

Hubungan komponen kepemimpinan dengan kepuasan kerja paramedis Rumah Sakit Umum Daerah Muara Bulian Kabupaten Batang Hari Propinsi Jambi tahun 2002

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Abstrak

Rumah sakit merupakan salah satu pusat pelayanan kesehatan kepada masyarakat, dimana paramedis merupakan tenaga kesehatan yang memberikan pelayanan langsung dalam memenuhi kebutuhan pasien. Angka RSUD Muara Bulian dalam 2 tahun terakhir angka pemanfaatan tempat tidur (BOR) mengalami penurunan dari 44,8% tahun 1998 menjadi 38,4% pada tahun 2000, juga terjadi kenaikan angka pemindahan (him over) bagi tenaga paramedis, serta adanya indikasi staf yang merasa kurang puas terhadap kepemimpinan RSUD Muara Bulian. Fenomena ini berimplikasi pada bentuk ketidakpuasan paramedis terhadap sifat kepemimpinan meliputi pengawasan pimpinan, pengembangan motivasi pimpinan, inisiatif pimpinan dan kepemimpinan partisipatif.

Secara umum tujuan penulisan ini adalah untuk mengetahui gambaran rata-rata tingkat kepuasan kerja paramedis RSUD Muara Bulian dan hubungannya dengan kepemimpinan, yang dilakukan pada tanggal 20 Juli s.d 27 Agustus 2002 di RSUD Muara Bulian.

Penelitian ini menggunakan disain cross sectional. Sampel penelitian adalah seluruh paramedis perawatan dan paramedis non perawatan dengan kriteris pegawai negeri sipil berjumlah 39 orang. Data dikumpulkan melalui wawancara, kemudian data diolah untuk kemudian dilakukan analisis. Analisis univariat disajikan dalam bentuk Label distribusi frekuensi, sedangkan analisis bivariat dengan uji T independen (t-test).

Hasil penelitian dapat disimpulkan bahwa rata-rata tingkat kepuasan kerja paramedis RSUD Muara Bulian adalah 44, 4, median 44, 0 dengan standar deviasi 4, 7. Terdapat perbedaan rata-rata kepuasan kerja antara paramedis yang menyatakan pimpinan melakukan (pengawasan, pengembangan diri, motivasi, inisiatif) baik dengan yang menyatakan pimpinan kurang baik, serta tidak terdapat perbedaan rata-rata kepuasan kerja antara paramedis yang menyatakan kepemimpinan partisipatif baik dengan kepemimpinan partisipatif kurang baik.

Disarankan kepada pihak RSUD untuk melakukan penilaian tingkat kepuasan kerja secara priodik, meningkatkan pengetahuan, kemampuan dan keterampilan paramedis dengan cara mengikuti pendidikan dan pelatihan-pelatihan fungsional. pendelegasian tugas lebih memberikan rasa tanggung jawab penuh, meningkatkan pengawasan dan bimbingan, memberikan kompensasi dalam bentuk keteladanan Selain itu Pula paramedis agar lebih meningkatkan kerjasama dalam melakukan tugas. Bagi. Pemerintah Kabupaten Batang Hari agar dapat mengalokasikan dana untuk peningkatan sumber daya manusia melalui pendidikan formal, fungsional dan penjurangan karir bagi pejabat struktural. Sarana dan prasarana Rumah Sakit perlu mendapat perhatian, rekrutmen pegawai harus mempertimbangkan latar belakang pendidikan.

Daftar bacaan : 51 (1955- 2002).

The Relationship between the Element of Leadership and the Job Satisfaction of the Paramedic Staff in the Muara District Hospital, Jambi Province 2002 The hospital is one of health service centers to the society in which paramedical staff providing direct health services in fullfilling patient requirments. In the last two years. Muara Bulian district hospital in two the last year the Bed Occupancy Rate decrease from 48,8% year 1998 become 38,4% in 2000. There was increase turn-over of the paramedical staff and there was a sign of dissatisfaction among the staff of leadership of Muara Bulian district hospital. The situation had an implication to the paramedic staff dissatisfaction of the toward the element of leadership of the hospital. Normally supervision self-development head perceived leadership motivation, perceived parsipatory leadership and initiative

In general, the purpose of thesis was to decriase the level of the jo satisfaction among paramedical staff in the Muara Bulian district. It was also interded to examine the relationship between elements of leadership the level of job satisfaction among the paramedical staff. The study was conducted from July 20 to 27 August 2002.

This study was a cross-sectional study in which the sampel all civil into who Were paramedicall staff in the hospital in the hospital under study. The total sampel was 39 person. Data was collected using self-administrated questionarry the univariate analysis decrease the mean difference of the dependent variable at frequency distribution of the independent variable. The t independent test was used to test the main difference among variables.

The result indicated that average score of the job satisfaction of the paramedical staff was 44.4, while the median score was 44,0 at the standard deviation was 4,7. There was a significant different between the perceived element of leadership. Normally perceived imperisian, self development, perceived leader's motivation and average level of job satisfaction among the paramedical staff in the Muara Bulian Distric Hospital. The "relativel good" leader was likely to have higher score of level of job satisfaction among the paramedical staff. In addition, there was no significant different in term of level of job satisfaction of the paramedical staff between these. Who had good low perceived participant leadership and these among the paramedical staff in the hospital.

It is strongly recommanded that the Muara Bulian District hospital should induct regular evaluation at the level of job satisfaction among the paramedical staff. At the Sametime it also suggested that the management improve supervision particulary in the implementation of the nursing process, The management of the district hospital is encouraged to review the organization policy, delegation of authority and improve benefit for the paramedical staff. The paramedical staff is also recommended undergo effective communication and supervising Training.