

ABSTRAK

Angelica, Indah. 2016. **Hubungan Kualitas Kehidupan Kerja (*Quality of Work Life*) dengan Komitmen Profesi pada Perawat di Rumah Sakit Baptis Batu.** Tugas Akhir. Jurusan Ilmu Keperawatan. Fakultas Kedokteran Universitas Brawijaya, Malang. Pembimbing: (1) Dr. Ahsan, S.Kp, M.Kes. (2) Ns. Fathoni, S.Kep, MNS.

Kualitas kehidupan kerja perawat di rumah sakit seringkali kurang mendapat perhatian dari pihak manajemen rumah sakit, padahal perawat adalah tenaga kesehatan yang paling banyak dirumah sakit dan asuhan keperawatan adalah salah satu indikator yang mempengaruhi kualitas pelayanan di rumah sakit. Bila kualitas kehidupan kerja perawat terpenuhi maka akan mempengaruhi sikap terhadap profesi dan peforma kerja sehingga diharapkan dapat meningkatkan komitmen profesi perawat. Tujuan penelitian ini adalah menganalisa hubungan kualitas kehidupan kerja dengan komitmen profesi pada perawat di Rumah Sakit Baptis Batu. Penelitian ini menggunakan metode penelitian *cross-sectional* dengan pengujian hubungan antar variabel menggunakan *Rank-Spearman*. Sampel yang digunakan dalam penelitian ini adalah *total sampling*, yaitu seluruh perawat bekerja di Rumah Sakit Baptis Batu berjumlah 78 perawat. Seluruh responden mengisi kuisisioner tentang kualitas kehidupan kerja dan komitmen profesi. Kuisisioner yang valid sebanyak 74 responden. Hasil uji statistik *Rank-Spearman* didapatkan nilai koefisien korelasi $R = 0,452$ dan $p \text{ Value} = 0,000$ yang menunjukkan ada hubungan signifikan antara kualitas kehidupan kerja dan komitmen profesi dengan tingkat hubungan sedang (cukup). Kesimpulan penelitian ini adalah semakin baik kualitas kehidupan kerja perawat maka komitmen profesi akan semakin baik pula.

Kata kunci: Kualitas Kehidupan Kerja, Komitmen Profesi, Perawat.



ABSTACT

Angelica, Indah. 2016. ***The Correlation between Quality of Work Life and Professional Commitment among Nurses in Baptis Hospital, Batu.*** Final Assignment. Departement of Nursing. Faculty of Medicine Brawijaya University, Malang. Supervisor: (1) Dr. Ahsan, S.Kp, M.Kes. (2) Ns. Fathoni, S.Kep, MNS.

Quality of work life's nurses at hospital sometimes getting less attention by management department of hospital whereas nurses is the largest health care provider at hospital and also the nursing care is an indicator that having a big impact on quality of care at hospital. If quality of work life's nurses fulfilled, it will affect the attitude towards profession and work performance, thus it will increase professional commitment of nurses. The objective of this research to analyzed the relation between quality of work life and professional commitment among nurses in Baptis Hospital, Batu. This research used the cross-sectional as the method to conduct this research by examining the relation among variabels using Rank-Spearman. Sample of this research was the total sampling, which the total of all nurses that work at Baptis Hospital, Batu amount 78 nurses. All of the respondents filled out the questionnaires about quality of work life and professional commitment. The questionnaires that was valid amount 76 respondents. The result of Rank-Spearman statistical test showed that the correlation coefficient was $R = 0,452$ and $p \text{ Value} = 0,000$ which means there was a significant relation between quality of work life and commitment professional with a level of relation as "moderate". The conclusion of this research, the more quality of work life nurses to be fulfilled, then it would increase commitment professional among nurses.

Keywords: Quality of Work Life, Commitment Professional, Nurse.

