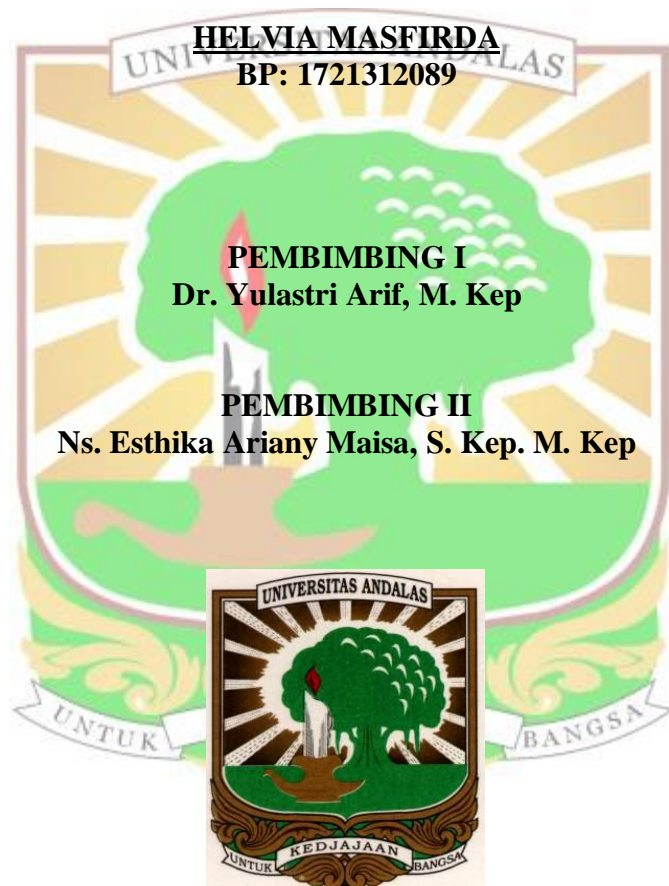


**FAKTOR – FAKTOR YANG BERHUBUNGAN DENGAN
KEPUASAN KERJA PERAWAT DI RSUD AROSUKA**

TESIS

OLEH:



**PROGRAM STUDI S2 KEPERAWATAN
KEKHUSUSAN KEPEMIMPINAN DAN MANAJEMEN KEPERAWATAN
FAKULTAS KEPERAWATAN - UNIVERSITAS ANDALAS
PADANG 2020**

