

ABSTRAK

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

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Beban kerja perawat merupakan salah satu faktor yang dapat memengaruhi pelaksanaan tugas keperawatan, termasuk kualitas dokumentasi asuhan keperawatan. Beban kerja yang tinggi dapat menyebabkan keterbatasan waktu dan konsentrasi perawat dalam melakukan dokumentasi secara lengkap dan tepat. Penelitian ini bertujuan untuk menganalisis hubungan beban kerja perawat dengan kualitas dokumentasi asuhan keperawatan di RSI Sakinah Mojokerto. Penelitian ini menggunakan desain kuantitatif dengan pendekatan cross-sectional. Sampel penelitian sebanyak 68 perawat pelaksana yang bekerja di ruang rawat inap di RSI Sakinah Mojokerto, dengan teknik pengambilan sampel sesuai kriteria penelitian. Beban kerja perawat diukur menggunakan instrumen NASA-TLX, sedangkan kualitas dokumentasi asuhan keperawatan dinilai menggunakan instrumen dokumentasi keperawatan Depkes. Analisis data menggunakan uji Spearman Rank dengan tingkat kemaknaan $\alpha = 0,05$. Hasil penelitian menunjukkan bahwa sebagian besar responden memiliki beban kerja dalam kategori tinggi sebanyak 41 responden (60,3%), sedangkan kualitas dokumentasi asuhan keperawatan sebagian besar berada dalam kategori baik sebanyak 20 responden (29,4%). Hasil uji Spearman Rank menunjukkan nilai p-value = 0,003 dan koefisien korelasi $r = -0,354$. Hasil tersebut menunjukkan adanya hubungan yang signifikan antara beban kerja perawat dengan kualitas dokumentasi asuhan keperawatan. Arah hubungan negatif menunjukkan bahwa semakin tinggi beban kerja perawat, maka kualitas dokumentasi asuhan keperawatan cenderung semakin rendah. Kekuatan hubungan termasuk dalam kategori rendah. Oleh karena itu, diperlukan upaya pengelolaan beban kerja perawat agar kualitas dokumentasi asuhan keperawatan dapat dipertahankan dan ditingkatkan.

Kata kunci: beban kerja, dokumentasi keperawatan, perawat, NASA-TLX



ABSTRACT

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

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Nurses' workload is one of the factors that can affect the implementation of nursing tasks, including the quality of nursing care documentation. A high workload can limit nurses' time and concentration in completing documentation accurately and comprehensively. This study aimed to analyze the relationship between nurses' workload and the quality of nursing care documentation at RSI Sakinah Mojokerto. This study used a quantitative research design with a cross-sectional approach. The sample consisted of 68 nurses working in the inpatient wards of RSI Sakinah Mojokerto, who were selected using proportional random sampling. Nurses' workload was measured using the NASA-TLX instrument, while the quality of nursing care documentation was assessed using the nursing documentation assessment instrument developed by the Indonesian Ministry of Health (Depkes, 2005). Data were analyzed using Spearman's Rank correlation test with a significance level of $\alpha = 0.05$. The results showed that the majority of respondents had a high workload, with 41 respondents (60.3%), while the quality of nursing care documentation was predominantly categorized as good, with 20 respondents (29.4%). Spearman's Rank correlation test showed a p-value of 0.003 and a correlation coefficient (r) of -0.354 . These findings indicated a significant relationship between nurses' workload and the quality of nursing care documentation. The negative correlation indicated that higher workload was associated with lower quality of nursing care documentation, with a weak correlation strength. It can be concluded that nurses' workload was significantly associated with the management may be considered as one of the efforts to maintain the quality of nursing care documentation.

Keywords: nurses' workload, nursing care documentation, nurses, NASA-TLX