

Abstrak

Penelitian ini bertujuan untuk mengetahui hubungan *antara quality of work life* dengan kinerja pada perawat di Rumah Sakit Kristen Ngesti Waluyo. Hipotesis yang diajukan adalah terdapat hubungan positif antara *quality of work life* dengan kinerja pada perawat di Rumah Sakit Kristen Ngesti Waluyo. Subjek dalam penelitian ini berjumlah 50 perawat yang memiliki karakteristik masa kerja minimal 1 tahun. Metode pengumpulan data menggunakan metode skala *quality of work life* dan kinerja. Teknik analisis data menggunakan analisis korelasi *Product Moment* dari *Pearson Correlation*. Berdasarkan hasil analisis data, diperoleh hasil (r_{xy}) = 0,356 dengan $p = 0,011$ ($p < 0,05$). Hasil tersebut menunjukkan bahwa terdapat hubungan positif yang signifikan antara *quality of work life* dengan kinerja pada karyawan. Besarnya koefisien determinasi (R^2) sebesar 0,127, artinya variable *quality of work life* memberikan kontribusi sebesar 12,7% sebagai variable yang berhubungan dengan kinerja perawat di RSK Ngesti Waluyo. Hal ini sekaligus menegaskan bahwa masih terdapat 87,3% variable lain yang mempengaruhi kinerja.

Kata kunci : kinerja, perawat, *quality of work life*

Abstract

This research aims to determine the relationship between quality of work life with performance of nurses in Christian Hospital Ngesti Waluyo. The hypothesis proposed is that there is a positive relationship quality of work life with performance of nurses in Christian Hospital Ngesti Waluyo. The subjects in this study amounted to 50 nurses who had the characteristics work for more than one year. The retrieved of taking subject is using a purposive sampling method. Retrieval of this research data using uses three scales, there is the Scale of Quality of Work Life, and Performance Scale. The data analysis technique using product moment correlation from Pearson Correlation. Based on the results of data analysis obtained correlation coefficient (r_{xy}) = 0,356 with $p = 0.011$ ($p < 0.05$). These results indicate that there is a significant positive relationship between the quality of work life and performance of nurses. The magnitude of the determination coefficient (R^2) is 0,127, meaning that the quality of work life variable contributes 12,7% as a variable related to performance of nurses in Christian Hospital Ngesti Waluyo. This also confirms that there are still 87,3% of the influence of other variables not examined in this performance.

Keywords: *performance, nurse , quality of work life*