

Analisis hubungan karakteristik individu, faktor organisasi, dan motivasi terhadap kinerja perawat pelaksana dan bidan di Rumah Sakit Bhayangkara Tk. I Raden Said Sukanto tahun 2011 = Analysis of relationship characteristics of individual, organizational factors and motivation performance against implementing nurse and midwife at the Hospital Bhayangkara Level.I Raden Said Sukanto year 2011

Kus Sri Setiarini, author

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Abstrak

ABSTRAK

Pemanfaatan tempat tidur yang terisi (BOR) di Rumah Sakit Bhayangkara Tk. I Raden Said Sukanto tahun 2011 mengalami penurunan sementara imbalan yang diterima sudah standar bagi perawat pelaksana dan bidan yang berstatus PNS. Tujuan penelitian ini untuk mengetahui ?Analisis hubungan karakteristik individu, faktor organisasi, dan motivasi terhadap Kinerja perawat pelaksana dan bidan di Rumah Sakit Bhayangkara Tk. I Raden Said Sukanto tahun 2011? dalam memberikan asuhan keperawatan. Desain penelitian ini adalah deskriptif cross sectional dengan jumlah populasi sebanyak 407, sedangkan sampel diambil sebanyak 102 responden. Data diperoleh dengan menggunakan kuesioner berupa angket dan lembar observasi yang telah diuji validitas dan realibilitasnya. Analisis data dilakukan dengan bantuan program SPSS versi 18.0 menggunakan uji Chi-Square. Dalam penelitian ini, karakteristik individu, faktor organisasi, dan motivasi terhadap Kinerja perawat pelaksana dan bidan yang baik sebanyak 66,7% dan karakteristik individu, faktor organisasi, dan motivasi terhadap Kinerja perawat pelaksana dan bidan yang kurang baik sebanyak 33,3%. Dari hasil uji Chi-Square, jenis kelamin, kepemimpinan, imbalan, dan motivasi berhubungan terhadap Kinerja perawat pelaksana dan bidan di Rumah Sakit Bhayangkara Tk. I Raden Said Sukanto tahun 2011. Peneliti menyarankan kepada pihak manajerial Rumah Sakit Bhayangkara Tk. I Raden Said Sukanto agar lebih memperhatikan aspek jenis kelamin, kepemimpinan, imbalan, dan motivasi bagi perawat pelaksana dan bidan di Rumah Sakit Bhayangkara Tk. I Raden Said Sukanto dalam bentuk pengembangan karir bagi perawat yang merata hal ini dilakukan agar setiap perawat pelaksana dan bidan memiliki kesempatan yang sama untuk memiliki karir sampai jenjang karir profesional yang tertinggi sehingga mobilitas berfungsi dengan baik dan benar.

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ABSTRACT

<i>Utilization of the occupied bed (BOR) in Bhayangkara Hospital Level I Raden Said Sukanto in 2011 has decreased while the consideration received already implementing standards for nurses and midwives with the status of civil servants. The purpose of this study to determine the "Analysis of the relationship of individual characteristics, organizational factors, and motivation towards implementing Performance nurses and midwives in the Hospital Bhayangkara Tk. I Raden Said Sukanto of 2011 "in providing nursing care. This

study design is descriptive cross-sectional with a population of 407, while the sample is taken as 102 respondents. Data obtained using the questionnaire in the form of questionnaires and observation sheets that have tested the validity and realibilitasnya. Data analysis was performed with SPSS version 18.0 using Chi-Square test. In this study, individual characteristics, organizational factors, and motivation towards implementing Performance nurses and midwives are good as much as 66.7% and individual characteristics, organizational factors, and motivation towards implementing Performance nurses and midwives are not good as much as 33.3%. From the results of Chi-Square test, gender, leadership, rewards, and motivation related to the performance of nurses and midwives in implementing Bhayangkara Hospital Tk. I Raden Said Sukanto in 2011. Researchers suggest that the managerial Bhayangkara Hospital Tk. I Raden Said Sukanto to pay more attention to aspects of gender, leadership, rewards, and motivation for nurses and midwives in implementing Bhayangkara Hospital Tk. I Raden Said Sukanto in the form of career development for nurses who evenly this is done so every nurse and midwife executor has the same opportunity to have a career to the highest professional career path so that the mobility function properly and correctly. </i>