

INTISARI PENELITIAN

Latar Belakang: Dalam memberikan asuhan keperawatan, seorang perawat tidak dapat terlepas dari lingkungan kerjanya sehingga diperlukan lingkungan kerja yang sehat agar mereka dapat bekerja dengan optimal. Namun, ditemukan permasalahan terkait lingkungan kerja perawat sehingga hal ini dapat memberi dampak buruk pada kepuasan kerja di mana merupakan salah satu aspek penting untuk meningkatkan fungsi suatu organisasi dan indikator manajemen yang kuat. Selain itu, karakteristik demografi diduga memiliki hubungan dengan kepuasan kerja, tetapi masih banyak ditemukan pro dan kontra terkait hubungan tersebut.

Tujuan: Mengetahui hubungan kualitas lingkungan kerja perawat dan karakteristik demografi perawat dengan kepuasan kerja perawat ruang rawat inap.

Metode: Penelitian ini merupakan penelitian kuantitatif korelasional dengan desain *cross-sectional* yang menggunakan *consecutive sampling*. Partisipan adalah 116 perawat yang bekerja di bangsal rawat inap. Penelitian ini menggunakan kuesioner Quality Nursing Work Environment (QNWE-I) dan Minnesota Satisfaction Questionnaire (MSQ) di mana keduanya menggunakan skala likert. Analisis data dilakukan secara deskriptif dan analitik dengan menggunakan uji korelasi pearson, uji korelasi spearman, dan uji mann whitney.

Hasil: Pada penelitian ini, peneliti menemukan adanya hubungan positif ($p < 0,05$) dengan tingkat korelasi sedang ($r = 0,504$) antara kualitas lingkungan kerja perawat dan kepuasan kerja perawat. Jenis kelamin merupakan satu-satunya karakteristik demografi yang memiliki hubungan dengan kepuasan kerja perawat. Diketahui juga bahwa perawat laki-laki memiliki kepuasan kerja yang lebih tinggi daripada perawat perempuan.

Kesimpulan: Terdapat hubungan antara kualitas lingkungan kerja perawat dan jenis kelamin dengan kepuasan kerja perawat.

Kata kunci: kualitas lingkungan kerja perawat, karakteristik demografi, kepuasan kerja, perawat ruang rawat inap

ABSTRACT

Background: In providing nursing care, a nurse can not be separated from their work environment so a healthy work environment is needed so that they can work optimally. However, problems were found related to the nursing work environment so that this could have an adverse impact on job satisfaction which is an important aspect for improving the functioning of an organization and a strong management indicator. In addition, demographic characteristics are expected to have a relationship with job satisfaction, but there are still many pros and cons regarding this relationship.

Objectives: Knowing the relationship between the quality of the work environment of nurses and the demographic characteristics of nurses with the job satisfaction of inpatient nurses.

Methods: This research was a correlational quantitative study with a cross-sectional design conducting consecutive sampling. Participants were 116 nurses working in inpatient wards. This study utilized the Quality Nursing Work Environment (QNWE-I) and Minnesota Satisfaction Questionnaire (MSQ) questionnaires, both of which used a likert scale. Data analysis was carried out descriptively and analytically using Pearson's correlation test, Spearman's correlation test, and Mann Whitney's test.

Results: In this study, researchers found a positive relationship ($p < 0.05$) with a moderate level of correlation ($r = 0.504$) between the quality of the nurse's work environment and nurse's job satisfaction. Gender is the only demographic characteristic that has a relationship with nurse job satisfaction. It is also known that male nurses have higher job satisfaction than female nurses.

Conclusion: There is a significant relationship between the quality of the nurse's work environment and gender with the nurse's job satisfaction.

Keywords: quality of nursing work environment, demographic characteristics, job satisfaction, inpatient nurses