SUMMARY

MARTHA ABRIANSYAH, Correlation between Discipline and Training with Nurses’ Performance in RSUP Moh Hoesin Palembang. Under the supervision of BONAR M SINAGA and M JOKO AFFANDI.

Accreditation of hospitals and other health facilities is a form of formal recognition to hospitals and other health facilities, which is assessed the quality of service meets the set of standards. As one of the accredited hospitals that provides basic health services, RSUP Moh Hoesin Palembang considered able to provides accountable health services. However, there were complaints related with health services at RSUP Moh Hoesin Palembang, one of them is nursing services. These problems can occur for several reasons like lack of discipline in carrying out nurses duties or less adept nurses in providing nursing care. The purpose of this study are (1) identify and analyze nurses attitudes toward discipline and training, (2) analyze differences in the perception of nurses before and after training, (3) analyze the correlation between nurses’ attitudes toward discipline and performance, (4) analyze the correlation between nurses’ attitudes toward training and performance, and (5) formulating managerial implications for the RSUP Moh Hoesin Palembang.

The study was conducted at RSUP Moh Hoesin Palembang, from March to May 2013. The sample was nurses who have PNS status. Data collected through observation, interviews, and questionnaires contain statements that are measured using Likert scale. The data was analyzed using SPSS program (Statistical Product and Service Solution) to test the validity and reliability of the questionnaires. Chi Square test, Wilcoxon test, and the Spearman Rank test are the analytical tools that aim to: (1) see whether there is any difference in attitude towards the discipline and training of nurses based on their characteristics, (2) look at differences in the perception of nurses before and after training , and (3) examine the correlation between discipline and performance variables, and between training and performance variables.

Nurses’ attitudes toward discipline is generally included in the excellent category. However, when analyzed through the moral aspect and its constituent statements, almost 25 % of respondents chose “neutral” attitude for a better job offer elsewhere. Nurses’ attitudes toward training is generally included in good category. However, when analyzed through aspect of behavioral after training and outcomes for the organization, it is found there are respondents who has “did not agree” and “neutral” attitude. Chi Square test results showed that there are no differences in nurses’ attitudes toward discipline based on their characteristics. But, there are differences in nurses’ attitudes towards training based on the characteristics of the installation of workplace. Wilcoxon test results indicate that there is a difference perceived by nurse after nurse care training. Spearman Rank test results indicate that there is a positive relationship between the variables of discipline and performance and there is a positive relationship between training and performance variables.

Keywords: Chi Square, discipline, nurse, Rank Spearman, training, Wilcoxon