

Pengaruh stres peran dan kepuasan kerja terhadap komitmen organisasi perawat di RSPI Sulianti Saroso = The effect of role stress and job satisfaction among nurses on organizational commitment of Sulianti Saroso Hospital

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Abstrak

Skripsi ini bertujuan untuk mengetahui pengaruh stress peran dan kepuasan kerja terhadap komitmen organisasi perawat di RS Sulianti Saroso. Ambiguitas peran, konflik peran dan kelebihan peran adalah indikator stress peran, sementara internal dan eksternal menjadi indikator kepuasan kerja. Subjek penelitian menggunakan 120 orang perawat. Penelitian ini dilakukan menggunakan 2 tahap penelitian yaitu tahap penelitian eksploratori dengan menyediakan presentasi terlebih dahulu di Instalasi Penelitian RSPI Sulianti Saroso yang menjadi subjek penelitian dan tahap survei menggunakan kuesioner. Data diolah menggunakan analisis regresi berganda. Dari hasil penelitian diketahui bahwa kepuasan kerja memiliki pengaruh positif terhadap komitmen organisasi, sementara stress peran memiliki pengaruh negatif terhadap komitmen organisasi.

.....The motivation for this study was to investigate how role stress and job satisfaction among nurses could affect their organizational commitment. Role stressors (role ambiguity, role conflict and role overload) is used as indicator for role stress and internal job satisfaction (internal and external factors) is used to indicate the job satisfaction. Subject of this study were 120 nurses. The research consists of two stages of research, which is exploratory qualitative research by provide presentation overview of this study to Research Installation of RSPI Sulianti Saroso as research subject, and quantitative surveys using questionnaires processed by using multiple regression analysis. In this study, it was revealed that the effect of job satisfaction is positive to organizational commitment and the effect of role stress is negative to organizational commitment.