

Stres kerja perawat berdasarkan karakteristik organisasi di rumah sakit

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Abstrak

Stres kerja perawat adalah salah satu masalah manajemen sumber daya manusia di RS yang merupakan kombinasi dari stres saat kerja, karakteristik individu, dan penyebab stres di luar organisasi. Penelitian dengan pendekatan explanatory research ini bertujuan mengetahui pengaruh karakteristik organisasi (aspek keuangan, lingkungan kerja, pengembangan karir, tim kerja, dan tugas) terhadap stres kerja yang dialami perawat di sebuah RS di Medan. Sampel sebanyak 151 diperoleh dengan metode acak sederhana. Data dianalisis melalui uji regresi linear berganda ($\hat{I} = 0,05$; CI 95%). Hasil penelitian menunjukkan 59,6% perawat mengalami stres menengah. Hasil uji regresi logistik menunjukkan bahwa aspek tugas merupakan variabel karakteristik organisasi yang paling berpengaruh terhadap stres kerja perawat dibandingkan variabel lainnya ($p = 0,002$; $\hat{I} = 0,05$; dan $\hat{I}^2 = 0,274$). Rumah sakit diharapkan dapat membuat kebijakan dengan mempertimbangkan aspek yang mempengaruhi stres kerja perawat.

.....Occupational stress of nurse is one of problems on human resources management in hospital which combine of stress at work, individual characteristics, and stress caused by external organization. The purpose of this explanatory research was to examine the influence of organizational characteristic (financial, work environment, career development, teamwork, and duty aspect) toward the occupational stress experienced by the nurses in a hospital in Medan. 151 nurses were selected using simple random sampling method. The data were analyzed by multiple linear regression test ($= 0.05$; CI 95%). The result of study shows that 59.6% nurses had moderate stress level. The results of logistic regression test shows that the aspect of task is the most influential organizations variable characteristic on occupational stress of nurse compared to other variables ($p=0.002$; $= 0.05$; and $= 0.274$). The research suggested the decision maker to consider various aspects influencing occupational stress of nurse in making policies