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HUBUNGAN PENERAPAN BUDAYA ORGANISASI DENGAN KINERJA PERAWAT DI RSUD dr. GUNAWAN MANGUNKUSUMO AMBARAWA

ABSTRAK

Latar belakang: Budaya organisasi merupakan salah satu faktor yang mempengaruhi perilaku dan kinerja perawat dalam pelayanan keperawatan di rumah sakit. Penerapan budaya organisasi yang efektif diharapkan mampu meningkatkan kinerja perawat yang tercermin melalui aspek kualitas asuhan, kuantitas pekerjaan, ketepatan waktu, efektivitas, kemandirian, serta hubungan interpersonal.

Tujuan: Tujuan dari penelitian ini untuk menganalisis hubungan antara penerapan budaya organisasi dengan kinerja perawat di RSUD dr. Gunawan Mangunkusumo Ambarawa.

Metode: Desain penelitian ini menggunakan metode kuantitatif dengan pendekatan *cross sectional*. Pengambilan sampel menggunakan *purposive sampling* didapatkan sampel sebanyak 63 responden. Pengambilan data menggunakan kuesioner budaya organisasi dan kinerja perawat. Analisis data dilakukan menggunakan analisis univariat dan bivariat.

Hasil: Hasil penelitian didapatkan bahwa sebagian besar perawat memiliki budaya organisasi dalam kategori tinggi sebanyak 50 responden (79,4%), dan kinerja perawat dalam kategori tinggi sebanyak 56 responden (88,9%). Didapatkan hasil penelitian menghasilkan hubungan signifikan antar budaya organisasi dengan kinerja ($p\text{-value} = 0,000$) yang berarti $\leq 0,05$.

Simpulan: Terdapat hubungan antara penerapan budaya organisasi dengan kinerja perawat di RSUD dr. Gunawan Mangunkusumo Ambarawa.

Saran: Rumah sakit diharapkan dapat mempertahankan dan meningkatkan penerapan budaya organisasi yang positif melalui kerja tim, inovasi, serta penerapan nilai etik keperawatan.

Kata kunci: Budaya organisasi, kinerja perawat, pelayanan keperawatan.

THE RELATIONSHIP BETWEEN THE IMPLEMENTATION OF ORGANIZATIONAL CULTURE AND NURSES' PERFORMANCE AT RSUD dr.GUNAWAN MANGUNKUSUMO AMBARAWA

ABSTRACT

Background: Organizational culture is one of the factors that influence nurses' behavior and performance in delivering nursing care in hospitals. Effective implementation of organizational culture is expected to enhance nurses' performance, which is reflected in the quality of care, quantity of work, timeliness, effectiveness, independence, and interpersonal relationships.

Objective: This study aimed to analyze the relationship between the implementation of organizational culture and nurses' performance at RSUD dr. Gunawan Mangunkusumo Ambarawa.

Methods: This study employed a quantitative research design with a cross-sectional approach. The sampling technique used was purposive sampling, resulting in a total sample of 63 respondents. Data were collected using organizational culture and nurse performance questionnaires. Data analysis was conducted using univariate and bivariate analyses.

Results: The results showed that most nurses had a high level of organizational culture, with 50 respondents (79.4%), and high nurse performance, with 56 respondents (88.9%). Statistical analysis indicated a significant relationship between organizational culture and nurses' performance (p -value = 0.000), which is less than <0.05 .

Conclusion: There is a significant relationship between the implementation of organizational culture and nurses' performance at RSUD dr. Gunawan Mangunkusumo Ambarawa.

Recommendation: Hospitals are expected to maintain and improve the implementation of positive organizational culture through teamwork, innovation, and the application of nursing ethical values.

Keywords: organizational culture, nurse performance, nursing care.