

# HUBUNGAN MOTIVASI KERJA DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA PERAWAT DI RUANG RAWAT INAP RS SALAK BOGOR PERIODE JUNI 2016 - FEBRUARI 2017

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## Abstrak

Perawat merupakan tenaga kesehatan yang paling banyak jumlahnya dan paling sering berinteraksi dengan pasien di rumah sakit. Kepuasan kerja perawat akan memberikan dampak terhadap kinerja perawat dalam memberikan pelayanan yang berkualitas terhadap pasien. Kepuasan perawat biasanya berhubungan dengan faktor motivasi seperti gaji, penghargaan, kesempatan promosi dan faktor lingkungan kerja. Penelitian ini bertujuan untuk mengetahui hubungan antara motivasi kerja dan lingkungan kerja terhadap kepuasan kerja perawat di Ruang Rawat Inap RS Salak Bogor periode Juni 2016-Februari 2017. Penelitian ini bersifat analitik observasional yang menggunakan desain *cross sectional*. Sampel penelitian adalah seluruh perawat di ruang rawat inap RS Salak Bogor yang memenuhi kriteria inklusi dan eksklusi sebanyak 57 perawat. Pengambilan data menggunakan metode *non-probability sampling* yaitu *sampling* jenuh. Hasil uji *chi-square* menunjukkan bahwa terdapat hubungan antara motivasi kerja dan lingkungan kerja terhadap kepuasan kerja perawat ( $p < 0.05$ ). Hasil analisis multivariat menunjukkan bahwa variabel motivasi kerja merupakan variabel yang paling berpengaruh terhadap kepuasan kerja perawat di Ruang Rawat Inap RS Salak Bogor ( $p = 0.017$  dan  $\text{Exp B} = 0.112$ ).

**Kata Kunci** : motivasi kerja, lingkungan kerja, kepuasan kerja, perawat

**THE CORRELATION BETWEEN WORK MOTIVATION AND  
WORK ENVIRONMENT DUE TO SATISFACTION OF  
NURSING JOB AT INPATIENT WARD SALAK BOGOR  
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**Abstract**

Nurses are the highest number of health professionals who have most frequently interact with patients at hospital. Satisfaction of nursing job will affect the performance of nurses to provide quality service toward patients. Nurse satisfaction can be affected by motivational factors such as salaries, awards, promotion opportunities, and work environments. The purpose of this research is to find the correlation between work motivation and work environment due to satisfaction of nursing job at inpatient ward Salak Bogor Hospital during period of June 2016 - February 2017. This research is analytical observational with a cross sectional design. The samples are 57 nurses at inpatient ward who occupy for inclusion and exclusion criteria. The data retrieval used non-probability sampling method, that is saturated sample. The result of chi-square showed there is a correlation between work motivation and work environment due to satisfaction of nursing job ( $p < 0.05$ ). Multivariate analysis showed that work motivation is the most influence due to satisfaction of nursing job at inpatient ward Salak Bogor Hospital ( $p = 0.017$  dan  $Exp B = 0.112$ ) ..

**Keywords:** work motivation, work environment, job satisfaction, nurse