

ABSTRAK

ANALISIS PERSEPSI BEBAN KERJA DAN REWARD KERJA TERHADAP KEPUASAN KINERJA PERAWAT DI RUMAH SAKIT AURA SYIFA KEDIRI

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NIM. 2011B0064

Kepuasan kinerja perawat merupakan salah satu faktor yang dapat mempengaruhi kinerja perawat, Kepuasan kerja dapat menentukan tinggi rendahnya kinerja perawat. Kepuasan kinerja perawat tidak kalah penting merupakan ujung tombak pelayanan yang diberikan rumah sakit dan dapat berdampak pada kepuasan pasien nantinya. Tujuan dari penelitian ini yaitu untuk mengetahui hubungan persepsi beban kerja dan reward kerja terhadap kepuasan kinerja perawat.

Desain penelitian merupakan desain analitik kuantitatif dengan rancangan observasional. Variabel independent adalah persepsi dan reward kerja sedangkan variabel dependent yaitu kepuasan kinerja perawat. Populasinya adalah seluruh perawat yang bertugas di Rumah Sakit Aura Syifa Kediri, sampel 78 responden dengan teknik simple random sampling. Teknik pengambilan data menggunakan kuesioner.

Hasil penelitian diperoleh bahwa sebagian besar responden (52,6%) merasa puas dengan persepsi beban kerja, hampir seluruh responden (97,4%) merasa puas dengan reward kerja dan hampir seluruh responden (79,5%) sangat puas terhadap kinerja perawat.

Berdasarkan analisis data menunjukkan bahwa nilai sig (2-tailed) atau $p = 0,000$ dan taraf kesalahan atau $\alpha = 0,05$, jadi $p < \alpha$, $0,000 < 0,05$ sehingga H_1 diterima, artinya ada pengaruh persepsi beban kerja dan reward kerja terhadap kepuasan kinerja perawat di Rumah Sakit Aura Syifa Kediri.

Perencanaan SDM dengan baik merupakan hal yang perlu diperhatikan agar beban kerja dari perawat tidak melebihi kapasitas dan tetap memberikan kinerja terbaiknya dalam melayani pasien

Kata kunci : Persepsi, Reward, Kepuasan, Kinerja Perawat

ABSTRACT**RELATIONSHIP BETWEEN PERCEIVED WORKLOAD AND WORK
REWARDS ON NURSE PERFORMANCE SATISFACTION
AT AURA SYIFA HOSPITAL KEDIRI**

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Nurse performance satisfaction was one of the factors that can influence nurse performance. Job satisfaction can determine the level of performance of nurses. Nurse performance satisfaction was no less important, it was the spearhead of the services provided by the hospital and can have an impact on patient satisfaction later. The aim of this research was to determine the relationship between perceived workload and work rewards on nurse performance satisfaction.

The research design was a quantitative analytical design with an observational design. The independent variable was perception and work rewards, while the dependent variable was nurse performance satisfaction. The population was all nurses on duty at Aura Syifa Hospital Kediri, a sample of 78 respondents using a simple random sampling technique. The data collection technique uses a questionnaire.

The research results showed that most respondents (52.6%) were satisfied with the perception of workload, almost all respondents (97.4%) were satisfied with work rewards and almost all respondents (79.5%) were very satisfied with the performance of nurses.

Based on data analysis, it shows that the sig (2-tailed) value or $p = 0.000$ and the error level or $= 0.05$, so $p < 0.000 < 0.05$ so that H_1 was accepted, meaning that there was an influence of perceived workload and work rewards on performance satisfaction nurse at Aura Syifa Hospital Kediri.

Good HR planning is something that needs to be considered so that the workload of nurses does not exceed capacity and continues to provide the best performance in serving patients

Keywords: Perception, Reward, Satisfaction, Nurse Performance