

# **HUBUNGAN KEPUASAN KERJA DENGAN KINERJA PERAWAT RUANG RAWAT INAP DI RSUD EMBUNG FATIMAH KOTA BATAM TAHUN 2024**

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## **INTISARI**

Secara global, kinerja perawat di Sudan *Hospital* sebesar (32%) dan kinerja tugas perawat di Malaysia hanya sebesar (27,5%). Sedangkan di Indonesia, kinerja perawat dalam kategori rendah sebanyak (48,2%) di RSUD Arosuka dan di RSUD dr. Sayidiman Magetan kinerja perawat kategori baik hanya sebesar (33%). Beberapa penelitian tersebut menunjukkan kinerja perawat masih dalam kategori belum optimal. Kinerja perawat dipengaruhi dengan kepuasan kerja perawat. Organisasi dengan kepuasan kerja karyawan yang tinggi cenderung memiliki kinerja yang optimal. Penelitian ini bertujuan untuk mengetahui hubungan kepuasan kerja dengan kinerja perawat ruang rawat inap di RSUD Embung Fatimah Kota Batam Tahun 2024. Penelitian ini menggunakan penelitian kuantitatif dengan rancangan analitik dan pendekatan *cross sectional* terhadap 91 perawat ruang rawat inap di RSUD Embung Fatimah Kota Batam Tahun 2024. Penelitian ini dilakukan pada 29 Juli sampai 23 Agustus 2024. Pengambilan sampel menggunakan teknik total *sampling*. Alat ukur dalam penelitian ini menggunakan kuesioner. Didapatkan hasil kepuasan kerja dalam kategori puas sebanyak 63 perawat (69,2%) dan kinerja rata-rata sebanyak 32 perawat (35,2%). Analisa data yang digunakan yaitu uji korelasi *spearman*. Hasil uji didapatkan  $r = 0,226$  dengan  $p\text{ value } 0,031 < 0,05$  yang bermakna  $H_0$  ditolak dan  $H_a$  diterima. Maka dapat disimpulkan terdapat hubungan yang lemah dan signifikan antara Kepuasan Kerja dengan Kinerja Perawat Ruang Rawat Inap di RSUD Embung Fatimah Kota Batam Tahun 2024. Manajemen rumah sakit dapat memaksimalkan kinerja perawat dengan memperhatikan kepuasan perawat seperti memberikan penghargaan, promosi, dan gaji yang sesuai harapan terutama pada perawat non PNS agar terciptanya kinerja perawat yang optimal.

**RELATIONSHIP BETWEEN JOB SATISFACTION AND  
PERFORMANCE OF NURSES IN INPATIENT  
UNITS AT RSUD EMBUNG FATIMAH  
BATAM CITY IN 2024**

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**ABSTRACT**

*Globally, the performance of nurses in Sudan Hospital amounted to (32%) and the performance of nurses' duties in Malaysia only amounted to (27.5%). While in Indonesia, the performance of nurses in the low category as much as (48.2%) in Arosuka Hospital and at RSUD Dr. Sayidiman Magetan the performance of nurses in the good category is only (33%). Some of these studies show that nurse performance is still in the category of not optimal. Nurse performance is influenced by nurse job satisfaction. Organizations with high employee job satisfaction tend to have optimal performance. This study aims to determine the relationship between job satisfaction and the performance of inpatient room nurses at Embung Fatimah Hospital, Batam City in 2024. This study used quantitative research with analytic design and cross sectional approach to 91 inpatient room nurses at Embung Fatimah Hospital Batam City Year 2024. This research was conducted from July 29 to August 23, 2024. Sampling using total sampling technique. The measuring instrument in this study used a questionnaire. The results of job satisfaction in the satisfied category were 63 nurses (69.2%) and average performance was 32 nurses (35.2%). Data analysis used is the spearman correlation test. The test results obtained  $r=0.226$  with a  $p$  value of  $0.031<0.05$  which means  $H_0$  is rejected and  $H_a$  is accepted. So it can be concluded that there is a weak and significant relationship between Job Satisfaction and the Performance of Inpatient Room Nurses at Embung Fatimah Hospital Batam City in 2024. Hospital management can maximize nurse performance by paying attention to nurse satisfaction such as providing awards, promotions, and salaries that meet expectations, especially for non-civil servant nurses in order to create optimal nurse performance.*