

## **ABSTRAK**

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### **Hubungan Kompensasi Pelengkap dan Kondisi Lingkungan Kerja dengan Kinerja Perawat di RSI PKU Muhammadiyah Kabupaten Pekalongan**

xiii, 6 Bab, 53 Halaman, 7 Tabel, 1 Gambar, 5 Lampiran

Rumah sakit merupakan institusi yang memberikan pelayanan kesehatan. Perawat mempunyai peran penting dalam memberikan pelayanan kesehatan. Kinerja perawat dalam memberikan pelayanan kesehatan dipengaruhi kompensasi pelengkap dan kondisi lingkungan kerja. Penelitian ini bertujuan untuk mengetahui hubungan kompensasi pelengkap dan kondisi lingkungan kerja dengan kinerja perawat di RSI PKU Muhammadiyah Kabupaten Pekalongan. Desain penelitian menggunakan deskriptif korelasi dengan pendekatan *cross sectional*. Sampel penelitian adalah perawat pelaksana rawat inap di RSI PKU Muhammadiyah Pekajangan Pekalongan sebanyak 56 orang. Teknik pengambilan sampel menggunakan *total sampling*. Alat pengumpulan data berupa kuesioner. Hasil penelitian menunjukkan bahwa 28 orang (50%) masing-masing menyatakan kompensasi pelengkap yang diberikan pada perawat baik dan kurang, 31 orang (55,4%) menyatakan bahwa kondisi lingkungan kerja perawat kurang dan 30 orang (53,6%) mempunyai kinerja yang kurang. Ada hubungan kompensasi pelengkap ( $p$  value: 0,000) dan kondisi lingkungan kerja ( $p$  value: 0,036) dengan kinerja perawat di RSI PKU Muhammadiyah Kabupaten Pekalongan. Pihak rumah sakit perlu melakukan evaluasi terhadap kondisi lingkungan kerja dengan cara menyebarkan angket tentang kondisi lingkungan kerja di rumah sakit kepada para perawat dan dapat dijadikan sebagai pedoman dalam melakukan evaluasi untuk meningkatkan kondisi lingkungan kerja di rumah sakit.

Kata kunci : Kinerja Perawat, Kompensasi Pelengkap, Kondisi Lingkungan Kerja  
Pustaka : 41 daftar pustaka (2007-2017)

**Bachelor Science of Nursing Program  
Institute of Health Science of Muhammadiyah Pekajangan  
February, 2018**

**ABSTRACT**

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**Correlation of Compensation Compliance and Work Environment Conditions with Nurse Performance in RSI PKU Muhammadiyah Pekalongan**

xiii, 6 chapters, 53 pages, 7 tables, 1 charts, 5 attachments

Hospitals are institutions that provide health services. Nurses have an important role in providing health services. The performance of nurses in providing health services is influenced by complementary compensation and working environment conditions. This research purposes determined correlation of compensation compliance and work environment conditions with nurse performance in RSI PKU Muhammadiyah Pekalongan. The research design used descriptive correlation with cross sectional approach. The technique of sampling used total sampling. The sample of research were nurse inpatient in RSI PKU Muhammadiyah Pekajangan Pekalongan as many as 56 people. The instrument of data collecting used questionnaires. The results showed that 28 people (50%) each stated that compensation complement given to the nurses good and less, 31 people (55,4%) stated that nurse work environment condition less and 30 people (53,6%) had less performance. There were correlation between complementary compensation ( $\rho$  value: 0,000) and work environment condition ( $\rho$  value: 0,036) to nurse performance in RSI PKU Muhammadiyah Pekalongan Regency. The hospital should evaluate the condition of the rok environment by spreading the questionnaire about the condition of the work environment in the hospital to the nurses and can be used as a guide in conducting evaluation to improve the condition of work environment in the hospital.

Keywords : Nurse Performance, Compensation Compliance, Work Environment Condition

Reference : 41 books (2007-2017)