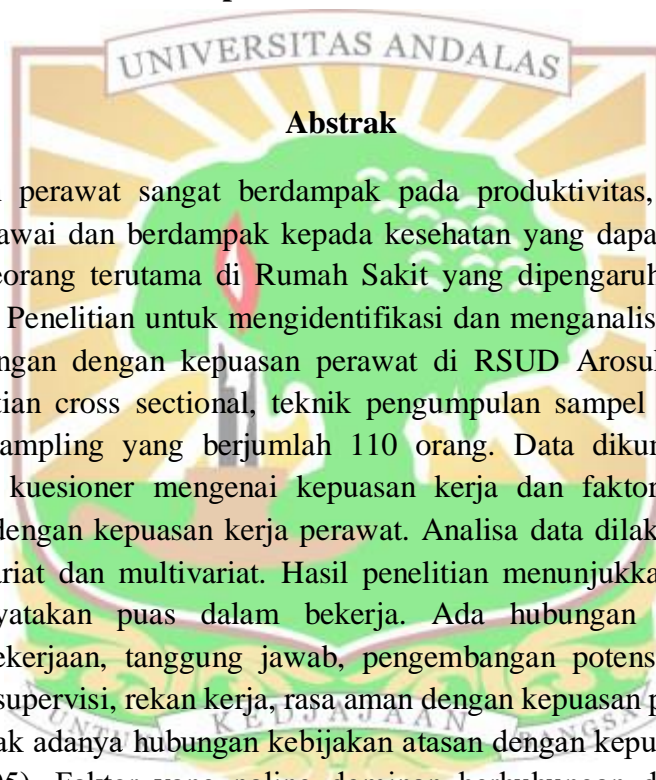
PROGRAM STUDI KEPERAWATAN

KEKHUSUSAN KEPEMIMPINAN DAN MANAJEMEN KEPERAWATAN FAKULTAS KEPERAWATAN UNIVERSITAS ANDALAS

**Tesis, Juli 2020
Helvia Masfirda**

Faktor Faktor Yang Berhubungan Dengan Kepuasan Perawat Di RSUD Arosuka Tahun 2019

xi + 90 hal + 27 tabel + 10 lampiran



Abstrak

Ketidakpuasan perawat sangat berdampak pada produktivitas, ketidakhadiran, keluarnya pegawai dan berdampak kepada kesehatan yang dapat mempengaruhi pekerjaan seseorang terutama di Rumah Sakit yang dipengaruhi oleh beberapa faktor. Tujuan Penelitian untuk mengidentifikasi dan menganalisa faktor – faktor yang berhubungan dengan kepuasan perawat di RSUD Arosuka Tahun 2019. Desain penelitian cross sectional, teknik pengumpulan sampel yang digunakan adalah total sampling yang berjumlah 110 orang. Data dikumpulkan dengan menggunakan kuesioner mengenai kepuasan kerja dan faktor – faktor yang berhubungan dengan kepuasan kerja perawat. Analisa data dilakukan dengan uji univariat, bivariat dan multivariat. Hasil penelitian menunjukkan bahwa 51,8% perawat menyatakan puas dalam bekerja. Ada hubungan antara prestasi, pengakuan, pekerjaan, tanggung jawab, pengembangan potensi individu, gaji, kondisi kerja, supervisi, rekan kerja, rasa aman dengan kepuasan perawat (p value $\leq 0,005$). Tidak adanya hubungan kebijakan atasan dengan kepuasan perawat (p value $\geq 0,005$). Faktor yang paling dominan berhubungan dengan kepuasan perawat adalah prestasi. Disarankan kepada pihak manajemen Rumah Sakit agar meningkatkan perhatian kepada perawat yang berprestasi agar tercapainya kepuasan kerja perawat di RSUD Arosuka.

**Kata Kunci: Kepuasan, Perawat, Rumah Sakit
Daftar Pustaka: 35 (2003 – 2019)**

*MAGISTER PROGRAM OF NURSING
SPECIALITY OF LEADERSHIP AND MANAGEMENT NURSING FACULTY OF
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*Thesis, Juli 2020
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*Factors Related to Nurse Satisfaction in Arosuka Hospital in 2019
xi + 90 pages + 27 tables + 10 attachments*

ABSTRACT

Dissatisfaction of nurses was impacting on productivity, absenteeism, discharge of employees and the impact to health that could influence one's work especially in the Hospital that was affected by several factors. The purpose of the Study was to identify and analyze the factors that related to the satisfaction of nurses in Arosuka Hospital in 2019. The design of this research was Cross-sectional study, to choose sample of this research used total sampling amounted to 110 people. Data were collected by using a questionnaire about job satisfaction and the factors that related to job satisfaction of nurses. Data analysis was done by testing of univariate, bivariate and multivariate. The results of this research showed that of 51.8% of nurses expressed satisfaction in the work. There was a relationship between achievement, recognition, work, responsibility, the development of individual potential, salary, working conditions, supervision, co-workers, a sense of security satisfaction with nurses (p value ≤ 0.005). There was no relationship between superior's policies and the satisfaction of the nurse (p value ≥ 0.005). The most dominant factors related to the satisfaction of nurses were an achievement. It was recommended to the Hospital management in order to increase attention to the nurses who get the achievement in order to achieve job satisfaction of nurses in Arosuka Hospital.

*Keywords: Hospital, Nurse, Satisfaction,
References: 35 (2003 - 2019)*