

Hubungan komunikasi organisasi dengan kinerja perawat pelaksana di Ruang Rawat Inap salah satu rumah sakit swasta Surabaya = relationship between organizational communication and organizational communication service at nursing ward in one of non government hospital in surabaya

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Abstrak

Komunikasi organisasi merupakan proses yang memberikan manfaat untuk peningkatan kinerja karyawan. Penelitian bertujuan untuk mengetahui hubungan komunikasi organisasi dengan kinerja perawat pelaksana. Desain penelitian menggunakan deskriptif korelatif dengan pendekatan cross sectional terhadap 156 perawat pelaksana. Instrumen penelitian memiliki reliabilitas 0,8716-0,8776. Hasil uji Chi Square ($p=0,046; =0,05$) membuktikan adanya hubungan antara komunikasi organisasi dengan kinerja perawat pelaksana. Variabel yang paling berpengaruh terhadap kinerja perawat pelaksana adalah supervisi dan pengarahan. Upaya meningkatkan komunikasi organisasi dengan cara melakukan supervisi dan pengarahan sesuai pedoman perlu dilakukan sehingga dihasilkan kinerja yang semakin baik.

.....Communicational organization is a process that is useful to improve the quality of nursing performance. The aim of this study is finding the relationship between organizational communication with the performance of nursing service. The study used correlationally descriptive design with cross sectional approach from 156 respondents (nursing service). The reliability value of questionnaire was from 0,8716 until 0,8776. Chi Square analysis result ($p=0,046; =0,05$) proved that there was relationship between communicational organization with performance of nursing service. The most influential variables to nursing performance were supervision and directing. The effort to improve communicational organization by conducting appropriate supervision and directing with guidelines is needed so that creating better nurse performance.