

PROGRAM STUDI S2 KEPERAWATAN
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Faktor Determinan Yang Berhubungan Dengan Kepuasan Kerja Perawat Pelaksana di RSUD dr. Rasidin Padang

xvi + 136 halaman + 9 tabel + 3 skema + 11 lampiran

Abstrak

Kepuasan kerja perawat perlu mendapat perhatian serius karena perawat pemberi pelayanan dengan waktu terbanyak dan terlama pada pasien. Pencapaian BOR rumah sakit yang rendah (26,20%) bisa disebabkan oleh hasil pencapaian kinerja perawat belum optimal, hal ini dapat disebabkan oleh ketidakpuasan perawat terhadap manajemen rumah sakit. Tujuan penelitian untuk mengetahui faktor determinan yang berhubungan dengan kepuasan kerja perawat pelaksana. Penelitian ini deskriptif korelasi dengan pendekatan *cross sectional* pada 72 orang perawat pelaksana di RSUD dr. Rasidin. pengumpulan data dengan kuesioner. Analisa data univariat menggunakan distribusi frekuensi, bivariat dengan uji *chi square*, dan multivariat menggunakan uji regresi logistik. Hasil penelitian 51,4% perawat pelaksana menyatakan ketidakpuasan kerja. Uji *chi square* didapatkan ada hubungan bermakna antara insentif, kesempatan promosi, dan supervisi dengan kepuasan kerja. Tidak ada hubungan antara kepemimpinan, dan kondisi lingkungan kerja dengan kepuasan kerja. Hasil uji multivariat didapatkan variabel insentif merupakan faktor dominan berhubungan dengan kepuasan kerja perawat. Diharapkan pemangku manajemen rumah sakit mempertimbangkan sistem pemberian insentif dengan memperhatikan beban dan resiko kerja berdasarkan penilaian kinerja yang objektif, mengatur sistem penjenjangan karir perawat berdasarkan prestasi kerja. Menjalankan sistem pengawasan terhadap asuhan keperawatan yang diberikan perawat pelaksana, dan segera melakukan akreditasi rumah sakit untuk meningkatkan mutu pelayanan rumah sakit.

Kata Kunci : Kepuasan Kerja, Faktor Determinan, Perawat Pelaksana

Daftar Pustaka : 80 (1996 - 2015)

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Determinant Factors That Related to Job Satisfaction of Nurses Executive in RSUD dr. Rasidin Padang

xvi + 136 pages + 9 tables + 3 schemes + 11 appendices

Abstract

Job satisfaction of nurses need serious attention because nurses care provider with the largest and longest time to patients. The achievement of hospitals BOR is low (26.20%) that be caused the result of achievement of the performance of nurses are not optimal yet, this is caused to the dissatisfaction of nurses to hospitals management. The aim of this research is to find determinant factors that related to job satisfaction of nurses executive in RSUD dr. Rasidin Padang. This research is know deskriptive correlation with cross sectional to 72 executive nurses in RSUD dr. Rasidin. Instrument of the research is questionnaire. Univariate data analysis used frequency distribution, bivariate with chi square test, and multivariate used logistic regression test. The result of the research is 51.4% executive nurses state dissatisfaction in working. Chi-square test is obtained there is significant correlation between the incentive, promotion opportunity, and supervision with job satisfaction. There is not correlation between the leadership, and work environment condition with job satisfaction. The result of multivariate analysis is obtained variable incentive that is dominant factors related to job satisfaction of nurses. It is expected the stakeholders of hospital management to consider the burned and risk of work based on-objective performance assesment, the setting of level system performance-based on achievement career. Running the monitoring system to nursing care is given by executive nurses, and immediately to do accreditation of hospital to improve the quality of hospital services.

Keywords: *Job Satisfaction, Determinant Faktors, Nurses*
Reading : *80 (1996 - 2015)*