

ABSTRAK

Kinerja perawat perlu menjadi fokus manajemen rumah sakit karena berdampak langsung pada keselamatan pasien dan kualitas layanan, sehingga perlu didukung dengan sumber daya, pelatihan, dan lingkungan kerja yang memadai. Penurunan kinerja perawat dapat disebabkan oleh beberapa faktor, termasuk beban kerja yang tinggi, stres kerja, dan kurangnya dukungan dari manajemen. Kinerja perawat dapat dianalisis menggunakan teori *Job Demands-Resources* (JD-R) oleh Bakker dan Demerouti. Penelitian ini bertujuan untuk menganalisis faktor-faktor yang mempengaruhi kinerja perawat di Rumah Sakit Umum Daerah Simeulue.

Penelitian ini adalah penelitian kuantitatif dengan pendekatan *cross sectional study*. Penelitian dilakukan di RSUD Simeulue. Populasi penelitian ini seluruh perawat di Rumah Sakit Umum Daerah Simeulue sebanyak 306 orang, sedangkan sampel diperoleh sebanyak 209 orang. Penarikan sampel secara *simple random sampling*. Data dianalisis melalui tahapan analisis univariat, selanjutnya analisis bivariat dengan menggunakan uji *Chi-Square*, dan analisis multivariat menggunakan uji regresi logistik berganda.

Hasil penelitian di Rumah Sakit Umum Daerah Simeulue Provinsi Aceh menunjukkan bahwa beban kerja, tuntutan emosional, kompleksitas tugas, otonomi kerja, pelatihan dan pengembangan, umpan balik positif, akses sumber daya fisik, serta keseimbangan kerja-hidup memiliki pengaruh signifikan terhadap kinerja perawat ($p < 0,05$), sedangkan kondisi lingkungan kerja dan dukungan sosial tidak menunjukkan pengaruh yang signifikan ($p > 0,05$); di antara semua variabel tersebut, otonomi kerja menjadi faktor yang paling dominan memengaruhi kinerja perawat dengan nilai odds ratio tertinggi (OR = 3,343).

Peneliti selanjutnya disarankan mengkaji faktor lain seperti kepuasan kerja, dukungan sejawat, dan gaya kepemimpinan. Pendekatan kualitatif atau mixed methods dapat digunakan untuk menggali lebih dalam pengalaman perawat dan menemukan solusi kontekstual yang tepat.

Kata Kunci : Analisis Faktor, Kinerja Perawat, Otonomi Kerja.

ABSTRACT

Nurse performance needs to be the focus of hospital management because it has a direct impact on patient safety and quality of service, so it needs to be supported by adequate resources, training, and work environment. The decline in nurse performance can be caused by several factors, including high workload, work stress, and lack of support from management. Nurse performance can be analyzed using the Job Demands-Resources (JD-R) theory by Bakker and Demerouti. This study aims to analyze the factors that influence nurse performance at Simeulue Regional General Hospital.

This study is a quantitative study with a cross-sectional study approach. The study was conducted at Simeulue Regional Hospital. The population of this study was all nurses at Simeulue Regional General Hospital, totaling 306 people, while the sample obtained was 209 people. Sampling was done using simple random sampling. Data were analyzed through univariate analysis stages, then bivariate analysis using the Chi-Square test, and multivariate analysis using multiple logistic regression tests.

The results of the study at the Simeulue Regional General Hospital in Aceh Province showed that workload, emotional demands, task complexity, job autonomy, training and development, positive feedback, access to physical resources, and work-life balance had a significant effect on nurse performance ($p < 0.05$), while work environment conditions and social support did not show a significant effect ($p > 0.05$); among all these variables, job autonomy was the most dominant factor influencing nurse performance with the highest odds ratio value ($OR = 3.343$).

Further researchers are advised to examine other factors such as job satisfaction, peer support, and leadership style. A qualitative or mixed methods approach can be used to dig deeper into nurses' experiences and find appropriate contextual solutions.

Keywords: Factor Analysis, Nurse Performance, Job Autonomy.