

ABSTRAK

HUBUNGAN DISIPLIN KERJA DENGAN KINERJA PERAWAT DI RUMAH SAKIT ISLAM SAKINAH MOJOKERTO

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Disiplin dalam bekerja merupakan salah satu elemen krusial yang dapat mendukung kinerja perawat dalam menyediakan layanan keperawatan. Perawat dengan disiplin kerja yang baik biasanya dapat menjalankan tugas secara teratur, tepat waktu, mematuhi aturan dan standar operasional prosedur (SOP), serta bertanggung jawab atas tugas yang diberikan. Studi ini bertujuan untuk mengungkap kaitan antara disiplin kerja dan kinerja perawat di Rumah Sakit Islam Sakinah Mojokerto. Studi ini mengadopsi desain kuantitatif menggunakan metode cross-sectional. Jumlah sampel penelitian terdiri dari 82 responden yang dipilih melalui Teknik total sampling. Data diperoleh melalui kuesioner mengenai disiplin kerja dan kinerja perawat, selanjutnya dianalisis dengan uji Spearman Rank pada tingkat signifikansi $\alpha = 0,05$. Hasil penelitian mengindikasikan bahwa mayoritas responden menunjukkan disiplin kerja dalam kategori baik, yaitu sebanyak 55 responden (67%), sementara 26 responden (31,7%) berada dalam kategori disiplin kerja cukup dan 1 responden (1,2%) dalam kategori kurang. Kinerja perawat sebagian besar tergolong baik, yakni sebanyak 58 responden (70,73%), sedangkan 23 responden (27,9%) berada dalam kategori cukup; dan 1 responden (1,2%) berada dalam kategori kurang. Hasil analisis Spearman Rank menunjukkan nilai $p = 0,000$ dengan koefisien korelasi $r = 0,731$ yang mengindikasikan adanya hubungan yang signifikan, positif, dan kuat antara disiplin kerja serta kinerja perawat. Oleh karena itu, semakin tinggi disiplin kerja perawat, semakin optimal pula kinerja perawat dalam menjalankan tugas dan memberikan pelayanan keperawatan.

BINA SEHAT PPNI

Kata kunci : disiplin kerja, kinerja, perawat, rumah sakit

ABSTRAK

THE RELATIONSHIP BETWEEN WORK DISCIPLINE AND NURSES' PERFORMANCE AT SAKINAH ISLAMIC HOSPITAL, MOJOKERTO

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Discipline in the workplace is one of the crucial factors that can support nurses' performance in providing nursing services. Nurses with good work discipline are generally able to perform their duties systematically and punctually, comply with rules and standard operating procedures (SOPs), and take responsibility for the tasks assigned to them. This study aimed to determine the relationship between work discipline and nurse performance at Sakinah Islamic Hospital Mojokerto. This study employed a quantitative research design with a cross-sectional approach. The sample consisted of 82 respondents selected using total sampling. Data were collected through questionnaires assessing work discipline and nurse performance and were analyzed using the Spearman Rank test at a significance level of $\alpha = 0.05$. The results showed that the majority of respondents had a good level of work discipline, with 55 respondents (67%) categorized as having good work discipline, 26 respondents (31.7%) as having moderate work discipline, and 1 respondent (1.2%) as having poor work discipline. Nurse performance was predominantly categorized as good, with 58 respondents (70.73%) demonstrating good performance, 23 respondents (28.%) demonstrating moderate performance, and 1 respondent (1.2%) demonstrating poor performance. The Spearman Rank test showed a p-value of 0.000 with a correlation coefficient of $r = 0.697$, indicating a significant, positive, and strong relationship between work discipline and nurse performance. Therefore, the higher the level of nurses' work discipline, the better their performance in carrying out their duties and providing nursing services.

Keywords: work discipline, performance, nurses, hospital.