**ANALISIS EFEKTIVITAS PEMOTONGAN TUNJANGAN DANA SEHAT PEGAWAI DI PERUMDA PDAM TIRTAMARTA YOGYAKARTA**

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**Abstrak**

Perumda PDAM Tirtamarta berencana untuk melakukan program pemotongan tunjangan berupa dana sehat. Awalnya mendapat penolakan dari para ly karena kondisi sulit yang disebabkan oleh adanya pandemi Covid-19. Tujuan dari penelitian ini adalah untuk menganalisis tingkat efektivitas program pemotongan tunjangan berupa dana sehat dari para pegawai Perumda PDAM Tirtamarta. Metode penelitian yang digunakan adalah analisis deskriptif dengan pendekatan kualitatif. Metode pengambilan data menggunakan wawancara dengan teknik semi-terstruktur. Hasil penelitian menunjukan bahwa kegiatan atau program pemotongan tunjangan karyawan Perumda PDAM Tirtamarta sudah efektif berdasarkan empat indikator yaitu ketepatan sasaran program, sosialisasi program, tujuan program, dan pemantauan.

**Kata Kunci:** *Efektivitas Program, Pemotongan Tunjangan, Dana Sehat***.**



***ANALYSIS OF THE EFFECTIVENESS OF CUTTING ON***

***EMPLOYEE HEALTH FUNDS AT PERUMDA PDAM TIRTAMARTA YOGYAKARTA***

***Arya Pratama***

***Abstract***

*Perumda PDAM Tirtamarta plans to carry out a program allowances deduction in the form of healthy funds. Which initially received rejection from employees due to the difficult conditions caused by the Covid-19 pandemic. The purpose of this study was to analyze the effectiveness of allowances deduction in the form of healthy funds from the employees of Perumda PDAM Tirtamarta. The research method used descriptive analysis with a qualitative approach. Methods of data collection using interviews with semi-structured techniques. The results showed that the activity or program of allowances deduction for Perumda PDAM Tirtamarta employees was effective based on four indicators, namely the accuracy of program targets, program socialization, program objectives, and program monitoring.*

***Keyword:*** *Program Effectiveness, Allowance Deduction, Healthy Funds.*