

## Hubungan antara Workplace Wellbeing dan Vocational Identity pada Perawat = Relationship between Workplace Wellbeing and Vocational Identity among Nurses

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### Abstrak

Penelitian ini dilakukan untuk melihat hubungan workplace wellbeing dan vocational identity pada perawat. Pengukuran workplace wellbeing menggunakan alat ukur workplace wellbeing index (Page, 2005) dan pengukuran vocational identity menggunakan my vocational situation (Holland, Daiger & Power, 1980). Partisipan berjumlah 96 orang perawat yang bekerja di rumah sakit YZ.

Hasil dari penelitian ini menunjukkan tidak terdapat hubungan yang signifikan antara workplace wellbeing dengan vocational identity pada perawat ( $r = 0,12$ ;  $p = 2,46$ ). Meskipun demikian terdapat hubungan yang signifikan antara dimensi intrinsik workplace wellbeing dengan variabel vocational identity ( $r = 0,20$ ;  $p = 0,04$  signifikan pada LoS 0,05). Artinya, semakin tinggi workplace wellbeing intrinsik perawat maka semakin tinggi pula vocational identity-nya.

Berdasarkan hasil tersebut, workplace wellbeing intrinsik perlu dikembangkan untuk meningkatkan vocational identity perawat sehingga kinerja rumah sakit dalam memberi pelayanan pada pasien lebih optimal.

.....This study was conducted to get an overview of the relationship between workplace wellbeing and vocational identity among nurses. Workplace wellbeing measures using workplace wellbeing index (Page, 2005) and vocational identity measures using my vocational situation (Holland, Daiger and Power, 1980). Participants of this study is a 96 nurses who work in YZ hospitals.

Results of this study showed no significant relationship between workplace wellbeing and vocational identity among nurse ( $r = 0.12$ ,  $p = 2,46$ ). Nonetheless there is a significant relationship between intrinsic dimension of workplace wellbeing with vocational identity ( $r = 0.20$ ,  $p = 0.04$  Significant at 0.05 LoS). It means, the higher the intrinsic workplace wellbeing, the higher its vocational identity among nurse.

Based on these results, workplace wellbeing intrinsic need to be developed to improve vocational identity performance so that the hospital nurses can provide more optimal care to patients.