

**DISCRIMINANT FACTORS TO PSYCHOLOGICAL
WELL-BEING OF NURSING STAFF AT DR.
MOEWARDI REGIONAL GENERAL HOSPITAL.**

THESIS

Compiled as one of the requirements to complete the Master Study Program

At the Department of Psychology, Faculty of Psychology



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TESIS BERJUDUL
**DISCRIMINANT FACTORS TO PSYCHOLOGICAL WERLL-BEING
OF NURSING STAFF AT DR. MOEWARDI
REGIONAL GENERAL HOSPITAL**

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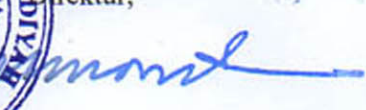
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I, Stanley Chiremba, hereby declare that the work presented herein is original work done by me and has not been published or submitted elsewhere for the requirement of a master degree programme. Any literature date or work done by other and cited within this thesis has given due acknowledgement and listed in the reference section. If later proven days or can be proven this thesis is the result of plagiarism, the title and diploma what was given by the University would be cancelled.

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Surakarta, June 2015

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LIST OF ABBREVIATIONS

JS.....	Job Satisfaction
ER:	Emotional Regulation
WS:	Work Stress
PWB:.....	Psychological Well-Being
IPWBW:.....	Index of psychological well-being at work
NSS:	The nursing stress scale
ERS:	Emotional regulation scale
NWSS.....	Nursing workplace satisfaction Scale
DE:	Direct Effect
ID:	Indirect Effect
U:	Unanalysed
S:	Spurious

Abstract

DISCRIMINANT FACTORS TO PSYCHOLOGICAL WELL-BEING OF NURSING STAFF AT DR. MOEWARDI REGIONAL GENERAL HOSPITAL

Stanley Chiremba

This study attempted to determine the influence of work stress, job satisfaction and emotional regulation on psychological well-being of nursing staff at Dr. Moewardi regional general hospital. This study utilized quantitative research design. The research population was 200 nursing staffs while the total sample size was 80 nursing staff. The sampling technique utilized was simple random sampling. Data collection techniques used instruments that were tested first for validity and reliability. The data analysis technique utilized path analysis with multiple regression analysis. Furthermore, to accomplish the objective some hypothesis was set. The results from the analysis suggest that work stress, job satisfaction and emotional regulation had a positive significant effect on psychological well-being which was signified by $\beta = 0.514$, $p = 0.000$ ($p < 0.05$). Furthermore, the correlation between work stress on psychological well-being correlation, $r_{14} = 0.12$ was decomposed into: direct effect, $= -0.300$ and indirect $= 0.076$ and total effect $= -0.224$. Moreover, the job satisfaction on psychological well-being correlation, $r_{24} = 0.55$ was also decomposed into: direct effect, $= 0.392$, indirect effect and total effect $= .392 + .056 = .448$. Finally, the correlation between emotional regulation on psychological well-being correlation, $r_{34} = .53$, was decomposed into: direct effect, $= 0.218$ and a spurious $= 0.312$ and total effect $= 0.218$. According to the results the most effective contribution was the correlation between job satisfaction on psychological well-being with a total effect of $= 0.448$ which signify that job satisfaction predicts more on psychological well-being of nursing staff as compared to other variables.

Key words: psychological well-being, nursing staff, emotional regulation, work stress, job satisfaction.

Abstrak

FAKTOR DISKRIMINAN TERHADAP KESEJAHTERAAN PSIKOLOGIS PADA STAF KEPERAWATAN DI DR. RUMAH SAKIT UMUM DAERAH MOEWARDI

Stanley Chiremba

Penelitian ini berusaha untuk mengetahui pengaruh stres kerja, kepuasan kerja dan regulasi emosional terhadap kesejahteraan psikologis staf perawat di RSUD Dr. Moewardi. Penelitian ini menggunakan desain penelitian kuantitatif. Populasi penelitian adalah 200 staf keperawatan sedangkan ukuran sampel total adalah 80 staf keperawatan. Teknik pengambilan sampel yang digunakan adalah simple random sampling. Teknik pengumpulan data menggunakan instrumen yang diuji terlebih dahulu untuk validitas dan reliabilitas. Teknik analisis data menggunakan analisis jalur dengan analisis regresi berganda. Selanjutnya, untuk mencapai tujuan tersebut, beberapa hipotesis telah ditetapkan. Hasil dari analisis menunjukkan bahwa stres kerja, kepuasan kerja dan regulasi emosional memiliki efek positif signifikan pada kesejahteraan psikologis yang ditandai oleh $\beta = 0,514$, $\rho = 0,000$ ($\rho < 0,05$). Selanjutnya, korelasi antara stres kerja pada korelasi kesejahteraan psikologis, $r_{14} = 0,12$ diuraikan menjadi: efek langsung, $= -0,300$ dan tidak langsung $= 0,076$ dan efek total $= -0,224$. Selain itu, kepuasan kerja pada korelasi kesejahteraan psikologis, $r_{24} = 0,55$ juga diuraikan menjadi: efek langsung, $= 0,392$, efek tidak langsung dan efek total $= 0,392 + .056 = 0,448$. Akhirnya, korelasi antara regulasi emosi pada korelasi kesejahteraan psikologis, $r_{34} = .53$, diuraikan menjadi: efek langsung, $= 0,218$ dan palsu $= 0,312$ dan total efek $= 0,218$. Menurut hasil, kontribusi yang paling efektif adalah korelasi antara kepuasan kerja pada kesejahteraan psikologis dengan efek total $= 0,448$ yang menandakan bahwa kepuasan kerja memprediksi lebih banyak pada kesejahteraan psikologis staf perawat dibandingkan dengan variabel lain.

Kata kunci: Kesejahteraan psikologis, staf perawat, regulasi emosional, stress kerja, kepuasan kerja.