

Analisis Hubungan Kepuasan Kerja terhadap Disiplin Kerja Dokter Spesialis di RSUD Cileungsi

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Abstrak

Latar belakang : Salah satu faktor penyebab waktu tunggu pasien rawat jalan melebihi 60 menit adalah keterlambatan waktu kedatangan dokter spesialis. Selain waktu tunggu, kepatuhan visite dokter spesialis merupakan indikator disiplin kerja yang dapat memengaruhi length of stay (LOS) pasien rawat inap. Tujuan : Penelitian ini bertujuan untuk mengetahui pengaruh karakteristik individu, kepuasan kerja terhadap disiplin kerja dokter spesialis di RSUD Cileungsi. Metode : Penelitian ini dilakukan dengan mix method kuantitatif dan kualitatif pendekatan cross sectional untuk menilai karakteristik individu, gambaran kepuasan kerja melalui kuisisioner Job Satisfaction Survey Spector dan disiplin kerja melalui rekam absensi kepatuhan poli, visite dan kelengkapan administratif rekam medis dokter spesialis di RSUD Cileungsi. Hasil : Tidak terdapat pengaruh signifikan antara kepuasan kerja dan disiplin kerja dokter spesialis di RSUD Cileungsi. Berdasarkan penelitian kualitatif, didapatkan faktor yang mempengaruhi disiplin waktu khususnya kepatuhan poli adalah faktor individu, rekam medik yang belum tersedia, laboratorium yang belum ada hasil, dokter spesialis cenderung melakukan kegiatan lain seperti rapat, tindakan atau visite terlebih dahulu sebelum praktik poli. Kesimpulan: Berdasarkan penelitian ini dapat disimpulkan bahwa selain kepuasan kerja terdapat faktor lain yang memengaruhi disiplin kerja seperti waktu kedatangan dan jumlah tempat praktek.

Introduction: One of the factor causing outpatients' waiting time is the delay in the specialist doctor's arrival time. In addition, adherence to doctors visit indicates work discipline that can affect the length of stay (LOS) of inpatients. Purpose: This study aims to determine the effect of individual characteristics and job satisfaction on the work discipline of specialists at RSUD Cileungsi. Methods: This research was conducted using a mix of methods (quantitative and qualitative analysis) with a cross-sectional design to assess individual characteristics, job satisfaction descriptions through the Job Satisfaction Survey Spector questionnaire, and work discipline through the records of compliance in visiting both outpatient and inpatient wards, and the completion of the medical record as an administrative form of work discipline. Results: There is no significant effect between job satisfaction and the work discipline of specialist doctors at Cileungsi Hospital. The qualitative research found that the factors that influence time discipline among specialist are individual factors, medical records and laboratory result test that are not yet available, and they prioritizing the other activities. Conclusion: This study concluded that there were another factors that affect work discipline beyond job satisfaction, such as travel time, the amount of practice places.