

THE RELATIONSHIP BETWEEN WORK FATIGUE AND JOB SATISFACTION WITH THE WORK PRODUCTIVITY OF NURSES IN EFARINA HOSPITAL INPATIENT WARDS, 2016

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Abstract

Fatigue is a problem that needs attention. All types of work, both formal and informal, cause work fatigue. Work fatigue will reduce performance and increase work errors. Decreasing performance means decreasing work productivity. Job satisfaction is also an important target in human resource management because it directly or indirectly affects the work productivity of employees in an organization or company. analytic with a cross-sectional design to analyze the relationship between work fatigue and type of research. Tengku Mansyur Tanjungbalai Measurement of work fatigue, job satisfaction and work productivity respectively using a questionnaire. Work fatigue uses KAUPK2, job satisfaction uses a job satisfaction questionnaire while measuring work productivity uses a work productivity questionnaire. The results showed that there were 28 nurses who were tired (56.6%), the work productivity of nurses who were not suitable were 24 people (51.1%) and there were 4 people who were suitable (7.7%). There were 19 nurses (40.4%) who were not tired, 8 nurses (17.0%) who were not fit for work, and 11 nurses (23.4%) who were fit. There were 25 nurses (53.2%) who were dissatisfied, 25 nurses (53.2%) who were suitable for work productivity and none (0%) did not have suitable nurse productivity. There are 22 nurses who are satisfied (46.8%), the work productivity of nurses who are not suitable there are 7 people (14, 9%) and the work productivity of nurses who did not fit there were 15 people (31.9%). The relationship between work fatigue and job satisfaction with work productivity shows significant results ($p < 0.05$). It is hoped that further research will be carried out on the factors that affect work productivity other than fatigue and satisfaction factors.

Keywords :*Fatigue Satisfaction, Productivity, Nurses*

1. INTRODUCTION

Republic of Indonesia Law No. 13 of 2003 concerning Manpower article 68 paragraph 1 states that every worker or laborer has the right to obtain protection for occupational safety and health, morals and decency and treatment in accordance with human dignity and values and religious values. the workforce is in the best possible harmony, which means that health conditions and productivity can be guaranteed as high as possible, so there needs to be a favorable balance of workload factors, additional burdens due to the work environment and work capacity.

According to Lumenta, one of the important efforts made in development in the health sector is to provide health services. The most important part of the overall health service is nursing care. And nurses are the largest workforce compared to other workers working in hospitals. This large number will be meaningless if there is no effort to improve the quality of the nurse's professionalism (Ambar, 2006)

According to Setyawati (2003) the human factors that greatly influence labor productivity are sleep problems, biological needs, and work fatigue. It is even stated that the decline in labor productivity in the field is largely caused by work fatigue. Work fatigue is a pattern that arises in a situation, which generally occurs in everyone. who are no longer able to carry out activities (Sedarmayanti, 2009)

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Nurmala

Fatigue is a problem that needs attention. All types of work, both formal and informal, cause work fatigue. Work fatigue will reduce performance and increase work errors. Decreasing performance means decreasing work productivity. If the level of productivity of a worker is disrupted due to physical and psychological fatigue, then the result will be felt by the company in the form of a decrease in company productivity. (Ambar, 2006)

Job satisfaction is quite an interesting and important issue, because it has proven to have great benefits for both individual and industrial interests. For individuals, research on the causes and sources of job satisfaction allows for efforts to increase their life happiness. For the industry, research on job satisfaction is carried out in the context of efforts to increase production and reduce costs through improving the attitudes and behavior of its employees. (Sutrisno, 2009)

1.1. Formulation of the problem

Based on the background above, it can be formulated that the problem to be studied is that there is no known relationship between work fatigue and job satisfaction with the work productivity of nurses in the inpatient room of Efarina Berastagi Hospital in 2016

2. RESEARCH METHODS

2.1. Types of research

This type of research uses an analytic survey research method with a cross-sectional design (Soekidjo, 2005), namely to analyze the correlation between risk factors and effect factors of research data, namely work fatigue and job satisfaction with work productivity of nurses

2.2. Location and Time of Research

The research location was in the inpatient room of Efarina Berastagi Hospital and the research was conducted in July - September 2016.

