ABSTRAK

Meningkatnya angka *Bed Occupancy Rate* (BOR) menyebabkan semakin berat beban kerja petugas kesehatan (salah satunya adalah perawat). Beban kerja yang semakin berat ditanggung akan menyebabkan kepuasan kerja menjadi menurun. Kepuasan kerja yang menurun akan berdampak pada produktivitas, angka absen, kesehatan, dan mobilisasi pegawai.

Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja terhadap kepuasan kerja perawat di Instalasi Rawat Inap RS Jiwa Menur Surabaya. Penelitian ini menggunakan rancangan *cross sectional*, jumlah sampel berjumlah 38 orang yang diambil dari populasi perawat dengan kriteria berpendidikan minimal D3 Keperawatan, tidak merangkap tugas di poliklinik atau instalasi lain, dan bekerja di Instalasi Rawat Inap RS Jiwa Menur Surabaya. Pengambilan sampel dilakukan secara *simple random sampling*. Pengumpulan data dilakukan dengan menggunakan kuesioner dan formulir *time and motion study*. Hasil penelitian dianalisis dengan menggunakan regresi linier berganda.

Penelitian menunjukkan bahwa responden memiliki tingkat beban kerja subyektif tinggi sebanyak 5,3%, beban kerja subyektif sedang sebanyak 81,6%, dan beban kerja subyektif rendah sebanyak 13,2%. Beban kerja obyektif tinggi sebanyak 21,1%, beban kerja obyektif sedang sebanyak 71,1%, dan beban kerja obyektif rendah sebanyak 7,8%. Sedangkan kategori puas untuk kepuasan kerja sebanyak 89,5% dan tidak puas sebanyak 10,5%.

Terdapat pengaruh beban kerja sosial (subyektif), beban kerja mental (subyektif), dan beban kerja obyektif shift pagi terhadap kepuasan kerja dengan nilai signifikansi masing-masing sebesar 0,007; 0,002; dan 0,037. Dari penelitian ini disarankan agar menanamkan value tentang asuhan keperawatan sehingga motivasi kerja perawat meningkat serta memberikan penyegaran terhadap tugas keperawatan dan penunjang keperawatan agar beban kerja subyektif dapat dikurangi.

Kata kunci : beban kerja subyektif, beban kerja obyektif, kepuasan kerja, perawat.

ABSTRACT

Increasing numbers *Bed Occupancy Rate* (BOR) caused a heavier workload of health workers (one of whom was a nurse). An increasingly heavy workload borne will lead to decreased job satisfaction. Decreased job satisfaction will have an impact on productivity, the number absent, health, and employee mobilization.

This study aims to analyze the influence of workload on job satisfaction of nurses in the Psychiatric Hospital Inpatient Menur Surabaya. This study uses *cross sectional* design, the number of samples amounted to 38 people taken from the population of nurses with a minimum education criteria D3 Nursing, not concurrent tasks in the clinic or other installations, and works on Inpatient Psychiatric Hospital Menur Surabaya. Samples were taken by *simple random sampling*. The data was collected using questionnaires and forms *time and motion study*. The results were analyzed using multiple linear regression.

Research shows that the respondents have higher levels of subjective workload as much as 5.3%, subjective workload was counted 81.6%, and lower subjective workload as much as 13.2%. Objectively high workloads as much as 21.1%, the workload is as much as 71.1% objective, and objective workload as much as 7.8% lower. While the categories of content to job satisfaction as much as 89.5% and 10.5% were dissatisfied.

There were the influence of social workload (subjective), mental workload (subjective) and objective workload on the morning shift job satisfaction with their respective significance value of 0.007, 0.002, and 0.037. From this study it is suggested that instill the value of nursing so that nurses job motivation increases as well as provide a refresher on the task of nursing and nursing support that subjective workload reduced.

Keywords: subjective workload, objective workload, job satisfaction, nurse.