

HUBUNGAN DISIPLIN KERJA DENGAN KINERJA PERAWAT DI RUANG MELATI DAN RUANG BAKUNG RSUD PANEMBAHAN SENOPATI BANTUL

Nova Winditasari⁽¹⁾, Novita Kurniasari⁽²⁾, Khristina Dias Utami⁽³⁾

INTISARI

Latar belakang: Perawat yang tidak disiplin dalam melaksanakan pekerjaan akan mengakibatkan kelalaian dalam melaksanakan tugas, sedangkan untuk mendapatkan hasil kinerja yang baik, dibutuhkan disiplin kerja yang tinggi. Kinerja perawat merupakan hal yang sangat penting untuk mewujudkan tugas dan tanggung jawab secara maksimal. Disiplin kerja pegawai tinggi, maka organisasi akan mendapatkan banyak keuntungan, dan apabila disiplin kerja menurun, maka organisasi akan mendapat banyak kerugian. Semakin tinggi disiplin pegawai, semakin tinggi prestasi kerja yang dapat dicapai.

Tujuan : Mengetahui hubungan disiplin kerja dengan kinerja perawat di ruang Melati dan ruang Bakung RSUD Panembahan Senopati Bantul.

Metode : Penelitian ini menggunakan metode *deskriptif analitik* dengan jenis penelitian *cross sectional*. Pengambilan sampel menggunakan teknik *total sampling* sebanyak 32 perawat. Instrumen penelitian menggunakan kuesioner. Metode analisis menggunakan analisis univariat dan analisis bivariat. Analisis bivariat menggunakan uji *chi square* dengan tingkat kesalahan 5% (0,05).

Hasil : Dari 32 perawat, 2 perawat (6,2%) mempunyai disiplin kerja baik dengan kinerja sangat baik, 6 perawat (18,8%) mempunyai disiplin kerja baik dengan kinerja baik, 6 perawat (18,8%) mempunyai disiplin kerja baik dengan kinerja cukup, sedangkan 18 perawat (56,2%) mempunyai disiplin kerja cukup dengan kinerja cukup. Hasil analisis didapatkan nilai *p-value* 0,001 dengan tingkat kesalahan 5% (0,05%), sehingga ada hubungan disiplin kerja dengan kinerja perawat.

Kesimpulan : Ada hubungan disiplin kerja dengan kinerja perawat di ruang Melati dan Bakung RSUD Panembahan Senopati Bantul.

Kata kunci : Disiplin kerja, Kinerja perawat.

⁽¹⁾ Mahasiswa program Studi Ilmu Keperawatan, Stikes Jenderal Achmad Yani Yogyakarta

⁽²⁾ Dosen Program Studi Ilmu Keperawatan, Universitas Muhammadiyah Yogyakarta

⁽³⁾ Dosen Program Studi Ilmu Keperawatan, Stikes Jenderal Achmad Yani Yogyakarta

CORRELATION BETWEEN WORKING DISCIPLINE AND NURSES PERFORMANCE AT MELATI AND BAKUNG ROOMS OF PANEMBAHAN SENOPATI REGIONAL PUBLIC HOSPITAL BANTUL

Nova Winditasari⁽¹⁾, Novita Kurniasari⁽²⁾, Khristina Dias Utami⁽³⁾

ABSTRACT

Background: The negligence in performing the tasks will happen to the indiscipline nurses, whereas the result of good performance can be obtained through high working discipline. The nurses' performance is the most important thing to achieve optimum tasks and responsibilities. The higher employees' working discipline, the better profit will be obtained by the organization, and if the working discipline is decreased, the organization will get many disadvantages. The higher employee's working discipline is, the higher achievement will be attained.

Objective: To find out the relation between working discipline and nurses' performance in Melati and Bakung rooms of Panembahan Senopati Regional Public Hospital Bantul.

Method: This research used analytical descriptive methods with cross sectional research. The sample collected by total sampling technique which had 32 nurses. Questionnaire was used in this research. Univariate analysis and bivariate analysis were used in this research for analysis method. *Chi Square* test was used for analysis bivariate with 5% (0,05) as the level of error.

Result: From 32 nurses, 2 nurses (6,2%) who had good working discipline with very good performance, 6 nurses (18,8%) who had good working discipline with good performance, 6 nurses (18,8%) who had good working discipline with sufficient performance, whereas 18 nurses (56,2%) who had sufficient working discipline and sufficient performance. Analysis results obtained *p*-value score is 0,001 with 5% (0,05) as the level of error, so there is a relation between working discipline and nurses' performance.

Conclusion: There is a relation between working discipline and nurses' performance in Melati and Bakung rooms of Panembahan Senopati Regional Public Hospital Bantul.

Keywords : Working Discipline, Nurses Performance

⁽¹⁾Student of Nursing Science Study Program, Jenderal Achmad Yani Health Science Institute Yogyakarta

⁽²⁾Lecturer of Nursing Science Study Program, Muhammadiyah Yogyakarta University

⁽³⁾Lecturer of Nursing Science Study Program, Jenderal Achmad Yani Health Science Institute Yogyakarta