

## Hubungan antara lingkungan kerja dan karakteristik individu perawat dengan kepuasan perawat di Rumah Sakit Umum Daerah Tugurejo Semarang

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### Abstrak

Penelitian dengan disain deskriptif korelasi dilatar belakangi ketidakpuasan perawat akibat lingkungan kerja. Tujuannya menguraikan lingkungan kerja, karakteristik individu dengan kepuasan kerja perawat RSUD Tugurejo Semarang. Populasi sebanyak 225, menggunakan total sampling, kriteria inklusi bekerja 6 bulan, tidak meninggalkan rumah sakit lebih 1 bulan, diuji dengan T Independen, chi square, regresi logistik model prediksi.

Ditemukan hubungan kualitas kepemimpinan, gaya manajemen, program dan kebijakan ketenagaan, otonomi, hubungan interdisiplin, dan pengembangan profesional dengan kepuasan kerja. Faktor paling dominan adalah program dan kebijakan ketenagaan setelah dikontrol kualitas kepemimpinan dan hubungan interdisiplin. Manajemen dapat meningkatkan program menciptakan lingkungan kerja positif, khususnya program dan kebijakan ketenagaan.

.....This study used a descriptive correlation design with background of nurses dissatisfaction with their working environment. It investigated the correlation between working environment, individual characteristics and job satisfaction of nurses at Tugurejo RSUD, Semarang. The population is 225 people using total sampling with inclusion criteria of working for six months, not leaving the hospital more than one month. It used independent T test, chi square and logistic regression prediction model.

The result showed a relationship between leadership qualities, management style, programs and policies of personnel, autonomy, interdisciplinary relationships, professional development and job satisfaction. The most dominant factor was the programs and policies of personnel after being controlled the leadership quality and interdisciplinary relationships. Management can improve the program that creates a positive work environment, particularly programs and policies of personnel.