**Universitas Diponegoro**

**Fakultas Kesehatan Masyarakat**

**Program Magister Ilmu Kesehatan Masyarakat**

**Konsentrasi Administrasi Rumah Sakit**

**2014**

**ABSTRAK**

**Mulatinah**

**Analisis Faktor-Faktor yang Mempengaruhi Kepuasan Kerja Perawat Pelaksana di RSU Budi Rahayu Pekalongan**

**90 halaman + 29 tabel + 2 gambar + 15 lampiran**

Kepuasan kerja perawat perlu mendapatkan perhatian serius dari manajemen RS, karena perawat merupakan karyawan terbesar yang menjadi ujung tombak pelayanan. Kejadian banyaknya perawat yang terlambat masuk kerja, turnover yang cukup tinggi dan keluhan pasien dalam pelayanan perawat merupakan indikasi rendahnya kepuasan kerja perawat di RSU Budi Rahayu.Tujuan penelitian adalah menganalisis faktor-faktor yang berhubungan dengan kepuasan kerja perawat pelaksana di RSU Budi Rahayu Pekalongan.

Jenis penelitian adalah *observasional analitik* dengan rancangan c*ross sectional*. Sampel dilakukan secara purposive dengan kriteria inklusi. Pengumpulan data secara kuantitatif dengan wawancara menggunakan kuesioner terstruktur. Data kuantitatif dianalisis dengan uji *chi-square* dan regresi logistik.

Hasil penelitian menunjukkan bahwa perawat pelaksana yang merasa kurang puas 54,3%, persepsi tanggungjawab kurang baik 62,9%, persepsi kesempatan berkembang kurang baik 59,9%, persepsi pengakuan kurang baik 58,6%, persepsi kondisi kerja kurang baik 57,1%, persepsi kebijakan rumah sakit kurang baik 55,7%,persepsi promosi kurang baik 52,9%. Persepsi gaji kurang baik 52,9%, dan persepsi interaksi antar personal kurang baik 52,9%.Tanggungjawab (p=0,001), pengakuan (p=0,011), kesempatan berkembang (p=0,010), promosi (p=0,017), gaji (p=0,004), kondisi kerja (p=0,002), kebijakan rumah sakit (p=0,018) dan interaksi antar personal (p=0,004) berhubungan secara positif dengan kepuasan kerja perawat pelaksana. Analisis multivariat menunjukkan adanya pengaruh tanggungjawab (Exp B=17,562; p=0,001 ) gaji (Exp B=8,916; p=0,009) kebijakan rumah sakit (Exp B=5,797; p=0.190), promosi (Exp B=5,750; p=0,019) dan pengakuan (Exp B=4,353; p=0,041;) secara bersama-sama terhadap kepuasan kerja perawat pelaksana.

Faktor yang terbukti berpengaruh terhadap kepuasan kerja perawat pelaksana di RSU Budi Rahayu Pekalongan adalah tanggungjawab, gaji, kebijakan rumah sakit, promosi dan pengakuan. Hal ini menunjukkan bahwa faktor tanggungjawab, gaji, kebijakan rumah sakit, promosi dan pengakuan masih dibutuhkan oleh perawat pelaksana di RSU Budi Rahayu.

Kunci : Kepuasan Kerja Perawat, Faktor Faktor Kepuasan Kerja Perawat

Pustaka : 33 (1996-2012)

**Diponegoro University**

**Faculty of Public Health**

**Master’s Program in Public Health**

**Majoring in Hospital Administration**

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**ABSTRACT**

**Mulatinah**

**Analysis of Factors Influencing Work Satisfaction of Nurses at Budi Rahayu Public Hospital in Pekalongan**

**90 pages + 29 tables + 2 figures + 15 enclosures**

Work satisfaction of nurses needs to obtain serious attention from a hospital management because they are the biggest number of employees at a hospital and as frontline officers. In fact, there were many nurses who were late for work, high turnover, and many complaints from patients in which These problems indicated low work satisfaction of nurses at Budi Rahayu Public Hospital. This research aimed to analyze the factors relating to work satisfaction of nurses at the Budi Rahayu Public Hospital in Pekalongan.

This was observational-analytic research using cross-sectional approach. Samples were taken purposively with inclusion criteria. Data were collected quantitatively by interview using a structured questionnaire. Furthermore, data were analyzed using chi square and logistic regression tests.

The results of this research showed that mostly nurses were not satisfied (54.3%). In addition, they had bad perception of responsibility (62.9%), bad perception of growing opportunities (59.9%), bad perception of recognition (58.6%), bad perception of work condition (57.1%), bad perception of hospital policies (55.7%), bad perception of promotion (52.9%), bad perception of salary (52.9%), and bad perception of personal interaction (52.9%). Furthermore, factors of responsibility (p=0.001), recognition (p=0.011), growing opportunities (p=0.010), promotion (p=0.017), salary (p=0.004) significantly related to work satisfaction of nurses. The result of multivariate analysis showed that factors of responsibility (Exp B=17.562; p=0.001), salary (Exp B=8.916; p=0.009), hospital policies (Exp B=5.797; p=0.190), promotion (Exp B=5.750; p=0.019), and recognition (Exp B=4.353; p=0.041) jointly influenced work satisfaction of nurses.

Factors that influenced work satisfaction of nurses at the Budi Rahayu Public Hospital were responsibility, salary, hospital policies, promotion, and recognition. This result indicated that these factors were still needed by nurses at the hospital.

Key Words : Work Satisfaction of Nurses, Factors of Nurses’ Work

Satisfaction

Bibliography : 33 (1996-2012)