

# Hubungan persepsi perawat pelaksana tentang jenjang karir dengan kepuasan kerja di RSUD Budhi Asih Jakarta = The correlation between the perception of nurses as to the level of career and job satisfaction in Budhi Asih Local Hospital in Jakarta

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## Abstrak

Penelitian ini merupakan penelitian dengan desain deskriptif korelasional yang bertujuan untuk menguji hubungan antara jenjang karir dengan kepuasan kerja perawat pelaksana di RSUD Budhi Asih Jakarta. Populasi penelitian adalah 203 perawat pelaksana dengan latar belakang pendidikan SPKI Bidan, D3 Keperawatan/Kebidanan dan SI Keperawatan/Kesehatan Masyarakat yang bekerja di RSUD Budhi Asih. Jumlah sampel dalam penelitian ini adalah total populasi sebanyak 213 dan yang memenuhi kriteria inklusi sebanyak 145 perawat pelaksana. Untuk menguji hubungan antara persepsi perawat pelaksana terhadap jenjang karir dengan kepuasan kerja digunakan Pearson's Product Moment Correlation Coefficient.

Hasil penelitian menunjukkan bahwa perawat pelaksana di RSUD Budhi Asih rata-rata merasa agak puas terhadap pekerjaannya. Kepuasan paling tinggi adalah terhadap tanggung jawab dan kepuasan kerja yang paling rendah adalah terhadap gaji. Rata-rata persepsi perawat pelaksana terhadap jenjang karir adalah setuju dilaksanakannya penerapan sistem jenjang karir. dengan persepsi yang paling tinggi adalah pekerjaan yang menantang dan yang paling rendah adalah promosi. Didapatkan hubungan yang bermakna antara empat dimensi jenjang karir (pengembangan karir, penghargaan, pengakuan dan pekerjaan yang menantang) dengan kepuasan kerja perawat pelaksana. Dimensi penghargaan tidak berhubungan dengan kepuasan kerja perawat pelaksana. Dengan analisis regresi linear ganda penelitian ini menyimpulkan bahwa persepsi yang dominan mempunyai hubungan yang bermakna dengan kepuasan kerja, adalah pengakuan dan dapat menjelaskan 22,1 % dari variasi kepuasan kerja. Hal ini dapat terjadi karena belum diterapkannya sistem kompensasi dan penghargaan atau sistem reward berbasis kinerja. Untuk itu manajemen Rumah Sakit bersama-sama dengan Kepala Seksi Pelayanan Medik dan Keperawatan serta Kasubsidi Keperawatan segera membuat sistem jenjang karir perawat dan hasilnya disosialisasikan sehingga kepuasan kerja perawat meningkat dan kualitas pelayananpun dapat meningkat.

*This research which was conducted by implementing correlated-descriptive model aims to examine the correlation between the level of career and job satisfaction of nurses in Budhi Asih Local Hospital in Jakarta. The number of research population is 203 nurses whose educational backgrounds are Nursing Vocational School or Midwifery Vocational School, Nursing/Midwifery Academy, and Bachelor of Nursing or Bachelor of Community Health. The number of the samples is the total number of the samples including 58 nurses who are attending academy or university. Therefore, the total number is [145 nurses. Pearson's Product Moment Correlation Coefficient was used to examine the correlation between the level of career and the job satisfaction.*

The result shows that the average of the nurses feel quite satisfied with their jobs. The highest satisfaction is regarding with the job responsibility, while the lowest satisfaction is regarding with the salary. The average

nurses' perception concerning the level of career is to agree on the implementation of level of career system. The highest perception is regarding with the challenge, while the lowest is regarding the promotion. The result of correlation analysis, with  $\alpha = 0.05$ , shows that there is a significant relationship between the four dimensions of the level of career and the job satisfaction. The four dimensions include career development, recognition, promotion, and challenging jobs. Appreciation has no relationship with the job satisfaction. Applying double linear regression analysis, the researcher conclude that the main perception of the level of career has significant correlation with job satisfaction even though only 22.1% of job satisfaction variants can be simultaneously described by the level of career and the most influencing variable is the recognition. This is due to the lack of compensation and appreciation system or performance-based reward system. Therefore, the hospital management in addition to The Head of Medical and Nursing Service Division and The Head of Nursing Section ought to design the system of nurse career and socialize the outcome, so that job satisfaction will increase and the quality of service increases accordingly.