**Universitas Diponegoro**

**Fakultas Kesehatan Masyarakat**

**Program Magister Ilmu Kesehatan Masyarakat**

**Konsentrasi Administrasi Rumah Sakit**

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**ABSTRAK**

**Margareta Pratiwi**

**Hubungan Lingkungan Kerja dengan Kepuasan Kerja Perawat Pelaksana di Ruang Rawat Inap RSUD Sunan Kalijaga Kabupaten Demak**

**105 halaman + 22 tabel + 4 gambar + 17 lampiran**

Kepuasan kerja merupakan perasaan seseorang terhadap pekerjaannya dalam bentuk interaksi antara manusia dengan lingkungannya. Kejadian *infeksi nosokomial* yang cukup tinggi dan banyaknya perawat yang absen, terlambat masuk kerja dan pulang sebelum waktunya merupakan indikasi rendahnya kepuasan kerja perawat. Tujuan penelitian adalah mengetahui hubungan lingkungan kerja dengan kepuasan kerja perawat pelaksana di ruang bangsal rawat inap RSUD Sunan Kalijaga Kabupaten Demak**.**

Desain Penelitian adalah *observasional analitik* dengan pendekatan c*ross sectional*. Pengumpulan data secara kuantitatif dengan wawancara kuesioner terstruktur dan secara kualitatif dengan *indepth interview*. Data kuantitatif dianalisis dengan uji *chi-square* dan regresi logistik, data kualitatif dianalisis dengan *content analysis*.

Hasil penelitian bahwa kepuasan kerja dirasakan kurang puas oleh 51,6% responden. Sebanyak 58,1% responden berpersepsi kualitas kepemimpinan kurang baik dan 53,2% responden berpersepsi kurang baik. Sebanyak 56,5% responden berpersepsi otonomi kurang baik, 53,2% responden berpersepsi hubungan interdisiplin kurang baik dan 54,8% responden berpersepsi pengembangan profesional kurang baik. Hasil analisis bivariat menunjukkan bahwa kualitas kepemimpinan (p=0,011), kualitas keperawatan (p=0,001), persepsi otonomi (p=0,001), hubungan interdisiplin (p=0,001) dan pengembangan profesional (p=0,001) berhubungan secara positif dengan kepuasan kerja perawat. Analisis multivariat menunjukkan adanya pengaruh kualitas keperawatan (p=0,022; Exp B=5,768), otonomi (*p*=0,020; Exp B=6,023) dan pengembangan profesional (*p*= 0,002; Exp B= 12,082) secara bersama-sama terhadap kepuasan kerja perawat pelaksana.

Disarankan kepada pihak RSUD Sunan Kalijaga Kabupaten Demak untuk memotivasi perawat pelaksana dalam proses pengembangan profesional dan mengalokasikan dana untuk pendidikan, pertemuan ilmiah keperawatan dan sertifikasi jabatan fungsional.

Kata Kunci : Lingkungan Kerja, Kepuasan Kerja Perawat

Pustaka : 74 (1996-2010)

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**ABSTRACT**

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**The Relationship between Work Environment and Job Satisfaction of Nurses at Inpatient Unit of Sunan Kalijaga Public Hospital in District of Demak**

**105 pages + 22 tables + 4 figures + 17 enclosures**

Job satisfaction is the extent to which employees like or dislike their jobs in the form of interaction between human and the environment. Some indicators of low job satisfaction of nurses were high number of nosocomial infection cases, high absence rates of nurses, late for work, and home from work soon and not in accordance with a daily work schedule. This research aimed to identify the relationship between work environment and job satisfaction of nurses at inpatient unit of Sunan Kalijaga Public Hospital in District of Demak.

This was analytical observational study with cross-sectional approach. Data were collected quantitatively by interview using a structured questionnaire and qualitatively by indepth interview. Furthermore, quantitative data were analyzed using Chi-Square test and Logistic Regression. On the other hand, qualitative data were analyzed using a method of content analysis.

The results of this research showed that mostly respondents had low job satisfaction (51.6%), bad perception of leadership quality (58.1%), bad perception of nursing quality (53.2%), bad perception of autonomy (56.5%), bad perception of interdisciplinary teamwork (53.2%), and bad perception of professional development (54.8%). The result of bivariate analysis revealed that variables of leadership quality (p=0.011), nursing quality (p=0.001), perception of autonomy (p=0.001), interdisciplinary teamwork (p=0.001), and professional development (p=0.001) had significant relationship with job satisfaction of nurses. Furthermore, multivariate analysis indicated that variables of nursing quality (p=0.022; Exp B=5.768), autonomy (p=0.020; Exp B=6.023) and professional development (p=0.002; Exp B= 12.082) jointly influenced job satisfaction of nurses.

As a suggestion, management of the Sunan Kalijaga Public Hospital needs to motivate nurses in order to develop their professionalism and to allocate funds for educating, attending a nursing scientific meeting, and certifying functional position.

Key Words : Work Environment, Job Satisfaction of Nurses

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