Hubungan penghargaan perawat dengan kinerja perawat pelaksana di ruang rawat inap rumah sakit = The correlation of nursing reward system and nursing staff performance in hospital ward

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Abstrak

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Kinerja merupakan implementasi dari rencana yang telah disusun. Penghargaan terhadap kinerja dapat bersifat finansial maupun non finansial. Tujuan penelitian ini adalah untuk mengidentifikasi hubungan penghargaan perawat dengan kinerja perawat pelaksana di ruang rawat inap Rumah Sakit Ibu dan Anak Bunda Aliyah Jakarta. Metode penelitian menggunakan deskriptif korelasi dengan pendekatan cross sectional pada 55 orang perawat pelaksana yang bertugas di ruang rawat inap. Instrumen penelitian menggunakan kuesioner penghargaan dan evaluasi kinerja perawat pelaksana. Uji statistik menggunakan t-test independent dan regresi linier. Hasil penelitian menunjukkan bahwa tidak ada hubungan antara penghargaan perawat dengan kinerja perawat pelaksana (p value = 0, 700, a = 0,05). Supervisi merupakan sub variabel penghargaan yang paling dominan berhubungan dengan kinerja perawat pelaksana (p value = 0,001, a = 0,05). Hasil penelitian ini mengidentifikasi bahwa pei11berian penghargaan non finansial dapat meningkatkan kinerja perawat disamping pemberian penghargaan finansial. Diharapkan rumah sakit meningkatkan pengetahuan dan keterampilan tentang supervisi bagi kepala ruangan dan meningkatkan keterampilan perawat pelaksana melalui pendidikan berkelanjutan.
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ABSTRACT
Job performance is a work performance in terms of quantity and quality expected from each employee. Reward system can be formed as fmancial or non-financial. The aim of this study was to identifY the correlation between nursing reward system and nursing staff perfonnance in hospital ward in Bunda Aliyah Jakarta Hospital. This is descriptive study using cross sectional, and reward and performance instruments were used in recruiting 55 staff nurses who were working in in-patient unit. The data was analyzed by independent t-test and linear regression. The result shows that there is no correlation between nursing reward system and nursing staff performance in hospital ward (p value = 0,70 a 0,05). Supervision is the dominant sub variable that correlate with nursing staffperfonnance (p value= 0,001 a 0,05). This study implied that non-financial reward would increase nursing staff performance. It is suggested that hospital administrators need to improve head nurse's knowledge and skills on supervision, and also improving staff nurse's skills through continuing nursing education.;Job performance is a work performance in terms of quantity and quality expected from each employee. Reward system can be formed as fmancial or non-financial. The aim of this study was to identifY the correlation between nursing reward system and nursing perfonnance in

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