

FAKTOR – FAKTOR YANG BERHUBUNGAN DENGAN KEPUASAN KERJA
PERAWAT PELAKSANA DI RUANG RAWAT INAP
RSUP DR M. DJAMIL PADANG
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Chichi Hafifa Transyah
Universitas Andalas

Abstract

From Residensi result it was obtained that there was a low working satisfaction of staff nurse of RSUP.Dr.M.Djamil Padang connected to leadership (65,05%), insentive (52,5%), , promotion (47,56%)and supervision, where all of those affect staff nurse in giving their service . The goal of this study is find some factors connected with staff nurses working satisfaction in Dr. M. Djamil hospital, Padang. Design study was cross sectional study. The population was all staff nurses in inpatient ward of Dr. M. Djamil with 78 person sampling taken by simple random. The research was conducted in the wards comprising Instalation Surgery, Non-Surgical, Pediatric and Ambun Pagi Instalation. Research conducted March go to Agustus 2012. Data collection by questionnaire, analyzing the data with the frequency distribution, chi-square test and logistic regression tests. Result of study show 61,5% leadership is good, 52,6% insentive is good, 52,6% working environment is not good, 53,8% promotion is good, 73,1% supervision is good and 50% satisfied with the working. Bivariat result found a significant association between job satisfaction and promotion there was no correlation between leadership, incentive, working invironment condition and supervisionof nurse practitioner job satisfaction. Multivariate result obtained relate to the promotion of nurse practitioner job satisfaction. It was sugested to hospital management to increase promotion activity mainly considering advanced education and nursing training.

Keywords : leadership, insentive, promotion, supervision, working satisfaction

