

Analisis hubungan antara iklim kerja dengan motivasi kerja perawat di ruang rawat inap rumah sakit pusat TNI Angkatan Udara Dr Esnawan Antariksa Jakarta tahun 2001

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Abstrak

Peningkatan kualitas pelayanan keperawatan diupayakan melalui pemberdayaan tenaga keperawatan. Dalam pelaksanaannya perlu memperhatikan aspek iklim kerja karena dapat menghambat motivasi yang diperlukan sebagai daya dorong bagi staf dalam melaksanakan tugas keperawatan yang berkualitas. Penelitian ini bertujuan untuk mendapatkan gambaran tentang hubungan antara kesenjangan variabel iklim kerja dengan motivasi kerja di ruang rawat inap RSPAU Antariksa Jakarta.

Metode penelitian yang digunakan deskriptif korelasi, dan pengumpulan data cross sectional. Instrumen penelitian menggunakan kuesioner pengukuran iklim kerja (Litwin & Meyer, 1971) terdiri dari kuesioner A dan B tentang iklim kerja. Pengukuran motivasi kerja menggunakan kuesioner C berdasarkan teori pemenuhan kebutuhan Mc.Clelland. Uji validitas dan reliabilitas menggunakan Alpha Cronbach memperoleh hasil alpha masing masing 0,8499, 0,8457 dan 0,8266. Sampel penelitian ini total populasi. Analisa data terdiri dari analisa univariat. Analisa bivariat menggunakan Pearson Product Moment dan analisa multivariat menggunakan regresi linier ganda.

Hasil penelitian menunjukkan bahwa iklim kerja dan kesenjangan serta motivasi kerja perawat pelaksana adalah sedang. Analisa bivariat memperoleh hasil bahwa hubungan antara kesenjangan variabel iklim kerja dengan motivasi kerja bermakna ($p = 0,0001$). Demikian juga hubungan antara masing masing kesenjangan sub variabel iklim kerja dengan motivasi kerja diperoleh hasil senmanya bermakna ($p < 0,05$). Analisa multivariat memperoleh hasil bahwa kesenjangan sub variabel standar, penghargaan dan rekan kerja memiliki tingkat signifikan bermakna ($p=0,0001$) dimana kesenjangan sub variabel yang paling berhubungan adalah kesenjangan sub variabel rekan kerja ($R= 0,360$).

Berdasarkan hasil penelitian ini, maka Bidang Keperawatan RSPAU Antariksa disarankan untuk segera menyelesaikan penyusunan standar asuhan keperawatan yang sedang diupayakan dan standar lainnya, mengembangkan sistem penghargaan yang berlaku serta meningkatkan hubungan saling mendukung.

Penelitian lanjutan disarankan untuk menggunakan metode kuasi eksperimen atau eksperimen guna mengetahui kuat dan lemahnya hubungan yang terjadi antara variabel iklim kerja dengan motivasi kerja.

*Analysis of the Relationship between Work Climate and Work Motivation of Nurses at the Several Wards of Antariksa Air Forces Central Hospital Jakarta In 2001*The improvement of nursing service quality is undertaken through empowerment of nursing personnel. In implementing this program, it is urgent to pay attention to the work climate aspect because it could spoil required motivation as supporting power for staffs in carrying out their assignment. This research is done in order to obtain the description on the relationship between discrepancies of work climate with work motivation at several wards of Antariksa Air Forces Central Hospital Jakarta.

The used research method was descriptive correlation an the method of data collecting was cross-sectional. Instrument of the research was measurement questioner of work climate (Litwin & Meyer, 1971) that consisted of questioner A and B on work climate. The measurement of work motivation used questioner C

based on theory of need fulfillment of Mc. Clelland. The test of validity and reliability utilized Cronbach's Alpha and it gained result of alpha respectively 0.8499, 0.8457 and 0.8266. The sample of this research was the total population. The data analysis was made of univariate analysis, bivariate analysis using Pearson's Product-Moment and multivariate analysis utilizing multiple regressions.

The results indicated that the work climate and discrepancy as well as work motivation of patient-faced nurse were moderate. Bivariate analysis attained result that the relationship between variable discrepancy of work climate with work motivation had significant ($p=0.0001$). Relationship between respective sub-variables discrepancy of work climate with work motivation had significant ($p < 0.05$). Multivariate analysis got out come that standard sub-variable discrepancy, rewarding and team spirit had significant level ($r=0.0001$) in which the most correlated sub-variable discrepancy was sub-variable discrepancy of team spirit ($p = 0.360$).

Based on the research, it is recommended that the Nursing Division of Antariksa Air Forces Central Hospital Jakarta should settle standard nursing care structuring that is still undertaking, and other standard. It also should improve the running rewarding system as well as increase each-other supporting relationship. A following up research is advised to use quasi experiment method or experiment to see strength and weakness of relationship occurring between work climate variable with work motivation.