

INTISARI

PENGARUH KEPEMIMPINAN, KOMITMEN ORGANISASI, KEPUASAN KERJA, TERHADAP KINERJA PERAWAT DI RSUD KRT SETJONEGORO WONOSOBO

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Latar belakang: Perawat merupakan sumber daya manusia terbesar yang mempunyai peran penting dalam pelayanan jasa kesehatan di rumah sakit. Tantangan yang dihadapi rumah sakit adalah bagaimana cara mewujudkan kinerja perawat yang maksimal. Banyak ditemukan kasus kinerja perawat yang tidak maksimal diantaranya tidak dilayani secara langsung, keluhan tidak langsung ditanggapi, memberikan pelayanan yang tidak maksimal, serta penulisan asuhan keperawatan menjadi kurang lengkap. Baik atau buruknya kinerja perawat dipengaruhi oleh banyak faktor baik dari dalam diri maupun faktor dari luar. Faktor dari dalam diri yang menjadi pendorong terwujudnya kinerja diantaranya adalah komitmen organisasi dan kepuasan kerja. Faktor dari luar yang terkait erat dengan kinerja adalah kepemimpinan.

Tujuan: Mengetahui pengaruh kepemimpinan terhadap kinerja perawat di RSUD KRT Setjonegoro Wonosobo. Mengetahui pengaruh komitmen organisasi terhadap kinerja perawat di RSUD KRT Setjonegoro Wonosobo. Mengetahui pengaruh kepuasan kerja terhadap kinerja perawat di RSUD KRT Setjonegoro Wonosobo.

Metode: Penelitian ini adalah penelitian kuantitatif dengan pendekatan *cross sectional*. Populasi penelitian adalah perawat di RSUD KRT Setjonegoro Wonosobo. Teknik pengambilan sampel menggunakan *purposive sampling* dengan jumlah sampel sebanyak 139 orang. Pengambilan data menggunakan kuesioner. Analisis data menggunakan analisis regresi berganda.

Hasil: Kepemimpinan berpengaruh signifikan terhadap kinerja perawat ($p=0,000$). Komitmen organisasi berpengaruh signifikan terhadap kinerja perawat ($p=0,000$). Kepuasan kerja berpengaruh signifikan terhadap kinerja perawat ($p=0,020$). Kepemimpinan, komitmen organisasi dan kepuasan kerja berpengaruh signifikan terhadap kinerja perawat di RSUD KRT Setjonegoro Wonosobo ($p=0,000$).

Kesimpulan: Kepemimpinan, komitmen organisasi dan kepuasan kerja berpengaruh terhadap kinerja perawat di RSUD KRT Setjonegoro Wonosobo.

Kata kunci: Kepemimpinan, komitmen organisasi, kepuasan kerja, kinerja, perawat

ABSTRACT

INFLUENCE OF LEADERSHIP, ORGANIZATIONAL COMMITMENT, WORK SATISFACTION, ON NURSE WORK PERFORMANCE IN KRT SETJONEGORO WONOSOBO HOSPITAL

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Background: Nurses are the largest human resources that have an important role in healthcare services in hospitals. The challenges facing the hospital are how to realize the maximum performance of nurses. Many cases of nurses' performance is not maximally for examples not served directly, complaints are not directly responded, providing services are not maximal, as well as writing nursing care becomes less complete. Good or poor performance of nurses is influenced by many factors both from inner self and outside factors. The factor of the inner self that is the impetus of performance among them is the organizational commitment and job satisfaction. Outside factors that are closely related to performance are leadership.

Objective: To find out the influence of leadership on the work performance of nurses in RSUD KRT Setjonegoro Wonosobo. Knowing the influence of organizational commitment on the work performance of nurses in RSUD KRT Setjonegoro Wonosobo. Knowing the effect of job satisfaction on the work performance of nurses in RSUD KRT Setjonegoro Wonosobo.

Method: This study is quantitative research with a cross sectional approach. The study population was nurses in the RSUD KRT Setjonegoro Wonosobo. The sampling technique in this study was purposive sampling with a total sample of 139 people. Data was collected using a questionnaire. Data analysis used multiple regression analysis.

Results: Leadership has a significant effect on the work performance of nurses ($p = 0.000$). Organizational commitment has a significant effect on the work performance of nurses ($p = 0.000$). Job satisfaction has a significant effect on the work performance of nurses ($p = 0.020$). Leadership, organizational commitment and job satisfaction have a significant effect on the work performance of nurses in RSUD KRT Setjonegoro Wonosobo ($p = 0,000$).

Conclusion: Leadership, organizational commitment and job satisfaction have influence in work performance of nurses in KRT Setjonegoro Hospital, Wonosobo.

Keywords: Leadership, organizational commitment, job satisfaction, work performance, nurse