

ABSTRAK

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GAMBARAN MOTIVASI KERJA PERAWAT DI SATU RUMAH SAKIT SWASTA INDONESIA BAGIAN BARAT

(xiii + 50 halaman, 1 skema, 7 tabel, 17 lampiran)

Latar belakang: Pencapaian kinerja perawat dalam memberikan asuhan keperawatan sangat didukung oleh motivasi kerja seorang perawat. Berdasarkan hasil wawancara dengan beberapa perawat menunjukkan bahwa motivasi kerja perawat dalam bekerja adalah lingkungan kondisi kerja yang nyaman, rekan sejawat yang saling membantu, dan menyukai pekerjaan sebagai perawat.

Tujuan: Untuk mengetahui gambaran motivasi kerja perawat di Satu Rumah Sakit Swasta Indonesia Bagian Barat. **Metode Penelitian:** *Descriptive quantitative* dengan menggunakan kuesioner. Subyek penelitian adalah semua perawat Rumah Sakit Swasta di Indonesia Barat. Menggunakan teknik Purposive Sampling Sampel. Populasi penelitian adalah 117 perawat. Sampel penelitian 90 perawat. Penelitian dilaksanakan pada bulan Juni-juli 2018. Nilai uji validitas 0,444 dan nilai reliabilitas 0,969. **Hasil penelitian** menunjukkan motivasi kerja tingkat tinggi sebanyak 36 perawat (51,4%) dan motivasi kerja tingkat rendah sebanyak 34 perawat (48,6%). Motivasi kerja perawat tinggi dipengaruhi oleh *Motivator Factor* pada faktor pengakuan dan motivasi kerja rendah dipengaruhi oleh *Hygiene Factor* pada faktor hubungan antar pribadi dan gaji/upah. Dari penelitian ini diharapkan mengikutsertakan seluruh perawat sebagai responden penelitian untuk mengetahui sejauh mana kebijakan dalam meningkatkan motivasi kerja perawat yang telah diterapkan dan dilakukan perawat dalam memberikan pelayanan kesehatan kepada pasien dan mengetahui bagaimana hubungan motivasi kerja dengan kinerja perawat di Rumah Sakit.

Kata kunci: Motivasi Kerja, perawat, rumah sakit.

Sumber: 41 (2008-2017).

ABSTRACT

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DESCRIPTION OF NURSES'S WORK MOTIVATION IN ONE PRIVATE HOSPITAL WEST INDONESIA

(xiii + 50 pages, 1 schemes, 7 tables, 17 attachments)

Background: Hospital, is a health service institution for the community. The achievement of nurse's performance in providing nursing care is strongly supported by the work motivation of a nurse. Based on interviews with several in One Private Hospital nurses in West Indonesia, the work motivation of nurses in working environment are comfortable working conditions, colleagues who help each other, and like to work as a nurse. In addition, nurses can improve their performance if there are external factors such as recognition factors, salary, employment status, and the quality of interpersonal relationships among colleagues to improve the quality of care in hospitals. **Objective:** To know the description of work motivation of nurse of Private Hospital in West Indonesia. **Research Method:** Descriptive quantitative by using questionnaire. The research subjects were all nurses of Private Hospital in West Indonesia. Using Purposive Sampling Sampling technique. The study population was 117 nurses. The sample was 90 nurses. In this study 20 nurses were used as test samples of validity and reliability. The study was conducted in May-June 2018. Validity test value is 0.444 and reliability value is 0.969. **The Result Of The Research** showed that high level of work motivation were 36 nurses (51,4%) and low motivation of 34 nurses (48,6%). The motivation of high nurse work is influenced by Motivator Factor on the factor of recognition and low work motivation influenced by Hygiene Factor on interpersonal factor and salary factor. From this research is expected to involve all nurses as research respondents to find out how far the policy in improving work motivation nurses who have been applied and conducted nurses in providing health services to patients and know how the working relationship with the nurse's performance in the Hospital.

Keywords: Work Motivation, nurse, hospital.

Reference: 41 (2008-2017).