The considerations for carrying out research at that place were because the same research had never been carried out at that place and the facilities and support provided to conduct research.

2.3. Population

Efarina Berastagi Hospital has 88 permanent nurses and 96 apprentice nurses on duty in the Inpatient Room. The research population was all permanent nurses who worked in the inpatient rooms of Efarina Berastagi Hospital, namely 88 people.

2.4. Sample

Determining the number of samples if the population is smaller than 10,000, then sampling can be calculated using the Tarro Yamane formula in the theory of Notoadmojo (2005)

2.5. Data analysis

Data analysis in this study includes:

1. Univariate analysis, which is an analysis that describes the independent and dependent variables in the form of a frequency distribution.
2. Bivariate analysis, which is a follow-up analysis to see the relationship between the two independent and dependent variables using the chi square test and a 0.05 at the 95% level of confidence

3. RESULT AND DISCUSSION

3.1. Respondents Work Fatigue

Frequency distribution of respondents based on work fatigue in the Inpatient Room of Efarina Berastagi Hospital in 2016, 28 people (59.6%) were tired, 19 people (40.4%) were not tired. Based on the research results obtained from the Work Fatigue Measurement Tool Questionnaire (KAUPK2), it can be seen that workers who experience the most fatigue are in the tired category. Feelings of fatigue are usually felt after completing work activities and at work.

The value of work fatigue obtained based on the measurement results using KAUPK2, namely the distribution of respondents based on feelings about the symptoms of fatigue in the

questions in KAUPK2 shows that the majority of respondents, namely 30 people (63.8) stated that they felt difficult to think, 30 people (63, 8%) felt tired talking, 34 people (72.3%) felt nervous about something, 33 people (70.2%) felt that they never concentrated on dealing with work, 29 people (61.7%) felt they didn't have attention on something, 39 people (83.3%) tend to forget something, 23 people (48.9%) feel less confident about themselves, 22 people (46.8%) feel not diligent in carrying out their work, 24 people (51.1 %) felt reluctant to look people in the eye, 30 people (63.8%) felt reluctant to work fast, 31 people (66,0%) felt uneasy at work, 46 people (97.9%) felt tired all over, 33 people (70.2%) felt they were acting slowly, 29 people (61.7%) felt they couldn't walk anymore, 31 people (66.0%) felt that before work they were tired, 35 people (74.4%) felt that their thinking power had decreased, 38 people (80.9%) felt anxious about something.

Based on this information, the fatigue category of nurses in the ward of Efarina Berastagi Hospital was as much as 59.6% indicating that inpatients experience symptoms of fatigue such as tired talking, lack of concentration in dealing with something, drowsiness while working, feeling heavy in the head, confused thoughts. and others but the intensity of emergence is still rare. This situation should not be allowed to continue because these symptoms can then lead to chronic fatigue (Suma'mur, 1996). If someone suffers from severe fatigue continuously, it will result in chronic fatigue with symptoms: fatigue before starting work. If fatigue continues and causes: headaches, dizziness, nausea and so on, then the condition is called clinical fatigue which will result in being absent or lazy to work. (Sedarmayanti, 2009)

Most of the respondents claimed to have low job satisfaction with their jobs. Most of the respondents only felt satisfied with the aspect of work, namely the way of supervision carried out by superiors on the implementation of tasks / jobs as many as 26 people (55.3%), satisfied with communication and cooperation between nurses who had different shifts as many as 24 people (51%), satisfied with regulations existing staffing for nurses is as many as 26 people (55.3%). This is a picture of a negative reaction because along with a decrease in their job satisfaction, the productivity and quality of work as a nurse will also decrease because individuals who do not have high job satisfaction have a negative attitude towards the job.

3.2.Respondent Work Productivity

The work productivity value obtained is based on the measurement results using a work productivity questionnaire. Data on work productivity is in the form of performance appraisal, namely work evaluation using a work productivity questionnaire which includes quality of work, promptness, initiative, capability and communication. Measuring the level of labor productivity in this study was carried out by giving productivity questionnaires to respondents, namely the head nurse in the inpatient room of Efarina Berastagi Hospital in 2016. Most of the respondents, namely 26 people (55.3%) were declared not suitable for achieving the targets set by the hospital, 27 (57.4%) people stated that they were appropriate in completing assignments on time, 24 people (51.

