

ABSTRAK

HUBUNGAN PERSEPSI PERAWAT TENTANG JENJANG KARIR DENGAN KEPUASAN KERJA PERAWAT DI RSI SAKINAH MOJOKERTO

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Kepuasan kerja perawat menjadi salah satu faktor penting dalam meningkatkan mutu pelayanan keperawatan. Persepsi perawat tentang jenjang karir diduga berhubungan dengan kepuasan kerja karena berkaitan dengan kesempatan pengembangan profesional dan penghargaan dalam bekerja. Penelitian ini bertujuan untuk menganalisis hubungan persepsi perawat tentang jenjang karir dengan kepuasan kerja perawat. Penelitian ini menggunakan desain kuantitatif dengan pendekatan cross-sectional. Sampel penelitian berjumlah 82 responden yang dipilih menggunakan teknik purposive sampling. Persepsi perawat tentang jenjang karir diukur menggunakan Career Ladder System Perception Scale yang diadaptasi dari Park dan Lee (2010), sedangkan kepuasan kerja diukur menggunakan Job Satisfaction Survey (JSS) yang dikembangkan oleh Spector (1985). Analisis data menggunakan uji Spearman Rank dengan tingkat signifikansi $\alpha = 0,05$. Hasil penelitian menunjukkan bahwa sebagian besar responden memiliki persepsi tentang jenjang karir pada kategori sedang sebanyak 45 responden (54,9%) dan kepuasan kerja pada kategori ambivalen sebanyak 72 responden (87,8%). Hasil uji Spearman Rank menunjukkan nilai p-value = 0,001 dan koefisien korelasi $r = 0,352$, yang menunjukkan terdapat hubungan yang signifikan antara persepsi perawat tentang jenjang karir dengan kepuasan kerja perawat. Hubungan tersebut bersifat positif dengan kekuatan korelasi rendah, yang berarti semakin positif persepsi perawat tentang jenjang karir, maka semakin tinggi kecenderungan kepuasan kerja perawat.

Kata kunci: persepsi perawat, jenjang karir, kepuasan kerja, perawat.

ABSTRACT

THE RELATIONSHIP BETWEEN NURSES' PERCEPTIONS OF CAREER LADDER AND THEIR JOB SATISFACTION AT RSI SAKINAH MOJOKERTO

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Nurses' job satisfaction was an important factor in improving the quality of nursing care. Nurses' perceptions of career ladders were assumed to be related to job satisfaction because they were associated with opportunities for professional development and recognition in the workplace. This research aimed to analyze the relationship between nurses' perceptions of career ladders and their job satisfaction. The research employed a quantitative research design with a cross-sectional approach. A sample of 82 respondents was selected using purposive sampling. Nurses' perceptions of career ladders were measured using the Career Ladder System Perception Scale adapted from Park and Lee (2010), while job satisfaction was measured using the Job Satisfaction Survey (JSS) developed by Spector (1985). Data were analyzed using the Spearman Rank correlation test with a significance level of $\alpha = 0.05$. The results showed that the majority of respondents had a moderate level of perception regarding career ladders (45 respondents, 54.9%), while most respondents had ambivalent job satisfaction (72 respondents, 87.8%). The Spearman Rank test yielded a p-value of 0.001 and a correlation coefficient of $r = 0.352$. These findings indicated a significant positive relationship with a weak correlation between nurses' perceptions of career ladders and their job satisfaction. This finding suggested that the more positive nurses' perceptions of career ladders were, the higher their tendency toward job satisfaction.

Keywords: nurses' perceptions, career progression, job satisfaction, nurses.