

Hubungan pelaksanaan fungsi pengarahan kepala ruangan dengan kepuasan kerja perawat pelaksana di Rumah Sakit Haji Jakarta = Relationship between nurse manager directing and nurse job satisfaction in Rumah Sakit Haji Jakarta

Mazly Astuty, author

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Abstrak

Fungsi pengarahan kepala ruangan dapat meningkatkan kepuasan kerja perawat pelaksana. Hasil penelitian cross sectional pada 146 perawat pelaksana yang diambil secara acak membuktikan tujuan penelitian yang ingin melihat adanya hubungan antara fungsi pengarahan dengan kepuasan kerja perawat di Rumah Sakit Haji Jakarta. Seluruh variabel pengarahan yaitu; motivasi, supervisi, delegasi, manajemen konflik, dan komunikasi terbukti berhubungan dengan kepuasan kerja perawat pelaksana ($p=0,000-0,005; =0,05$). Mayoritas perawat pelaksana mempersepsikan pelaksanaan fungsi pengarahan baik, dan kepuasan kerja perawat juga baik. Faktor yang paling berpengaruh terhadap kepuasan kerja perawat adalah fungsi motivasi kepala ruangan, sehingga perlu ditingkatkan untuk menghasilkan kepuasan kerja perawat pelaksana yang optimal.

.....Nurse manager directing function will increase nurse job satisfaction. The crosssectional study result from 146 nurses by randomn sampling design proved the aim of the study that intended to find the relationship between nurse manager directing with nurses job satisfaction in Rumah Sakit Haji Jakarta. Variables of directing such as motivation, supervision, delegating, conflict management, and communication had relationship with nurses job satisfaction ($p=0,000-0,005; =0,05$). Most nurses perceived that nurse manager directing was good, and the nurses job satisfaction were good as well. The most influential factor of nurse job satisfaction was motivational function of nurse manager, so it is needed to be improved to get an optimal nurse job satisfaction.