

## Abstrak

### PENGARUH BEBAN KERJA DAN KARAKTERISTIK INDIVIDU TERHADAP KEPUASAN KERJA BIDAN DI PUSKESMAS WILAYAH KABUPATEN BANYUMAS

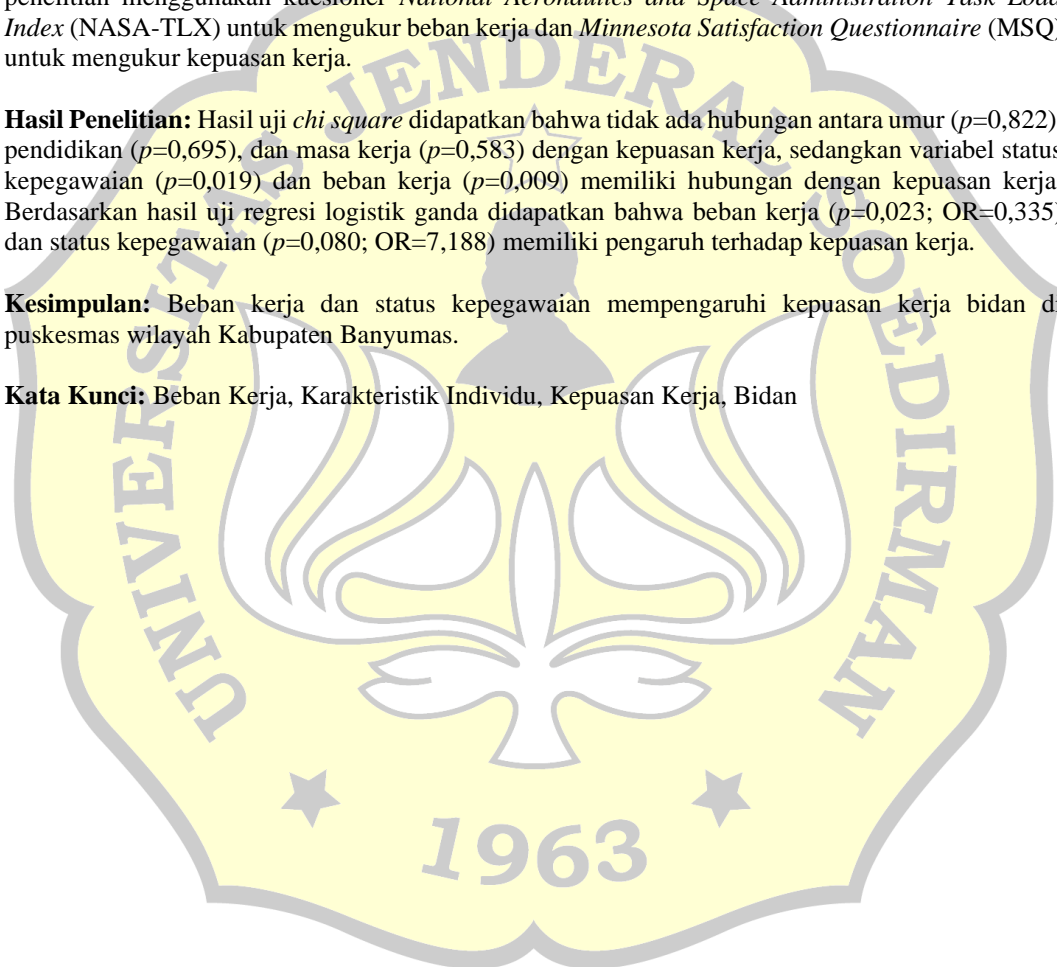
**Latar Belakang:** Indonesia memiliki jumlah bidan yang kurang, hal tersebut dapat mengakibatkan beban kerja meningkat dan mempengaruhi kepuasan kerja seorang bidan. Beban kerja berat akan menurunkan tingkat kepuasan kerja. Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja dan karakteristik individu terhadap kepuasan kerja bidan di puskesmas wilayah Kabupaten Banyumas.

**Metodologi:** Penelitian ini merupakan penelitian kuantitatif dengan desain penelitian *cross sectional*. Populasi dalam penelitian ini yaitu bidan di puskesmas wilayah Kabupaten Banyumas sebanyak 716 bidan. Penelitian ini menggunakan teknik *cluster random sampling* dengan sampel sebanyak 85 bidan yang tersebar di 6 puskesmas wilayah Kabupaten Banyumas. Instrumen penelitian menggunakan kuesioner *National Aeronautics and Space Administration Task Load Index* (NASA-TLX) untuk mengukur beban kerja dan *Minnesota Satisfaction Questionnaire* (MSQ) untuk mengukur kepuasan kerja.

**Hasil Penelitian:** Hasil uji *chi square* didapatkan bahwa tidak ada hubungan antara umur ( $p=0,822$ ), pendidikan ( $p=0,695$ ), dan masa kerja ( $p=0,583$ ) dengan kepuasan kerja, sedangkan variabel status kepegawaian ( $p=0,019$ ) dan beban kerja ( $p=0,009$ ) memiliki hubungan dengan kepuasan kerja. Berdasarkan hasil uji regresi logistik ganda didapatkan bahwa beban kerja ( $p=0,023$ ; OR=0,335) dan status kepegawaian ( $p=0,080$ ; OR=7,188) memiliki pengaruh terhadap kepuasan kerja.

**Kesimpulan:** Beban kerja dan status kepegawaian mempengaruhi kepuasan kerja bidan di puskesmas wilayah Kabupaten Banyumas.

**Kata Kunci:** Beban Kerja, Karakteristik Individu, Kepuasan Kerja, Bidan



## Abstract

### THE EFFECT OF WORKLOAD AND INDIVIDUAL CHARACTERISTICS ON MIDWIFE'S JOB SATISFACTION IN PUBLIC HEALTH CENTER OF BANYUMAS REGENCY

**Background:** Indonesia has a low number of midwives, which can increase the workload and affect the job satisfaction of a midwife. Heavy workload will reduce the level of job satisfaction. This study aims to determine the effect of workload and individual characteristics on midwife's job satisfaction in public health center of Banyumas Regency.

**Methodology:** This is a quantitative research with a cross sectional research design. The population in this study is 716 midwives in public health center of Banyumas Regency. This study used a cluster random sampling technique with a sample of 85 midwives from 6 public health centers in Banyumas Regency. The research instrument used the National Aeronautics and Space Administration Task Load Index (NASA-TLX) questionnaire to measure workload and the Minnesota Satisfaction Questionnaire (MSQ) to measure job satisfaction.

**Results:** The results of the chi square test found that there was no relationship between age ( $p=0.822$ ), education ( $p=0.695$ ), and working period ( $p=0.583$ ) with job satisfaction, while the variables of employment status ( $p=0.019$ ) and workload ( $p=0.009$ ) had a relationship with job satisfaction. Based on the results of the multiple logistic regression test, it was found that the workload ( $p=0.023$ ; OR=0.335) and employment status ( $p=0,080$ ; OR=7,188) has an effect on job satisfaction.

**Conclusion:** Workload and employment status affects the job satisfaction of midwives in public health center of Banyumas Regency.

**Keywords:** Workload, Individual Characteristics, Job Satisfaction, Midwife

