

ABSTRAK

Komariyatun

Analisis Pengaruh Persepsi Perawat Pelaksana tentang Manajemen Keperawatan dan Lingkungan Kerja terhadap Kepuasan Kerja Perawat di Ruang Rawat Inap RSUD Tugurejo Semarang

112 halaman + 30 tabel + 4 gambar + 3 lampiran

Manajemen keperawatan merupakan proses perencanaan, pengorganisasian, pengarahan dan pengawasan untuk mencapai tujuan keperawatan. Kepuasan kerja adalah berbagai persepsi perawat terhadap lingkungan pekerjaannya. Kenyataan pelaksanaannya belum sesuai dengan perencanaan, pengorganisasian, pengarahan dan pengawasan, serta perlu lingkungan kerja yang baik. Tujuan penelitian adalah mengetahui hubungan dan pengaruh persepsi perawat pelaksana dalam perencanaan, pengorganisasian, pengarahan dan pengawasan manajemen keperawatan serta lingkungan kerja terhadap kepuasan kerja perawat di ruang rawat inap RSUD Tugurejo Semarang.

Penelitian ini merupakan penelitian observasional deskriptif analitik dengan pendekatan *cross sectional*. Responden penelitian adalah 114 orang perawat pelaksana. Analisis data dengan analisis univariat, analisis bivariat dan analisis multivariat dengan regresi logistik.

Hasil penelitian menunjukkan persepsi manajemen keperawatan berhubungan dengan kepuasan kerja perawat pelaksana adalah perencanaan (p value = 0,0001), pengorganisasian (p value= 0,0001), pengarahan (p value = 0,0001) dan pengawasan (p value= 0,0001), serta didapatkan lingkungan kerja baik (p value = 0,0001). Persepsi manajemen keperawatan yang berpengaruh bersama-sama terhadap kepuasan kinerja perawat pelaksana adalah perencanaan ($\exp B=27,631$), pengorganisasian ($\exp B=7,549$) dan pengawasan ($\exp B=17,166$).

Rekomendasi penelitian untuk manajer keperawatan perlu menyusun kembali perencanaan strategis, uraian tugas, tanggung jawab dan wewenang perawat pelaksana, mengoptimalkan pendelegasian wewenang kepada kepala ruang, memberi arahan dan penjelasan kembali kepada perawat pelaksana tentang prosedur pelayanan keperawatan serta memberikan perhatian serta motivasi dalam pengembangan profesional perawat, menjadi mediator yang baik dalam penyelesaian masalah dan melakukan monitoring dan evaluasi berkala program keperawatan di RSUD Tugurejo Semarang.

Kata kunci : Manajemen Keperawatan, Lingkungan Kerja, Kepuasan Kerja
Kepustakaan : 45 (1992 – 2012)

ABSTRACT

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Analysis on the Influence of Nurses Perception in Nursing Management and Working Environment on Nurses' Job Satisfaction at Inpatient Unit of Tugurejo General Hospital, Semarang

112 pages + 30 tables + 4 figures + 3 enclosure

Nursing management was a process of planning, organizing, directing and supervising to reach nursing goals. Work satisfaction was perception of nurses toward their work environment. In reality, the implementation of nursing management did not suit with planning, organizing, directing, supervision, and good work environment. Objective of this study was to identify association and influence of nurse's perception in planning, organizing, directing, and supervision of nursing management and work environment toward work satisfaction of nurses in the inpatient room of RSUD Tugurejo Semarang.

This was an observational descriptive-analytical study with cross sectional approach. Study respondents were 114 nurses. Univariate analysis, bivariate analysis, and multivariate analysis using logistic regression were applied in the data analysis.

Results of the study showed that perception on nursing management related to work satisfaction of nurses were planning ($p= 0.0001$), organizing ($p= 0.0001$), directing ($p= 0.0001$), supervision ($p= 0.0001$), and good work environment ($p= 0.0001$). Perception on nursing management that jointly influenced work satisfaction of nurses were planning (exp B- 27.631), organizing (exp B= 7.549), and supervision (exp B= 17.166).

The study recommends nursing manager to reformulate strategic plan, job description, responsibilities and authorities of nurses; to optimize authority delegation to the room chief; to provide explanation and direction to nurses regarding nursing service procedure; to give attention and motivation in the development of professional nurses; to be a good mediator in solving problems, and to do periodical monitoring and evaluation for nursing program in RSUD Tugurejo Semarang.

Key words : Nursing management, work environment, work satisfaction

Bibliography : 45 (1992-2012)