

## Hubungan antara lingkungan kerja dengan keterikatan kerja perawat pelaksana di Rumah Sakit di Tangerang = The relationship between work environment with nursing work engagement at the Hospital in Tangerang

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### Abstrak

Lingkungan kerja sebagai salah satu atribut organisasi mempengaruhi perilaku kerja perawat pelaksana. Penelitian ini untuk mengetahui hubungan antara lingkungan kerja yang dikarakteristikan dengan beban kerja, kepemimpinan keperawatan, kontrol terhadap praktik, dukungan organisasi, pengembangan profesional, dan kompensasi dengan keterikatan kerja perawat pelaksana. Penelitian ini menggunakan rancangan cross sectional. Sampel yang digunakan berjumlah 110 perawat pelaksana. Sampel diambil secara total sampling. Penelitian ini menggunakan kuesioner Utrech Work Engagement Scale dan lingkungan kerja yang dimodifikasi. Data dianalisis dengan uji Chi-Square.

Hasil penelitian menunjukkan terdapat hubungan antara beban kerja, dukungan organisasi dan pengembangan profesional dengan keterikatan kerja perawat pelaksana ( $p < 0.05$ ). Tidak terdapat hubungan antara kepemimpinan keperawatan, kontrol terhadap praktik, dan kompensasi dengan keterikatan kerja perawat pelaksana. Hasil penelitian ini dapat digunakan untuk meningkatkan kualitas pelayanan keperawatan melalui optimalisasi lingkungan kerja positif dan peningkatan keterikatan kerja perawat pelaksana.

.....Work environment as one of the attributes of the organization affects the working behavior of nurses. This study was to determine the relationship between work environment which is characterized by workload, nursing leadership, control over practice, organizational support, professional development, and compensation with nursing work engagement. This study used cross sectional design. The sample was 110 nurses with total sampling. This study used a questionnaire that modified from Utrecht Work Engagement and work environment scale. Data were analyzed by Chi-Square test.

The results showed a relationship between workload, organizational support and professional development of nurses working with engagement ( $p < 0.05$ ) and there was no correlation between nursing leadership, control over practice, and compensation for nurses working with engagement. The results can be used to improve the quality of nursing services through the optimization of a positive work environment and increased nurses work engagement.