

MODEL KINERJA PERAWAT PUSKESMAS PROVINSI BANTEN

DISERTASI

Diajukan Untuk Memenuhi Sebagian Syarat Untuk Memperoleh Gelar
Doktor Manajemen



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**SEKOLAH PASCASARJANA
UNIVERSITAS PENDIDIKAN INDONESIA
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MODEL KINERJA PERAWAT PUSKESMAS PROVINSI BANTEN

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Sebuah Disertasi yang diajukan untuk memenuhi salah satu syarat memperoleh
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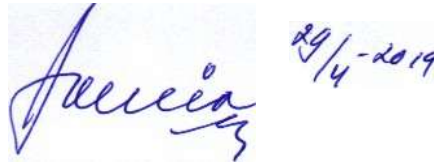
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PERNYATAAN

Dengan ini saya menyatakan disertasi dengan judul: MODEL KINERJA PERAWAT PUSKESMAS PROPINSI BANTEN, beserta seluruh isinya, adalah benar-benar karya sendiri, dan saya tidak melakukan penjiplakan atau pengutipan dengan cara-cara yang tidak sesuai dengan etika keilmuan yang berlaku dalam masyarakat ilmiah. Dengan pernyataan ini, saya bersedia menanggung resiko/sanksi yang dijatuhkan kepada saya apabila di kemudian hari ditemukan adanya pelanggaran terhadap etika keilmuan dalam karya saya ini.

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ABSTRAK

Model Kinerja Perawat Puskesmas Provinsi Banten

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Data jumlah Puskesmas Provinsi Banten tahun 2017 sebanyak 233 puskesmas, untuk melayani 11.600.000 penduduk. Jadi rata-rata satu Puskesmas melayani 49.785 penduduk, sementara idealnya satu Puskesmas melayani sekitar 30.000 penduduk. Fenomena tersebut mengindikasikan penanganan perawat terhadap pasien diduga belum optimal. Penelitian ini bertujuan untuk memberikan gambaran deskriptif mengenai kualitas kehidupan kerja, kepuasan kerja, motivasi, komitmen organisasi, dan kinerja perawat Puskesmas wilayah Provinsi Banten. Selain itu, tujuan penelitian ini juga untuk mengkonfirmasi pengaruh variabel kualitas kehidupan kerja, kepuasan kerja, motivasi, komitmen organisasi terhadap kinerja perawat. Pendekatan metode kuantitatif dilakukan dalam penelitian ini dengan menggunakan alat analisis *structural equation modeling* (SEM). Total populasi sebanyak 1.995 perawat dan yang menjadi sampel dalam penelitian ini berjumlah 400 perawat (sampel minimum size for SEM 100-400 sampel) yang bekerja di Puskesmas Provinsi Banten dengan menggunakan teknik *proportional random sampling*. Hasil penelitian menunjukkan bahwa gambaran kondisi kualitas kehidupan kerja, kepuasan kerja, motivasi, komitmen organisasi, dan kinerja perawat di Puskesmas Provinsi Banten berada pada kategori tinggi, yang dipersepsikan oleh perawat. Kualitas kehidupan kerja, kepuasan kerja, motivasi, dan komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja. Penelitian ini menghasilkan suatu model kinerja holistik untuk meningkatkan kinerja yang unik, penuh kepastian dan keberlanjutan, serta unggul.

Kata Kunci: kualitas kehidupan kerja, kepuasan kerja, motivasi, komitmen organisasi, dan kinerja

ABSTRACT

Model of Nurse Performance at Community Health Center in Banten Province

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Data on the number of Puskesmas Provinsi Banten in 2017 were 233 puskesmas, to serve 11,600,000 residents. So on average one Puskesmas serves 49,785 residents, while ideally one Puskesmas serves around 30,000 residents. This phenomenon indicates that nurses' handling of patients is not optimal. This study aims to provide a description of work quality, job satisfaction, motivation, organizational commitment, and nurse performance in Provinsi Banten. In addition, the purpose of this study is also to confirm the effect of work quality, job satisfaction, motivation, organizational commitment on nurse performance. The quantitative method approach was carried out in this study using a structural equation modeling (SEM) analysis tool. The total population 1.995 nurses and samples in this study amounted to 400 nurses (minimum size sample for SEM 100-400 samples) who worked in Health Center Provinsi Banten, and using a proportional random sampling technique. The results showed that the picture of conditions of work life quality, job satisfaction, motivation of organizational commitment, and performance of nurses in Health Center Provinsi Banten were in the high category, perceived by the nurses. The quality of work life, job satisfaction, motivation, organizational commitment have a positive and significant effect on job motivation. This research has formulated a holistic performance model to improve the unique, assurance, sustainable, and excellent performance.

Keyword: Quality Work Life, Work Satisfaction, Motivation, Organizational Commitment, and Work Performance

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Sumber lain

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