

BEBERAPA FAKTOR YANG BERHUBUNGAN DENGAN KNERJA PERAWAT DI
INSTALASI RAWAT INAP RSUD "Dr.SOEDARSO"PONTIANAK KALIMANTAN
BARAT.

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Performansi kerja adalah sesuatu hasil yang di capai seseorang menurut ukuran yang berlaku untuk pekerjaan yang bersangkutan.Orang dengan tingkat kinerja tinggi di sebut orang yang produktif,sebaliknya orang yang tingkat kinerjanya rendah atau tidak mencapai standard dikatakan tidak produktif atau berperformansi rendah(As' ad, 2000).Menurut Gibson(1994)ada tiga kelompok variabel yang mempengaruhi perilaku dan prestasi kerja atau kinerja,yaitu variabel individu,variabel organisasi dan variabel psikologis.

Tujuan penelitian untuk mengetahui faktor-faktor yang berhubungan dengan kinerja perawat perawat di instalasi rawat inap RSUD"Dr.Soedarso"Pontianak.Jenis penelitian,deskriptif analitik menggunakan metode survai dengan pendekatan belah lintang/cross sectional.

Hasil uji statistik T test dan korelasi produc't Moment menunjukkan ada hubungan yang signifikan antara tingkat pendidikan dengan kinerja perawat dalam penerapan standar asuhan keperawatan,dengan tingkat hubungan sedang.Ada hubungan yang signifikan antara rekan kerja dengan kinerja perawat dalam penerapan standar asuhan keperawatan,dengan tingkat hubungan kuat.

Berdasarkan hasil diatas disarankan menyediakan alakasi dana untuk kegiatan pelatihan,memberikan tanggung jawab kepada perawat di instalasi rawat inap sesuai dengan peran atau kedudukan perawat,melakukan penilaian kinerja perawat,merancang pelatihan kerja tim,meningkatkan pemberian kompensasi dalam bentuk uang maupun bentuk bukan uang,menyediakan format pedoman penerapan standar asuhan keperawatan di rumah sakit.

Kata Kunci: Individu,organisasi,psikologisdan kinerja

*THE FACTORS THAT HAVE RELATIONSHIP WITH THE WORK PERFORMANCE
OF NURSES AT THE IMPATIENT INSTALLATION AT " Dr.SOEDARSO"
HOSPITAL IN PONTIANAK IN WEST KALIMANTAN*

The work performance is the result that is reached by someone based on the work indicators.People with a high performance are called a productive people.People with a low performance are called a non-produc

tive people (As' ad, 2000).According to Gibson (1994), Three variables influenced a Behavior and a work achievement.Those are individual,an organization,and a psychology.

The aim of this research was to identify the factors that have relationship with the work performance of nurses at the impatient installation at "Dr.Sudarso" hospital in Pontianak. This was descriptive and analytic research using survey method and cross sectional approach.

Based on statistical analysis using T test and Product Moment test ,the result of this research showed that the level of education has significant relationship with the work performance of nurses in applying the nursing standart (level of correlation is a low). The motivation has significant relationship with the work performance of nurses in applying the nursing standart(level of correlation is a medium). The compensation has significant relationship with the work performance of nurses in applying the nursing standart(level of correlation is a medium). The work partner has significant relationship with the work performance of nurses in applying the nursing standart(level of correlation is a high).

The Hospital Manager should allocate fund for training activities,give responsibility to nurses at impatient installation based on a role of nurses,value a work performance of nurses,design a team work training,increase the amount of compensation in money form and non-money form,and prepare a guide for applying a nursing standart at the hospital.

Keyword : an Individual,an Organization,a Psychology,and a work Performance
