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Hubugan Beban Kerja Dengan Tingkat Kepuasan Kerja Perawat di RSUD Akhmad Berahim

ABSTRAK

Latar Belakang: Beban kerja perawat merupakan aspek penting dalam manajemen sumber daya manusia di rumah sakit karena berpotensi mempengaruhi kepuasan kerja dan kualitas pelayanan keperawatan. Tingginya tuntutan pekerjaan, kompleksitas tugas, serta keterbatasan jumlah tenaga dapat menimbulkan tekanan kerja yang berdampak negatif terhadap kondisi psikologis dan kepuasan kerja perawat.
Metode: Penelitian ini menggunakan desain deskriptif korelasional dengan pendekatan *cross-sectional*. Populasi penelitian adalah seluruh perawat yang bekerja di berbagai unit pelayanan di Rumah Sakit Umum Daerah Akhmad Berahim Kabupaten Tana Tidung sebanyak 82 perawat, dengan teknik pengambilan sampel *total sampling*. Instrumen penelitian berupa kuesioner beban kerja dan kepuasan kerja perawat yang telah diuji validitas dan reliabilitasnya. Analisis data dilakukan secara univariat dan bivariat menggunakan uji korelasi Rank Spearman.
Hasil: Hasil penelitian menunjukkan bahwa sebagian besar perawat mengalami beban kerja kategori berat (59,8%) dan tingkat kepuasan kerja berada pada kategori cukup puas (50,0%). Uji bivariat menunjukkan adanya hubungan yang signifikan antara beban kerja dengan kepuasan kerja perawat ($p < 0,001$) dengan koefisien korelasi $r = -0,628$ yang menunjukkan hubungan negatif kuat.
Kesimpulan: Beban kerja memiliki hubungan yang signifikan dan kuat terhadap kepuasan kerja perawat, di mana peningkatan beban kerja cenderung menurunkan kepuasan kerja.
Saran: Manajemen rumah sakit disarankan melakukan pengelolaan beban kerja secara proporsional melalui penyesuaian jumlah tenaga, distribusi tugas yang adil, dan peningkatan dukungan organisasi.

Kata kunci*:* Beban Kerja, Kepuasan Kerja, Perawat, Rumah Sakit.

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The Relationship Between Workload and the Level of Nurses' Job Satisfaction at Akhmad Berahim Regional General Hospital

ABSTRACT

Background: Nurses' workload is a crucial aspect of human resource management in hospitals, as it has the potential to influence job satisfaction and the quality of nursing care. High work demands, task complexity, and limited staffing levels may result in excessive work pressure, which can negatively affect nurses' psychological well-being and job satisfaction.
Methods: This study employed a descriptive correlational design with a cross-sectional approach. The study population consisted of all nurses working across various service units at Akhmad Berahim Regional General Hospital, Tana Tidung Regency, totaling 82 nurses. A total sampling technique was applied. The research instruments included workload and job satisfaction questionnaires that had been tested for validity and reliability. Data were analyzed using univariate and bivariate methods using the Spearman rank correlation test.
Results: The findings revealed that the majority of nurses experienced a heavy workload (59.8%), while job satisfaction was predominantly at a moderately satisfied level (50.0%). Bivariate analysis demonstrated a statistically significant relationship between workload and nurses' job satisfaction ($p < 0.001$), with a correlation coefficient of $r = -0.628$, indicating a strong negative correlation.
Conclusion: There is a significant and strong relationship between workload and nurses' job satisfaction, whereby an increase in workload tends to decrease job satisfaction.
Recommendation: Hospital management is encouraged to manage nurses' workload proportionally through appropriate staffing adjustments, equitable task distribution, and enhanced organizational support to improve job satisfaction and the quality of nursing services.
Keywords: workload, job satisfaction, nurses, hospital.