

ABSTRAK

Gatot Manggala

Analisis Hubungan Persepsi Manajemen Keperawatan dengan Kepuasan Kerja Perawat di Rumah Sakit Amanah Mahmudah Brebes

xvii + 146 halaman + 25 tabel + 4 gambar + 16 lampiran

Kepuasan perawat merupakan permasalahan yang harus diperhatikan manajer keperawatan, karena akan menunjukkan kinerja pada perawat dan berdampak pada pasien. Dokumentasi keperawatan yang belum maksimal dan perawat kurang merespons saat dibutuhkan pasien. Tujuan penelitian ini adalah untuk mengetahui hubungan persepsi manajemen keperawatan dengan kepuasan kerja perawat di Rumah Sakit Amanah Mahmudah Brebes.

Jenis penelitian merupakan penelitian *observasional* dengan pendekatan *crosssectional*. Pengumpulan data dilakukan dengan metode angket terhadap total populasi (64 perawat). Data penelitian diolah secara *bivariat* dengan analisis *korelasi Pearson Product Moment* dan analisis *multivariat* dengan *regresi linier* berganda.

Hasil penelitian menunjukkan kepuasan kerja tinggi (51,6%), persepsi kepemimpinan baik (51,6%), persepsi insentif kurang memadai (53,1%), persepsi kondisi lingkungan kerja kurang nyaman (56,3%), persepsi kesempatan promosi sedikit (51,6%) dan persepsi supervisi ketat (56,3%). Ada hubungan antara kepemimpinan ($r=0,574$ $p=0,001$), insentif ($r=0,587$ $p=0,001$), kondisi lingkungan kerja ($r=0,545$ $p=0,001$), kesempatan promosi ($r=0,666$ $p=0,001$) dan supervisi ($r=0,507$ $p=0,001$) dengan kepuasan kerja perawat. Hasil analisis multivariat menunjukkan ada pengaruh kepemimpinan, insentif, kondisi lingkungan kerja, kesempatan promosi, dan supervisi terhadap kepuasan kerja perawat.

Saran yang dapat direkomendasikan kepada manajemen rumah sakit agar untuk meningkatkan kesempatan promosi bagi perawat selain itu harus menyediakan anggaran untuk pengembangan profesi dan pelatihan.

Kata kunci : Perawat, manajemen keperawatan, kepuasan kerja

Kepustakaan : 33, 1980 – 2014.

ABSTRACT

Gatot Manggala

Relationship Analysis of Nursing Management Perception with Work Satisfaction of Nurse at Amanah Mahmudah Hospital in Brebes

xvii + 146 pages + 25 tables + 4 figures + 16 enclosures

Nurses' satisfaction was a problem that needed to be paid more attention by a nursing manager because it related to their work performance and had direct impact to their patients. Nursing documentation had not been optimally done and nurses did not quickly response when they were needed by their patients. The aim of this study was to analyse relationship between nursing management perception and work satisfaction of nurse at Amanah Mahmudah Hospital in Brebes. This was an observational study using cross-sectional approach. Data were collected using questionnaires towards 64 nurses (total population). Data were analysed using methods of bivariate (Pearson Product Moment) and multivariate (multiple linear regression) analyses.

The results of this research showed that most of the respondents had high work satisfaction (51.6%), good perception of leadership (51.6%), perception of low incentive (53.1%), perception of inconvenient work environment condition (56.3%), perception of lack of promoting opportunity (51.6%), and perception of strict supervision (56.3%). Variables of leadership ($r=0.574$; $p=0,001$), incentive ($r=0,587$; $p=0,001$), work environment condition ($r=0.545$; $p=0,001$), promoting opportunity ($r=0.666$; $p=0.001$), and supervision ($r= 0.507$; $p=0.001$) had significant relationship with work satisfaction of nurse. Multivariate analysis indicated that variables of leadership, incentive, work environment condition, promoting opportunity, and supervision significantly influenced work satisfaction of nurse.

As suggestions, hospital management needs to increase promoting opportunity for nurse and to allocate budget for developing profession and training.

Key Words : nurse; nursing management; work satisfaction

Bibliography : 33 (1980-2014)