

ABSTRAK

Perasaan puas dalam bekerja dapat menimbulkan dampak positif terhadap perilaku, seperti kedisiplinan, semangat kerja, dan loyalitas, kepuasan kerja merupakan kunci dari produktifnya sebuah organisasi khususnya pelayanan kesehatan. Faktanya, kepuasan kerja dan kesejahteraan tenaga kesehatan memainkan peranan penting dalam kualitas pelayanan kesehatan. Kepuasan kerja perawat berhubungan dengan performa perawat, kualitas pelayanan, dan peningkatan kepuasan pasien. Tujuan dari penelitian ini adalah untuk menganalisis kepuasan kerja perawat dan bidan terhadap program pelatihan, pemberian kesejahteraan dan pelaksanaan promosi jabatan di RSUD Royal Prima Marelan. Sampel dalam penelitian ini adalah sebanyak 76 orang perawat dan bidan di RSUD Royal Prima Marelan dengan teknik pengambilan sampel menggunakan total sampling. Analisis yang digunakan dalam penelitian ini analisis univariat, bivariat dan multivariat. Hasil penelitian ini menunjukkan Ada pengaruh program pelatihan terhadap kepuasan kerja perawat dan bidan di RSUD Royal Prima Marelan. Ada pengaruh pemberian kesejahteraan terhadap kepuasan kerja perawat dan bidan di RSUD Royal Prima Marelan. Ada pengaruh pelaksanaan promosi jabatan terhadap kepuasan kerja perawat dan bidan di RSUD Royal Prima Marelan. Ada pengaruh program pelatihan, pemberian kesejahteraan dan pelaksanaan promosi jabatan terhadap kepuasan kerja perawat dan bidan di RSUD Royal Prima Marelan. Variabel independent yang paling berpengaruh terhadap kepuasan kerja perawat dan bidan di RSUD Royal Prima Marelan adalah variabel pemberian kesejahteraan.

Kata Kunci : Kepuasan Kerja, Program Pelatihan, Pemberian Kesejahteraan, Pelaksanaan Promosi Jabatan

ABSTRACT

Feelings of satisfaction at work can have a positive impact on behavior, such as discipline, morale, and loyalty, job satisfaction is the key to the productivity of an organization, especially health services. In fact, job satisfaction and well-being of health workers play an important role in the quality of health services. Nurse job satisfaction is related to nurse performance, service quality, and increased patient satisfaction. The purpose of this study was to analyze the job satisfaction of nurses and midwives with training programs, providing welfare and implementing promotion at RSU Royal Prima Marelan. The sample in this study were 76 nurses and midwives at RSU Royal Prima Marelan with the sampling technique using total sampling. The analysis used in this study was univariate, bivariate and multivariate analysis. The results of this study indicate that there is an effect of the training program on the job satisfaction of nurses and midwives at RSU Royal Prima Marelan. There is an effect of providing welfare on the job satisfaction of nurses and midwives at RSU Royal Prima Marelan. There is an effect of implementing promotion on the job satisfaction of nurses and midwives at RSU Royal Prima Marelan. There is an influence of training programs, provision of welfare and implementation of promotion on the job satisfaction of nurses and midwives at RSU Royal Prima Marelan. The independent variable that has the most influence on the job satisfaction of nurses and midwives at RSU Royal Prima Marelan is the variable providing welfare.

Keywords: *Job Satisfaction, Training Programs, Provision of Welfare, Implementation of Promotions*