

SUMMARY

ANALYSE OF CORRELATION AMONG SELF-CONCEPT, HEREDITY FACTOR AND PERCEPTION ON SALARY OF NURSES ON GENERAL HOSPITAL AT LUMAJANG DISTRICT

Loetfia Dwi Rahariyani

Nursing profession has essential contribution on quality health services because number of nurses dominating the total health staff on health services departments. In contacting with patients, nurses spend their working time longer than the other health personal.

The researcher observes that nurses, especially whom work by contract (non-civil servants) were paid under Minimum Regional Payment Rate. The question is what happened with health services quality along the under payment? The reality, however, instead of low payment, the contract nurses spends years in working on such condition. Is there any correlation between self-concept and on salary perception? Or, is heredity factors has association with their profession as basic of self-concept? Self-concept is defined as believe, perception or assessment of nurse toward himself/ herself.

The research intends to analyze the correlation among self-concept, heredity factors and perception on salary by nurses on Public Hospital of Lumajang District. The population of 116 nurses on Public Hospital of Lumajang District were totally assigned as samples of the research. The samples were DIII graduate on nursing include civil servant nurses and non-civil servant nurses (contract nurses). Chi-Square three dimension was manually applied to seek the correlation among variables. Correction Continuity of Yates is then used because one of Chi-Square requirement is not achieved.

The result of the research shows that on the level of significance 0.05 shows X^2 count (68,125) > X^2 table (3,841). The research, therefore, concludes that there is a significant correlation of variable self-concept, heredity factors and perception on salary among nurses on Public Hospital of Lumajang District. The research, however, denied B.F. Skinner's Behaviorism Personality Theory. Skinner assumes that there is no association between heredity factors and human behavior. Self-concept has a relationship with heredity factor. Traits and characters of individual influence his perception toward work environment. The individual, however, not only perceived his work on the salary point of view, but also on self-satisfaction as well. The researcher suggests to consider heredity factors in nursing staff recruitment. A future research with various population and big samples is necessary to administer on the purpose to verify the result of this research.

**ANALISIS HUBUNGAN KONSEP DIRI DENGAN FAKTOR
KETURUNAN DAN PERSEPSI TERHADAP GAJI YANG DITERIMA
OLEH TENAGA PERAWAT DI RUMAH SAKIT UMUM DAERAH
KABUPATEN LUMAJANG**

Loetfia Dwi Rahariyani

Keperawatan mempunyai andil yang cukup besar dalam menentukan mutu pelayanan kesehatan, hal ini disebabkan jumlah tenaga keperawatan mendominasi tenaga kesehatan secara keseluruhan dan mempunyai kontak yang paling lama dengan pasien. Dari hasil pengamatan peneliti dan informasi dari media massa, banyak perawat yang bekerja di rumah sakit pemerintah dengan status Non Pegawai Negeri Sipil digaji di bawah Upah Minimum Regional. Dengan adanya gaji yang minim tersebut apakah pelayanan keperawatan yang diberikan dapat maksimal? Dan kenyataannya walaupun mereka digaji kecil tetapi mereka tetap bertahan bekerja bertahun – tahun. Apakah ada hubungan antara konsep diri dengan persepsi gaji yang diterima tiap bulan? Atankah faktor keturunan keluarga ada hubungannya dengan bidang pekerjaan yang digeluti sekarang, sehingga mendasari konsep dirinya? Konsep diri perawat dapat didefinisikan secara umum sebagai keyakinan, pandangan atau penilaian perawat terhadap dirinya.

Tujuan penelitian ini adalah menganalisis hubungan antara konsep diri dengan faktor keturunan dan persepsi terhadap gaji yang diterima oleh perawat tiap bulan. Jenis penelitian adalah korelasional yaitu penelitian atau penelaahan hubungan dua variabel atau lebih pada suatu situasi atau sekelompok subjek. Penelitian ini mengambil tempat di RSUD Kabupaten Lumajang dengan pertimbangan, di rumah sakit ini mempunyai tenaga keperawatan 116 orang dengan mayoritas pendidikan D III Keperawatan, dengan status kepegawaian PNS dan Non PNS dengan jumlah yang hampir sama. Hasil penelitian dianalisis dengan menggunakan uji statistik Chi-Kuadrat (3 dimensi), dengan koreksi kontinuitas dari Yates secara manual.

Dari hasil penelitian dapat diketahui bahwa X^2 hitung (68, 125) lebih besar dari X^2 tabel (3,841), yang berarti ada hubungan antara konsep diri, dengan faktor keturunan dan persepsi terhadap gaji yang diterima tiap bulan pada perawat di RSUD Kabupaten Lumajang. Dari hasil penelitian ini dapat disimpulkan bahwa konsep diri seseorang ada hubungannya dengan faktor keturunan, karena sifat / karakter yang dimiliki individu diwariskan dari orang tua / keluarganya. Sifat / karakter ini akan mempengaruhi individu dalam mempersepsikan lingkungannya, termasuk lingkungan pekerjaan, sehingga individu tidak semata – mata memandang pekerjaan dari sudut gaji semata, tetapi faktor kepuasan karena dapat menyalurkan dorongan – dorongan yang ada di dirinya ke dalam lingkungan yang sesuai dengan sifat dasarnya, akan memberikan kepuasan yang lebih mendalam bagi seseorang. Hasil penelitian ini menafak pendapat B.F. Skinner dengan teori kepribadian behaviorismenya, yang

menyatakan tidak ada kaitan ~~konsepsi -- konsepsi fisiologis-generik~~ terhadap tingkah laku manusia.

Untuk memperkuat dan memperjelas hasil penelitian ini, maka perlu dilakukan penelitian lanjutan dengan jumlah sampel penelitian yang lebih besar dengan tempat atau bidang pekerjaan yang berbeda.

ABSTRACT

Human resource development of nursing staffs has essential contribution on providing qualified health services. The research intends to analyze the correlation among self-concept, heredity factors and perception on salary by nurses on Public Hospital of Lumajang Distric. Chi-Square three dimension was manually applied to seek the correlation among variables. Correction Continuity of Yates is then used because one of Chi-Square requirement is not achieved. The population of 116 nurses on Public Hospital of Lumajang Distric were totally assigned as samples of the research. The result of the research shows that on the level of significance 0.05 shows X^2 count (68,125) > X^2 table (3,841). The research, therefore, concludes that there is a significant correlation of variable self-concept, heredity factors and perception on salary among nurses on Public Hospital of Lumajang Distric. The research, however, denied B.F. Skinner's Behaviorism Personality Theory. Skinner assumes that there is no association between heredity factors and human behavior. Self-concept has a relationship with heredity factor. Traits and characters of individual influence his perception toward work environment. The individual, however, not only perceived his work on the salary point of view, but also on self-satisfaction as well. The researcher suggests to consider heredity factors in nursing staff recruitment. A future research with various population and big samples is necessary to administer on the purpose to verify the result of this research.

Key words: *Self-concept, Heredity factor, Perception on salary*