

INTISARI

Latar Belakang: Program Perawat Desa menunjukkan adanya hambatan dan tantangan dalam pelaksanaannya yang dapat mempengaruhi kepuasan kerja perawat. Tingkat kepuasan kerja perawat di Indonesia masih tergolong cukup rendah. Saat ini, belum terdapat penelitian yang berfokus pada kepuasan kerja perawat desa.

Tujuan: Mengetahui gambaran kepuasan kerja pada perawat desa berdasarkan perbedaan wilayah dan karakteristik demografi responden.

Metode: Penelitian kuantitatif dengan jenis deskriptif analitik. Desain yang digunakan *cross-sectional*. Teknik pengambilan sampel menggunakan *consecutive sampling* ($n=110$). Pengumpulan data dilakukan secara daring dengan *Minnesota Satisfaction Questionnaire* (MSQ) versi singkat untuk mengukur kepuasan kerja perawat. Data dianalisis menggunakan statistik deskriptif dan uji beda *Chi-square Test* serta *Kruskal-Wallis Test*.

Hasil: Mayoritas perawat desa memiliki tingkat kepuasan kerja yang tinggi (82,7%). Tingkat kepuasan kerja pada ke tiga daerah penelitian memiliki perbedaan yang signifikan ($p=0,000$), dengan tingkat kepuasan kerja tinggi di Trenggalek (96,7%), Jakarta Selatan (88,7%), dan Lampung Selatan (55,6%). Gambaran kepuasan kerja berdasarkan karakteristik demografi menunjukkan perbedaan yang signifikan di variabel gaji ($p=0,034$) dan status kepegawaian ($p=0,022$). Sementara itu, tidak terdapat perbedaan yang signifikan di variabel jenis kelamin ($p=1$), usia ($p=0,799$), tingkat pendidikan terakhir ($p=0,109$), dan lama bekerja ($p=0,208$).

Kesimpulan: Mayoritas perawat desa memiliki tingkat kepuasan kerja yang tinggi. Terdapat perbedaan yang signifikan terhadap tingkat kepuasan kerja perawat desa pada ke tiga daerah penelitian dan karakteristik demografi (gaji dan status kepegawaian). Diperlukan upaya untuk meningkatkan kepuasan kerja perawat desa terutama terkait gaji yang diterima dan kejelasan status kepegawaian dalam bekerja.

Kata kunci: MSQ, kepuasan kerja, perawat desa

ABSTRACT

Background: The Village Nurse Program shows there are obstacles and challenges in its implementation that can affect nurses job satisfaction. The level job satisfaction of nurses in Indonesia is still quite low. Currently, there is no research that focuses on job satisfaction of village nurses.

Objective: To description job satisfaction among village nurses based on regional differences and demographic characteristics of respondents.

Method: Quantitative research with descriptive analytical type. The design used cross-sectional. The sampling technique using consecutive sampling (n=110). Data collection was carried out online with the short version of the Minnesota Satisfaction Questionnaire (MSQ) to measure nurses job satisfaction. Data were analyzed using descriptive statistics, the Chi-square test, and Kruskal-Wallis Test.

Results: The majority of village nurses had a high level job satisfaction (82,7%). The level job satisfaction in the three research areas has significant differences ($p=0,000$), with the highest level job satisfaction in Trenggalek (96,7%), South Jakarta (88,7%), and South Lampung (55,6%). The description job satisfaction based on demographic characteristics show significant differences in the variables salary ($p=0,034$) and employment status ($p=0,022$). Meanwhile, there were no significant differences in the variables gender ($p=1$), age ($p=0,799$), highest level of education ($p=0,109$), and length of work ($p=0,208$).

Conclusion: The majority of village nurses have a high level job satisfaction. There are significant differences in the level job satisfaction of village nurses in the three research areas and demographic characteristics (salary and employment status). Efforts are needed to increase job satisfaction of village nurses, especially regarding the salary received and clarity of employment status at work.

Keywords: MSQ, job satisfaction, village nurse