

ABSTRACT

CORRELATION BETWEEN DUAL ROLE CONFLICT AND NURSE PERFORMANCE AT SURABAYA PRIVATE HOSPITAL

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Dual role of two or more roles that are executed at the same time. Women's involvement in several roles often becomes a conflict in nurse performance. The purpose of this study is to analyze the correlation between dual role conflict and the performance of female nurses in Surabaya Private Hospital. The study design used correlational analysis of the target population of 163 people with a sample of 60 female nurses at the Surabaya Private Hospital using total sampling. The variable is free of multiple role conflicts and the variable is bound by nurse performance. The research instrument used a dual role conflict questionnaire and a performance questionnaire, using the spearman rank test. The results of the study found that the dual role conflict was moderate as much as 53.3% and the performance of nurses was 70% adequate. The results obtained a value of $p = 0.008 < \alpha 0.05$ and a value of $r = - 0.337$, meaning that there is a correlation with low strength between dual role conflict and female nurse performance where the higher the double role conflict, the less nurse performance. Dual role conflicts can be reduced by holding periodic meetings between the management of Surabaya Private Hospital and female nurses to discuss various obstacles faced so far, such as holding family gatherings.

Keywords: Dual Role Conflict, Performance, Female Nurses

ABSTRAK

HUBUNGAN KONFLIK PERAN GANDA DENGAN KINERJA PERAWAT DI RUMAH SAKIT SWASTA SURABAYA

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Peran ganda dua peran atau lebih yang dijalankan dalam waktu yang bersamaan. Keterlibatan wanita pada beberapa peran sering kali menjadi sebuah konflik didalam kinerja perawat. Tujuan penelitian ini adalah untuk menganalisis hubungan antara konflik peran ganda dengan kinerja perawat wanita di RS Swasta Surabaya. Desain penelitian menggunakan analitik korelasional populasi target 163 orang dengan jumlah sampel 60 perawat wanita di RS Swasta Surabaya menggunakan *total sampling*. Variabel bebas konflik peran ganda dan variabel terikat kinerja perawat. Instrumen penelitian menggunakan kuisisioner konflik peran ganda dan kuisisioner kinerja, menggunakan uji *rank spearman*. Hasil penelitian didapatkan konflik peran ganda sedang sebanyak 53,3% dan kinerja perawat sebanyak 70% kinerja cukup. Hasil didapatkan nilai $p = 0,008 < \alpha 0,05$ dan nilai $r = -0,337$ artinya ada hubungan dengan kekuatan rendah antara konflik peran ganda dengan kinerja perawat wanita dimana semakin tinggi konflik peran ganda semakin kurang kinerja perawat. Konflik peran ganda dapat diturunkan dengan mengadakan pertemuan berkala antara pihak manajemen RS Swasta Surabaya dengan perawat wanita untuk membahas berbagai kendala yang dihadapi selama ini dan kegiatan *family gathering*.

Kata Kunci: Konflik Peran Ganda, Kinerja, Perawat Wanita