

## Hubungan budaya organisasi dengan motivasi kerja perawat Rumah Sakit TNI "X" di Jakarta = The relationship between organization culture with work motivation of nursing / Etty Ernawati

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### Abstrak

#### <b>ABSTRAK</b><br>

Motivasi kerja perawat adalah salah satu perilaku yang dipengaruhi oleh budaya organisasi. Fenomena penelitian yang diperoleh dari rumah sakit TNI X di Jakarta meliputi : Belum ada penghargaan/reward bagi perawat, Gajiperawat PHL < UMR, Tenaga perawat kurang, dukungan untuk meningkatkan pendidikan belum optimal , kesempatan karier perawat tidak merata , pengembangan & pelatihan perawat terbatas , perawat masih mengerjakan tugas di luar keperawatan , penjamin mutu belum berjalan, kesempatan karier perawat tidak merata, alat kesehatan yang tersedia banyak yang rusak, dokumentasi pasien tidak maksimal , disiplin kerja kurang, tingkat kepuasan pasien tidak dievaluasi jalur komunikasi dari atas kebawah, hubungan antara perawat secara hirarki kepangkatan. ,perawat belum dilibatkan dalam pengambilan keputusan, serta komite keperawatan belum berjalan optimal . Dari beberapa fenomena tersebut muncul pertanyaan Apakah ada hubungan antara budaya organisasi dengan motivasi kerja perawat di rumah sakit ? Penelitian ini bertujuan mengetahui hubungan budaya organisasi dengan motivasi kerja perawat di RS TNI X Jakarta. Penelitian analitik secara Cross sectional menggunakan uji chi square pada 100 perawat. Hasil penelitian ini menunjukkan ada hubungan yang bermakna antara komunikasi, pelatihan dan pengembangan, pengambilan keputusan, kerjasama, penghargaan dan disiplin kerja dengan motivasi kerja perawat ( $p=0,000-0,029; \alpha=0,05$ ). Kesimpulan : Variabel yang paling dominan berhubungan dengan motivasi kerja perawat adalah komunikasi. Saran : Manajemen Rumah sakit menciptakan lingkungan kerja yang menggunakan komunikasi efektif agar perawat di Rumah sakit TNI X motivasi bekerjanya meningkat.

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#### <b>ABSTRACT</b><br>

Nurse's work motivation is one of the behaviors that influenced by the culture of the organization. From Obtained phenomenon, there is no reward for nurses, salary of PHL nurses < UMR, lack of human resources can't provide reliable service, lack of support for educational development, small career opportunities, differences in nurses performance appraisal, limited training and development. uncertain Job description, the existence of two supervisor with different occupation background, work plan of the room supervisor is not maximized, no quality service management, many broken medical equipment , patients documentation is not optimal, indiscipline behavior, patient satisfaction weren't evaluated appropriately, authoritative downward communication , Nurses not involved in decisionmaking, nurses are still involved with military activities, the Committee has not run. There a question arise from these phenomena; Is there a relationship between organizational culture

and nurse's work motivation in the hospital? The objective of this study is to determine the relationship between organizational culture with nurse's work motivation in the RSTNI X Jakarta. the chi square test results on 100 nurses shows no significant relationship between Communication, training and development, decision making, cooperation, appreciation and discipline, with the nurse's work motivation ( $p = .000$  to  $.029$ ;  $\alpha = 0,05$ ). The most dominant variables associated with the nurses' motivation is communication, which mean it's necessary to increase the communication to became a two-way communication in RS TNI X Jakarta.