

ABSTRAK

Ratna Devy Winayanti, 111624153004, Pengaruh *Grit* Terhadap Kinerja *Caring* Perawat Dengan *Work Engagement* Sebagai Variabel Mediator, Tesis, Fakultas Psikologi, Universitas Airlangga Surabaya, Indonesia, 2019.

Penelitian ini bertujuan untuk mengetahui apakah terdapat pengaruh antara grit terhadap kinerja caring perawat dengan work engagement sebagai mediator. Definisi grit dalam penelitian ini menggunakan teori dari Duckworth (2007), work engagement menggunakan Schaufeli, dkk (2002) dan teori kinerja caring perawat dari (Istiqomah, 2017). Penelitian ini dilakukan pada 198 perawat yang bekerja di Rumah Sakit X.

Teknik sampling yang digunakan dalam penelitian ini adalah simple random sampling. Alat pengumpulan data dalam penelitian ini menggunakan kuesioner grit milik Oktaviana (2018), work engagement menggunakan kuesioner milik Evadewi (2017) dan skala kinerja caring perawat yang disusun oleh Istiqomah (2017). Analisis data dalam penelitian ini menggunakan program SmartPLS 3.0. Pengujian Hipotesis dengan pendekatan PLS, dilakukan dengan dua tahap, pengujian outer loading model dan inner model. Uji outer model dilakukan untuk membuktikan validitas dan reliabilitas seluruh indikator pada masing-masing variabel. Uji inner model dilakukan untuk menguji pengaruh antar variabel sesuai hipotesis yang ditetapkan sebelumnya.

Hasil penelitian menunjukkan: (1) grit berpengaruh langsung dan signifikan terhadap kinerja caring perawat, (2) work engagement berpengaruh langsung dan signifikan terhadap kinerja caring perawat, (3) grit berpengaruh tidak langsung terhadap kinerja caring perawat melalui work engagement sebagai variabel mediator.

Kata Kunci: *Grit*, Kinerja *Caring* Perawat, *Work Engagement*, Perawat

ABSTRACT

Ratna Devy Winayanti, 111624153004, The Influence of *Grit* Against Caring Performance of Nurse with Work Engagement As Mediator. Thesis, Faculty of Psychology of Airlangga University, Surabaya, Indonesia, 2019.

The purpose of this research is to discover the influence of grit against caring performance of nurse with work engagement as a mediator among nurse at hospital. The definitions of grit in this research is derived from the theory of Duckworth et al. (2007), caring performance of nurse from Istiqimah (2017), and work engagement from Shaufeli et al. (2002). This research is conducted to 198 nurses working in X Hospital.

The sampling technique used in this research is random sampling. The data for this research is collected using grit from Oktaviana (2018), work engagement questionnaire from Evadewi (2017) and caring performance of nurse compiled by Istiqomah (2017). The data for this research is analyzed using SmartPLS 3.0 program. A hypothesis test with PLS approach is conducted in two stages, namely outer model and inner model tests. Outer model test is performed to prove the validity and reliability of all indicators in each variable. Meanwhile, inner model test is performed to test the influence among variables based on predetermined hypothesis.

The result of research reveals that: (1) grit directly and significantly affects caring performance of nurse; (2) work engagement directly and significantly affects caring performance of nurse; (3) grit indirectly affects caring performance of nurse through work engagement as a mediator variable.

Keywords: *Grit, Performance of Nurse, Work Engagement, Nurse*