

ABSTRAK

Produktivitas kerja perawat sering kali menjadi permasalahan di berbagai rumah sakit, termasuk di RSUD Royal Prima Medan dimana masih dijumpai perawat yang mengalami kelelahan, beban kerja tinggi, serta ketidakpuasan terhadap lingkungan kerja yang dapat berdampak pada penurunan mutu pelayanan keperawatan. Kondisi ini menunjukkan bahwa aspek *Quality of Nursing Work Life* (QNWL) belum sepenuhnya optimal dan diduga berpengaruh terhadap produktivitas kerja perawat. Penelitian ini bertujuan untuk menganalisis pengaruh QNWL terhadap produktivitas kerja perawat di RSUD Royal Prima Medan.

Penelitian dilakukan dengan desain kuantitatif analitik menggunakan pendekatan *cross-sectional*. Sampel penelitian menggunakan teknik total sampling dimana seluruh populasi, yaitu 259 perawat. Instrumen penelitian berupa kuesioner yang dibagikan kepada responden. Hasil penelitian menunjukkan bahwa mayoritas perawat memiliki QNWL dalam kategori cukup 44,8%, diikuti kategori baik 34,0% dan kurang 21,2%. Sementara itu, produktivitas kerja perawat sebagian besar berada pada kategori baik 78,4% dan sisanya rendah 21,6%. Uji statistik menunjukkan adanya hubungan yang signifikan antara QNWL dengan produktivitas kerja perawat ($p = 0,000$; $p < 0,05$).

Hasil penelitian ini menunjukkan bahwa manajemen rumah sakit perlu mengoptimalkan faktor-faktor QNWL, seperti lingkungan kerja, desain kerja, dan keseimbangan kehidupan kerja, guna meningkatkan produktivitas perawat secara berkelanjutan sehingga mendukung kinerja pelayanan yang optimal.

Kata kunci: *Quality of Nursing Work Life*, Produktivitas kerja, Perawat, Rumah sakit

ABSTRACT

Nurses' work productivity often becomes a concern in many hospitals, including at Royal Prima General Hospital Medan, where nurses are still found to experience fatigue, heavy workloads, and dissatisfaction with the work environment, all of which can lead to a decline in the quality of nursing services. This condition indicates that the aspects of the Quality of Nursing Work Life (QNWL) have not been fully optimized and are presumed to affect nurses' work productivity. This study aims to analyze the effect of QNWL on nurses' work productivity at Royal Prima General Hospital Medan.

This research employed an analytical quantitative design with a cross-sectional approach. The sampling technique used was total sampling, involving the entire population of 259 nurses. The research instrument was a questionnaire distributed to the respondents. The results showed that most nurses had QNWL in the moderate category (44.8%), followed by good (34.0%) and poor (21.2%). Meanwhile, the majority of nurses' work productivity was in the good category (78.4%) and the rest in the low category (21.6%). Statistical tests revealed a significant relationship between QNWL and nurses' work productivity ($p = 0.000$; $p < 0.05$).

The findings indicate that hospital management needs to optimize QNWL factors such as work environment, job design, and work-life balance in order to sustainably improve nurses' productivity and support optimal service performance.

Keywords: Quality of Nursing Work Life, Work Productivity, Nurses, Hospital