

Analisis hubungan faktor komitmen dan iklim organisasi terhadap perilaku caring perawat pelaksana di Rumah Sakit Wawa Husada Malang = The relationship analysis of commitment factors and organizational climate towards nurses caring behavior in Wawa Husada Hospital Malang

Sunardi, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20349311&lokasi=lokal>

Abstrak

Proses caring membentuk karakter perawat yang empati dan tulus dalam melakukan asuhan keperawatan. Tujuan untuk mengetahui faktor komitmen dan iklim organisasi yang paling dominan berhubungan dengan perilaku caring perawat pelaksana di RSWH. Desain penelitian menggunakan deskriptif korelatif dengan pendekatan cross sectional. Pengukuran faktor komitmen dan iklim organisasi menggunakan kuesioner, dan perilaku caring dengan observasi sistematis terhadap 77 perawat pelaksana diambil secara proporsional simple random sampling.

Hasil penelitian menunjukkan terdapat hubungan bermakna antara komitmen dan iklim organisasi dengan perilaku caring. Faktor komitmen dan iklim organisasi yang paling dominan berhubungan dengan perilaku caring perawat pelaksana adalah masa kerja, komitmen afektif, kultur organisasi, dan pendidikan.

Rekomendasi pada rumah sakit sebaiknya melakukan evaluasi terhadap komitmen afektif perawat, perbaikan kultur organisasi, dan meningkatkan pendidikan perawat.

.....

Process of caring are shaping the nurse character to be more emphatic and sincere in performing nursing care. The objective of this research is to determine the commitment factors and the most dominant climate associated with nurses caring behavior in RSWH. The design used in this research was descriptive correlative with cross sectional approach. Commitment factors and organizational climate has been measured by questionnaires, then the caring behavior has observed by systematic observation of 77 nurses which taken by proportional simple random sampling.

The result showed that the most dominant of commitment factors and organizational climate related to the nurses caring behavior in RSWH are; working period, affective commitment, organizational culture, and education. Conclusion The achievements of nurses? organizational commitment at RSWH was 73,3% , organizational climate was 71, 6% and then caring behavior was 87, 3% from total value. Recommendation to Hospital was evaluate the affective commitment of nurses, improving organizational culture, and increase nurse education.