ABSTRACT

Nurse is one of the profession of health professionals needed by hospitals in supporting the quality of health care. Large contributions and workload of nurses require a high job satisfaction. The purpose of this study was to determine the factors associated with job satisfaction of nurses in the inpatient unit of Rumah Sakit Umum Daerah Tarakan. The research was conducted in June 2016. This research uses a quantitative method with cross sectional approach. The technique sampling uses "sampling jenuh" which takes the overall population of 60 nurses. Researcher distributing questionnaires directly with independent dimensions; recognition, growth opportunities; compensation and labor relations, and the dependent dimension is job satisfaction. The data were analyzed using univariate and bivariate "chi square". The results of the research show the p value=0.048 is smaller than alpha (p-value<0.05), indicating that there is a relationship between recognition and job satisfaction, p=0.009<0.005 indicating there is a relationship between growth opportunities and job satisfaction, p=0.003<0.005 indicating there is a relationship between compensation and job satisfaction and the value of p=0.368>0.005 indicating there was no correlation between the employment relationship with job satisfaction. The conclusion of this study is the recognition of the work from supervisor, growth opportunities and the compensation provided from the hospital are all factors associated with job satisfaction of nurses in the inpatient unit Rumah Sakit Umum Daerah Tarakan. Researchers suggest to the hospital management of Rumah Sakit Umum Daerah Tarakan to develop a reward system, giving greater opportunities in nursing activities and evaluate the incentives system.