

## ABSTRAK

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Program Studi : S1- Reguler  
Judul : Analisis Hubungan Karakteristik Individu dan Lingkungan Kerja Dengan Kinerja Perawat di Unit Rawat Inap RS Pertamina Jaya

Pelayanan keperawatan sebagai salah satu bentuk pelayanan profesional merupakan bagian integral yang tidak dapat dipisahkan dari upaya pelayanan kesehatan di Rumah Sakit. Kinerja perawat akan turut mempengaruhi kinerja Rumah Sakit. Penelitian ini akan membahas mengenai hubungan karakteristik individu dan lingkungan kerja dengan kinerja perawat di unit Rawat Inap RS Pertamina Jaya. Penelitian ini merupakan studi yang bersifat kuantitatif dan memakai desain *cross sectional*. Hasil penelitian menunjukkan bahwa variabel yang memiliki hubungan bermakna dengan kinerja perawat adalah variabel karakteristik individu (umur, masa kerja dan tingkat pendidikan). Sedangkan untuk variabel lingkungan kerja tidak terdapat hubungan yang bermakna dengan kinerja perawat. Terdapat pola hubungan yang positif antara umur, masa kerja, kerjasama dan desain pekerjaan dengan kinerja. Peningkatan kinerja perawat tentu akan memberikan dampak yang positif bagi kualitas pemberian layanan kepada pasien. Oleh karena itu, pihak manajemen perlu melakukan perbaikan dan penambahan fasilitas dan sarana kerja dengan mempertimbangkan prioritas kepentingan dan perkembangan teknologi, peningkatan koordinasi antar unit, pengawasan, serta melakukan evaluasi mengenai struktur pemberian imbalan.

Kata kunci:  
Kinerja, lingkungan kerja, perawat

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Name : Dyah Ratih Kanestren  
Study Program : Undergraduate (Regular)  
Title : The Analysis of Relationship Between Individual Characteristic  
And Work Environment With the Performance of the Nurse at  
Inpatient Department of Pertamina Jaya Hospital

The nursing care as one of the professional service forms could not be separated from the health service in the Hospital. The performance of the nurse will influence the Hospital performance. This research is carry out to learn about relations analysis of the individual characteristics and the work environment with the performance of the nurse in Inpatient department at Pertamina Jaya Hospital. This research is the quantitative study and used the design cross sectional. Results of the research shows that the variables which has significant relations with the performance of the nurse is variable of individual characteristic (the age, the length of work and the level of education). Whereas for the variable of the work environment has not significant relations with the performance of the nurse. There are positive pattern of relations between the age, the length of work, the co-operation and the design of the work with the nurse performance. The increase in the performance of the nurse will certainly give the positive impact for the quality of the service to the patient. Therefore, the management side must carry out the improvement and the increase in facilities and work means by considering the priority in the interests and the development of technology, the increase in the co-ordination between the unit, the supervision, as well as carry out the evaluation about the reward system.

Keywords: performance, work environment, inpatient