

Abstrak
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Hubungan *Duty Scheduling Strategy* dengan *Job Satisfaction* Perawat di Ruang Rawat Inap Rumah Sakit Paru Jember, 2025.

xviii + 88 hal + 2 bagan + 22 tabel + 15 lampiran

Abstrak

Pendahuluan: *Job satisfaction* merupakan aspek penting dalam kualitas pelayanan keperawatan. Salah satu faktor yang memengaruhi kepuasan kerja perawat adalah *duty scheduling strategy*, yaitu *job satisfaction* yang diterapkan di rumah sakit. Penjadwalan yang tidak adil atau tidak fleksibel berpotensi menurunkan kepuasan kerja perawat. Penelitian ini bertujuan untuk mengetahui hubungan antara *duty scheduling strategy* dengan *job satisfaction* perawat di Ruang Rawat Inap Rumah Sakit Paru Jember. **Metode:** Penelitian ini menggunakan desain kuantitatif korelasional dengan pendekatan *cross-sectional*. Populasi penelitian ini sebanyak 46 perawat yang bekerja di Ruang Rawat Inap dengan sampel sebanyak 41 perawat yang diambil menggunakan teknik *purposive sampling*. Instrumen pengumpulan data berupa kuesioner berbasis skala Likert yang disusun berdasarkan teori Michael Warner dan teori *Discrepancy* Porter. Data yang diperoleh dianalisis menggunakan analisis univariat untuk menggambarkan distribusi frekuensi dan persentase karakteristik responden serta variabel penelitian. Serta dilakukan analisis bivariat menggunakan uji *Spearman rho* untuk mengetahui hubungan antara *duty scheduling strategy* dengan *job satisfaction* perawat. **Hasil:** Hasil analisis data menunjukkan hasil bahwa $p\text{ value} = <0,0001$ dengan koefisien korelasi (r) = 0,635. **Kesimpulan:** *Duty Scheduling Strategy* berhubungan dengan *Job Satisfaction* perawat di Ruang Rawat Inap Rumah Sakit Paru Jember.

Kata kunci: *Duty Scheduling Strategy*, *Job Satisfaction*, Perawat.
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Abstract

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Relationship between Duty Scheduling Strategy and Job Satisfaction of Nurses in the Inpatient Room of Rumah Sakit Paru Jember, 2025.

xviii + 88 pages + 2 drawings + 22 tables + 15 appendices

Abstract

Introduction: Job satisfaction is an important aspect in the quality of nursing services. One of the factors that influence nurse job satisfaction is duty scheduling strategy, which is job satisfaction applied in hospitals. Unfair or inflexible scheduling has the potential to reduce nurse job satisfaction. This study aims to determine the relationship between duty scheduling strategy and nurse job satisfaction in the Inpatient Ward at Rumah Sakit Paru Jember. **Methods:** This study used a quantitative correlational design with a cross-sectional approach. The population of this study was 46 nurses working in the Inpatient Ward with a sample of 41 nurses taken using the purposive sampling technique. The data collection instrument was a Likert scale-based questionnaire compiled based on Michael Warner's theory and Porter's Discrepancy theory. The data obtained were analyzed using univariate analysis to describe the frequency distribution and percentage of respondent characteristics and research variables. Bivariate analysis was also conducted using the Spearman rho test to determine the relationship between duty scheduling strategy and nurse job satisfaction. **Results:** The results of the data analysis showed that the p value = <0.0001 with a correlation coefficient (r) = 0.635. **Conclusion:** Duty Scheduling Strategy is correlate with Job Satisfaction nurse in the Inpatient Ward at Rumah sakit Paru Jember.

Keyword : Duty Scheduling Strategy, Job Satisfaction, Nurse.

Bibliographi: 50 (2017 - 2024)