

ABSTRACT

Ratna Puspitawati. **NIM 2010-01-049**, Determinants of Job Satisfaction of Nurses in Lendemoripa Christian Hospital of Sumba Barat.
(Advisor: Dr. Bambang Hartono, MM, MSc).

Lendemoripa Christian Hospital is a private hospital in West Sumba District was established since 10 April 1951 which is in the form by the institution and Types His institution is the Foundation Special Institute for Public Health so that in the short to YUMERKRIS by the Christian Church of Sumba (GKS).

Job satisfaction is an important factor in the effort to increase the productivity of employees, with rewards and all the factors that influence the emergence of self-satisfaction of employees.

This study aims to determine factors that influence job satisfaction of nurses among variables of non-physical working environment, promotion, and salary perceptions as well as to determine which variables most strongly related to job satisfaction of nurses.

This study used primary data obtained as a result of responses to questionnaires, distributed to Lendemoripa Christian Hospital nurses Lendemoripa. The data of the research was analyzed using multiple linear regression analysis.

The results showed that the regression coefficient of Non-Physical Working Environment = 0.001, Promotion = 0.000 and Salary Perceptions = 0.000. Beta coefficient for Non-Physical Working Environment = 0.256, Promotion = 0.226 and Salary Perception = 0.557.

The conclusion of this study is that the Non-Physical Working Environment, promotion and salary perceptions have significant positive impact on Nurse Job Satisfaction. The variables that determine the Nursing Job Satisfaction is Salary Perceptions then sequentially followed by Non-Physical Work Environment and Promotion.

Determinant coefficient (R square) of 0.759 this means that 75.9% of job satisfaction is determined nurse or a contribution from changes in non-physical working environment, promotion, and salary perceptions be shared equally and the balance of 24.1% determined by variables other.

Keywords: Non-Physical Working Environment, Promotion, Salary Perceptions and Job Satisfaction of Nurses