ABSTRAK

Hubungan Lingkungan Kerja dengan Kinerja Perawat di Instalasi Rawat Jalan dan IGD RSUD Prof. Dr. Soekandar Kabupaten Mojokerto

FIFI AFIFATUL ANGGRAINI

Kinerja perawat perawat yang baik menjadi tuntutan masyarakat terhadap kebutuhan akan pelayanan yang berkualitas baik. Kenyataan yang terjadi masih banyak yang mengeluhkan adanya kinerja perawat yang kurang optimal. Perawat seringkali harus menjalankan tanggung jawab mereka di lingkungan kerja yang buruk sehingga akan memperburuk kinerja perawat. Tujuan penelitian ini adalah mengetahui hubungan lingkungan kerja dengan kinerja perawat. Desain penelitian ini adalah analitik korelasi dengan pendekatan cross sectional. Populasi dalam penelitian ini adalah semua perawat yang bertugas di Instalasi Rawat Jalan dan IGD RSUD Prof. Dr. Soekandar Mojosari Kabupaten Mojokerto sejumlah 52 orang. Teknik sampling yang digunakan adalah simple random sampling sehingga didapatkan 46 responden. Instrument yang digunakan dalam penelitian ini adlaah kuesioner. Analisa data menggunakan Uji Fisher's Exact Test. Hasil penelitian menunjukkan bahwa sebagian besar (67,4%) responden menilai lingkungan kerjanya sangat baik, yaitu 31 orang, sebagian besar (71,7%) responden mempunyai kinerja baik yaitu 33 orang. Hasil analisa data didapatkan pvalue=0,000 atau kurang dari α (0,05) sehingga H_1 diterima, artinya ada hubungan antara lingkungan kerja dengan kinerja perawat. Lingkungan kerja berhubungan sangat erat dengan pekerjaan perawat, lingkungan yang baik mendukung kinerja perawat. Hubungan dengan rekan kerja yang baik, suasana kerja yang baik, dan fasilitas kerja yang mendukung membuat perawat dapat melakukan pekerjaannya dengan nyaman dan lebih baik.

Kata Kunci: lingkungan kerja, kinerja, perawat

ABSTRACT

The Correlation between Work Environment and Nurse Performance in the Outpatient Installation and Emergency Room at Prof. Dr. Soekandar, Mojokerto Regency

FIFI AFFATUL ANGGRAINI

The performance of good nurses was a public demand for the need for good quality services. The fact that there were still many who complain about the performance of nurses who were less than optimal. Nurses often have to carry out their responsibilities in a bad work environment that will worsen nurse performance. The purpose of this study was to determine the correlation between work environment and nurse performance. The design of this research was correlation analytic with cross sectional approach. The population in this study were all nurses who served in the Outpatient Installation and Emergency Room at Prof. Hospital. Dr. Soekandar Mojosari Mojokerto Regency with a total of 52 people. The sampling technique used was simple random sampling so that 46 respondents were obtained. The instrument used in this study was a questionnaire. Data analysis used the Fisher's Exact Test. The results showed that the majority (67.4%) of respondents rated the work environment as very good, as many as 31 people, the majority (71.7%) of respondents had good performance, as many as 33 people. The results of data analysis obtained pvalue = 0.000 or less than α (0.05) so that H1 was accepted, meaning that there was a correlation between the work environment and nurse performance. The work environment was very closely related to the work of nurses, a good environment supports the performance of nurses. Correlations with good co-workers, a good working atmosphere, and supportive work facilities make nurses able to do their job comfortably and better.

Keywords: work environment, performance, nurses