

# Hubungan komponen quality of work life dengan kinerja bidan di Departemen Obstetri Dan Ginekologi RSPAD Gatot Soebroto? Jakarta Tahun 2011 = The relationship between the quality of work life component with midwives performance in Department of Obstetrics and Gynecology Gatot Soebroto Army Hospital Jakarta in 2011

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## Abstrak

Penelitian ini membahas tentang hubungan komponen quality of work life dengan kinerja bidan di Departemen Obstetri dan Ginekologi RSPAD Gatot Soebroto- Jakarta tahun 2011.

Metodologi penelitian bersifat kuantitatif dengan desain cross sectional. Penelitian ini untuk melihat hubungan antara sembilan komponen variabel independen Quality of Work Life berupa : keterlibatan karyawan, kompensasi, rasa aman terhadap pekerjaan, keselamatan lingkungan kerja, rasa bangga terhadap institusi, pengembangan karir, fasilitas, penyelesaian masalah dan komunikasi dengan kinerja bidan di Departemen Obstetri dan Ginekologi RSPAD Gatot Soebroto- Jakarta.

Responden berjumlah 97 bidan. Karakteristik responden dari umur terbanyak usia 20-29 tahun (41,24%) dan 40-55 tahun (40,21%), pendidikan rata-rata D3 kebidanan (86,60%), status pegawai terbanyak adalah PNS (87,62%) dan lama bekerja terbanyak diatas 3 tahun (75,26%).

Analisis bivariat dengan Chi Square dan uji korelasi Spearman didapatkan hubungan yang signifikan dengan kinerja bidan adalah komponen keterlibatan karyawan, penyelesaian masalah dan komunikasi. Analisis lanjut regresi berganda didapatkan komponen yang mempunyai hubungan signifikan adalah kompensasi, keselamatan lingkungan kerja, penyelesaian masalah dan komunikasi.

.....This research assess the relationship between quality of work life (QWL) components and the performance of midwives in the Department of Obstetrics and Gynecology Gatot Soebroto Army Hospital, Jakarta in 2011.

Research methodology : quantitative, cross-sectional design. These QWL components are employee participation, compensation, job security, work environment safety, a sense of pride in the institution, career development, facilities, conflict resolution and communication.

Respondents were amounted to 97 midwives. The age of majority of respondents is 20-29 years (41.24%) and 40-55 years (40.21%), average education is Diploma in obstetrics (86.60%), the status of most employees are civil servants (87,62%) and working periode is over 3 years (75,26%).

Bivariate analysis with Chi Square and Spearman correlation test found a significant relationship between components of employee participation, problem solving and communication with the midwives performance. Further multiple regression analysis found a significant relationship between components of compensation, work environment safety, problem solving and communication with the performance of midwives.