

Konfirmasi Faktor-faktor Yang Mempengaruhi Kualitas Hidup Pegawai Di Rumah Sakit "X" Makassar Tahun 2010 = The Confirmation Of Factors That Affect The Quality Of Life Of Staff In The "X" Hospital Makassar In 2010

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Abstrak

Meningkatnya jumlah pekerja menunjukkan nilai positif yaitu bertambahnya tenaga produktif, tetapi peningkatan tersebut tidak dibarengi dengan kualitas hidup yang baik pula sehingga berdampak pada penurunan produktivitas kerja. Tujuan penelitian adalah konfirmasi faktor-faktor yang mempengaruhi kualitas hidup pegawai di Rumah Sakit "X" Makassar Tahun 2010. Penelitian cross sectional melibatkan 389 pegawai, cara ukur dilakukan dengan pengisian sendiri terhadap kuesioner yang tersedia.

Variabel dilihat berdasarkan teori yang dikembangkan Lawrence Green dan Kreuter (1999), menyatakan bahwa kualitas hidup berkaitan dengan status kesehatan. Status kesehatan dipengaruhi oleh perilaku dan lingkungan, dimana perilaku dan lingkungan ditentukan oleh faktor predisposing, reinforcing dan enabling. CFA digunakan untuk menguji validitas dan reliabilitas indikator, model fit (GFI=0.77, PGFI=0.70, RMSEA=0.067, AIC=2763.03, CAIC=3259.38).

Hasil penelitian didapatkan faktor yang berperan tidak langsung terhadap kualitas hidup adalah predisposing (0.71) dan enabling (0.58). Faktor yang mempengaruhi kualitas hidup adalah faktor perilaku (0.25) dan status kesehatan (0.73). Tidak ditemukan bukti faktor reinforcing berpengaruh terhadap perilaku, lingkungan tidak berpengaruh terhadap status kesehatan dan kualitas hidup.

Kesimpulan adalah tidak semua faktor saling berhubungan mempengaruhi kualitas hidup. Disarankan Rumah Sakit "X" membuat strategi internal yaitu sistem koordinasi dalam pelaksanaan tugas. Pegawai saling koordinasi dan saling memotivasi. Menanamkan perilaku hidup sehat bagi pegawai melalui regulasi dan motivasi dari pimpinan.

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The increase in the number of workforce has indicated a positive implication in terms of increase in productivity. However such increase is not reinforced by the high quality of life which consequently has impacted on the reduced work productivity.

The objective of the research is confirm the factors that affect the quality of life of staff in the X Hospital Makassar in 2010. Cross sectional research involved 389 staff and employed self-filled out questionnaire for its method.

The variables researched are based on theory developed Lawrence Green and Kreuter (1999), postulated that quality of life has a correlation with health status. The health status is affected by behavioral and environment factors and these factors are determined by the predisposing, reinforcing and enabling factors.

CFA is employed to evaluate validity and reliability of the indicator, model is to be fit (GFI=0.77, PGFI=0.70, RMSE=0.067, AIC=2763.03, CAIC=3259.38).

The research has found that factors that indirectly affect the quality of life are predisposing (0.71) and enabling (0.58). Factors that affect the quality of life are behavior (0.25) and health status (0.73). There is no evidence that shows reinforcing factor affects behavior and environment does not affect the health status and quality of life.

The research has concluded that not all factors are connected to affect the quality of life. It is suggested that the X Hospital develop an internal strategy in a form of system of coordination for implementing tasks and duties. It is expected that the staff will have a better coordination, cooperation and motivation. As a result staff behavior will be improved with the implementation of regulation and support from top level management.