

ABSTRAK

ANALISIS LINGKUNGAN KERJA TERHADAP DISIPLIN KERJA DAN KINERJA PERAWAT DI RSUD GAMBIRAN KOTA KEDIRI

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Perawat merupakan bagian penting dari penyediaan layanan kesehatan yang berkualitas tinggi di rumah sakit. Kinerja perawat merupakan tolak ukur keberhasilan dalam mencapai tujuan pelayanan keperawatan. Kinerja perawat tidak akan berhasil jika mereka tidak didukung oleh lingkungan kerja dan disiplin kerja yang mereka miliki di tempat kerja. Tujuan dari penelitian ini adalah untuk melihat bagaimana lingkungan kerja berdampak pada disiplin kerja dan kinerja perawat di RSUD Gambiran Kota Kediri. Penelitian ini menggunakan kuantitatif observasional dengan pendekatan *cross-sectional*. Pada penelitian ini menggunakan 3 variabel yaitu variabel independen lingkungan kerja, variabel dependen kinerja perawat dan variabel moderating disiplin kerja. Penelitian ini dilakukan di RSUD Gambiran Kota Kediri pada bulan April 2025. Populasi penelitian ini sebanyak 120 dengan jumlah sampel 92 perawat rawat inap menggunakan teknik simple random sampling. Instrumen yang digunakan yaitu kuesioner dan dianalisis menggunakan path analysis dan sobel test.

Hasil penelitian lingkungan kerja berpengaruh signifikan terhadap disiplin kerja (*p-value* 0,000), lingkungan kerja tidak berpengaruh signifikan terhadap kinerja perawat (*p-value* 0,257), dan disiplin kerja tidak berpengaruh signifikan terhadap kinerja perawat (*p-value* 0,245). Pada sobel test terdapat pengaruh tidak langsung lingkungan kerja terhadap kinerja melalui disiplin kerja (*p-value* 0,33). Diharapkan dapat menciptakan lingkungan kerja yang lebih kondusif melalui hubungan kekeluargaan, perlakuan adil, budaya disiplin, dan komunikasi yang baik, guna meningkatkan disiplin kerja dan kinerja perawat.

Kata Kunci : Lingkungan Kerja, Disiplin Kerja, Kinerja Perawat, Perawat, Rawat Inap

ABSTRACT

ANALYSIS OF THE WORK ENVIRONMENT ON WORK DISCIPLINE AND NURSE PERFORMANCE IN RSUD GAMBIRAN CITY KEDIRI

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Nurses are an important part of providing high-quality health services in hospitals. Nurse performance is a measure of success in achieving nursing service goals. Nurses' performance will not be successful if they are not supported by the work environment and work discipline they have at work. The purpose of this study is to see how the work environment impacts the work discipline and performance of nurses at Gambiran Hospital, Kediri City. This study used quantitative observational with *cross-sectional* approach. This study used 3 variables, namely the independent variable of work environment, the dependent variable of nurse performance and the moderating variable of work discipline. This research was conducted at Gambiran Hospital, Kediri City in April 2025. The population of this study was 120 with a sample of 92 inpatient nurses using simple random sampling technique. The instrument used was a questionnaire and analyzed using path analysis and sobel test.

The results of the research work environment has a significant effect on work discipline (*p-value* 0.000), work environment does not have a significant effect on nurse performance (*p-value* 0.257), and work discipline does not have a significant effect on nurse performance (*p-value* 0.245). In the sobel test, there is an indirect effect of work environment on performance through work discipline (*p-value* 0.33). It is expected to create a more conducive work environment through family relationships, fair treatment, a culture of discipline, and good communication, in order to improve work discipline and nurse performance.

Key words: Work Environment, Work Discipline, Nurse Performance, Nurses, Inpatient Care