

ABSTRAK**ANALISIS FAKTOR YANG MEMPENGARUHI KEDISIPLINAN KERJA PERAWAT BERBASIS *SKINNER TEORY* DI RUMAH SAKIT UMUM DAERAH WAMENA****Oleh:****Yetha Martha Wairara, Noer Saudah, Muhammad Sajidin**

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Latar Belakang: Kedisiplinan pada dasarnya merupakan suatu hal yang mutlak harus dijalankan setiap organisasi, karena tanpa dukungan disiplin kerja karyawan yang baik, sulit bagi perusahaan untuk mewujudkan tujuannya. Tujuan penelitian ini untuk menganalisis pengaruh penghargaan, koordinasi dan *punishment* terhadap kedisiplinan kerja perawat berbasis *skinner teory* di Rumah Sakit Umum Daerah Wamena.

Metode Penelitian: Desain penelitian ini adalah penelitian kuantitatif observasional dengan pendekatan *cross sectional* dengan fokus penelitiannya diarahkan untuk akan menganalisis pengaruh penghargaan, koordinasi dan *punishment* terhadap kedisiplinan kerja perawat berbasis *skinner teory* di Rumah Sakit Umum Daerah Wamena. Jumlah populasi sejumlah 150 responden dan sampel sebanyak 109 responden yang diambil dengan teknik *Simple Random Sampling*.

Hasil Penelitian: Hasil temuan didapatkan bahwa sebagian besar responden memiliki penghargaan kategori cukup sebanyak 71 responden (65,1%). Hampir separuh responden memiliki koordinasi kategori baik sebanyak 62 responden (56,9%). Sebagian besar responden memiliki *punishment* dalam kategori cukup sebanyak 61 responden (56,0%). Sebagian besar responden memiliki kedisiplinan dalam kategori baik sebanyak 74 responden (67,9%). Berdasarkan hasil analisis *Regresi Linear Berganda* menunjukkan bahwa dengan nilai *p-value* $0,000 < 0,05$ maka H_1 diterima jadi disimpulkan bahwa secara simultan ada pengaruh penghargaan, koordinasi dan *punishment* terhadap kedisiplinan kerja perawat berbasis *skinner teory* di Rumah Sakit Umum Daerah Wamena dengan besaran pengaruh 83,8% sedangkan sejumlah 16,2% dipengaruhi oleh faktor lain.

Kesimpulan: Disiplin kerja di Rumah Sakit Umum Daerah Wamena sudah bagus, hanya saja bagi perawat yang disiplin kerjanya kurang baik, supaya lebih mantaati jam masuk kerja dan peraturan yang sudah di tetapkan oleh rumah sakit agar tercipta disiplin kerja yang baik.

Kata Kunci : Kedisiplinan, Koordinasi, Penghargaan & Punishment

ABSTRACT

ANALYSIS OF FACTORS INFLUENCING NURSE DISCIPLINE BASED ON SKINNER THEORY IN WAMENA GENERAL HOSPITAL

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Background: Discipline is basically something that every organization absolutely must carry out, because without the support of good employee work discipline, it is difficult for companies to realize their goals. The purpose of this study was to analyze the effect of reward, coordination and punishment on the work discipline of nurses based on skinner theory at the Wamena Regional General Hospital.

Method: The design of this study was a quantitative observational study with a cross-sectional approach with a research focus directed at analyzing the effect of rewards, coordination and punishment on nurse work discipline based on skinner theory at the Wamena Regional General Hospital. Total population of 150 respondents and a sample of 109 respondents were taken by Simple Random Sampling technique.

Result: The findings showed that the majority of respondents had sufficient category awards, 71 respondents (65.1%). Nearly half of the respondents had good category coordination as many as 62 respondents (56.9%). Most of the respondents had punishment in the sufficient category, 61 respondents (56.0%). Most of the respondents have discipline in the good category as many as 74 respondents (67.9%). Based on the results of the Multiple Linear Regression analysis, it shows that with a p-value of $0.000 < 0.05$, H_1 is accepted, so it can be concluded that simultaneously there is an effect of reward, coordination and punishment on the work discipline of nurses based on skinner theory at the Wamena Regional General Hospital with an influence magnitude of 83.8% while a number of 16.2% is influenced by other factors.

Conclusion: Work discipline at the Wamena Regional General Hospital is good, it's just that nurses with poor work discipline need to comply with work hours and regulations set by the hospital to create good work discipline.

Keywords: Discipline, Coordination, Rewards & Punishment