

## Determinan Keterikatan Kerja Perawat di Rumah Sakit = Determinants of Nurse Work Engagement in The Hospital

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### Abstrak

Masalah kekurangan tenaga perawat di rumah sakit secara global masih mengancam hingga saat ini. Keterikatan kerja diperlukan untuk menghasilkan rendahnya angka turnover dan kelelahan, tingginya tingkat kepuasan kerja, dan tenaga kerja yang lebih baik. Penelitian ini bertujuan mengidentifikasi determinan keterikatan kerja perawat di rumah sakit. Desain penelitian menggunakan cross sectional dengan melibatkan 325 perawat rumah sakit di Jakarta Pusat. Pengambilan data dilakukan secara convenience sampling dan menggunakan e-form. Data dianalisis dengan regresi linier berganda. Hasil penelitian mendapatkan determinan keterikatan kerja perawat adalah berjenis kelamin laki-laki ( $p = 0,019$ ), kesejahteraan pegawai ( $p < 0,0001$ ), budaya klan ( $p = 0,577$ ), dan peran pemimpin ( $p = 0,005$ ). Faktor usia, pendidikan terakhir, status pernikahan, masa kerja, status kepegawaian, level kompetensi, lama perjalanan dan alat transportasi ke tempat kerja tidak berhubungan dengan keterikatan kerja perawat. Hasil penelitian ini merekomendasikan peningkatan peran pemimpin “mendorong hati”, penerapan tata kelola/gaya manajemen didasarkan pada budaya klan, dan evaluasi terhadap peminatan atau penempatan pegawai sesuai kemampuan fisik dan intelektual.

.....The shortage of nursing workforce in hospitals is the threatening problem recently. Work engagement form is necessary to produce lower turnover and burnout rates, as well as improving the levels of job satisfaction, and a better workforce. This study aims to identify the determinants of nurse work engagement in the hospital. The research design used cross sectional involving 325 hospital nurses in Central Jakarta. Data collection was carried out by convenience sampling and using e-form. Data was analyzed by multiple linear regression. The results showed that the determinants of nurse work engagement were male sex ( $p = 0,019$ ), employee's well being ( $p < 0,0001$ ), clan culture ( $p = 0,577$ ), and leadership role ( $p = 0,005$ ). Factors of age, higher education qualification, marital status, years of working experience, employment status, level of competence, length of trip and means of transportation to work are not related to nurse work engagement. The results of this study recommend to encourage each staff by apply compassion in leader role, apply governance/management style based on clan culture, and evaluate the employee's specialisation for employee placement according to his/her physical and intellectual abilities.