ABSTRACT

YOLANDA ABAS. Relationship between Nurse Group Cohesiveness and Nurse Job Satisfaction at RSUD Toto Kabila, Bone Bolango Regency. Guidance by SABIRIN B. SYUKUR as chairman and FIRMAWATI as member.

Cohesiveness plays an important role in strengthening the qualities of an effective team. Nurses who have good teamwork will have a tendency to improve the quality of service in the hospital. The aim of the research was to analyze the relationship between nurse group cohesiveness and nurse job satisfaction at RSUD Toto Kabila, Bone Bolango Regency. This type of research is descriptive analysis with a cross sectional approach. The population of all nurses at Toto Kabila hospital were 187 nurses. The sampling technique used used proportional stratified random sampling, the sample size of 65 people was calculated using the Slovin formula. Bivariate analysis with Kai-square hypothesis test ($\chi 2$). The results showed the majority of nurses at Toto Kabila Hospital were in the high group (44.6%) and had high job satisfaction (36.9%). The test results obtained a calculated $\chi 2$ value of 31.106 and a ρ value of 0.000. It was concluded, there was a relationship between nurse group cohesiveness and nurse job satisfaction at Toto Kabila Hospital, Bone Bolango Regency. It is recommended which is nurses spend time providing assistance to fellow nurses when they need it and look for opportunities to develop themselves in their careers such as advanced training, certification, or developing new skills that can increase job satisfaction.

Keywords: Cohesiveness, Job Satisfaction, Nurses

ABSTRAK

YOLANDA ABAS. Hubungan Kohesivitas Kelompok Perawat dengan Kepuasan Kerja Perawat di RSUD Toto Kabila Kabupaten Bone Bolango. Bimbingan SABIRIN B. SYUKUR sebagai Ketua dan FIRMAWATI sebagai Anggota.

Kohesivitas memainkan peran penting dalam memperkuat kualitas tim yang efektif. Perawat yang memiliki kerjasama tim yang baik maka ia akan memiliki kecenderungan untuk dapat meningkatkan kualitas pelayanan di rumah sakit. Tujuan penelitian untuk menganalisis hubungan kohesivitas kelompok perawat dengan kepuasan kerja perawat di RSUD Toto Kabila Kabupaten Bone Bolango. Jenis penelitian deskriptif analisis pendekatan cross sectional. Populasi seluruh perawat di RSUD Toto Kabila dengan jumlah 187 perawat. Teknik sampel yang digunakan pada penelitian ini menggunakan propotional stratified random sampling, jumlah sampel 65 orang dihitung dengan menggunakan rumus slovin. Analisis bivariat dengan uji hipotesis Kai-kuadrat ($\chi 2$). Hasil penelitian menunjukkan sebagian besar perawat di RSUD Toto Kabila kelompok yaitu tinggi (44,6%) dan kepuasan kerja tinggi (36,9%). Hasil uji mendapatkan nilai $\chi 2$ hitung 31,106 dan ρ value 0,000. Disimpulkan ada hubungan kohesivitas kelompok perawat dengan kepuasan kerja perawat di RSUD Toto Kabila Kabupaten Bone Bolango. Disarankan pada perawat untuk meluangkan waktu memberikan bantuan kepada rekan-rekan perawat saat mereka membutuhkannya serta mencari peluang untuk mengembangkan diri dalam karir seperti pelatihan lanjutan, sertifikasi, atau pengembangan keterampilan baru yang dapat meningkatkan kepuasan kerja.

Kata Kunci: Kohesitivas, Kepuasan Kerja, Perawat