

# Hubungan komitmen pada organisasi dan lingkungan kerja perawat dengan kinerja perawat pelaksana di Rumah Sakit Tugu Ibu Cimanggis Depok = Relationship between organizational commitment and nurses? work condition with the performance of nurse provider at Tugu Ibu Hospital, Cimanggis Depok

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## Abstrak

Komitmen perawat pada organisasi merupakan faktor individu, sedangkan lingkungan kerja perawat merupakan faktor organisasional dalam pelayanan keperawatan di rumah sakit. Penelitian ini merupakan penelitian deskriptif dengan desain potong lintang yang bertujuan untuk mendapatkan gambaran hubungan antara komitmen pada organisasi dan lingkungan kerja perawat dengan kinerja perawat pelaksana di Rumah Sakit Tugu Ibu Cimanggis Depok. Populasi Penelitian adalah seluruh perawat pelaksana di Rumah Sakit Tugu Ibu Cimanggis Depok, dengan sampel penelitian adalah seluruh populasi yang memenuhi kriteria inklusi yaitu 107 perawat. Analisis hubungan variabel dilakukan melalui uji korelasi partial, sedangkan analisis faktor dominan melalui uji regresi linier ganda. Hasil penelitian menunjukkan adanya hubungan signifikan komitmen pada organisasi dengan kinerja perawat pelaksana setelah dipengaruhi karakteristik perawat ( $p = 0.0005$ ) dengan kekuatan hubungan sedang dan berpola positif. Komitmen afektif dan komitmen normatif memiliki hubungan dengan kinerja perawat pelaksana, sedangkan komitmen berkesinambungan tidak berhubungan dengan kinerja perawat pelaksana. Lingkungan kerja secara signifikan berhubungan dengan kinerja perawat pelaksana setelah dipengaruhi karakteristik perawat ( $p = 0.0005$ ) dengan kekuatan hubungan kuat dan berpola positif. Lingkungan kerja dari aspek manajemen, kepemimpinan dan budaya; kendali terhadap praktik berhubungan dengan kinerja perawat pelaksana, sedangkan kendali terhadap beban kerja dan sumber memadai tidak berhubungan dengan kinerja perawat pelaksana. Faktor paling dominan berhubungan dengan kinerja perawat pelaksana adalah komitmen afektif. Usulan penelitian pada institusi pelayanan, berupaya meningkatkan komitmen perawat pada organisasi melalui perhatian dan penghargaan organisasi terhadap kinerja, kesejahteraan, menumbuhkan motivasi, etos kerja dan kebutuhan berprestasi dan kecintaan terhadap profesi. Meningkatkan kualitas lingkungan kerja melalui efektifitas komunikasi, peningkatan kemampuan majerial bagi tenaga perawat, penyediaan fasilitas perpustakaan, mendorong program ilmiah, penyusunan dan sosialisasi standar kinerja pelayanan, mencukupi kebutuhan sumber daya perawat dan fasilitas peralatan. Bagi peneliti disarankan untuk melakukan penelitian faktor lain yang mempengaruhi kinerja atau melakukan penelitian yang melihat hubungan faktor individu, organisasi yang mempengaruhi komitmen perawat, seperti motivasi, kebutuhan berprestasi, nilai dan sikap maupun faktor organisasi seperti kepemimpinan, kebijakan organisasi, struktur, pengambilan keputusan dan lingkungan kerja.

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Nurses commitment on organization is an individual factor, while nurses working condition is an organizational factor in hospital nursing services. This study used correlational descriptive design with cross sectional. The Purpose of the study was to describe the relationship between commitment to organization and nurses working condition with the performance of nurse provider at Tugu Ibu Hospital, Cimanggis,

Depok. The sample of this study was consisted of total population meeting the inclusive criteria of 107 nurses. Analysis of variable correlation utilized partial correlation test, for while analysis the determinant factor used multiple linear regression test. The result of the study depicted that there was a significant relationship between commitment to organization with nurse providers performance after affected by nurses characteristics ( $p = 0.0005$ ) with medium magnitude and positive pattern of correlation. Affective and normative commitments had correlation with nurse providers performance, while continuance commitment had no correlation with nurse providers performance. Nurses working condition had a significant relationship with the performance nurse providers after affected by the characteristic of nurses ( $p = 0.0005$ ) with a strong magnitude and positive pattern of correlation. Working condition of management, leadership and culture aspect; control towards practice had correlation with nurse providers performance. while control towards workload and resource adequacy had no correlation with nurse providers performance. The most determinant factor related to nurse providers performance was affective commitment. Its proposed that the health service institutions should improve the commitment of nurses towards the organization through better reward system for nurses performance, welfare, improve motivation, and work ethos as well as the needs for accomplishment and high prestige and commitement to professional growth and development. To improve quality of working environment by effective communication and better managerial skills of nurses, provision of library facilities, scientific program and development and socialization of standard of nursing care professional performance, ensuring adequate number of qualified nurses and equipment. Its suggested that the researchers to study other factor affecting the performance of nurses or conduct research related to individual, and organizational factors which influence commitment of nurses, such as motivation, desire for prestige, value and attitude as well as organizational and leadership factors, organization policy, structure, decision making and working condition.