

INTISARI

PENGARUH KEADILAN KOMPENSASI TERHADAP KEPUASAN KERJA PERAWAT DI “RSUD Sultan Immanudin” PANGKAL BUN KALIMANTAN TENGAH

Latar belakang: Kepuasan kerja perawat dapat mendorong produktivitas dan kinerja perawat. Kepuasan kerja dapat mempengaruhi kinerja dan meningkatkan motivasi kerja. Kepuasan kerja tersebut diantaranya dapat dicapai melalui keadilan kompensasi. Ketidakpuasan terhadap kompensasi akan berdampak pada prestasi kerja yang menurun.

Tujuan: Mengetahui pengaruh keadilan kompensasi terhadap kepuasan kerja perawat di RSUD Sultan Immanudin Pangkalan Bun.

Metode: Penelitian ini adalah penelitian kuantitatif dengan pendekatan *cross sectional*. Populasi penelitian adalah perawat yang bekerja di RSUD Sultan Immanudin. Teknik pengambilan sampel dalam penelitian ini adalah *population sampling* dengan jumlah sampel sebanyak 152 orang. Pengambilan data menggunakan kuesioner. Analisis data menggunakan analisis regresi berganda.

Hasil: Keadilan distributif berpengaruh positif signifikan terhadap kepuasan kerja perawat. Keadilan prosedural tidak berpengaruh signifikan terhadap kepuasan kerja perawat. Keadilan interpersonal berpengaruh positif signifikan terhadap kepuasan kerja perawat. Keadilan informasional berpengaruh positif signifikan terhadap kepuasan kerja perawat.

Kesimpulan: Keadilan kompensasi berpengaruh signifikan terhadap kepuasan kerja perawat di RSUD Sultan Immanudin Pangkalan Bun.

Kata kunci: Keadilan kompensasi, kepuasan kerja, perawat

ABSTRAK

EQUITABLE COMPENSATION EFFECT OF NURSE JOB SATISFACTION IN "RSUD SULTAN IMANUDDIN PANGKALANBUN" CENTER OF BORNEO

Background: Nurse's working satisfaction can push nurse's productivity and performance. Working satisfaction can affect performance and increasing working motivation. Working satisfaction namely can be accomplished by compensation fairness. Dissatisfaction on compensation will impact on decreasing work achievement.

Objective: This research aim is to know effect of compensation fairness on nurse's working satisfaction at Region General Hospital of Sultan Imanuddin Pangkalan Bun.

Methods: This research is quantitative research using cross sectional approach. Research population is nurse that work at Region General Hospital of Sultan Imanuddin Pangkalan Bun. Sampling technique in this research is population samplings with sample number are 152 people. Data collection uses questionnaire. Data analysis uses double regression analysis.

Results: Distributive fairness significantly has positive effect on nurse's satisfaction. Procedural satisfaction do not significantly affect on nurse's working satisfaction. Interpersonal fairness significantly has positive effect on nurse's working satisfaction

Conclusion: Compensation fairness significantly affect on nurse's satisfaction at Region General Hospital of Sultan Imanuddin Pangkalan Bun.

Keywords: compensation satisfaction, working satisfaction, nurse