

Hubungan kepuasan kerja dengan perilaku caring perawat pelaksana di ruang rawat inap RSUD Cibinong = The relationship between job satisfaction with caring behavior nurses inpatient ward at Regional Hospital Cibinong

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Abstrak

ABSTRAK

Kepuasan kerja perawat merupakan indikator mutu pelayanan keperawatan yang dapat mempengaruhi kinerja. Perilaku caring merupakan kinerja perawat yang menjadi inti dari praktik keperawatan untuk memberikan asuhan keperawatan yang berkualitas. Penelitian ini bertujuan untuk mengidentifikasi hubungan kepuasan kerja dengan perilaku caring perawat pelaksana di RSUD Cibinong. Desain penelitian adalah deskriptif korelasi dengan pendekatan cross sectional. Sampel penelitian adalah perawat pelaksana di ruang rawat inap sebanyak 108 orang dengan teknik proportional sampling. Uji bivariat menggunakan chi-square menunjukkan adanya hubungan antara kepuasan kerja dengan perilaku caring perawat pelaksana ($p=0,000$, CI 95%). Perawat yang merasa puas mempunyai peluang 4,7 kali untuk berperilaku caring. Uji regresi logistik menyatakan bahwa kepuasan kerja intrinsik merupakan faktor yang paling dominan yang mempengaruhi kepuasan kerja. Manajer keperawatan harus melakukan monitoring kepuasan kerja perawat pelaksana serta melakukan pengarahan dan pengawasan pelaksanaan caring. Perawat yang kurang berperilaku caring harus diberikan pembinaan, sedangkan untuk rekrut perawat baru perlu melakukan psikotes untuk mengkaji faktor intrinsik calon perawat baru.

ABSTRACT

Nurse job satisfaction is an indicator of the quality of nursing care and affects performance. Caring behavior as the performance of nurse which become the core of nursing practice in providing quality of nursing care. Caring is the essence of nursing practice that reflects the quality of nursing care. This study aims to identify the relationship of job satisfaction with caring behavior of nurses in Cibinong Hospital. This study was a descriptive correlation with cross sectional approach. The research sample were taken nurses in the inpatient unit as many as 108 people with a stratified sampling technique. Bivariate test using a chi-square showed no relationship between job satisfaction and nurses caring behavior ($p < 0.05$). Nurses who were satisfy have the opportunity to practice caring 4.7 times. Logistic regression analysis stated that intrinsic job satisfaction is the most dominant factor. Nursing managers should be monitoring job satisfaction as well as the direction and supervision of the implementation of caring. Nurse who practice caring less should be given guidance. For new nurses in recruit nurses should emphasize the intrinsic factor this would include making psikotes.