

## Iklim kerja terhadap kepuasan kerja perawat di Rumah Sakit Militer = The correlation of working environment to nurse satisfaction who works in military hospital

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### Abstrak

Kepuasan kerja perawat merupakan suatu keadaan emosional dan perasaan senang perawat terhadap peranan atau pekerjaannya dalam organisasi. Penelitian ini bertujuan untuk mengetahui hubungan iklim kerja dengan kepuasan kerja perawat yang bekerja. Desain penelitian yang digunakan yaitu deskriptif korelasional dengan pendekatan cross-sectional menggunakan sampel 110 perawat. Responden dipilih dengan tehnik purposive sampling dan convenience. Instrumen yang digunakan adalah Minnesota Satisfaction Questionnaire (MSQ) dan The Gallup Questionnaire. Analisis menggunakan uji Chi-Square terdapat hubungan yang bermakna antara iklim kerja dengan kepuasan kerja perawat ( $p$  value  $<0,001$ ,  $= 0,05$ ,  $OR=13,132$ ). Hal ini menunjukkan bahwa persepsi tentang iklim kerja baik berpeluang 13,132 kali untuk merasa puas dalam pekerjaannya, dibandingkan dengan perawat yang memiliki persepsi iklim kerja tidak baik. Hasil tersebut dapat menjadi dasar untuk manajemen keperawatan dan manajemen rumah sakit dalam meningkatkan iklim kerja yang dapat mempengaruhi kepuasan kerja perawat.

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Nurses work satisfaction is the emotional situation and the extent to which nurse like their jobs and their role within the organization. The purpose of this research is to identify correlation between working environment and nurse working satisfaction. This descriptive correlational study used cross sectional approach and recruited 110 nurses as their respondent. Respondents were selected using purposive convenience sampling as non-probability sampling approach. Data were collected using Minnesota Satisfaction Questionnaire (MSQ) and The Gallup Questionnaire. Data were analyzed using chi-square and shows there was significant correlation between working environment and nurse working satisfaction ( $p$  value  $<0,001$ ,  $= 0,05$ ,  $OR=13,132$ ). A good working environment has possibility 13.132 times in having nurses work satisfaction than those nurses who perceived unsatisfied with their job. This result can be used as a basic information in improving nursing management especially in improving working environment which indirectly influenced to nurses work satisfaction.