

ABSTRAK

Hubungan Beban Kerja dengan Kinerja Perawat Kamar Operasi di RSPAL dr. Ramelan Surabaya

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Beban kerja menjadi salah satu aspek yang berpotensi menentukan pencapaian kinerja perawat selama memberikan pelayanan di unit kamar operasi. Tingginya tuntutan tugas, kerumitan prosedur pembedahan, serta tanggung jawab dalam menjamin keselamatan pasien menuntut perawat untuk mempertahankan kualitas pelaksanaan tugas secara optimal. Tujuan penelitian ini dilakukan untuk mengetahui keterkaitan antara beban kerja dan kinerja perawat yang bertugas di kamar operasi RSPAL dr. Ramelan Surabaya. Rancangan penelitian menggunakan analitik korelasional melalui pendekatan *cross sectional*. Sebanyak 78 perawat kamar operasi menjadi populasi penelitian, sedangkan sampel terdiri atas 52 responden yang ditentukan melalui metode *purposive sampling*. Peneliti menggunakan Kuesioner HIPKABI sebagai alat ukur beban kerja dan *Nursing Performance Evaluation Scale (NPES)* sebagai instrumen penilaian kinerja. Pengujian hubungan antarvariabel dilakukan menggunakan *Spearman Rank* dengan batas kemaknaan $\alpha = 0,05$. Temuan penelitian memperlihatkan bahwa 29 responden (55,8%) berada dalam kategori beban kerja sedang, sedangkan 35 responden (67,3%) menunjukkan kinerja baik. Analisis statistik memperoleh hasil bahwa beban kerja memiliki hubungan signifikan dengan kinerja perawat kamar operasi RSPAL dr. Ramelan Surabaya yakni $p=0,003$ ($p < 0,05$). Peningkatan tuntutan pekerjaan cenderung diikuti oleh penurunan kemampuan perawat dalam mencapai kinerja optimal. Rumah sakit perlu mengatur beban tugas secara seimbang melalui pembagian pekerjaan sesuai kapasitas tenaga, pemenuhan kebutuhan jumlah perawat, serta pengembangan kompetensi secara berkelanjutan agar kualitas kinerja dan mutu pelayanan kamar operasi tetap terjaga.

Kata Kunci: beban kerja, kinerja perawat, kamar operasi

ABSTRACT

The Relationship Between Workload and Operating Room Nurses' Performance at RSPAL dr. Ramelan Surabaya

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Workload is one of the factors that may influence nurses' performance in providing services in the operating room. High job demands, the complexity of surgical procedures, and the responsibility for ensuring patient safety require nurses to maintain optimal performance in carrying out their duties. This study was conducted to determine the relationship between workload and the performance of nurses working in the operating room of RSPAL dr. Ramelan Surabaya. The study employed a correlational analytic design using a cross-sectional approach. The study population consisted of 78 operating room nurses, while the sample included 52 respondents selected through purposive sampling. The HIPKABI Questionnaire was used to measure workload, while the Nursing Performance Evaluation Scale (NPES) was used to assess nurses' performance. The relationship between the variables was analyzed using the Spearman Rank test with a significance level of $\alpha = 0.05$. The findings showed that 29 respondents (55.8%) had a moderate workload, while 35 respondents (67.3%) demonstrated good performance. Statistical analysis indicated a significant relationship between workload and the performance of operating room nurses at RSPAL dr. Ramelan Surabaya $p=0,003$ ($p < 0.05$). An increase in job demands tended to be accompanied by a decline in nurses' ability to achieve optimal performance. The hospital needs to manage workload in a balanced manner through appropriate task distribution based on staff capacity, fulfillment of nursing staff requirements, and continuous competency development to maintain optimal performance and the quality of operating room services.

Keywords: workload, nurse performance, operating room.