

ABSTRAK

Kepuasan Kerja Perawat di Instalasi Rawat Inap RS Gatoel Kota Mojokerto

Kepuasan kerja perawat merupakan salah satu faktor penting yang memengaruhi kualitas pelayanan keperawatan di rumah sakit. Namun, kenyataan yang ada saat ini menunjukkan bahwa masih terdapat perawat yang belum merasa puas terhadap pekerjaannya akibat berbagai faktor seperti beban kerja, sistem penghargaan, kesempatan promosi, supervisi, dan hubungan kerja. Tujuan penelitian ini adalah untuk mengetahui gambaran kepuasan kerja perawat di Instalasi Rawat Inap Rumah Sakit Gatoel Kota Mojokerto. Penelitian ini menggunakan desain penelitian deskriptif dengan pendekatan kuantitatif. Populasi penelitian berjumlah 86 perawat yang bekerja di ruang rawat inap RS Gatoel, dengan teknik *proportional random sampling* sehingga diperoleh sampel sebanyak 71 responden. Variabel penelitian adalah kepuasan kerja perawat. Pengumpulan data dilakukan menggunakan kuesioner *Minnesota Satisfaction Questionnaire (MSQ)* yang telah dinyatakan valid dan reliabel (Cronbach's Alpha = 0,823). Analisis data dilakukan secara statistik deskriptif menggunakan distribusi frekuensi dan persentase. Hasil penelitian menunjukkan sebagian responden memiliki kepuasan terhadap pekerjaan, gaji, promosi, supervisi, rekan kerja berada pada kategori puas. Hasil penelitian menunjukkan bahwa secara umum perawat di Instalasi Rawat Inap RS Gatoel memiliki tingkat kepuasan kerja yang baik, meskipun masih diperlukan upaya peningkatan terutama pada aspek penghargaan, kompensasi, dan dukungan organisasi. Peningkatan kepuasan kerja dapat dilakukan melalui perbaikan sistem penghargaan yang adil, peningkatan kesempatan pengembangan karier, supervisi yang efektif, serta penguatan kerja sama dan komunikasi antarperawat sehingga kualitas pelayanan keperawatan dapat terus ditingkatkan.

Kata Kunci: Kepuasan kerja, perawat, instalasi rawat inap, rumah sakit, Minnesota Satisfaction Questionnaire (MSQ).

ABSTRAK

Nurses' Job Satisfaction in the Inpatient Installation of Gatoel Hospital, Mojokerto City

Nurses' job satisfaction is one of the key factors influencing the quality of nursing services in hospitals. However, current conditions indicate that many nurses are still dissatisfied with their jobs due to various factors, including workload, reward systems, promotion opportunities, supervision, and workplace relationships. This study aimed to describe the level of job satisfaction among nurses in the inpatient wards of Gatoel Hospital, Mojokerto City. This study employed a descriptive quantitative research design. The study population consisted of 86 nurses working in the inpatient wards of Gatoel Hospital. A proportional random sampling technique was applied, resulting in a sample of 71 respondents. The research variable was nurses' job satisfaction. Data were collected using the Minnesota Satisfaction Questionnaire (MSQ), which had been tested for validity and reliability (Cronbach's Alpha = 0.823). Overall, the findings indicate that nurses in the inpatient wards of Gatoel Hospital have a good level of job satisfaction, although improvements are still needed, particularly in the areas of rewards, compensation, and organizational support. Enhancing job satisfaction can be achieved through the implementation of a fair reward system, increased career development opportunities, effective supervision, and stronger teamwork and communication among nurses, thereby improving the quality of nursing care.

Keywords: Job satisfaction, nurses, inpatient installation, hospital, Minnesota Satisfaction Questionnaire (MSQ).

