

**FAKULTAS KESEHATAN MASYARAKAT
UNIVERSITAS ANDALAS**

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**FAKTOR – FAKTOR YANG BERHUBUNGAN DENGAN MOTIVASI
KERJA PERAWAT DI INSTALASI RAWAT INAP BEDAH RSUP
DR.M.DJAMIL PADANG TAHUN 2014**

xiii + 54 halaman, 16 tabel, 4 gambar, 11 lampiran

ABSTRAK

Tujuan penelitian

Instalasi humas dan pengaduan masyarakat RSUP DR. M.Djamil Padang terdapat banyaknya pengaduan mutu pelayanan dari pasien dan keluarga pasien di instalasi rawat inap bedah. Penelitian ini untuk mengetahui faktor-faktor yang berhubungan dengan motivasi kerja perawat di instalasi rawat inap bedah RSUP DR.M.Djamil Padang tahun 2014.

Metode

Desain penelitian kuantitatif dengan pendekatan *cross sectional*. Populasi sebanyak 92 perawat dengan sampel 53 perawat. Teknik pengambilan sampel secara *proporsional random sampling*, menggunakan kuesioner. Hasil penelitian ini disajikan dalam bentuk distribusi frekuensi dan hubungan.

Hasil

Hasil penelitian menunjukkan bahwa perawat mempunyai motivasi kerja tinggi 58,5%, tanggung jawab tinggi 50,9%, pengembangan kemampuan tinggi 50,9%, penghargaan kepada perawat tinggi 60,4%, dan supervisi tinggi 50,9%. Variabel yang memiliki hubungan bermakna dengan motivasi kerja adalah tanggung jawab dan supervisi. Sedangkan variabel pengembangan kemampuan dan penghargaan tidak bermakna.

Kesimpulan

Lebih dari separuh perawat mempunyai motivasi kerja, tanggung jawab, pengembangan kemampuan, penghargaan dan supervisi yang tinggi. Terdapat hubungan bermakna antara tanggung jawab dan supervisi dengan motivasi kerja perawat, serta tidak ada hubungan yang bermakna dengan pengembangan kemampuan dan penghargaan. Saran bagi pengawas keperawatan dan kepala ruangan agar meningkatkan pengawasan kepada perawat.

Daftar Pustaka : 25 (2004 – 2013)

Kata Kunci : motivasi kerja perawat

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**FACTORS THAT RELATED TO THE MOTIVATION OF NURSES IN THE
INSTALLATION OF SURGERY INPATIENT CARE AT DR.M.DJAMIL
HOSPITAL PADANG IN 2014**

xiii + 54 pages , 16 tables , 4 figures , 11 appendixs

ABSTRACT

Objective

There are many complaints from patients and their family about service quality relations and public complaints installation of DR. M.Djamil hospital Padang in surgery inpatient care installation. This research was to determine the factors that associated with nurses working motivation in surgery inpatient care installations at DR.M.Djamil hospital Padang in 2014.

Method

The research design is quantitative with cross sectional approach. Population of this study were 92 nurses and its samples were 53 nurses. The sampling technique was proportionate random sampling, using questionnaires. The results of this study are presented in the form of frequency distributions and associations.

Result

The results showed that who had high motivation to work were 58.5%, high responsibility were 50.9%, high capability development were 50.9%, high appreciation to the nurses were 60.4%, and higher supervision were 50.9%. Variables that had significant associations with work motivation were the responsibility and supervision. Meanwhile, capability development and rewards were not had association with work motivation.

Conclusion

More than half of nurses have the work motivation, responsibility, capability development, rewards and high supervision. There is a significant associations between responsibility and supervision with nurses work motivation, and there were no significant associations with capabilities development and rewards. The suggestions for nursing supervisors and head of surgery inpatient care installation to improve the control to nurses.

Bibliography : 25 (2004 - 2013)

Keywords : nurses work motivation