

HUBUNGAN BUDAYA ORGANISASI DENGAN *QUALITY OF NURSING WORK LIFE* PADA PERAWAT RAWAT INAP DI RUMAH SAKIT UMUM DAERAH TARAKAN JAKARTA

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Abstrak

Kualitas kehidupan kerja perawat sangat berperan penting terhadap keberlangsungan sebuah manajemen rumah sakit karena dengan kualitas kehidupan kerja perawat yang tinggi maka akan rendah pula ketidakpuasan kerja akan budaya organisasi serta keinginan perawat keluar dari tempat kerja. Tujuan penelitian untuk mengetahui hubungan antara budaya organisasi dengan *quality of nursing worklife* pada perawat rawat inap di RSUD Tarakan Jakarta. Desain penelitian secara kuantitatif dengan pendekatan *cross sectional*. Sampel penelitian menggunakan purposive sampling dengan jumlah sampel 128 perawat di ruang rawat inap RSUD Tarakan Jakarta. Analisis data menggunakan Uji statistik *Chi Square* dengan CI 95% hasil pvalue 0.001 yang berarti <0.05 sehingga disimpulkan terdapat hubungan yang signifikan antara budaya organisasi dengan *quality of nursing worklife* pada perawat rawat inap di RSUD Tarakan Jakarta. Berdasarkan hasil penelitian disimpulkan semakin tinggi budaya organisasi yang dimiliki perawat seperti memiliki hubungan positif dengan rekan kerja, komitmen pada organisasi, menjalankan visi misi rumah sakit, produktif dalam bekerja, dan kerja sama tim baik maka kualitas kehidupan kerja perawat pun akan tinggi atau baik. Manajemen RSUD Tarakan perlu memperhatikan budaya organisasi pada perawat seperti tentang keterlibatan mereka dalam mengambil keputusan atau kebijakan, perawat dapat memiliki kebebasan dalam mengemukakan pendapatnya, dan siap bertanggungjawab jika melakukan kesalahan.

Kata Kunci: Budaya Organisasi, Perawat, *Quality of Nursing WorkLife*

***THE RELATIONSHIP BETWEEN ORGANIZATIONAL
CULTURE AND QUALITY OF NURSING WORK LIFE IN
INPATIENT NURSES AT THE TARAKAN REGIONAL GENERAL
HOSPITAL***

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Abstract

The quality of nurses' work life is very important for the sustainability of a hospital management because with a high quality of nurses' work life, there will also be low job dissatisfaction with organizational culture and nurses' desire to leave the workplace. The purpose of the study was to determine the relationship between organizational culture and quality of nursing worklife in inpatient nurses at Tarakan Jakarta Hospital. Quantitative research design with a cross sectional approach. The research sample used purposive sampling with a total sample of 128 nurses in the inpatient room of Tarakan Jakarta Hospital. Data analysis using Chi Square statistical test with 95% CI results pvalue 0.001 which means <0.05 so it is concluded that there is a significant relationship between organizational culture and quality of nursing worklife in inpatient nurses at Tarakan Jakarta Hospital. Based on the results of the study, it is concluded that the higher the organizational culture possessed by nurses such as having a positive relationship with colleagues, commitment to the organization, carrying out the vision and mission of the hospital, being productive at work, and good teamwork, the quality of nurses' work life will also be high or good. The management of Tarakan Jakarta Hospital needs to pay attention to organizational culture in nurses such as the involvement of nurses in making decisions or policies, nurses can have the freedom to express their opinions, and are ready to take responsibility if they make mistakes.

Keywords: Nurse, Organization Culture, Quality of Nursing Worklife.