

Faktor-faktor yang berhubungan dengan kepuasan kerja staf pengajar tetap Akademi Keperawatan milik swasta dan Pemda di Propinsi Jambi tahun 2001 = Factors related to work satisfaction of permanent teaching stafe of private and regional government-owned nursing academies in Jambi Province Year 2001

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Abstrak

Salah satu faktor yang menentukan mutu dari pendidikan keperawatan adalah faktor tenaga pengajar/dosen yang mengelola mata ajaran atau proses pendidikan secara keseluruhan. Jika dosen dapat melaksanakan tugas sesuai dengan ketentuan yang ada, maka diyakini kualitas pendidikan ditempat tersebut dapat meningkat. Kurang/tidak berjalannya fungsi dosen dapat disebabkan oleh beberapa faktor pula, diantaranya ketidakpuasan terhadap pekerjaannya atau terhadap lingkungan dari pekerjaan itu sendiri. Oleh karena itu masalah kepuasan kerja perlu mendapat perhatian dari pengelola/pemilik institusi pendidikan keperawatan.

Penelitian bertujuan untuk mengetahui gambaran tingkat kepuasan kerja dan faktor-faktor yang berhubungan dengan kepuasan kerja staf pengajar tetap akper swasta dan pemda di Propinsi Jambi. Desain yang digunakan adalah desain Cross Sectional dengan metoda survey dan analisa kuantitatif. Beberapa variabel yang diduga berhubungan dengan kepuasan kerja dibatasi pada faktor karakteristik demografi yaitu umur, jenis kelamin, dan status perkawinan, serta faktor pekerjaan yang terdiri dari status kepegawaian, masa kerja, sumber penghasilan dan beban kerja. Pengumpulan data mempergunakan alat ukur berupa kuesioner dengan pertanyaan tertutup baik terhadap variabel independen maupun variabel dependen, dengan terlebih dahulu dilakukan uji validitas dan reliabilitas. Populasi penelitian ini adalah semua dosen tetap pada ketiga akademi keperawatan, karena jumlah populasi hanya 55 orang maka sampel yang diambil adalah semua dosen tersebut (total populasi).

Analisa bivariat mempergunakan analisa statistik berupa uji regresi linear sederhana dan uji-t independen, sedangkan analisa multivariat dengan uji regresi linear ganda. Dan analisa univariat ditemukan responden yang paling muda berusia 23 tahun dan paling tua 52 tahun, 41,8 % laki-laki dan perempuan 58,2% serta yang sudah kawin 61,8%. Sedangkan yang berstatus PNS 52,7% dan bersumber penghasilan banyak 54,5% serta beban kerja berat 63,6% Dari analisa bivariat terdapat hubungan antara umur, masa kerja, sumber penghasilan dan beban kerja dengan kepuasan kerja. Tetapi secara analisa multivariat hanya umur dan masa kerja yang berhubungan dengan kepuasan kerja. Dari kedua variabel tersebut yang paling besar pengaruhnya terhadap kepuasan kerja staf akper swasta dan pemda Propinsi Jambi adalah variabel masa kerja, karena memiliki nilai koefisien regresi (b) atau nilai beta yang lebih tinggi.

Disarankan kepada pengelola/pemilik akper swasta dan pemda di Propinsi Jambi agar menjadi bahan pertimbangan dan pemikiran dalam rangka pemenuhan kebutuhan staf, sehingga tercipta tingkat kepuasan kerja yang tinggi dari staf yang bersangkutan.

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One of the factors that determines the quality of nursing education is teaching staff/lecturers who organize the courses in particular or educational process in general. If lecturers can do their tasks in compliance with the existing stipulation, it is believed that the quality of education in the concerned place will be improved. The fact that the function of lecturers does not work is also due to a number of factors, one of which is the dissatisfaction of the lecturers to their job and work environment. The concern of this work satisfaction, therefore, need to be paid strong attention by the organizers/owners of the nursing educational institutions.

The objective of this research is to figure out the level of work satisfaction and to identify factors related to work satisfaction of permanent teaching staff of private and regional government-owned nursing academies in Jambi province. The design applied is cross sectional design through survey and quantitative analysis. Some variables that were hypothesized to have correlation with work satisfaction were limited to those of demographic characteristics, that is: age, sex, and marital status as well as work factors consisting of employment status, working years, source of income and work burden. Data were collected through questionnaire with closed questions both to independent variables and dependent variables. Prior to this, validity and reliability test was carried out. The population of this research is all permanent lecturers at the three nursing test was carried out. The population of this research is all permanent lecturers at the three nursing academies. Because the population number is only 55 lecturers, so all of them were taken as samples. Statistical analysis applied in bivariat analysis are simple linear regression test and independent T-test while multivariat analysis applies double linear regression test.

From univariat analysis, it is identified that the youngest respondent is 23 years old and the oldest is 52 years old. 41,8% of respondent are male and 58,2% are female and 61,8% are married, 52,7% are government employees, 54,5% have many sources of income and 63,6% of respondent have heavy work burden. Bivariat analysis shows that there is significant correlation between age, working years, source of income and work burden and work satisfaction, while multivariate analysis shows that only age and working years have correlation with work satisfaction. And from the two variables, working years has the bigger influence on work satisfaction of teaching staff of private and regional government-owned nursing academies in Jambi province, because it has higher regression co-efficient as and Beta values.

It is suggested that organizer/owner of private and government - owned academy make use of the result of this research as means of consideration and thought in the framework of fulfilling staff needs so as to realize the establishment of high level of work satisfaction of the concerned staff.