

Sosialisasi penilaian kinerja untuk meningkatkan perceived organizational support dan kepuasan kerja pada perawat di rumah sakit k = Performance appraisal socialization for improving perceived organizational support and job satisfaction of nurses at k hospital

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Abstrak

Penelitian ini bertujuan untuk melihat hubungan antara perceived organizational support dan kepuasan kerja pada perawat. Penelitian ini dilakukan di salah satu rumah sakit swasta di daerah Jakarta Pusat. Responden dalam penelitian ini merupakan perawat dengan jumlah 47 orang. Penelitian ini dilakukan dengan pendekatan kuantitatif, dimana partisipan diminta untuk mengisi kuesioner kepuasan kerja (Job Satisfaction Survey) dan perceived organizational support (Survey of Perceived Organization Support).

Dari hasil penelitian, diketahui bahwa terdapat hubungan yang signifikan antara perceived organizational support dan kepuasan kerja sebesar .68 pada level of significant .01. Untuk meningkatkan perceived organizational support, peneliti melakukan sosialisasi penilaian kinerja dengan harapan sosialisasi tersebut dapat meningkatkan kepuasan kerja. Dari hasil sosialisasi, diketahui bahwa penilaian kinerja berupa paper and pencil yang direkomendasikan dirasakan cukup efektif, namun saat ini belum dapat diimplementasikan.

.....This study aimed to examine the relationship between perceived organizational support and job satisfaction of nurses. This study was conducted in one of private hospital in Central Jakarta. Forty-seven nurses were involved as samples in this research. This research was conducted with quantitative approach, in which participants were asked to fill out questionnaire of job satisfaction (Spector's Job Satisfaction Survey) and perceived organizational support (Eisenberger's Survey of Perceived Organizational Support).

Based on the result of the research, it was known that there is a significant relationship between perceived organizational support and job satisfaction ($r=.68$; level of significant .01). For increasing perceived organizational support, researcher gave intervention about performance appraisal socialization which hopefully could improve job satisfaction. The evaluation about this intervention is paper and pencil based performance appraisal was effective enough, but it can't be implemented at this time.