

INTISARI

LATAR BELAKANG: Rumah Sakit Stroke Nasional (RSSN) Bukittinggi pada tahun 2009 dengan SK NO:1002/MENKES/SK/11/2009 RSSN Bukittinggi menerapkan pola PPK-BLU dengan tipe rumah sakit khusus kelas B dan satu satunya rumah sakit khusus stroke yang ada di Sumatera dan memiliki banyak fasilitas pelayanan, salah satunya adalah pelayanan rawat inap yang memiliki perawat pelaksana sebanyak 111 orang. Untuk meningkatkan mutu pelayanan rumah sakit harus memperhatikan iklim kerja keperawatan rumah sakit dimana iklim organisasi berhubungan dengan kepuasan kerja dan kualitas kerja perawat pelaksana. Kepuasan perawat juga sangat erat hubungannya dengan *shift* jaga yang dilaksanakan di ruang rawat inap. Berdasarkan survey awal tahun 2014 di RSSN Bukittinggi pada *shift* jaga pagi perawat sebanyak 50%, untuk *shift* jaga siang dan malam 25% dengan beban kerja yang hampir sama. Waktu jaga *shift* pagi dan siang selama 7 jam sedangkan *shift* jaga malam selama 12 jam. Beban kerja *shift* malam lebih berat dibandingkan dengan *shift* jaga pagi dan siang karena beberapa faktor seperti waktu jaga yang lama dan stres. Selain itu muncul keluhan dari perawat dengan adanya gejala biologis seperti sakit setelah *shift* malam, penurunan konsentrasi, pusing, sering menguap, mengantuk dan lelah seluruh badan. *Shift* adalah solusi untuk pekerjaan yang terus menerus dan sudah ada libur yang cukup, tetapi masih ada keluhan. Berdasarkan fenomena tersebut, maka pihak rumah sakit perlu untuk mengetahui bagaimana hubungan iklim organisasi dengan kepuasan perawat dalam *shift* jaga di ruang rawat inap RSSN Bukittinggi.

TUJUAN: Secara umum penelitian ini bertujuan untuk mengetahui bagaimana hubungan iklim organisasi dengan kepuasan perawat dalam *shift* jaga di ruang rawat inap RSSN Bukittinggi

METODE: Penelitian ini menggunakan pendekatan *Cross Sectional* yang bersifat deskriptif korelasi. Respondennya adalah 54 perawat pelaksana di ruang rawat inap yang diperoleh dari perhitungan besar sampel dan termasuk dalam kriteria inklusi penelitian. Kuesioner menggunakan pertanyaan terstruktur. Data diperoleh dengan menyebarkan kuesioner pada responden. Analisis data pada penelitian ini yaitu dengan *editing*, *coding*, *data entry* dan *cleaning* yang kemudian akan dilakukan analisa univariat dan bivariat terhadap hasil *cleaning data*. Tujuan analisa univariat adalah untuk menjelaskan atau mendeskripsikan karakteristik masing masing variabel yang diteliti yaitu iklim organisasi dan kepuasan.

HASIL: Dari Hasil uji statistik dengan menggunakan *chi-square test* diperoleh nilai $p=0,001$ jika di bandingkan dengan nilai $\alpha = (< 0,05)$ sehingga H_0 ditolak dan H_a diterima. Dari 18 responden yang menganggap iklim organisasi yang rendah, sebanyak 16 responden merasa tidak puas (88.9%) dibandingkan dengan 20 responden menganggap iklim organisasi sedang, sebanyak 11 responden (55.0%) merasa tidak puas. Sedangkan 16 responden menganggap iklim organisasi tinggi, sebanyak 12 responden (75.0 %) merasa puas dalam *shift* jaga perawat di RSSN Bukittinggi.

KESIMPULAN: Semakin tinggi iklim organisasi maka tingkat kepuasan perawat semakin meningkat terhadap *shift* jaga sedangkan semakin rendah iklim organisasi tingkat kepuasan perawat semakin rendah terhadap *shift* jaga di RSSN Bukittinggi.

Kata Kunci: Iklim Kerja, *Shift* Jaga, Kepuasan Perawat

ABSTRACT

BACKGROUND: In 2009, Bukittinggi National Stroke Hospital, based on SK NO:1002/MENKES/SK/11/2009 implemented PPK-BLU as class B type hospital. Bukittinggi National Stroke Hospital was the only stroke-specialized hospital in Sumatera and had a lot of services, which one of them was inpatient care that had 111 executive nurses. To increase the service quality, hospital must understand about the relation of organizational situation with job satisfaction and job quality of executive nurses. Nurses' job satisfaction was also related with working shift that was implemented in ward. Based on the survey in the beginning of 2004 in Bukittinggi National Stroke Hospital, nurses' morning working shift was filled by 50% from total nurses, meanwhile for noon and night shift were only 25% of them with the same workload. Working time on morning and noon shift were 7 hours, meanwhile in night shift the nurses worked for 12 hours. The workload of night shift was heavier than morning or noon shift because of several factors like a long working time and stress. There were also complaints from nurses because they got sick after night shift, decreased concentration, got headache, yawn-a-lot, felt sleepy and fatigue all over the time. Working shift was one of the solutions for high-tension job that had a high risk of getting complaints from workers, despite there were enough holiday time. Based on these phenomena, hospital needed to understand how was the relation between organizational situation and nurses' job satisfaction in working shift in Bukittinggi National Stroke Hospital ward.

OBJECTIVE: To understand the relation between organizational situation and nurses' job satisfaction in working shift in Bukittinggi National Stroke Hospital ward.

METHOD: This research was a correlation descriptive research with cross-sectional method. Research's respondents were 54 executive nurses in hospital's ward which was got from sample calculation formula and included in inclusion criteria. Questionnaire used structural questions. Data was collected from respondents' questionnaire filling. Data analysis in this research was collected using *editing, coding, data entry* and *cleaning* which later would be inserted in univariate and bivariate analysis towards *cleaning data*. Univariate analysis' objective was to explain and describe each variable's characteristics, consist of organizational situation and job satisfaction.

RESULT: From the statistical analysis result using *chi-square* test, we got *p-value*=0.001, which was compared with α (< 0.05), concluded that H_0 was rejected and H_a was approved. 18 respondents believed that the hospital's organizational situation wasn't good and 16 respondents felt they weren't satisfy (88.9%), meanwhile 20 respondents believed the hospital's organizational situation was okay and 11 respondents (55.0%) weren't satisfy. 16 respondents believed that the hospital's organizational situation was good and 12 respondents (75.0 %) satisfied with the working shift in Bukittinggi National Stroke Hospital ward.

CONCLUSION: The better organizational situation would increase nurses' job satisfaction in working shift. Meanwhile, the worse organizational situation would decrease nurses' job satisfaction in Bukittinggi National Stroke Hospital ward's working shift.

Keyword(s): Working Situation, Working Shift, Nurse's Job Satisfaction