

ABSTRACT

THE RELATIONSHIP OF SOCIAL INTERACTION TO NURSES' WORK MOTIVATION AT PRIVAT HOSPITAL IN SURABAYA

DEVINA AFIANI ELITASARI

(202202079)

The existence of social interaction problems in team colleagues who feel that they do not need each other, there is no delegation of tasks to other colleagues, and there is an attitude of distrust between others, finally has an impact on reducing the work motivation of nurses where the team is unable to complete the tasks given, thus having an impact on the quality of patient care. The purpose of this study is to analyze the relationship between social interaction and the work motivation of nurses in Surabaya Private Hospital. The research design used was a correlation with a sample of 82 nurses at X Surabaya hospital on April 27 – May 17, 2024 which met the inclusion criteria and was taken using consecutive sampling techniques. . The independent variable in this study is social interaction, while the dependent variable is work motivation. The research instrument used a questionnaire sheet and a statistical test using the spearman rank test with a α of <0.05 . The results of the study showed that social interaction was 73% and work motivation was 64%. The results of the spearman rank test were obtained $p= 0.000$ and $r= 0.851$, meaning that there was a relationship between social interaction and nurses' work motivation and the strength of the relationship was very strong. Therefore, the author suggests to the management of Surabaya Private Hospital to provide education and training about conflicts and the importance of teamwork, open communication channels, facilitate open discussions, and find fair solutions to reduce conflicts and increase harmony in the workplace. Conducting a mediation and counseling approach can also be a solution if the conflict that occurs is getting more complicated.

Keywords: interaction, social, motivation, nurse.

ABSTRAK

HUBUNGAN INTERAKSI SOSIAL TERHADAP MOTIVASI KERJA PERAWAT DI RUMAH SAKIT SWASTA DI SURABAYA

DEVIANA AFIANI ELITASARI
(202202079)

Adanya permasalahan interaksi sosial pada rekan kerja tim yang merasa tidak saling membutuhkan, tidak ada pelimpahan tugas ke rekan kerja lainnya, serta adanya sikap tidak percaya antara sesama, akhirnya berdampak pada penurunan motivasi kerja perawat dimana tim tidak mampu menyelesaikan tugas yang diberikan sehingga berdampak pada penurunan kualitas perawatan pasien. Tujuan dari penelitian ini adalah menganalisa hubungan interaksi sosial terhadap motivasi kerja perawat di rumah sakit Swasta Surabaya. Desain penelitian yang digunakan adalah korelasi dengan jumlah sampel sebanyak 82 perawat di rumah sakit X Surabaya pada tanggal 27 April – 17 Mei 2024 yang memenuhi kriteria inklusi dan diambil menggunakan teknik *consecutive sampling*. Variabel independen dalam penelitian ini adalah interaksi sosial, sedangkan variabel dependennya adalah motivasi kerja. Instrumen penelitian menggunakan lembar kuesioner dan uji statistik menggunakan uji *rank spearman* dengan $\alpha < 0,05$. Hasil penelitian didapatkan interaksi sosial cukup 73% dan motivasi kerja cukup 64%. Hasil uji *rank spearman* didapatkan $p = 0,000$ dan $r = + 0,851$ artinya ada hubungan antara interaksi sosial terhadap motivasi kerja perawat dengan kekuatan hubungan sangat kuat. Maka penulis menyarankan kepada RS Swasta Surabaya bagian manajemen agar memberikan edukasi *training* tentang konflik dan pentingnya kerjasama tim, membuka saluran komunikasi, memfasilitasi diskusi terbuka, dan mencari solusi yang adil untuk mengurangi konflik dan meningkatkan harmoni di tempat kerja. Melakukan pendekatan mediasi dan konseling juga bisa menjadi solusi jika konflik yang terjadi semakin rumit.

Kata Kunci: interaksi, sosial, motivasi, perawat.