Hubungan antara beban kerja stres kerja kepuasan kerja dengan kinerja perawat pelaksana di Rumah Sakit Umum Daerah Abdul Moeloek Bandar Lampung = The correlation between the work load work stress work satisfaction with working performance of staff nurse in Abdul moeloek Hospital Lampung abstract

Idawati Kn, author

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Abstrak

[ABSTRAK

Penelitian ini untuk melihat hubungan beban kerja, stres kerja dan kepuasan kerja dengan kinerja perawat pelaksana. Pengumpulan data menggunakan lembar angket. Analisa data menggunakan metode univariat dengan uji statistik prosentase, chi square dan regresi logistik berganda. Hasil penelitian didapat Sebagian besar perawat pelaksana 65 orang (63,5%) memiliki kinerja yang baik, sebagian besar perawat pelaksana memiliki beban kerja yang berat 103 orang (57,9%), stres kerja relatif lebih tinggi pada kategori tidak stres sebesar 117 orang (65,7%), sebagian besar perawat pelaksana puas dalam bekerja sebesar 126 orang (70,8%). Hasil uji chi square ada hubungan beban kerja (p value = 0,039), ada hubungan stres kerja (p value = 0,030), ada hubungan kepuasan kerja (0,001) dengan kinerja perawat pelaksana. Hasil uji statistik regresi logistik berganda variabel kepuasan kerja merupakan variabel yang paling dominan berhubungan dengan kinerja perawat pelaksana. Implikasi bagi keperawatan hasil ini dapat memperkaya referensi keilmuan dalam bidang manajemen keperawatan khususnya dalam pengelolaan kinerja perawat pelaksana.

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ABSTRACT

The purpose of this study was to determine the correlation between the work load, work stress, and work satisfaction with working performance of staff nurse. Data were analyzed using univariate, chi square, and multiple logistic regressions. The result revealed that majority of staff nurses have a good working performance (63.5%), a high workload (57%), no work stress (65.7%), a high work satisfaction (70.8%). The chi square showed there was a significant correlation between the work load (p = 0,039), work stress (p = 0,030), and work satisfaction (p =0,001) with working performance of staff nurses. The multiple logistic regression revealed that work satisfaction was the most dominant variable for staff nurse working performance. Implication for treatment result of this can enrich science reference in the field of management of treatment especially in management of treatment working performance of staff nurses.;The purpose of this study was to determine the correlation between the work load, work

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