

## Hubungan pemenuhan hak-hak perawat dengan kinerja perawat di rumah sakit pusat kepolisian raden said sukarno jakarta 2010

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### Abstrak

#### <b>ABSTRAK</b>

Penelitian ini bertujuan mengidentifikasi hubungan antara pemenuhan hak-hak perawat dengan kinerja perawat di Rumah Sakit Pusat Kepolisian Raden Said Sukanto Jakarta. Penelitian ini mempergunakan desain penelitian deskriptif korelasi dengan pendekatan cross sectional. Hasil uji validitas dan reliabilitas kuesiner yang diuji pada 106 perawat diperoleh hasil validitas 0,263-0,600 (r tabel 0,195) dan reliabilitasnya 0,791. Hasil penelitian terdapat hubungan signifikan antara perlindungan terhadap risiko kerja (p=0,000), imbalan jasa pelayanan keperawatan (p=0,000), mengembangkan karir sesuai profesi (p=0,000), perlakuan adil dan jujur (p=0,000), hak cuti dan hak kepegawaian (p=0,033), mengembangkan diri melalui pendidikan formal dan non formal (p=0,000), pelayanan pemeriksaan kesehatan (p= 0,000) dengan kinerja perawat. Hak yang paling berhubungan dengan kinerja perawat adalah perlakuan adil dan jujur dari pimpinan (p=0,000). Pihak manager perlu membuat sebuah kebijakan tentang pemenuhan hak-hak perawat dengan surat keputusan di Rumah Sakit Pusat Kepolisian Raden Said Sukanto Jakarta.

#### <hr><i><b>ABSTRACT</b></i>

The purpose of this research was to identify the relationship between the fulfillments of the nurses' rights with their performance at Raden Said Sukanto Police Central Hospital Jakarta. This research used descriptive correlation design with a cross sectional approach. The respondent of this study was the total population who fulfilled the inclusion criteria which are all nurses working in inpatient rooms and the status of civil servants with at least one year eorking period. Instruments used are questionnaires that have been prepared based on the elements of the nurses rights' and nurse performance. Validity and reliability test results questionnaires tested on 106 nurses showed that the results of validity is 0,263-0,600 (table r=0,195) and reliability 0,791. From the data analysis, it has been recognized that there is a significant relationship between protection against the work risks (p=0,000), nursing services fees (p=0,000), the right to develop an appropriate professional career (p=0,000), fair and honest treatment (p=0,000), the leave and employment rights (p=0,033), the right to develop themselves through formal and non formal education (p=0,000), and health check service (p=0,000) with the performance of nurses. The right most associated with the performance of nurses is a fair and honest treatment from the leader (p=0,000). The manager is expected to make a policy about the fulfillments of the nurses' rights in the Decree at Raden Said Sukanto Police Central Hospital Jakarta.</i>