

# Analisis hubungan pelaksanaan fungsi manajemen kepala ruangan dengan komitmen perawat pelaksana pada organisasi di Rumah Sakit Bhakti Yudha Depok = Analysis of relationship between the implementation of head nurse's management functions and nurse's commitment to organization at Bhakti Yudha Hospital Depok

Yustan Azidin, author

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## Abstrak

[Penelitian ini bertujuan untuk mengetahui hubungan antara pelaksanaan fungsi manajemen kepala ruang dengan komitmen perawat pelaksana pada organisasi di Rumah Sakit Bhakti Yudha Depok.

Penelitian ini merupakan jenis penelitian deskriptif korelasi dengan rancangan cross sectional, dan jumlah sampel 119 perawat pelaksana dengan teknik pengambilan total sampling. Hasil penelitian ini menunjukkan bahwa fungsi manajemen yang mempunyai hubungan dengan komitmen perawat pelaksana pada organisasi adalah fungsi perencanaan ( $p=0,47$ , 95% CI=1,005-4,480), fungsi pengarahan ( $p=0,017$ , 95% CI=1,255-5,576), dan fungsi pengendalian ( $p=0,012$ , 95% CI=1,312-5,844). Sedangkan dari karakteristik individu yang terdapat hubungan adalah

tingkat pendidikan ( $p=0,048$ , 95% CI=0,899-66,204). Faktor paling berhubungan adalah fungsi pengarahan setelah dikontrol variabel tingkat pendidikan. Kepala ruangan perlu memberikan motivasi dan memfasilitasi perawat pelaksana untuk meningkatkan komitmen pada organisasi.

.....This study aimed to determine the relationship between implementation of headnurse's management functions and the nurse's commitment to the organization at Bhakti Yudha Hospital Depok. This research was descriptive correlation study with cross-sectional design and 119 sample nurses working in hospital, recruited using total sampling technique. Results of this study indicated

that the management functions which associated with the nurse's commitment were planning ( $p=0,47$ , 95% CI=1,005-4,480), directing ( $p=0,017$ , 95% CI=1,255-5,576), and controlling functions ( $p=0,012$ , 95% CI=1,312-5,844). The individual characteristics that associated with nurse's commitment was the education level ( $p=0,048$ , 95% CI=0,899-66,204). The most related factor was a directing function after it has been controlled by education level. Head nurse needs to motivate and facilitate nurses to develop and improve the commitment to organization.;This study aimed to determine the relationship between implementation of headnurse's

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