

ABSTRACT

This study aims to investigate the influence of clear and measurable goals, incentive, decentralization, and performance measurement to performance in Rumah Sakit Umum Daerah Kota Semarang. The research project is based on economic as well as behavioural theories.

This research is empirical study and using the data from department heads and staf in Rumah Sakit Umum Daerah Kota Semarang as a research sample. The response rate is 100% from 55 respondents.

The result of this research suggest that clear and measurable goals, incentive, decentralization, and performance measurement positively and significant associated with performance. Performance management practices in public sector organizations especially in hospital are affected by institutional factors. Finally, the dimention of performance management are important to decrease the public sector organizations performance.

Keywords: Performance, clear and measurable goals, incentive, decentralization, performance measurement