

ABSTRAK

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PERSEPSI PERAWAT TENTANG LINGKUNGAN KERJA SEHAT DI *INTENSIVE CARE UNIT (ICU) DAN INTENSIVE CARDIOVASCULAR CARE UNIT (ICVCU)*

(xiii + 65 Halaman; 2 Bagan; 2 Tabel; 10 Lampiran)

Latar Belakang: Lingkungan kerja yang sehat merupakan faktor kunci dalam mendukung optimalisasi kinerja perawat dan peningkatan kualitas pelayanan kepada pasien. Tingginya tekanan kerja tanpa dukungan yang memadai berpotensi menimbulkan burnout. **Tujuan :** Penelitian ini bertujuan untuk menganalisis persepsi perawat terkait lingkungan kerja sehat di unit ICU dan ICVCU. **Metode :** Penelitian kuantitatif deskriptif analitik dengan 126 perawat sebagai sampel, dipilih melalui purposive sampling. Data dikumpulkan Maret–April 2025 menggunakan kuesioner Quality of Healthy Work Environment (QHWE) yang mencakup lima aspek: kenyamanan fisik, stabilitas psikologis, kompetensi mandiri, hubungan kolaboratif, dan dukungan struktural. Analisis menggunakan analisis univariat. **Hasil:** Hasil penelitian karakteristik perawat banyak rentang usia 36 s.d 45 tahun 66 responden (52.4%), mayoritas perempuan sebanyak 93 responden (73.8%), tingkat pendidikan paling banyak ners keperawatan sebanyak 72 responden (57.1%), dan mayoritas memiliki sertifikasi intensif sebanyak 117 responden (92.9%), serta banyak masa kerja lebih dari 10 tahun sebanyak 102 perawat 81%. Berdasarkan kuesioner HHWE, dari 5 aspek pernyataan, responden paling banyak memilih pernyataan setuju. Sebagian besar perawat menyatakan lingkungan kerja sehat baik dari kenyamanan fisik, stabilitas psikologis, kompetensi mandiri, hubungan kolaboratif dan dukungan struktural. **Kesimpulan :** Lingkungan kerja di ICU dan ICVCU dinilai sehat berdasarkan persepsi perawat terhadap lima aspek utama lingkungan kerja. **Saran :** Manajemen rumah sakit diharapkan terus mempertahankan dan meningkatkan dukungan struktural serta pengakuan terhadap peran perawat untuk menjaga lingkungan kerja yang sehat dan produktif

Kata kunci: Lingkungan Kerja Sehat, Persepsi Perawat
Referensi: 21 (2016-2024)

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NURSES' PERCEPTIONS OF A HEALTHY WORK ENVIRONMENT IN THE INTENSIVE CARE UNIT (ICU) AND CARDIOVASCULAR CARE UNIT (ICVCU)

(xiii + 65 Pages; 2 Charts; 2 Table; 10 Attachments)

Background : A healthy work environment is a key factor in supporting the optimization of nurses' performance and improving the quality of patient care. High work pressure without adequate support has the potential to cause burnout..
Objective : This study aims to analyze nurses' perceptions regarding a healthy work environment in the ICU and ICVCU units. **Metodologi** : This research employed a descriptive analytic quantitative design with a sample of 126 nurses selected through purposive sampling. Data were collected from March to April 2025 using the Quality of Healthy Work Environment (QHWE) questionnaire, which covers five aspects: physical comfort, psychological stability, independent competence, collaborative relationships, and structural support. The data were analyzed using univariate analysis. **Results**: The results of the study showed that the characteristics of nurses were mostly in the age range of 36 to 45 years (66 respondents) (52.4%), the majority were women (93 respondents) (73.8%), the highest level of education was nursing nurses (72 respondents) (57.1%), and the majority had intensive certification (117 respondents) (92.9%), and many had more than 10 years of work experience (102 nurses or 81%). Based on the QHWE questionnaire, of the 5 aspects of the statement, the most respondents agreed with the statements. The majority of nurses stated that the work environment was healthy in terms of physical comfort psychological stability, independent competence collaborative relationships, and structural support. **Conclusion**: :Based on nurses' perceptions, the work environment in the ICU and ICVCU is considered healthy across five key aspects **Suggestion**: Hospital management is expected to maintain and enhance structural support and recognition of the nurses' roles to ensure a healthy and productive work environment.

Key words: Healthy Work Environment, Perceptions of Nurses
Reference: 21 (2016-2024)