



INTISARI

Latar Belakang : Di dalam industri rumah sakit, keberhasilan pelayanan kesehatan bergantung pada partisipasi perawat dalam memberikan pelayanan yang berkualitas pada pasien. Untuk meningkatkan kualitas pelayanan perawat, pihak manajemen rumah sakit harus mampu memaksimalkan efektivitas, produktivitas dan inovasi perawat dengan mendorong sikap positif dalam bekerja dengan meningkatkan *nurse engagement* pada perawat. *Nurse engagement* merupakan salah satu hal penting yang harus ada pada setiap perawat karena perawat yang *engage* akan memiliki keterikatan yang tinggi kepada rumah sakit. Dalam upaya untuk meningkatkan *nurse engagement* di instalasi rawat inap RSU Aprillia Cilacap, maka diperlukan peran serta perawat yang ditunjukkan melalui *vigor*, *dedication* dan *absorption*.

Tujuan: Mengukur hubungan variabel – variabel *nurse engagement* (*vigor*, *dedication* dan *absorption*) dengan kinerja perawat di instalasi rawat inap RSU Aprillia Cilacap.

Metode: Penelitian ini merupakan penelitian kuantitatif deskriptif analitik dengan desain penelitian *Cross-Sectional*. Sampel sebanyak 40 perawat, alat ukur penelitian adalah kuesioner. Teknik pengambilan sampel menggunakan teknik survei, yaitu teknik pengumpulan data yang dilakukan dengan cara menyebarkan kuesioner dengan Skala Likert dengan melibatkan seluruh sample penelitian atau *total sampling*. Dilakukan tabulasi silang karakteristik responden terhadap *nurse engagement* dan kinerja perawat kemudian analisis bivariat menggunakan menggunakan uji *Chi-Square* (χ^2).

Hasil: Tidak ada korelasi *vigor* dengan kinerja perawat (nilai *significancy* (p) = 0,061 > 0,05), tidak ada korelasi *dedication* dengan kinerja perawat (nilai *significancy* (p) = 0,291 > 0,05) dan ada korelasi *absorption* dengan kinerja perawat (nilai *significancy* (p) = 0,029 < 0,05).

Kesimpulan dan saran: Berdasarkan hasil penelitian, mayoritas perawat terdapat pada tingkat *engagement* dan kinerja perawat dalam kategori sedang, maka sangat penting bagi pihak manajemen untuk terus meningkatkan *engagement* dan kinerja perawat dengan mengimplementasikan keterikatan (*engagement*) perawat dengan kontak kerja atau MOU bagi karyawan baru yang telah selesai mengikuti orientasi dan karyawan lama yang sudah diangkat menjadi karyawan, melakukan retensi agar perawat yang potensial tetap loyal dan berkontribusi baik bagi rumah sakit. Proses rekrutmen perawat perlu di evaluasi kembali untuk mendapatkan sumber daya manusia yang berkualitas serta memiliki nilai-nilai yang sesuai dengan visi misi dan tujuan rumah sakit.

Kata kunci: *Nurse Engagement*, Kinerja Perawat

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ABSTRACT

Background: In the hospital industry, the success of health services depends on the participation of nurses in providing quality services to patients. To improve the quality of nurse services, hospital management must be able to maximize the effectiveness, productivity and innovation of nurses by encouraging positive attitudes at work by increasing *nurse engagement* with nurses. *Nurse engagement* is one of the important things that must be present in every nurse because nurses who engage will have a high attachment to the hospital. In an effort to increase *nurse engagement* in the inpatient installation of the Aprillia Cilacap General Hospital, nurses' participation is required through *vigor*, *dedication* and *absorption*. **Objective:** Measuring the relationship of nurse engagement variables (*vigor*, *dedication* and *absorption*) with the performance of nurses in the inpatient installation of the Aprillia Cilacap General Hospital.

Method: This research is a descriptive analytic quantitative research with a cross-sectional research design. A sample of 40 nurses, the research measure was a questionnaire. The sampling technique uses a survey technique, which is a data collection technique which is done by distributing questionnaires with a Likert Scale involving all research samples or total sampling. Cross tabulation of characteristic of respondents on nurse engagement and nurse performance then bivariate analysis using the Chi-Square test (χ^2).

Results: There was no correlation of *vigor* with nurse performance (significance value (p) = 0.061 > 0.05), there was no correlation of *dedication* with nurse performance (significance value (p) = 0.291 > 0.05) and there was correlation of *absorption* with nurse performance (significance value (p) = 0.029 < 0.05).

Conclusions and suggestions: Based on the results of the study, the majority of nurses are at the level of engagement and performance of nurses in the medium category, so it is very important for management to continue to improve the engagement and performance of nurses by implementing nurses engagement with work contacts or MOUs for new employees who have finished following the orientation and old employees who have been appointed as employees, retention so that potential nurses remain loyal and contribute well to the hospital. The nurse recruitment process needs to be re-evaluated to get quality human resources and values in accordance with the hospital's vision and mission and goals.

Keywords: *Nurse Engagement, Nurse Performance*