

**Program Studi Keperawatan  
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**Hubungan rotasi kerja dengan tingkat kepuasan kerja perawat di RSUD  
dr.Gondo Suwarno**

**ABSTRAK**

**Latar belakang:** Pelayanan kesehatan di rumah sakit dapat berjalan secara optimal karena dipengaruhi oleh kinerja karyawannya. Kepuasan kerja perawat harus mendapatkan perhatian khusus oleh pihak manajemen rumah sakit karena hal tersebut dapat memengaruhi pelaksanaan pelayanan keperawatan. Kepuasan kerja dapat di tingkatkan salah satunya dengan dilakukan dengan rotasi kerja.

**Tujuan:** mengetahui hubungan rotasi kerja dengan tingkat kepuasan kerja perawat

**Metode:** deskriptif korelasi dengan pendekatan cross sectional. Populasi penelitian 175 perawat di RSUD dr.Gondo Suwarno dengan jumlah sampel 122 perawat yang diambil dengan teknik *proportional random sampling*. Instrumen menggunakan skala rotasi kerja dan skala McCloskey/Mueller *Satisfaction Questionnaire* yang memiliki uji validitas dan reliabilitas dengan hasil *r hitung* pada rotasi kerja 0,710-0,866 dengan nilai *alpha cronbach* 0,928 dan pada kepuasan kerja memiliki nilai *r hitung* 0.516 – 0.948 dengan nilai *alpha cronbach* 0.761. Analisa data menggunakan *kendall tau* .

**Hasil :** rotasi kerja sebagian besar mengalami rotasi kerja sedang sebanyak 53 responden (43,4%), tingkat kepuasan kerja sebagian besar memiliki kepuasan kerja kategori tinggi sebanyak 52 responden (42,6%), Ada hubungan dengan korelasi sedang antara rotasi kerja dengan tingkat kepuasan kerja perawat di RSUD dr. Gondo Suwarno dengan nilai *p value* 0,000 dan nilai *r* 0,538

**Saran :** Diharapkan perawat dapat beradaptasi dengan baik jika mengalami rotasi kerja untuk membantu mengurangi kejenuhan dalam bekerja dan dapat menambah kepuasan kerja

Kepustakaan : 47 (2012-2023)

Kata kunci : rotasi kerja, kepuasan kerja ,perawat

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**The Relationship Between Job Rotation And The Level Of Job Satisfaction  
Of Nurses In Dr. Gondo Suwarno General Hospital**

**ABSTRACT**

**Background:** Health services in hospitals can run optimally because they are influenced by the performance of their employees. Nurse job satisfaction must receive special attention from hospital management because it can affect the implementation of nursing services. One of the ways to increase job satisfaction is by doing job rotation

**Objective:** determine the relationship between job rotation and the level of job satisfaction of nurses

**Method:** descriptive correlation with cross sectional approach. The study population was 175 nurses at dr.Gondo Suwarno General Hospital with a total sample of 122 nurses who were taken used proportional random sampling technique. The instrument uses the job rotation scale and the McCloskey/Mueller Satisfaction Questionnaire scale which is tested for validity and reliability with the results of r count on job rotation 0.710-0.866 with a cronbach alpha value of 0.928 and on job satisfaction has an r count value of 0.516 – 0.948 with a cronbach alpha value of 0.761. Data analysis used Kendall Tau

**Results:** most of the job rotations experienced moderate job rotations as many as 53 respondents (43.4%), the level of job satisfaction mostly had high category job satisfaction as many as 52 respondents (42.6%), There was a relationship with a moderate correlation between job rotations and the level of job satisfaction nurse at dr. Gondo Suwarno with a p value of 0.000 and an r value of 0.538

**Suggestion:** It is expected that nurses can adapt well if they experience work rotation to help reduce boredom at work and can increase job satisfaction

Literature : 47 (2012-2023)

Keywords : job rotation, job satisfaction, nurses