



UNIVERSITAS ANDALAS
UNIVERSITAS ANDALAS

**HUBUNGAN KEPUASAN KERJA, KONFLIK PEKERJAAN-KELUARGA,
MOTIVASI, KEPERIBADIAN, DAN GAYA KEPEMIMPINAN DENGAN
KINERJA PERAWAT DI INSTALASI RAWAT INAP
RSUD dr. RASIDIN PADANG TAHUN 2025**

Oleh :

ALDIO AQSHAL MUHAMMADIKA

NIM. 2011213029

**FAKULTAS KESEHATAN MASYARAKAT
UNIVERSITAS ANDALAS
PADANG, 2025**

**FAKULTAS KESEHATAN MASYARAKAT
UNIVERSITAS ANDALAS**

Skripsi, Agustus 2025

ALDIO AQSHAL MUHAMMADIKA, NIM 2011213029

**HUBUNGAN KEPUASAN KERJA, KONFLIK PEKERJAAN-KELUARGA,
MOTIVASI, KEPERIBADIAN, DAN GAYA KEPEMIMPINAN DENGAN
KINERJA PERAWAT DI INSTALASI RAWAT INAP RSUD dr. RASIDIN
PADANG TAHUN 2025**

xiii + 124 halaman, 33 tabel, 3 gambar, 11 lampiran

ABSTRAK

Tujuan Penelitian

Kinerja perawat pelaksana di Instalasi Rawat Inap RSUD dr. Rasidin Padang masih belum optimal, terlihat dari rendahnya partisipasi dalam pelatihan kompetensi, pengelolaan *shift* yang belum efektif, serta kurangnya kemampuan menjaga stabilitas emosional. Penelitian ini bertujuan mengetahui hubungan antara kinerja perawat dengan kepuasan kerja, konflik pekerjaan–keluarga, motivasi, kepribadian, dan gaya kepemimpinan kepala ruang.

Metode

Penelitian kuantitatif dengan desain studi *cross-sectional* dilakukan pada Januari-Juli 2025 di RSUD dr. Rasidin Padang. Populasi seluruh perawat rawat inap dengan teknik total sampling, diperoleh 86 responden. Data dikumpulkan menggunakan kuesioner dan analisis secara univariat dan bivariat dengan uji *Chi-Square*.

Hasil

Sebanyak 33,7% perawat memiliki kinerja tidak baik. Analisis bivariat menunjukkan kinerja perawat berhubungan signifikan dengan kepuasan kerja ($p < 0,004$; POR = 4,351), konflik pekerjaan-keluarga ($p < 0,000$; POR = 33,385), motivasi ($p = 0,019$; POR = 3,154), kepribadian ($p = 0,001$; POR = 5,271), dan gaya kepemimpinan ($p < 0,000$; POR = 7,350).

Kesimpulan

Kinerja perawat berhubungan dengan kepuasan kerja, konflik pekerjaan–keluarga, motivasi, kepribadian, dan gaya kepemimpinan. Pihak rumah sakit disarankan memperhatikan faktor-faktor tersebut, antara lain dengan mendorong penerapan manajemen yang adil dan transparan.

Daftar Pustaka : 76 (2010-2025)

Kata Kunci : Kinerja, Kepuasan Kerja, Motivasi, Gaya Kepemimpinan

**FACULTY OF PUBLIC HEALTH
ANDALAS UNIVERSITY**

Undergraduate Thesis, August 2025

ALDIO AQSHAL MUHAMMADIKA, NIM 2011213029

**THE RELATIONSHIP BETWEEN JOB SATISFACTION, WORK-FAMILY
CONFLICT, MOTIVATION, PERSONALITY, AND LEADERSHIP STYLE
WITH THE PERFORMANCE OF IMPLEMENTING NURSES IN THE
INPATIENT INSTALLATION AT RSUD DR. RASIDIN PADANG IN 2025**

xiii + 124 pages, 33 tables, 3 pictures, 11 appendices

ABSTRACT

Objective

The performance of staff nurses in the Inpatient Unit of RSUD dr. Rasidin Padang is still suboptimal, as indicated by the low participation in competency training, ineffective shift management, and limited ability to maintain emotional stability. This study aimed to determine the relationship between nurse performance and job satisfaction, work–family conflict, motivation, personality, and leadership style of head nurses.

Method

This quantitative study employed a cross-sectional design, conducted from January to July 2025 at RSUD dr. Rasidin Padang. The population included all inpatient nurses, with a total sampling technique yielding 86 respondents. Data were collected using questionnaires and analyzed through univariate and bivariate methods with the Chi-Square test.

Results

The findings showed that 33.7% of nurses had poor performance. Bivariate analysis revealed significant associations between nurse performance and job satisfaction ($p = 0.004$; POR = 4.351), work–family conflict ($p < 0.001$; POR = 33.385), motivation ($p = 0.019$; POR = 3.154), personality ($p = 0.001$; POR = 5.271), and leadership style ($p < 0.001$; POR = 7.350).

Conclusion

Nurse performance is associated with job satisfaction, work–family conflict, motivation, personality, and leadership style. The hospital management is advised to address these factors, including the implementation of fair and transparent management and continuous professional development.

References : 76 (2010–2025)

Keywords : Performance, Job Satisfaction, Motivation, Leadership Style.