Inappropriate work productivity can be caused by employee fatigue which can affect work productivity. Mental and physical fatigue is a very important thing to pay attention to, because tired mental and physical conditions have a close relationship with work productivity. The higher the level of physical and mental work fatigue, the more it can reduce productivity (Sedarmayanti, 2009)

3.3.The Relationship between Work Fatigue and Respondents' Work Productivity

The analysis that has been carried out to prove the relationship between work fatigue and work productivity of nurses in the inpatient room of Efarina Berastagi Hospital in 2016 is the chi square test where H_0 is rejected if the probability is smaller than the significance level of 0.05.

The probability obtained in the chi square test is 0.006 which means the probability is less than 0.05 ($0.006 < 0.05$) Then H_0 is rejected and H_a is accepted. The conclusion obtained is that there is a relationship between work fatigue and work productivity of nurses in hospital inpatient rooms Efarina Berastagi 2016. From the results of the analysis it can be seen that there is a significant relationship between fatigue and labor productivity. This relationship indicates that an

THE RELATIONSHIP BETWEEN WORK FATIGUE AND JOB SATISFACTION WITH THE WORK PRODUCTIVITY OF NURSES IN EFARINA HOSPITAL INPATIENT WARDS, 2016

Nurmala

increase in fatigue is followed by a decrease in labor productivity or vice versa, namely a decrease in fatigue followed by an increase in labor productivity.

3.4. The Relationship between Job Satisfaction and Respondents' Work Productivity

The analysis that has been carried out to prove the relationship between job satisfaction and work productivity of nurses in the inpatient room of Efarina Berastagi Hospital in 2016 is the chi square test where H_0 is rejected if the probability is smaller than the 0.05 significance level.

The probability obtained in the chi square test is 0.000 which means the probability is less than 0.05 ($0.000 < 0.05$). Then H_0 is rejected and H_a is accepted. The conclusion obtained is that there is a relationship between satisfaction and work productivity of nurses in inpatient rooms at Efarina Berastagi Hospital in 2016. Thus the results of this study are the same as those of Marsono (2001), where the variables of satisfaction and work motivation have a significant influence on employee work productivity. This study is also the same as Jarwadi's (2001) study, in which work motivation variables have a significant influence on employee work productivity. In general we can assume that job satisfaction and productivity are closely related to one another, if an employee has high work performance he will get a satisfaction in work. On the other hand, if he does not get satisfaction, the resulting performance is low. For this reason, companies need to pay attention to and continuously improve job satisfaction and work productivity of their employees. (Yanto, 2007)

4. CONCLUSION

From the results of research that has been conducted on nurses in the Inpatient Room of Efarina Berastagi Hospital in 2016, the following conclusions and suggestions are obtained:

1. Of the 47 respondents, based on the age group, the most were the 25-34 year age group (57.4%). Based on gender, the most were women, 36 people (76.6%). Based on marital status, the most were already married, namely 41 people (87.2%). Based on years of service, the most were working <5 years as many as 18 people (27.7%).
2. 28 nurses (59.6%) felt tired and 19 nurses (40.4%) did not feel tired
3. Nurses who were dissatisfied were 25 people (53.2%) and 22 people who were satisfied (46.8%)
4. Work productivity is not appropriate as many as 33 people (70.2%) and work productivity is appropriate as many as 14 people (29.8%).
5. There is a significant relationship between job fatigue and job satisfaction with work productivity.

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THE RELATIONSHIP BETWEEN WORK FATIGUE AND JOB SATISFACTION WITH THE WORK PRODUCTIVITY OF NURSES IN EFARINA HOSPITAL INPATIENT WARDS, 2016

Nurmala

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THE RELATIONSHIP BETWEEN WORK FATIGUE AND JOB SATISFACTION WITH THE WORK PRODUCTIVITY OF NURSES IN EFARINA HOSPITAL INPATIENT WARDS, 2016

Nurmala

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