Artikel Ilmiah

Mataiora Politik sebagai Pendekatan Manajemen (Sebuah Alternatif Pendekatan Manajemen)

Hubungan Dokter-pasien di Unit Rawat Jalan dan Rawat Inap Rumah Sakit Pelabuhan Surabaya

Penelitian Ilmiah

Penerapan Customer Relationship Marketing sebagai Alternatif Strategi Pemasaran Jasa di Puskesmas dan Rumah Sakit

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Analisis Faktor yang Berpengaruh terhadap Kinerja Dokter Gigi dalam Pelayanan Kesehatan Gigi dan Mulut di Puskesmas Kabupaten Jember

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Analisis Pasar sebagai Dasar Pengembangan Promotion Mix URJ Menopause RSU Dr. Soetomo Surabaya

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Efforts in Developing Surabaya Al Irsyad Hospital Nurses' Commitment Based on Analysis of Influencing Factors on Nurses' Commitment

Upaya Membangun Komitmen Perawat di RS Al Irsyad Surabaya Berdasarkan Analisis Faktor yang Mempengaruhi Komitmen Perawat

Abstract

Employee’s commitment towards an organization is influential to retention, attendance and work productivity. A commitment to provide high quality services are imperative for health personnel in performing their task. The objective of this study was to formulate efforts in developing nurses’ commitment grounded on analysis of influencing factors on nurses’ commitment at Surabaya Al Irsyad Hospital (SAIH). This was an observational study conducted cross-sectionally in December 2002 at SAIH. The respondents were all SAIH nurses and midwives totaling to 93 people. Collected data from questionnaires were processed with regression test using stepwise method. The result of the regression test was presented to a Focus Group Discussion (FGD). The result showed that the influencing factors on commitment were: equal distribution, learning opportunity/advancement in education, colleagues’ support and reward system. An FGD involving nurses and SAIH management was the effort to develop commitment. In conclusion, only a small percentage of nurses had high commitment, while the biggest portion had moderate commitment towards SAIH. In respective order, the influencing factors on SAIH nurses’ commitment were: equal distribution, learning opportunity, colleagues’ support and the reward. It is suggested that the SAIH management should: improve hospital rules and regulations, make an education matrix as a tool to monitor which employee has undergone training and education, stimulate nurses to write articles about nursing and to establish SAIH periodicals/journals, empower the Training and Education facilities and delegate the authority of designing education programs along with the superiors.

Keyword: nurses, equal, distribution, learning, opportunity, colleagues’ support, reward,

Daftar Pustaka:


