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JURUSAN KEPERAWATAN
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**HUBUNGAN *JOB PERFORMANCE* DAN *WORK ENGAGEMENT* DENGAN
MANAJEMEN ENERGI PERAWAT DI RSUD DR. H. ABDUL MOELOEK
PROVINSI LAMPUNG**

(xvi + 69 halaman + 9 tabel + 3 gambar)

ABSTRAK

Secara nasional, target rasio perawat terhadap 100.000 penduduk adalah 117 perawat (Kemkes RI, 2021). Tahun 2020 rasio perawat di Lampung terhadap 100.000 penduduk baru mencapai 108 perawat per 100.000 penduduk (Pemprov Lampung, 2020). Sebuah studi membuktikan bahwa 57% perawat mengalami penurunan energi berkisar dari ringan hingga ekstrem dan mengalami kelelahan dari ringan hingga *exhaustion* (72,1%) serta terdapat 2,3% perawat yang mengalami penurunan energi yang *extreme* dengan *exhaustion* atau *total fatigue*. Penelitian ini merupakan penelitian kuantitatif dengan desain *cross-sectional* yang bertujuan untuk membuktikan adanya hubungan antara *job performance* dan *work engagement* dengan manajemen energi perawat di RSUD Dr. H. Abdul Moeloek Provinsi Lampung. Penelitian ini dilakukan pada 16 Mei-16 Juni 2023 di ruang rawat inap bedah dan instalasi bedah sentral RSUD Dr. H. Abdul Moeloek Provinsi Lampung dengan sampel berjumlah 70 responden. Pengukuran *job performance* menggunakan alat ukur *IWPQ* (Koopmans et al., 2014), pengukuran *work engagement* menggunakan *UWES Scale-9* (Bakker & Leiter, 2010; Kristiana et al., 2018) serta manajemen energi menggunakan alat ukur *Final-14 item productive energi measure* (Cole et al., 2012) yang juga dikembangkan oleh peneliti. Uji *chi square 2x2 table* menunjukkan tidak adanya hubungan antara *job performance* dengan manajemen energi ($p = 0.151$ ($p > 0,05$)). Sedangkan pada variabel *work engagement* dengan manajemen energi, diperoleh $p\text{-value} = 0,00$ artinya terdapat hubungan di antar variabel tersebut. Kemudian perawat dengan manajemen energi optimal cenderung 10,064-180,891 kali terikat dengan pekerjaannya (OR = 42,667 (95% CI: 10,064-180,891)). Peneliti menyarankan agar meningkatkan manajemen energi pada perawat untuk meningkatkan *work engagement*.

Kata Kunci: *Job Performance*, *Work Engagement*, Manajemen Energi

TANJUNG KARANG POLYTECHNIC OF HEALTH
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**THE RELATIONSHIP BETWEEN JOB PERFORMANCE AND WORK
ENGAGEMENT WITH ENERGY MANAGEMENT IN NURSING AT DR. H.
ABDUL MOELOEK GENERAL PUBLIC HOSPITAL, LAMPUNG
PROVINCE**

(xvi + 69 pages + 9 tables + 3 pictures)

ABSTRACT

Nationally, the target nurse ratio to the 100,000 population is 117 nurses (Kemkes RI, 2021). By 2020, the ratio of nurses in Lampung against the 100,000 new population will reach 108 nurses per 100,000 population (Pemprov Lampung, 2020). One study showed that 57% of nurses experienced energy decreases ranging from mild to extreme and experienced fatigue from light to exhaustion (72.1%), and there were 2.3% of nurses who experienced an extreme energy decrease with exhaustion or total fatigue. The study is a quantitative study with a cross-sectional design aimed at proving the relationship between job performance and work engagement with the energy management of nurses at RSUD Dr. H. Abdul Moeloek Province of Lampung. The study was conducted from May 16 until June 16, 2023, in the surgical ward and the central surgery installation of RSUD Dr. H. Abdul Moeloek. Measurement of job performance using the IWPQ (Koopmans et al., 2014), measurement of work engagement using the UWES Scale-9 (Bakker & Leiter, 2010; Kristiana et al., 2018), as well as energy management using the Final-14 item productive energy measure (Cole et al., 2012), which was also developed by the researchers, The Chi square 2x2 table showed that there was no relationship between job performance and energy management ($p = 0.151$ ($p > 0.05$)). Then nurses with optimal energy management tend to be 10.064–180.891 times tied to their jobs ($OR = 42,667$ (95% CI: 10,064–180,891)). Researchers suggest improving the energy management of nurses to improve work engagement.

Keyword: Job Performance, Work Engagement, Energy Management