

ABSTRAK

**ANALISIS FAKTOR KINERJA PERAWAT RUMAH SAKIT
UNIVERSITAS AIRLANGGA BERDASARKAN TEORI GIBSON**

Penelitian Deskriptif Analitik Di Rumah Sakit Universitas Airlangga

Oleh: Margarana Deos Saputra

Pendahuluan. Kinerja perawat rumah sakit sangat penting sebagai evaluasi rumah sakit untuk mencapai pelayanan kesehatan yang lebih baik. Penerapan kinerja perawat dipengaruhi oleh beberapa faktor. Tujuan penelitian ini adalah menganalisis pengaruh faktor individu, organisasi, dan psikologis terhadap kinerja perawat Rumah Sakit Universitas Airlangga. **Metode.** Desain penelitian ini adalah deskriptif analitik dengan pendekatan *cross-sectional*. Populasinya adalah perawat pelaksana Rumah Sakit Universitas Airlangga. Sampel yang digunakan sebesar 56 responden berdasarkan *purposive random sampling*. Variabel independen penelitian ini adalah latar belakang (pendidikan dan lama kerja), demografi (usia, status pernikahan, dan jenis kelamin), imbalan, beban kerja, dan motivasi. Variabel dependen adalah kinerja perawat. Data variabel independen dikumpulkan menggunakan kuesioner dan variabel dependen didapatkan berdasarkan data sekunder. Data dianalisis menggunakan uji statistik regresi logistik berganda dengan derajat kemaknaan $p < 0,05$. **Hasil dan Analisis.** Hasil penelitian menunjukkan bahwa kinerja dipengaruhi oleh faktor lama kerja ($p=0,033$), usia ($p=0,034$), dan imbalan ($p=0,011$). Tetapi Pendidikan ($p=0,078$), status pernikahan ($p=0,339$), jenis kelamin ($p=0,436$), beban kerja ($p=0,911$), dan motivasi ($p=0,291$) tidak mempengaruhi kinerja perawat. **Diskusi.** Lama kerja adalah faktor yang paling dominan mempengaruhi kinerja perawat ($Exp\ value=37,02$). Diharapkan perawat RSUD dapat meningkatkan kinerjanya sehingga dapat meningkatkan derajat kesehatan masyarakat Indonesia.

Kata kunci: Perawat, kinerja, lama kerja, imbalan, usia

ABSTRACT***JOB PERFORMANCE ANALYSIS OF NURSES IN UNIVERSITAS AIRLANGGA HOSPITAL BASED ON GIBSON'S THEORY****Analytical Descriptive Study in Universitas Airlangga Hospital*

By: Margarana Deos Saputra

Introduction. Job performance of nurses in hospital was important for hospital's evaluation to achieving highest healthy care. Application on job performance of nurses was influenced by many factors. The purpose of this study was to analyze the influence of individual, psychological, and organizational factors on job performance of nurses in Universitas Airlangga Hospital. **Method.** The design of the study was analytical descriptive with cross-sectional approach. The population was nurses in Universitas Airlangga Hospital. Sample was 56 respondents, taken by purposive sampling. The independent variables in this study were background (education and length of working), demography (age, married status, and gender), reward, workload, and motivation. The dependent variable was job performance. Data were collected by using questionnaires for independent variables and secondary data for dependent variable. Data were analyzed by using multiple logistic regression with degree of significance $p < 0.05$. **Result and Analysis.** Result showed that job performance was influenced by length of working ($p=0.033$), age ($p=0.034$), and reward ($p=0.011$). But education ($p=0,078$), married status ($p=0,339$), gender ($p=0,436$), workload ($p=0,911$), and motivation ($p=0,291$) were not influence for nurse's job performance. **Discussion.** Length of working was the most dominant factors that influence job performance in nurses (Exp value=37.02). It is suggested for nurses to increase their effort for high job performance and health status of people in Indonesia.

Keyword : Nurses, job performance, length of working, reward, age