

Hubungan struktur empowerment dengan iklim organisasi perawat pelaksana di RSUD Bhakti Yudha (RSBY) Depok Jawa Barat = Relationship between empowerment structure and organizational climate of nurses in Bhakti Yudha Hospital (RSBY) Depok Jawa Barat

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Abstrak

Iklim organisasi di antaranya dipengaruhi oleh empowerment. Tujuan penelitian cross sectional ini untuk mengetahui hubungan struktur empowerment dengan iklim organisasi perawat pelaksana di RSBY. Hasil penelitian pada 101 perawat pelaksana (total sampling) menggunakan dua instrumen (OCQ dan CWEQ-II) menunjukkan mayoritas perawat mempersepsikan struktur empowerment cenderung rendah sedangkan iklim organisasi cenderung baik. Uji Chi Square membuktikan struktur empowerment (kesempatan, informasi, dukungan, sumber daya, kekuatan formal, kekuatan informal) berhubungan dengan iklim organisasi ($p=0,000-0,031; \leq 0,05$). Faktor yang paling berpengaruh pada iklim organisasi dalam penelitian ini adalah dimensi kekuatan informal, sehingga perlu ditingkatkan di RSBY. Perawat perlu memiliki empowerment leadership skill untuk menciptakan iklim organisasi yang baik.

.....Organizational climate is affected by empowerment. This cross sectional research aimed to investigate the relationship between structural empowerment and organizational climate of nurses in RSBY. Analysis on the data collected from 101 nurses employing two tools (OCQ and CWEQ-II) showed that majority of the nurses perceived that the structural empowerment tended to be low while the organizational climate was already in a good condition. Statistical tests using Chi Square showed a relationship between structural empowerment (opportunity, information, support, resource, formal power, informal power) and organizational climate ($p=0,000-0,03; \leq 0,05$). Moreover, the most influential factor on the organizational climate was the dimension of the informal power, therefore, this factor should be strengthened in RSBY. It is suggested that nurses are expected to have empowerment leadership skill to enhance the organizational climate.