ANALISIS PENGARUH BEBAN KERJA
TERHADAP KEPUASAN KERJA PERAWAT
DI INSTALASI RAWAT INAP RSU HAJI SURABAYA

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ABSTRACT

Increasing numbers of Bed Occupancy Rate (BOR) cause a heavier workload of health workers (one of whom was a nurse). A higher workload borne will lead to decreased job satisfaction. The decrease of job satisfaction will cause impact on productivity, absenteeism, turn over labor and work health. This study aimed to analyze the influence of workload on job satisfaction of nurses at Inpatient Unit RSU Haji Surabaya. This study used cross sectional design, the number of samples amounted to 48 people taken from the population of nurses with a minimum education criteria D3 Nursing, not concurrent tasked in the clinic or other installations, and worked at Inpatient Unit RSU Haji Surabaya. Samples were taken by simple random sampling. The data was collected using questionnaires and Time and Motion Study forms. The results were analyzed using multiple linear regressions. Research showed that the respondents had medium subjective workload was counted 72.9%, and lower subjective workload as much as 27.1%. Objectively high workloads as much as 4.2%, the medium objective workload was as much as 85.4% and objective workload as much as 10.4% lower. While the categories of highly satisfied respondents as much as 16.7% and 83.3% were quite satisfied. There was significant influence of subjective workload on job satisfaction at the respective significance value of 0.013. From this study it is suggested to instill the value of nursing so that nurses' job motivation increases as well as provide a refresher on the nursing task and nursing support that subjective workload reduced.

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

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, absenteisme, *turn over labor* dan kesehatan kerja. Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja terhadap kepuasan kerja perawat di IRNA RSU Haji Surabaya. Penelitian ini menggunakan rancangan *cross sectional*, jumlah sampel berjumlah 48 orang yang diambil dari populasi perawat dengan kriteria berpendidikan minimal D3 Keperawatan, tidak merangkap tugas di poliklinik atau instalasi lain, dan bekerja di IRNA RSU Haji 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 sedang sebanyak 72,9% dan beban kerja subyektif rendah sebanyak 27,1%. Beban kerja obyektif tinggi sebanyak 4,2%, beban kerja obyektif sedang sebanyak 85,4%, dan beban kerja obyektif rendah sebanyak 10,4%. Sedangkan kategori sangat puas untuk kepuasan kerja sebanyak 16,7% dan cukup puas sebanyak 83,3%. Terdapat pengaruh signifikan beban kerja subyektif terhadap kepuasan kerja dengan nilai signifikansi 0,013. 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.