

The Analysis of Nurses' Quality of Work Life at Urban Hospital in Indonesia.

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Abstract

Nowadays, the nurse's job performance is a global issue considering the consequences of the need for excellent and high-quality nursing services. The quality of work atmosphere or the Quality of Work Life in the work environment at the hospital is required. To analyze the Quality of Work Life on nurses in the hospital, the method employed in this study was descriptive-correlation performed among 75 nurses at urban hospital in Indonesia by utilizing a questionnaire with Work-Related Quality of Life scale. The results obtained and analyzed using the method of Percentage analysis. The samples were taken by a simple random method. The Quality of Work Life measurements used the Work-Related Quality of Life scale. The size of Work-Related Quality of Life used six factors consisting of (1) General Well-Being, (2) Homework Interface, (3) Control at Work, (4) Working Condition, (5) Stress at Work, and (6) Job and Career Satisfaction. The results of the study revealed that there were still nurses who were dissatisfied with the Homework Interface factor by 19.01%, Control at Work by 34.9%, Working Condition by 28.6%, and Stress at Work by 87.3%. Furthermore, the quality of work life remains low by 30.2%. In a nutshell, the quality of the work-life of nurses at an urban hospital in Indonesia is indicated poor. It is suggested to identify the factors that influence and develop recommendations on improvement of Quality of Work Life on nurses.

Keywords:

Job Performance Quality of Work life Work-Related Quality of Life scale