

Abstract

*A strong organization 's culture will give the stability to organization itself and can increase the working performance of the staff nurse. The purpose of this research was to identify , and to describe the correlation between organization's culture and individual characteristic with staff nurse's working performance in hospital ward, at Dr. Achmad Mochtar hospital, Bukittinggi. The method of this research was descriptive correlation, by using Cross Sectional design. Sample side was involved 127 nurses, from different wards, educational background, age, gender, and length of service. The instruments were used in this research included : questionnaire and check list tables. From Validity and reliability test result were acquired that : All statements in questionnaire were valid (0,379 – 0,774) and reliable (0,976). Data analysis in this research used single variety (univariat), dual variety (bivariat), and multi variety. The result in this research was obtained : the staff nurse perception about Organization's culture was good with percentage (40,2 %). The working performance of staff nurse was good with percentage (42,5 %). From the result can be concluded that **There were correlation between organization's culture, and individual characteristic with staff nurse's working performance** with (p value $< 0,05$) included : age, education, length of service with (p value : $< 0,05$). In contrary there was no correlation between sex staff nurse's working performance. The most correlated variable with staff nurse's working performance was organization's culture after controlling education level. Based on the result has obtained, there are few suggestions for hospital management : The hospital management should better to strengthen the available of organization's culture by making the suitable policy for socialization of organization's culture continually. The policy is purposed to all of the staff nurses, include the new staff nurses and old staff nurses*

Key Words : Organization's culture, staff nurse, performance.

Reference : 68 (1996 – 2012)