

Implementation of nursing scheduling management with nurse satisfaction at Fatmawati Central Hospital: Cross sectional

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Biography:

Ichsan Rizany has expertise in fundamental and management of nursing at the hospital. He has worked as a Lecturer in School of Nursing, the Lambung Mangkurat University.

Abstract

Statement of the Problem: The nurse job satisfaction at the hospital was still low. Satisfaction level from 12 country indicated that Netherlands was identified as country with the lowest level of dissatisfaction (11%) and Greece had the highest of dissatisfaction level (56%). Many factors affect the low satisfaction of the nurses; one of them is nurse scheduling management. Nursing scheduling management started from planning, organizing, staffing, directing and evaluation. This study aims to identify the relationship between implementation of management of nurse scheduling with job satisfaction in Fatmawati Hospital.

Methods: This study used cross sectional conducted from February-June 2017 at Fatmawati Hospital (n=127 nurses). The sampling technique was stratified random sampling. Inclusion criteria were nurses who implement shift at hospitalization, minimum Pre-PK, working period of at least one year. Satisfaction instruments were taken from Mines Job Satisfaction Scale (MNPJSS) and nursing scheduling was made by researchers. The analysis used Pearson correlation test, t-Independent test and one-way Anova test.

Findings: The result of the research showed that nurse satisfaction is 60.2% with the value still below 90% and the implementation of the nursing scheduling management is 76.2%. This study shows that the relationship significant between the implementation of management of nurse scheduling, the function of planning, organizing, staffing, directing, controlling with nurse job satisfaction ($p=0.001-0.031$).

Conclusion & Significance: The conclusion was a relationship significant between the implementation of management of nurse scheduling with nurse job satisfaction. Nursing managers are expected to increase nurse satisfaction by optimizing the implementation of management of the nurse scheduling.