

# Hubungan Kompetensi dan Kepuasan Kerja Perawat dengan Kinerja Perawat di Ruang Rawat Inap pada Dua Rumah Sakit Umum Daerah = The Relationship between Competency and Job Satisfaction of Nurses with Nurse Performance in Inpatient Rooms at Two Regional General Hospitals

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## Abstrak

Kinerja perawat memberikan dampak terhadap peningkatan kualitas pelayanan di rumah sakit. Penelitian ini bertujuan untuk mengidentifikasi hubungan kompetensi perawat dan kepuasan kerja perawat dengan kinerja perawat pelaksana di rawat inap. Metode penelitian kuantitatif menggunakan cross sectional, jumlah sampel dalam penelitian 167 perawat. Hasil penelitian ditemukan bahwa secara parsial kompetensi perawat berhubungan positif dan signifikan dengan kinerja perawat  $p = 0.016 < \hat{I} \pm 0.05$ , kepuasan kerja perawat berhubungan dengan kinerja perawat  $p = 0.002 < \pm 0.05$ . Secara simultan kompetensi dan kepuasan kerja perawat berhubungan dengan kinerja perawat  $p = 0.001 < 0.05$ . Kepuasan kerja perawat paling dominan berhubungan dengan kinerja perawat OR = 2.959 dibandingkan dengan kompetensi perawat OR = 2.453. Perlu adanya perhatian dari manajer keperawatan untuk memperhatikan kompetensi dan kepuasan kerja perawat dengan memberikan dukungan dan keikutsertaan dalam kegiatan pengembangan kemampuan dan skill sehingga kinerja perawat dapat meningkat yang akan berdampak terhadap kualitas pelayanan di rumah sakit.

.....The performance of nurses has an impact on improving the quality of service in hospitals. This study aimed to identify the relationship between the competence of nurses and nurse job satisfaction with the performance of nurses in inpatient care. A quantitative research method and cross-sectional design were used, involving 167 nurses. The study's results found that nurse competence was partially positively and significantly related to nursing performance  $p = 0.016 < 0.05$ , and nurse job satisfaction was related to nursing performance  $p = 0.002 < 0.05$ . Simultaneously the competence and job satisfaction of nurses related to the performance of nurses  $p = 0.001 < 0.05$ . Nurse job satisfaction is most dominantly related to nurse performance OR = 2,959 compared to nurse competence OR = 2,453. There needs to be attention from nursing managers to pay attention to the competence and job satisfaction of nurses by providing support and participation in ability and skill development activities so that nurse performance can increase, which will have an impact on the quality of service in hospitals.