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TESIS

**UPAYA MEMBANGUN KOMITMEN PERAWAT DI RS AL IRSYAD
SURABAYA BERDASARKAN ANALISIS FAKTOR YANG
MEMPENGARUHI KOMITMEN PERAWAT**



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**PROGRAM PASCASARJANA
UNIVERSITAS AIRLANGGA
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TESIS

Untuk memperoleh Gelar Magister
dalam Program Studi Administrasi dan Kebijakan Kesehatan
pada Program Pasca Sarjana Universitas Airlangga



Oleh :

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**PROGRAM PASCASARJANA
UNIVERSITAS AIRLANGGA
SURABAYA
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LEMBAR PENGESAHAN

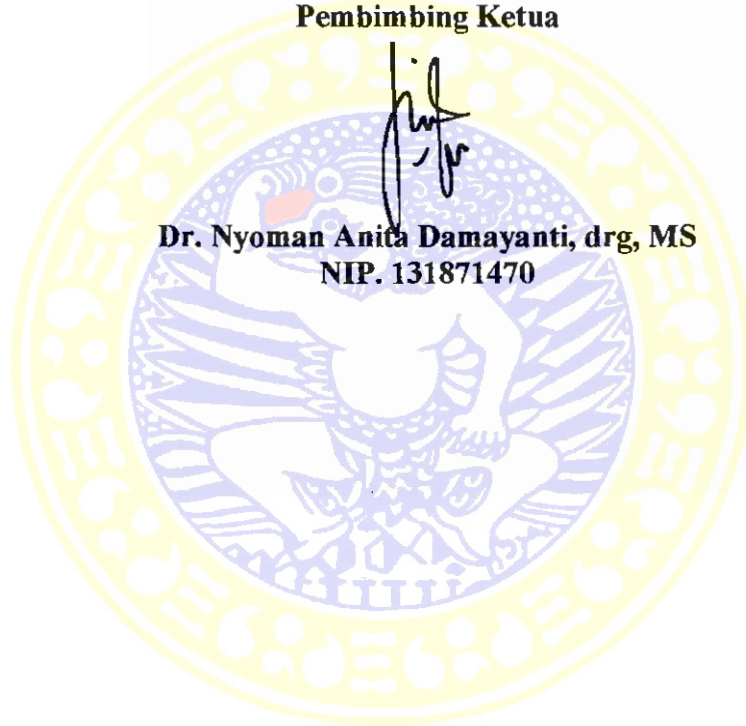
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ABSTRACT

Efforts in Developing Surabaya Al Irsyad Hospital Nurses' Commitment Based on Analysis of Influencing Factors on Nurses' Commitment

Wisnu Prima Putra

Employee's commitment towards an organization is influential to retention, attendance and work productivity. A commitment to provide high quality services are imperative for health personnel in performing their task. The objective of this study was to formulate efforts in developing nurses' commitment grounded on analysis of influencing factors on nurses' commitment at Surabaya Al Irsyad Hospital (SAIH).

This was an observational study conducted cross-sectionally in December 2002 at SAIH. The respondents were all SAIH nurses and midwives totalling to 93 people. Collected data from questionnaires were processed with regression test using stepwise method. The result of the regression test was presented to a Focus Group Discussion (FGD).

The result showed that the influencing factors on commitment were: equal distribution, learning opportunity/advancement in education, colleagues' support and reward system. An FGD involving nurses and SAIH management was the effort to develop commitment.

In conclusion, only a small percentage of nurses had high commitment, while the biggest portion had moderate commitment towards SAIH. In respective order, the influencing factors on SAIH nurses' commitment were: equal distribution, learning opportunity, colleagues' support and the reward.

It is suggested that the SAIH management should: improve hospital rules and regulations, make an education matrix as a tool to monitor which employee has undergone training and education, stimulate nurses to write articles about nursing and to establish SAIH periodicals/journals, empower the Training and Education facilities and delegate the authority of designing education programs along with the superiors.

Key words: nurses, equal distribution, learning opportunity, colleagues' support, reward