



SOCIALIZATION OF WORK ORGANIZATION CULTURE AT ABDOEL WAHAB SJAHRANIE HOSPITAL TO IMPROVE EMPLOYEE PERFORMANCE

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ABSTRACT / ABSTRAK

Before the daily project work takes place Abdoel Wahab Sjahranie hospital, the annual works plans needs to be clarified. The responsibilities and accountabilities need to be documented. The preparation of annual work plan is responsible for the management. However, the questions such as to whom he should report to and if there is a need for a project assurance body, need to be explicated as well. A common project organization comprises project sponsor, project board, project manager and project team. Subjected to the complexity of the project, the project assurance body such as quality manager or quality auditor might also be added to the project organization. "Training and development are term is referring to planned efforts designed facilitate the acquisition of relevant skills, knowledge and attitudes by organizations members. Development focuses more on improving the decision making and human relations skills and the presentation of a more factual and narrow subject matter". The community service method is in the form of training on the preparation of an annual work plan at the Abdoel Wahab Sjahranie Regional Hospital as many as 60 people. The assistance of health administration participants is expected to increase knowledge about training on the preparation of annual work plans at the Abdoel Wahab Sjahranie Regional Hospital.

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1. BACKGROUND

Human resource management is a field of management that specifically studies the relationship and role of humans in the company. The culture of organization is part of the curriculum of the subjects of organizational behavior and change. Human resources are capital that determines competitive advantage and success to achieve a company's goals. To achieve this goal, it requires the will, ability and attitude of employees in carrying out their duties and responsibilities, so that the results of employee performance carried out can be in accordance with the company's goals, what must be considered by the company in managing its management functions is how to manage human resources to be able to increase work efficiency and effectiveness. The success and performance of the company can be seen from the performance that has been achieved by its employees, therefore the company demands that its employees be able to display optimal work. Because the good and bad performance achieved by employees will affect the performance and success of the company as a whole. Student performance is an important factor in the process of achieving the goals of a company, employee performance as the ultimate goal and is a way for management to ensure that employee activities and outputs produced are in accordance with organizational goals.

2. METHOD

The community service method is in the form of training on the preparation of an annual work plan at the Abdoel Wahab Sjahranie Regional Hospital as many as 60 people. Meanwhile, the method of activity with the schedule of events is as follows: 1) Opening 2) Singing the song Indonesia Raya 3) Remarks by the head of the community service committee and the director of the hospital. Abdoel Wahab Sjahranie 4) Work organization culture material 5) Question and answer session 6) Closing 7) Workshop on preparing an annual work plan.

3. RESULT AND CONCLUSION

Education on improving management capacity for posyandu cadres at the Juanda Health Center to improve employee performance is an important part of the company both at the Juanda Health Center in establishing operational activities to achieve goals at the Hospital. The function of socialization of work organization culture at the Juanda Health Center aims to provide services so that the cooperation process towards achieving hospital planning from before.

Description of Education on improving management capacity for posyandu cadres at the Juanda Health Center to improve employee performance, namely health administrators are obliged to provide public good health services and are also obliged to facilitate the development of private health services. Thus, education on improving management capacity for posyandu cadres at the Juanda Health Center is in charge of regulating, fostering and supervising the implementation of health efforts that are equitable and affordable to

the community, mobilizing community participation in the implementation and financing of health while still paying attention to social functions. Like the administrator, it is expected to be able to carry out its annual work plan at the Juanda Health Center.

4. SUMMARY AND ADVICE

Socialization of work organization culture is expected to increase knowledge about improving employee performance at Abdoel Wahab Sjahranie Hospital.

5. ACKNOWLEDGE

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