

ANALISIS HUBUNGAN TIPE BUDAYA ORGANISASI UNIT KERJA RUANG
PERAWATAN DENGAN KINERJA PERAWAT DI RUANG PERAWATAN RUMAH
SAKIT MUHAMMADIYAH LAMONGAN

SYAHRUL MUFLIKHUN

Sri Widati S.Sos., M.Si.

KKC KK FKM 285 11 Muf a

ABSTRACT

Organizational culture was a etiquette, attitude, behavior, and perception of the organization members at a problem or an environment change. organizational culture had an important function on an organization, for exemple the hospital, because the culture that matched with organization condition could increasing the organization performances. One of hospital performance that was need to be studied was performance of nurse in the caring room. The purpose of this study was to analyze the relation between the types of organizational culture of the caring room (clan, adhocracy, market, hierarchy) with the performance of nurse in the caring room at Muhammadiyah Hospital of Lamongan.

The method of this study was survey research method with cross sectional approach. Data was collected from the caring room unit at Muhammadiyah Hospital of Lamongan with the respondent were workers of the caring room to know what type of their organizational culture and 30 nurses to evaluate their performance. This study was done during June until July 2011. Data collected were analyzed by Kolmogorov-smirnov test.

The result of this study showed that there was a relation between the types of organizational culture of the caring room with the performance of nurse at Muhammadiyah Hospital of Lamongan ($p = 0,022$ with $\alpha = 0,05$). The caring room which the types of organizational culture were clan, adhocracy, and market, had been good the performance of nurse (100%), whereas the caring room which the types of organizational culture was hierarchy, had showed bad performance of nurse (11,1%), quite (33,3%), and good (55,6%).

Improved performance of nurses could be done by adjusting and strengthening the organizational culture of the caring room. Seeing the characteristics of organizational culture of the caring room was needed in an effort to make adjustments and strengthening.

Keywords: types of organizational culture, the performance of nurse, the caring room

ABSTRAK

Budaya organisasi adalah suatu etika, sikap, perilaku dan cara pandang anggota organisasi terhadap suatu masalah atau perubahan lingkungan. Budaya organisasi memiliki peranan penting dalam sebuah organisasi, termasuk rumah sakit karena budaya yang sesuai dengan kondisi organisasi mampu meningkatkan kinerja organisasi tersebut. Salah satu kinerja dari rumah sakit yang perlu dikaji adalah kinerja perawat yang ada di ruang perawatan. Tujuan dari penelitian ini adalah menganalisis hubungan tipe budaya organisasi (*clan, adhocracy, market, hierarchy*) ruang perawatan dengan kinerja perawat yang ada di ruang perawatan Rumah Sakit Muhammadiyah Lamongan.

Metode penelitian ini adalah penelitian survei (*survey research method*) dengan pendekatan *cross sectional*. Pengambilan data diambil di unit kerja ruang perawatan Rumah Sakit Muhammadiyah Lamongan dengan responden karyawan ruang perawatan untuk mengetahui tipe budaya organisasi ruang perawatan dan 30 perawat yang tersebar di 11 ruangan untuk dinilai kinerjanya. Penelitian dilakukan selama bulan Juni dan Juli 2011. Data yang terkumpul dianalisis dengan uji *Kolmogorov-smirnov*.

Hasil penelitian menunjukkan ada hubungan antara tipe budaya organisasi ruang perawatan dengan kinerja perawat yang ada di ruang perawatan Rumah Sakit Muhammadiyah Lamongan ($p = 0,022$ dengan $\alpha = 0,05$). Ruang perawatan dengan tipe budaya organisasi *clan, adhocracy, market* memiliki penilaian kinerja perawat baik (100%), sedangkan ruang perawatan dengan tipe budaya *hierarchy* menunjukkan hasil kinerja perawat buruk (11,1%), cukup (33,3%) dan baik (55,6%).

Peningkatan kinerja perawat dapat dilakukan dengan penyesuaian dan penguatan budaya organisasi ruang perawatan. Karakteristik dari budaya organisasi yang ada di ruang perawatan perlu diperhatikan dalam upaya melakukan penyesuaian dan penguatan.

Kata kunci: tipe budaya organisasi, kinerja perawat, ruang perawatan.