

**IMPELENTASI HUKUM PROGRAM PEMERIKSAAN KESEHATAN  
PADA PERAWAT DALAM PELAYANAN KESEHATAN  
(Studi Rumah Sakit Umum Ananda Purwokerto)**

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**ABSTRAK**

Program pemeriksaan kesehatan merupakan bagian penting dari perlindungan keselamatan dan kesehatan kerja bagi perawat yang memiliki risiko tinggi terhadap gangguan kesehatan di lingkungan rumah sakit. Penelitian ini bertujuan untuk menganalisis implementasi hukum program pemeriksaan kesehatan pada perawat dan pengaruh faktor kedisiplinan, motivasi, dan fasilitas terhadap implementasi hukum program pemeriksaan kesehatan pada perawat di Rumah Sakit Umum Ananda Purwokerto. Penelitian ini menggunakan metode penelitian yuridis empiris dengan pendekatan kuantitatif dan spesifikasi penelitian deskriptif. Jenis data meliputi data primer dan sekunder yang diperoleh melalui angket, studi kepustakaan, dan studi dokumentasi. Pengolahan dengan metode *editing, coding*, dan tabulasi. Analisis menggunakan metode distribusi frekuensi analisis, tabel silang analisis, analisis isi dan analisis perbandingan. Hasil penelitian menunjukkan bahwa implementasi hukum program pemeriksaan kesehatan pada perawat dalam pelayanan kesehatan adalah efektif, hal ini dapat dibuktikan dengan melihat indikator yang meliputi : efektifnya pemeriksaan kesehatan sebelum bekerja; efektifnya pemeriksaan kesehatan berkala, dan efektifnya pemeriksaan kesehatan khusus. Faktor kedisiplinan, faktor motivasi, dan faktor fasilitas cenderung berpengaruh positif terhadap implementasi hukum program pemeriksaan kesehatan pada perawat dalam pelayanan kesehatan artinya semakin tinggi tingkat kedisiplinan dan motivasi, serta semakin baik fasilitas, maka semakin efektif implementasi hukum program pemeriksaan kesehatan perawat dalam pelayanan kesehatan di Rumah Sakit Umum Ananda Purwokerto.

**Kata Kunci** : *Implementasi Hukum; Pemeriksaan Kesehatan; Perawat; Keselamatan dan Kesehatan Kerja; Rumah Sakit.*

**LEGAL IMPLEMENTATION OF HEALTH EXAMINATION PROGRAMS  
FOR NURSES IN HEALTH SERVICES  
(A Study at Ananda General Hospital, Purwokerto)**

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**ABSTRACT**

*The health examination program is an important part of occupational safety and health protection for nurses who have a high risk of health problems in the hospital environment. This study aims to analyze the legal implementation of the health examination program for nurses and the influence of discipline, motivation, and facilities on the legal implementation of the health examination program for nurses at Ananda General Hospital Purwokerto. This research uses an empirical juridical research method with a quantitative approach and a descriptive research specification. The types of data include primary and secondary data obtained through questionnaires, literature study, and documentation study. Data processing was carried out using editing, coding, and tabulation methods. The analysis methods used were frequency distribution analysis, cross-tabulation analysis, content analysis, and comparative analysis. The results of the study indicate that the legal implementation of the health examination program for nurses in health services is effective. This can be proven by examining indicators that include: the effectiveness of pre-employment medical examinations; the effectiveness of periodic medical examinations; and the effectiveness of special medical examinations. The discipline factor, motivation factor, and facility factor tend to have a positive influence on the legal implementation of the health examination program for nurses in health services. This means that the higher the level of discipline and motivation, and the better the facilities provided, the more effective the legal implementation of the nurses' health examination program in health services at Ananda General Hospital Purwokerto.*

**Keywords :** *Legal Implementation; Health Examination; Nurses; Occupational Safety and Health; Hospital.*