

## ABSTRAK

### **ANALISA FAKTOR-FAKTOR YANG MEMPENGARUHI KEPUASAN KERJA PERAWAT DI RUANG RAWAT INAP RUMAH SAKIT UMUM DAERAH WAMENA**

Oleh:

**Christinne Emerensia Naban, Muhammad Sajidin, Indah Lestari**

Universitas Bina Sehat PPNI Mojokerto

Email: [emerensianaban@yahoo.com](mailto:emerensianaban@yahoo.com)

Rumah sakit merupakan bagian internal dari keseluruhan sistem pelayanan kesehatan yang melayani berbagai jenis pelayanan. Keunggulan dalam pelayanan kesehatan muncul ketika perawat merasa puas dan berkomitmen dengan tugas-tugas mereka. Tujuan penelitian ini untuk menganalisis pengaruh koordinasi kerja, lingkungan kerja dan sarana prasarana terhadap kepuasan kerja perawat di Ruang Rawat Inap Rumah Sakit Umum Daerah Wamena. Desain penelitian ini adalah penelitian kuantitatif observasional dengan pendekatan *cross sectional* dengan fokus penelitiannya diarahkan untuk akan menganalisis pengaruh koordinasi kerja, lingkungan kerja dan sarana prasarana terhadap kepuasan kerja perawat di Ruang Rawat Inap Rumah Sakit Umum Daerah Wamena. Jumlah populasi sejumlah 150 responden dan sampel sebanyak 109 responden yang diambil dengan teknik *Simple Random Sampling*. Hasil temuan didapatkan bahwa sebagian besar responden memiliki koordinasi kerja kategori baik sebanyak 56 responden (51%). Sebagian besar responden memiliki lingkungan kerja kategori baik sebanyak 61 responden (56%). Hampir separuh responden memiliki sarana prasarana kategori cukup sebanyak 46 responden (42%). Sebagian besar responden memiliki kepuasan kerja kategori puas sebanyak 70 responden (64%). Berdasarkan hasil analisis *Regresi logistik* menunjukkan bahwa nilai *p-value* < 0,05 maka  $H_0$  ditolak dan  $H_1$  diterima jadi disimpulkan bahwa ada pengaruh koordinasi kerja, lingkungan kerja dan sarana prasarana terhadap kepuasan kerja perawat di Ruang Rawat Inap Rumah Sakit Umum Daerah Wamena. Berdasarkan hasil penelitian disarankan menjadi masukan dan bahan evaluasi untuk pihak manajemen dalam pengelolaan kepuasan kerja perawat sehingga perawat dapat bekerja sesuai dengan aturan rumah sakit dan melaksanakan tugas sesuai yang telah ditetapkan.

**Kata Kunci : Kepuasan, Koordinasi, Lingkungan & Sarana Prasarana**

**ABSTRACT****ANALYSIS OF FACTORS INFLUENCING NURSE JOB SATISFACTION  
IN PATIENT WARDS AT WAMENA GENERAL HOSPITAL****By:****Christinne Emerensia Naban, Muhammad Sajidin, Indah Lestari**

Mojokerto PPNI Healthy Bina University

Email: [emerensianaban@yahoo.com](mailto:emerensianaban@yahoo.com)

The hospital is an internal part of the entire health service system that serves various types. Excellent in health service emerges when nurse feel satisfied and committed to their duties. The purpose of this study was to analyze the influence of work coordination, work environment and infrastructure on the job satisfaction of nurses in the Inpatient Room of the Wamena Regional General Hospital. The design of this study was a quantitative observational study with a cross-sectional approach with a research focus aimed at analyzing the effect of work coordination, work environment and infrastructure on the job satisfaction of nurses in the Inpatient Room of the Wamena Regional General Hospital. The total population of 150 respondents and a sample of 109 respondents were taken using the Simple Random Sampling technique. The findings showed that the majority of respondents had good category work coordination as many as 56 respondents (51%). Most of the respondents have a good category work environment as many as 61 respondents (56%). Nearly half of the respondents have sufficient category of infrastructure facilities as many as 46 respondents (42%). Most of the respondents have job satisfaction satisfied category as many as 70 respondents (64%). Based on the results of the logistic regression analysis, it shows that the p-value  $<0.05$ , then  $H_0$  is rejected and  $H_1$  is accepted, so it can be concluded that there is an effect of work coordination, work environment and infrastructure on the job satisfaction of nurses in the Inpatient Room of the Wamena Regional General Hospital. . Based on the result of research, suggestion to management section more intensive to manage the nurses satisfaction until the nurses could work according to hospital rule and more.

**Keywords: Satisfaction, Coordination, Environment & Infrastructure**