

PROGRAM STUDI ILMU KEPERAWATAN

FAKULTAS ILMU KEPERAWATAN
UNIVERSITAS ISLAM SULTAN AGUNG SEMARANG
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ABSTRAK

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HUBUNGAN SISTEM PENGHARGAAN DAN MOTIVASI KERJA DENGAN TINGKAT KEDISIPLINAN KERJA PERAWAT DI RUANG RAWAT INAP RUMAH SAKIT ISLAM SULTAN AGUNG SEMARANG

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Latar Belakang: Tingkat kedisiplinan kerja adalah salah satu bentuk sikap dan perilaku seseorang mentaati dan mematuhi ketentuan serta aturan yang telah ditetapkan oleh instansi dalam bekerja. Disiplin kerja harus dimiliki bagi setiap pegawai sehingga kinerja instansi dapat tercipta rasa aman, tertib, dan dapat terkendali dengan baik. Oleh karena itu, didalam instansi perlu adanya penerapan sistem penghargaan dan motivasi kerja yang baik sehingga kedisiplinan pegawai dapat terlihat. Penelitian bertujuan untuk mengetahui adakah hubungan sistem penghargaan dan motivasi kerja dengan tingkat kedisiplinan kerja perawat di Ruang Rawat Inap Rumah Sakit Islam Sultan Agung Semarang.

Metode: Desain penelitian menggunakan pendekatan *cross sectional*. Populasi adalah 133 responden yang memenuhi kriteria inklusi dan eksklusi. Besar sampel adalah 99 responden dengan metode *propotional random sampling*. Instrumen penelitian ini menggunakan kuesioner dan dianalisa data dengan uji *spearman*.

Hasil: Berdasarkan hasil penelitian menunjukkan bahwa sistem penghargaan perawat adalah kategorinya sedang 46,5%, dan motivasi kerja perawat adalah kategori tinggi 45,5% serta tingkat kedisiplinan kerja adalah kategori tinggi 40,4%. Setelah dilakukan uji *spearman* maka hubungan sistem penghargaan dengan tingkat kedisiplinan kerja nilai koefisien korelasi 0,701 artinya H1 diterima dengan tingkat hubungan kuat dan hubungan motivasi kerja dengan tingkat kedisiplinan kerja nilai koefisien koelasi 0,807 artinya H1 diterima dengan tingkat hubungan sangat kuat.

Simpulan: Ada hubungan sistem penghargaan dan motivasi kerja dengan tingkat kedisiplinan kerja perawat di Ruang Rawat Inap Rumah Sakit Islam Sultan Agung Semarang.

Kata Kunci: Sistem Penghargaan, Motivasi Kerja, Tingkat Kedisiplinan Kerja

Daftar Pustaka: 85 (2001-2015)

**BACKHELOR NURSING STUDY PROGRAM
FACULTY OF NURSING SCIENCE
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ABSTRACT

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**THE RELATIONSHIP OF RECOGNITION SYSTEM AND WORKING
MOTIVATION TOWARD THE LEVEL OF WORKING DISCIPLINE OF
NURSES AT SULTAN AGUNG ISLAMIC HOSPITAL SEMARANG**

94 Pages + 16 tabel + xvii

Background: The level of working discipline is one of attitude and behavior of people to obey and comply with the regulations and rules that have been established by the agency where they work. Must have a good employee that the performance of the agency may create a sense of safe, orderly, and can be controlled well. Therefore, the agencies need to implement recognition system and working motivation so that discipline of employees can be seen. This study aimed to find out relationship recognition system and working motivation toward the level of discipline of nurses at Sultan Agung Islamic Hospital Semarang.

Methods: Research design used *cross sectional*. The population were 133 respondents who meet the inclusion and exclusion criteria. The sample were 99 respondents selected by using *proportional random sampling* method. The instrumenting this study was questionnaire and data were analyzed by *spearman* test.

Results: Based on the results of the research that nurses recognition system is moderate category was (46,5%), and the working motivation of nurses is (45,5%) higher category and the level of discipline working is high category (40,4%). Finen *spearman* test there was between recognition system with the level of work discipline which evidenced value of 0.701 means that H1 is accepted by the level of strong links and relationships working motivation and level of working discipline coefficient korelasi 0.807 means that H1 is accepted with the level of the relationship is very strong.

Conclusion: There is a relationship of recognition system and motivation working toward the level of working discipline of nurses at Sultan Agung Islamic Hospital Semarang.

Keywords: System Recognition, Motivation Working, Level Of Discipline Working

Bibliography: 85 (2001-2015)