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Hubungan Perilaku *Bullying* dengan Motivasi Kerja Perawat di Ruang Rawat Inap RSUD. Prof. Dr. MA. Hanafiah, SM Batusangkar

ABSTRAK

Perilaku *bullying* banyak terjadi di tempat kerja, termasuk di pelayanan keperawatan. Namun *bullying* di tempat kerja jarang mendapatkan perhatian khusus dari berbagai pihak. Perilaku *bullying* merupakan perilaku berulang yang dilakukan oleh seseorang atau sekelompok orang kepada orang lain ataupun kelompok lain, yang bertujuan untuk mengintimidasi, merendahkan, maupun menyinggung. Salah satu dampak dari perilaku *bullying* adalah penurunan motivasi kerja. Perilaku *bullying* sangat rentan dialami oleh perawat. Penelitian ini bertujuan untuk mengetahui Hubungan Perilaku *Bullying* dengan Motivasi Kerja Perawat di Ruang Rawat Inap RSUD. Prof. Dr. MA. Hanafiah, SM Batusangkar. Jenis penelitian yang dilakukan adalah penelitian *deskriptif analitik* dengan pendekatan *cross sectional* dengan jumlah sampel sebanyak 85 responden. Hasil penelitian ini menunjukkan terdapat 69,4% perawat mengalami *bullying*, dan 74,1% perawat mengalami penurunan motivasi kerja. Berdasarkan uji statistik *Chi-Square*, terdapat hubungan yang signifikan antara perilaku *bullying* ($p=0,00$) dengan motivasi kerja perawat. Saran dalam penelitian ini, diharapkan peran manager dalam memonitor, mengawasi, dan mengevaluasi penurunan motivasi kerja perawat, serta memantau sekaligus memperingatkan perilaku *bullying* yang dilakukan perawat terhadap rekan kerjanya agar tidak berlanjut.

Kata Kunci: perilaku *bullying*, motivasi kerja, perawat

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The Correlation Between Bullying Behavior and Work Motivation of Nurses at Inpatient Unit in RSUD. Prof. Dr. MA. Hanafiah, SM Batusangkar

ABSTRACT

Bullying behavior occurs in many workplaces, including nursing services. However, workplace bullying rarely getting special attention from various parties. Bullying behavior is repeated behavior that is performed by a person or group of persons to another person or another group, which aims to intimidate, humiliate, or offensive. One of the effects of bullying behavior is a decrease in work motivation. Bullying behavior is very vulnerable doing by nurses. This study aims to determine the correlation between bullying behavior and work motivation of nurses at inpatient unit in RSUD. Prof. Dr. MA. Hanafiah, SM Batusangkar. Type of research is a descriptive study with cross sectional analytic with a total sample of 85 respondents. The results showed there were 59 people experiencing bullying nurses, and 63 nurses decreased motivation to work. Based on Chi-Square statistical test, there is a significant relationship between bullying behavior ($p = 0.00$) with the nurse work motivation. Suggestions in this study, the expected role of the manager to monitor, supervise, and evaluate the work of nurses decreased motivation, and monitor at the same time warned that bullying behavior towards co-workers do nurses not to continue.

Keywords: bullying behavior, motivation, nurse

Bibliography: 48 (2004-2014)