Kepuasan Kerja Perawat Di Poliklinik RSUD Majalaya Kabupaten Bandung

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ABSTRAK

Kepuasan kerja perawat merupakan aspek penting dalam meningkatkan kualitas pelayanan kesehatan, khususnya di unit rawat jalan. Tingkat kepuasan kerja yang baik berpengaruh terhadap motivasi, kinerja, dan profesionalisme perawat dalam memberikan asuhan keperawatan. Penelitian ini menggunakan metode kuantitatif dengan desain deskriptif. Populasi sekaligus sampel adalah seluruh perawat pelaksana di Poliklinik RSUD Majalaya Kabupaten Bandung sebanyak 34 orang, dengan teknik total sampling. Data dikumpulkan menggunakan kuesioner kepuasan kerja perawat yang terdiri dari 37 pernyataan dan mencakup enam dimensi kepuasan kerja. Analisis data dilakukan secara univariat menggunakan distribusi frekuensi dan persentase. Hasil penelitian menunjukkan bahwa 85,3% perawat merasa puas secara keseluruhan. Kepuasan pada dimensi kepemimpinan sebesar 52,9%, organisasi dan sumber daya 50%, pengakuan profesional 55,9%, kompensasi 64,7%, dan pola dinas 58,8%. Meskipun tingkat kepuasan kerja perawat tergolong baik, beberapa dimensi masih dirasakan cukup puas sehingga diperlukan perbaikan berkelanjutan dalam sistem manajemen dan lingkungan kerja.

Kata Kunci : Kepuasan Kerja, Perawat, Poliklinik, Rumah Sakit
Sumber : 6 Buku, 37 Jurnal (2018-2025)

Job satisfaction of nurses at the polyclinic of Majalaya Regional Hospital, Bandung Regency

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ABSTRACK

Nurse job satisfaction is an important factor in improving the quality of healthcare services, particularly in outpatient units. High job satisfaction contributes to better motivation, performance, and professionalism in nursing care. This study used a quantitative descriptive design. The population and sample consisted of all 34 staff nurses working at the Polyclinic of Majalaya Regional Hospital, Bandung Regency, using a total sampling technique. Data were collected through a nurse job satisfaction questionnaire consisting of 37 items covering six dimensions of job satisfaction. Univariate analysis was performed using frequency and percentage distributions. The results showed that 85.3% of nurses were generally satisfied with their jobs. Satisfaction levels were 52.9% for leadership, 50% for organization and resources, 55.9% for professional recognition, 64.7% for compensation, and 58.8% for work schedules. Although overall nurse job satisfaction was good, several dimensions were perceived as moderately satisfactory, indicating the need for continuous improvements in management practices and work systems.

Keywords: Job satisfaction, Nurses, Polyclinic, Hospital
Source: 6 Books, 37 Journals (2018-2025)