

**ANALISIS *QUALITY OF WORK-LIFE (QWL)* PADA PERAWAT DI UNIT  
RAWAT INAP DI RUMAH SAKIT WIYUNG SEJAHTERA**

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**ABSTRACT**

*The reason for doing this research is because based on an initial survey at the Wiyung Prosperous Hospital, it shows that the quality of work life or Quality of Work-Life (QWL) for nurses is very high. This can be seen from the achievement of the bed occupancy rate which has increased significantly, from 55.3% to 83.6% in June to be precise in the last 3 months. The purpose of this study was to analyze the quality of work life of nurses hospitalized at Wiyung Prosperous Hospital with quantitative descriptive methods. The population was 79 samples taken by 66 nurses using cluster sampling. The results showed that the most employees who had poor quality of work life were in the ICU unit, amounting to 3 people, then among the 9 components of the lowest quality of work life, it was in the provision of career paths. From the results of the frequency distribution, there were several employees who stated that the hospital management had not paid attention to the career path of their employees. It is hoped that the hospital can provide adequate facilities so that the implementation of tasks is not hampered and evaluates the QWL of available facilities and conducts nurse training and evaluation of nurse training in order to increase the career path of nurses.*

*Keywords: Quality of work life, nurses, hospitals*

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## **ABSTRAK**

Alasan dilakukan penelitian karena berdasarkan survey awal di rumah sakit wiyung sejahtera menunjukkan bahwa kualitas kehidupan kerja atau *Quality Of Work-Life (QWL)* pada perawat sangat tinggi. Hal itu bisa di lihat dari capaian *bed occupancy rate* yang mengalami peningkatan secara signifikan, yang semulanya 55,3% meningkat menjadi 83,6% dibulan Juni tepatnya 3 bulan terakhir. Tujuan penelitian ini menganalisis kualitas kehidupan kerja perawat dirawat inap rumah sakit wiyung sejahtera dengan metode deskriptif kuantitatif. Polulasi sebanyak 79 orang sampel yang diambil 66 perawat menggunakan cluster sampling. Hasil penelitian menunjukkan karyawan yang memiliki kualitas kehidupan kerja yang tidak baik terbanyak berada diunit ICU berjumlah 3 orang kemudian diantara 9 komponen kualitas kehidupan kerja terendah terletak pada pemberian jenjang karir. Hasil distribusi frekuensi ada beberapa karyawan yang menyatakan bahwa pihak manajemen rumah sakit belum memperhatikan jenjang karir terhadap karyawannya. Diharapkan rumah sakit dapat memberikan fasilitas yang memadai agar pelaksanaan tugas tidak terhambat serta mengevaluasi QWL fasilitas yang tersedia serta dilakukan diklat perawat dan evaluasi pada diklat perawat agar dapat meningkatkan jenjang karir pada perawat.

Kata kunci : Kualitas kehidupan kerja, perawat, rumah sakit