

HUBUNGAN BEBAN KERJA DAN KOMITMEN ORGANISASI DENGAN KINERJA PERAWAT DI RUMAH SAKIT RAMA HADI PURWAKARTA

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ABSTRAK

Pendahuluan: Kinerja perawat merupakan tugas atau wewenang perawat sebagai pemberi asuhan keperawatan yang dapat digunakan sebagai tolak ukur dalam keberhasilan pelayanan keperawatan, faktor yang mempengaruhi kinerja perawat yakni komitmen organisasi yaitu loyalitas terhadap instansi serta beban kerja yaitu beban kerja fisik dan psikologis yang disebabkan oleh adanya jam kerja tambahan secara tidak diduga. Tujuan: untuk mengetahui adanya hubungan beban kerja dan komitmen organisasi dengan kinerja perawat di Rumah sakit Rama Hadi Purwakarta. Metode: Kuantitatif deskripsi korelasi, pendekatan *cross sectional* kepada 85 perawat menggunakan teknik pengambilan sampel teknik *proportionate stratified random sampling*, dengan Analisis univariat menggunakan distribusi frekuensi serta analisis bivariat menggunakan uji korelasi pearson. Hasil: Beban kerja perawat (71,8%) kategori beban kerja ringan, (56,5%) kategori komitmen organisasi sedang serta (91,8%) kategori kinerja perawat tinggi. Hasil uji pearson korelasi hubungan beban kerja dan kinerja perawat hasil *p-value* $0,000 < 0,005$ serta hubungan komitmen organisasi dengan kinerja perawat hasil uji pearson korelasi hasil *p-value* $0,000 < 0,005$ artinya H1a dan H1b diterima. Kesimpulan: Adanya hubungan komitmen organisasi dan kinerja perawat di Rumah sakit Rama Hadi Purwakarta. Saran: untuk peneliti selanjutnya jika akan meneliti variabel yang sama sebaiknya fokus terhadap variabel lain diluar variabel dalam penelitian ini seperti variabel motivasi dan disiplin kerja.

Kata kunci: Beban Kerja; Kinerja Perawat; Komitmen Organisasi

Referensi : 5 Buku (2017 – 2021)

59 Jurnal (2015 – 2023)

3 Website (2021 – 2023)

**THE RELATIONSHIP BETWEEN WORKLOAD AND ORGANIZATIONAL
COMMITMENT WITH NURSE PERFORMANCE
AT RAMA HADI HOSPITAL PURWAKARTA**

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ABSTRACT

Introduction: Nurse performance is the duty or authority of nurses as nursing care providers that can be used as a benchmark in the success of nursing services, factors that affect nurse performance are organizational commitment, namely loyalty to the agency and workload, namely physical and psychological workload caused by unexpected additional work hours. Purpose: to determine the relationship between workload and organizational commitment with the performance of nurses at Rama Hadi Purwakarta Hospital. Method: Quantitative correlation description, cross sectional approach to 85 nurses using proportionate stratified random sampling technique, with univariate analysis using frequency distribution as well as bivariate analysis using Pearson correlation test. Results: (71.8%) in the light workload category, most (56.5%) category and almost entirely (91.8%) in the high nurse performance category. Pearson test results correlation of workload relationship and nurse performance p-value results $0.000 < 0.005$ and the relationship of organizational commitment with nurse performance Pearson test results correlation of p-value results $0.000 < 0.005$ meaning that H1a and H1b are accepted. Conclusion: There is a relationship between organizational commitment and nurse performance at Rama Hadi Purwakarta Hospital. Suggestion: for future researchers if they will examine the same variable, you should focus on other variables outside the variables in this study such as motivation variables and work discipline

Keywords: Nurse Performance; Organizational Commitment; Workload

References : 5 Books (2017 – 2021)

59 Journals (2015 – 2023)

3 Websites (2021 – 2023)