kerja, dan Reward Terhadap Efektivitas Kerja Bidang Kedokteran dan Kesehatan Polda Lampung

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Efektivitas kerja personel merupakan aspek penting dalam memastikan optimalnya pelayanan kesehatan kepolisian di Biddokkes Polda Lampung. Hasil pra-survei menunjukkan adanya variasi dalam kualitas koordinasi, kondisi lingkungan kerja, serta penerapan *reward* yang berpotensi memengaruhi efektivitas kerja personel. Penelitian ini bertujuan untuk menganalisis pengaruh koordinasi, lingkungan kerja, dan *reward* terhadap efektivitas kerja personel Biddokkes Polda Lampung. Penelitian menggunakan pendekatan kuantitatif dengan metode asosiatif kausal melalui survei. Populasi penelitian berjumlah 101 personel, dan sampel ditentukan menggunakan rumus Slovin sehingga menghasilkan 81 responden yang dipilih melalui teknik purposive sampling. Data primer diperoleh melalui kuesioner skala Likert dan wawancara, sedangkan data sekunder dikumpulkan dari dokumen internal serta literatur pendukung. Analisis data dilakukan menggunakan regresi linear berganda. Hasil penelitian menunjukkan bahwa: (1) koordinasi berpengaruh signifikan terhadap efektivitas kerja; (2) lingkungan kerja berpengaruh signifikan terhadap efektivitas kerja; (3) *reward* juga berpengaruh signifikan terhadap efektivitas kerja; serta (4) secara simultan, koordinasi, lingkungan kerja, dan *reward* berpengaruh signifikan terhadap efektivitas kerja personel Biddokkes Polda Lampung. Penelitian ini menyimpulkan bahwa peningkatan efektivitas kerja dapat dicapai melalui penguatan sistem koordinasi, perbaikan lingkungan kerja, serta pemberian *reward* yang adil dan terstruktur. Temuan ini diharapkan menjadi dasar bagi pengambil kebijakan dalam meningkatkan kualitas manajemen sumber daya manusia di lingkungan Biddokkes Polda Lampung.

Kata kunci: Koordinasi, Lingkungan Kerja, *Reward*, Efektivitas Kerja

ABSTRACT

The Influence of Coordination, Work Environment, and Rewards on Work Effectiveness in the Medical and Health Division of Lampung Regional Police

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Work effectiveness is a crucial aspect in ensuring optimal police health services within the Medical and Health Division (Biddokkes) of the Lampung Regional Police. Preliminary observations indicated variations in the quality of coordination, work environment conditions, and reward implementation, which may affect personnel work effectiveness. This study aims to analyze the influence of coordination, work environment, and rewards on the work effectiveness of Biddokkes personnel. The research employed a quantitative approach with a causal-associative survey method. The study population consisted of 101 personnel, and the sample was determined using the Slovin formula, resulting in 81 respondents selected through purposive sampling. Primary data were collected through Likert-scale questionnaires and interviews, while secondary data were obtained from internal documents and supporting literature. Data were analyzed using multiple linear regression. The results show that: (1) coordination has a significant influence on work effectiveness; (2) the work environment has a significant influence on work effectiveness; (3) rewards also significantly influence work effectiveness; and (4) simultaneously, coordination, work environment, and rewards have a significant influence on the work effectiveness of Biddokkes personnel. The study concludes that improving work effectiveness can be achieved through strengthening coordination systems, enhancing work environment conditions, and implementing fair and structured reward systems. These findings are expected to serve as a strategic reference for policymakers in improving human resource management within Biddokkes Lampung Regional Police.

Keywords: *Coordination, Work Environment, Reward, Work Effectiveness*

DAFTAR ISI