

# Pengaruh fungsi pengarahan kepala ruang dan ketua tim terhadap kepuasan kerja perawat pelaksana di RSUD Blambangan Banyuwangi = The influence of nurse unit manager and nurse team leader in directing function to the nurses? job satisfaction in Blambangan General Hospital, Banyuwangi

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## Abstrak

Keberhasilan pelayanan keperawatan yang bermutu dipengaruhi oleh tingkat kepuasan kerja perawat. Kepuasan kerja perawat dapat diupayakan melalui MPKP Jiwa modifikasi pendekatan manajemen fungsi pengarahan, namun kegiatan MPKP dan fungsi pengarahan belum dijalankan secara konsisten. Tujuan penelitian ini adalah mengetahui pengaruh fungsi pengarahan kepala ruang dan ketua tim terhadap kepuasan kerja perawat pelaksana di unit rawat inap RSUD Blambangan Banyuwangi. Penelitian ini menggunakan metode quasi experiment dengan desain pre-post test with control group, dan pelatihan serta bimbingan fungsi pengarahan (operan, pre conference, post conference, iklim motivasi, supervisi dan delegasi) pada kepala ruang dan ketua tim di kelompok intervensi. Sampel penelitian diperoleh secara purposive sampling, terdiri dari 35 perawat pelaksana RSUD Blambangan Banyuwangi sebagai kelompok intervensi dan 40 perawat pelaksana di RSUD dr. Haryoto Lumajang sebagai kelompok kontrol. Instrumen yang digunakan untuk mengukur kepuasan kerja diambil dari Minnesota Satisfaction Questionnaire.

Hasil penelitian menunjukkan bahwa kepuasan kerja perawat pelaksana yang mendapat pengarahan dari kepala ruang dan ketua tim yang sudah memperoleh pelatihan, bimbingan dan pendampingan fungsi pengarahan meningkat lebih tinggi secara bermakna dibandingkan dengan kepuasan kerja perawat pelaksana yang mendapat pengarahan dari kepala ruang dan ketua tim yang tidak dilatih fungsi pengarahan. Fungsi pengarahan bila dilaksanakan secara konsisten oleh kepala ruang dan ketua tim, berpeluang meningkatkan kepuasan kerja sebesar 67,40%. RSUD Blambangan Banyuwangi dan RSUD dr. Haryoto Lumajang dapat mengupayakan dan meningkatkan kepuasan kerja perawat pelaksana secara berkelanjutan dengan mengimplementasikan fungsi pengarahan dari MPKP Jiwa Modifikasi umum.

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The quality of nursing care delivery (MPKP Jiwa modification sub directing function) has some bearing on the level of nursing staffs? job satisfaction. However, the MPKP activity and the directing function has not put into daily nursing practice consistently in the district general hospital. The aim of this study was to investigate the influence of directing function of nurse unit manager and team leader to the nurse job contentment among staff nurses in Blambangan District General Hospital, Banyuwangi and dr. Haryoto District General Hospital, Lumajang. The research methods were a quasi experiment, pre-post test with control group design and training and guiding to the nurses unit manager and nurses team leader of Blambangan district general hospital. The samples were 75 respondents, determined by purposive sampling. They were 35 nurse staffs of Blambangan hospital (experimental group) and the others from dr. Haryoto Hospital (control group). The research instrument was a questionnaire consisted 36 of Likert scale statements adopted from Minnesota Satisfaction Questionnaire.

The result showed that the level of nurse job satisfaction in the experimental group increased higher significantly than the control group. Putting the directing function which comprise with nursing hand over, pre conference, post conference, motivational climate, supervision and delegation into action consistently in the daily nursing practice improved the probability of the nurse job satisfaction level about 67.40%. The day-to-day maintaining and increasing their job satisfaction level should be done through directing function of MPKP Jiwa modification Blambangan District General Hospital, Banyuwangi and dr. Haryoto District General Hospital, Lumajang.