

**PROGRAM STUDI S2 KEPERAWATAN
KEKHUSUSAN KEPEMIMPINAN DAN MANAJEMEN KEPERAWATAN
FAKULTAS KEPERAWATAN UNIVERSITAS ANDALAS**

Tesis, Juli 2016
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**STUDI KOMPARATIF ANALISIS HUBUNGAN MOTIVASI DENGAN
KEPUASAN KERJA PERAWAT PNS DAN NON PNS SERTA FAKTOR -
FAKTOR DETERMINANNYA DI RSUD RADEN MATTATHER JAMBI
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xix + 258 hal + 12 tabel + 3 grafik + 2 bagan + 11 lampiran

ABSTRAK

Kepuasan kerja adalah sikap emosional yang menyenangkan dan mencintai pekerjaannya. Seseorang yang memiliki tingkat kepuasan kerja akan memiliki perasaan positif tentang pekerjaannya, namun hasil penelitian masih banyak perawat di rumah sakit nasional dan internasional merasakan ketidakpuasan. Penelitian ini bertujuan untuk melihat studi komparatif analisis hubungan motivasi dengan kepuasan kerja perawat PNS dan non PNS serta faktor-faktor determinannya di RSUD Raden Mattaher Jambi tahun 2016. Desain penelitian menggunakan *cross sectional komparatif*. Sampel diambil secara *proportional random sampling* dengan jumlah 220 perawat PNS dan non PNS. Hasil uji statistik didapatkan faktor motivasi yang berhubungan dengan kepuasan kerja perawat PNS adalah prestasi $p=0,001$, pengakuan $p=0,010$, pekerjaan $p=0,002$, gaji $p=0,005$, kondisi kerja $p=0,004$, hubungan interpersonal $p=0,008$, supervisi $p=0,008$. Faktor motivasi yang berhubungan dengan kepuasan kerja perawat non PNS adalah prestasi $p=0,018$, pengakuan $p=0,028$, pekerjaan $p=0,015$, tanggung jawab $p=0,039$, peluang untuk maju $p=0,001$, gaji $p=0,010$, kondisi kerja $p=0,035$, hubungan interpersonal $p=0,020$ dan supervisi $p=0,011$. Selanjutnya uji *T Indenpeden* didapatkan variabel motivasi dan kepuasan yang memiliki perbedaan antara perawat PNS dan non PNS adalah kepuasan kerja $p=0,004$, prestasi $p=0,0012$, pengakuan $p=0,002$, pekerjaan $p=0,000$, peluang untuk maju $p=0,000$ dan gaji $p=0,018$. Selajutnya dari analisis multivariat didapatkan faktor prestasi adalah variabel yang paling dominan berhubungan dengan kepuasan kerja perawat PNS dengan $OR=8,329$. Sedangkan faktor yang paling berhubungan dengan kepuasan kerja perawat non PNS adalah peluang untuk maju dengan $OR=2,819$. penelitian ini diharapkan agar pihak rumah sakit dapat memperbaiki prestasi dan peluang untuk maju yang kurang baik.

Kata kunci : Kepuasan kerja, Motivasi, Perawat PNS dan non PNS

Daftar pustaka : 163 (2005-2016)

**S2 NURSING STUDY PROGRAM
SPECIFICITY NURSING LEADERSHIP AND MANAGEMENT
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**COMPARATIVE STUDY ANALYSIS OF RELATIONSHIP WITH THE
MOTIVATION AND JOB SATISFACTION OF NURSES CIVIL SERVANTS
AND NON CIVIL SERVANTS FACTOR - FACTOR IN HOSPITAL RADEN
DETERMINANT MATTATHER JAMBI IN 2016**

xiv + 258 page + 12 table + 3 graph + + 2 chart + 11 attachment

ABSTRACT

Job satisfaction is a pleasant emotional disposition and loves his job. Someone who has a level of job satisfaction will have a positive feeling about the job, but the results are still a lot of nurses in hospitals nationally and internationally to feel dissatisfaction. This study aims to look at the comparative study analyzes the relationship between motivation and job satisfaction of nurses civil servants and non-civil servants as well as factors determinant in hospitals Raden Mattather Jambi 2016. corss sectional study design using comparative. Samples were taken by proportional random sampling with 220 nurses civil servants and non-civil servants. Statistical test results obtained motivating factors associated with job satisfaction of nurses civil servants is an accomplishment $p = 0.001$, $p = 0.010$ recognition, job $p = 0.002$, $p = 0.005$ salaries, working conditions $p = 0.004$, interpersonal relations $p = 0.008$, $p = 0.008$ supervision. Motivational factors associated with job satisfaction of nurses non-civil servants is an accomplishment $p = 0.018$, recognition $p = 0.028$, jobs $p = 0.015$, responsibility $p = 0.039$, opportunities for advancement $p = 0.001$, salary $p = 0.010$, working conditions $p = 0.035$, interpersonal relationships $p = 0.020$ and $p = 0.011$ supervision. The next test variable T Indenpeden obtained motivation and satisfaction has a distinction between civil servants and non-civil nurses are job satisfaction $p = 0.004$, $p = 0.0012$ achievement, recognition $p = 0.002$, $p = 0.000$ jobs, opportunities for advancement and salary $p = 0.000$ $p = 0.018$. Following multivariate analysis obtained achievements factor is the most dominant variable related to job satisfaction of nurses PNS with OR = 8.329. While the factors most associated with non-civil nurse job satisfaction is an opportunity to move forward with OR = 2.819. This research is expected that the hospital could improve achievement and advancement opportunities that are less good.

Keyword : Job satisfaction, motivation, Nurse civil servants and non-civil servants

Bibliography : 163 (2005-2016)