

Analisis kinerja perawat pelaksana dan hubungannya dengan karakteristik demografis dan karakteristik organisasi di Ruang Rawat Inap RSAB Harapan Kita Jakarta

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Abstrak

Kinerja perawat sangat penting untuk dikaji karena jumlah tenaga keperawatan pada umumnya merupakan jumlah tenaga terbesar di setiap rumah sakit. Menurut model teori perilaku dan kinerja oleh Gibson (1987 dalam Ilyas, 1999) bahwa ada tiga variabel yang mempengaruhi kinerja seseorang antara lain variabel individu diantaranya faktor demografis dan variabel organisasi. RSAB Harapan Kita Jakarta sebagai rumah sakit rujukan nasional khusus kasus anak dan ibu hamil/bersalin perlu mengetahui bagaimana kinerja perawat pelaksana di ruang rawat inap dan hubungannya dengan karakteristik demografis dan karakteristik organisasi.

Penelitian ini menggunakan desain cross sectional dengan sampel 156 responden. Variabel independen yang diteliti adalah karakteristik demografis perawat meliputi umur, jenis kelamin, status perkawinan, pendidikan dan masa kerja. Karakteristik organisasi mencakup kepemimpinan, struktur organisasi, imbalan dan desain pekerjaan. Variabel dependen yaitu kinerja perawat pelaksana di ruang rawat inap.

Hasil penelitian ini menunjukkan bahwa semua variabel dari karakteristik demografis tidak ada hubungan dengan kinerja perawat, sedangkan ada dua variabel dari karakteristik organisasi yaitu kepemimpinan kepala ruangan ($p = 0,023$) dan struktur organisasi ($p = 0,0001$) berarti ada hubungan signifikan dengan kinerja perawat pelaksana di ruang rawat inap berdasarkan analisis bivariat dengan uji kai-kuadrat. Pada analisis multivariat dari dua variabel tersebut menunjukkan bahwa struktur organisasi merupakan variabel yang mempunyai hubungan paling bermakna dengan kinerja perawat pelaksana di ruang rawat inap dengan nilai $p = 0,0021$ dan odds rasio sebesar 3,15 dengan menggunakan uji regresi logistik.

Mempertimbangkan hasil penelitian bahwa variabel struktur organisasi yang mempunyai hubungan paling signifikan dengan kinerja perawat, maka upaya peningkatan kinerja perawat pelaksana di ruang rawat inap tidak terlepas dari sosialisasi struktur organisasi yang ada disamping pengaruh berbagai faktor lainnya baik karakteristik demografis maupun karakteristik organisasi.

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An Analysis on Executing Nurse's Work and Its Correlation with Demographic Characteristic and Organizational Characteristic at Inpatient Unit of Harapan Kita Maternal Hospital RSAB Jakarta To study executing nurse's work is very important because they commonly constitute the biggest personnel in number in every hospital. According to Gibson's behavior and work theory (1987 in Ilyas, 1999), there are three variables that influence someone's work. Among of them is individual variable that consists of demography and organizational variable. Harapan Kita Maternal Hospital RSAB Jakarta as national reference maternal hospital should understand executing nurse's work at inpatient unit and its relation with demography and organizational characteristic.

This research used cross sectional design with 156 samples of respondents. The researched independent variable was demography characteristics of nurses covering age, sex, marital status, education and tenure. Organizational characteristic involved leadership, structure of organization, rewards and work design. And

the dependent variable was executing nurses' work at inpatient unit of the hospital.

The findings indicated that there was no relation between the entire variables of demography characteristics with nurses' work. Meanwhile there were two variables of organizational characteristic, that were unit manager's leadership ($p = 0.023$) and structure of organization ($p = 0.0001$), indicated a significant relation with executing nurses' work at inpatient unit based on bivariat analysis with chi-square test. The multivariat analysis of the two variables implied that the structure of organization was the variable that had the most significant relation with their work at inpatient unit with $p = 0.0021$ and odds ratio as much 3,15 with logistic regression test.

Considering the findings that structure of organization had the most significant relation with nurses' work, so the improvement of their work at inpatient unit could not be separated with socialization of organization structure and some influences of other factors either demography characteristic or organizational one.