

Hubungan antara kualitas kehidupan kerja perawat dan karakteristik personal dengan komitmen organisasi perawat di rumah sakit = The relationship between quality of nursing worklife and personal characteristics with nurses' organizational commitment in hospital

Febrina Viselita, author

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Abstrak

Komitmen organisasi perawat saat ini belum optimal dan menyebabkan beberapa dampak negatif. Salah satu rumah sakit khusus jantung di Jakarta telah menerapkan sistem perekrutan, orientasi, pengembangan pendidikan yang baik bagi perawat. Namun, outcome yang diharapkan belum menunjukkan hasil yang optimal untuk komitmen perawat. Penelitian ini bertujuan untuk mengidentifikasi hubungan antara kualitas kehidupan kerja perawat dan karakteristik personal dengan komitmen organisasi perawat. Desain penelitian menggunakan kuantitatif cross sectional. Sampel pada penelitian ini berjumlah 242 perawat di salah satu rumah sakit khusus jantung di Jakarta dengan teknik convenience sampling. Analisis data dilakukan menggunakan chi square, korelasi spearman, dan regresi logistik berganda. Hasil analisis menunjukkan komitmen organisasi perawat tinggi (52,9%) dan kualitas kehidupan kerja perawat tinggi (67,4%). Hasil analisis bivariat menunjukkan tidak ada hubungan antara karakteristik personal (usia, jenis kelamin, suku, status pernikahan, tingkat pendidikan, lama kerja, jenjang karir, jabatan, pendapatan per bulan, lokasi keluarga, dan lama waktu tempuh) dengan komitmen organisasi perawat dan ada hubungan kualitas kehidupan kerja perawat dengan komitmen organisasi perawat ($p < 0,001$). Hasil regresi logistik berganda menunjukkan kualitas kehidupan kerja perawat merupakan faktor yang paling berhubungan dengan komitmen organisasi perawat (OR: 5,277) serta dimensi konteks kerja dalam kualitas kehidupan kerja perawat yang paling berhubungan dengan komitmen organisasi perawat (OR: 11,659). Kesimpulan dari hasil penelitian ini adalah perawat memiliki komitmen organisasi tinggi dan kualitas kehidupan kerja perawat tinggi. Manajemen rumah sakit lebih memperhatikan lagi kualitas kehidupan kerja perawat sehingga komitmen organisasi perawat dapat semakin meningkat.

.....Nurses organizational commitment has not been optimal and this can lead to several negative impacts. One of the cardiovascular hospital in Jakarta had done a good recruitment system, good orientation programed of new nurse, and gave a good education development for nurses. Unfortunately, an aoutcome for organizational commitment was not optimal yet. Our study aimed to identify the relationship between quality of nursing work life and personal characteristics with nurses organizational commitment. Our study was quantitative cross sectional. Sample of our study was 242 nurses in national cardiovascular hospital in Jakarta recruited using convenience sampling technique. Data analysis performed was using chi square, spearman correlation, and multiple logistic regressions. The analysis showed nurses organizational commitment was high (52,9%) and quality of nursing worklife was high (67,4%). Bivariate analysis showed there was no assosiation between personal characteristics (age, sex, ethnicity, marital status, education, tenure, career ladder, job position, income per month, family location, and length of time traveled) and nurses organizational commitment and there was assosiation between quality of nursing work life and nurses organizational commitment ($p < 0,001$). Logistic regression analysis showed quality of nursing worklife was the most related factor (OR: 5,277) and Work context dimension was the most related factor to nurses

organizational commitment (OR: 11,659). Hospital management should pay more attention to quality of nursing worklife, so that the organizational commitment of nurses can increase.