

ABSTRACT

Work satisfaction was factor that can influence worker health and if not noticed would influence work motivation and its work productivity. It has been done study about relationship between work satisfaction with work motivation of employes at nurse in installation take care of lodge of hospital PHC Surabaya.

The purpose of this study was to learn description of work satisfaction of employee at nurse in installation take care of lodge of PHC Surabaya that seen according to work condition, managerial condition and social condition and also relationship with work motivation.

This study was analytic observasional with cross sectional design. Primary data was taken with questionnaire. Secondary data was taken from hospital data. Respondent was determined by simple random sampling.

The result was that satisfaction with work condition at sufficient satisfy level (58,70 %), satisfaction of managerial condition at satisfy level (54,30 %) and satisfaction of social condition at sufficient satisfy level (78,30 %). If analyzed by using analysis contingensy hence known the value of contingensy coefficient of equal to 0,496. Matter of this means that relation of entire all condition variable work the, condition of social manaajerial condition and with the motivation work at nurse in installation take care of lodge of hospital PHC Surabaya is inclusive of into category that is range from 0,40-059 (Sugiyono,1977). Satisfaction of social condition was dominant variable in its relation because having highest value.

Refer to relationship between satisfaction of social condition with work motivation so side of hospital especially nurse in installation take care of lodge was suggested to improve of cooperation in one work team an also improvement of leadership style so that composed harmony cooperation between all employees and supervisor.

Keyword: work satisfaction, work condition, managerial condition, social condition, work motivation.

ABSTRAK

Kepuasan kerja merupakan faktor yang dapat mempengaruhi kesehatan pekerja dan jika tidak diperhatikan akan mempengaruhi motivasi kerja dan produktivitas kerjanya. Telah dilakukan penelitian mengenai hubungan antara kepuasan kerja dengan motivasi kerja pada perawat di instalasi rawat inap RS PHC Surabaya.

Tujuan dari penelitian ini adalah untuk mempelajari gambaran kepuasan kerja pada perawat di instalasi rawat inap yang dilihat berdasarkan kondisi kerja, kondisi manajerial, dan kondisi sosial serta hubungan dengan motivasi kerja.

Penelitian ini termasuk penelitian analitik dengan rancangan crossectional. Data primer diambil dengan kuesioner. Data sekunder diambil dari data rumah sakit. Responden ditentukan secara sampling acak sederhana.

Hasil penelitian menunjukkan bahwa kepuasan terhadap kondisi kerja pada tingkat cukup puas adalah 58,70% , kepuasan terhadap kondisi manajerial pada tingkat puas adalah 54,30%, kepuasan terhadap kondisi sosial pada tingkat cukup puas adalah 78,30%. Bila dianalisis dengan menggunakan analisis kontingensi maka diketahui nilai contingensy coefficient sebesar 0,496. Hal ini berarti bahwa hubungan seluruh variabel kondisi kerja, kondisi manajerial dan kondisi sosial dengan motivasi kerja pada perawat di IRNA RS PHC Surabaya termasuk ke dalam kategori sedang yaitu berkisar antara 0,40-0,59 (Sugiyono, 1977). Kepuasan terhadap kondisi sosial adalah variabel yang hubungannya dominan karena mempunyai nilai paling tinggi.

Melihat adanya hubungan antara kepuasan terhadap kondisi sosial dengan motivasi kerja maka pihak rumah sakit khususnya sub bidang IRNA disarankan untuk melakukan perbaikan kerja sama dalam satu tim kerja serta perbaikan gaya kepemimpinan sehingga terjalin kerjasama antara seluruh pegawai dan pimpinan yang harmonis.

Kata kunci: kepuasan kerja, kondisi kerja, kondisi manajerial, kondisi sosial, motivasi kerja