

ABSTRAKSI

ANALISIS KOMUNIKASI, *SELF ESTEEM* & *SELF EFFICACY* TERHADAP KEPUASAN KERJA DAN DAMPAKNYA TERHADAP KINERJA PERAWAT DI RUMAH SAKIT 'AISYIYAH KUDUS

Oleh : BUDI ISTRIAWAN

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Penelitian ini mempunyai tujuan menganalisis Komunikasi, *Self Esteem* & *Self Efficacy* terhadap Kepuasan Kerja dan Dampaknya Terhadap Kinerja Perawat di Rumah Sakit 'Aisyiyah Kudus. Populasi penelitian sebanyak 146 perawat. Sampel penelitian sebanyak 120 responden, teknik pengambilan sampel menggunakan proportional sampling. Uji instrument data menggunakan uji validitas dan reliabilitas. Teknik analisis yang digunakan menggunakan AMOS SEM. Berdasarkan hasil analisis menunjukkan bahwa komunikasi, *self esteem* dan *self efficacy* terhadap kepuasan kerja maupun terhadap kinerja perawat mempunyai pengaruh langsung yang positif signifikan. bahwa kepuasan kerja mampu menambah atau memperkuat pengaruh langsung antara komunikasi terhadap kinerja perawat. Kepuasan kerja mampu menambah atau memperkuat pengaruh langsung antara *self esteem* terhadap kinerja perawat. Kepuasan kerja mampu menambah atau memperkuat pengaruh langsung antara *self efficacy* terhadap kinerja.

Kata kunci : Komunikasi, *self esteem* dan *self efficacy* terhadap kepuasan kerja maupun terhadap kinerja perawat

ABSTRACT

COMMUNICATION ANALYSIS, SELF ESTEEM & SELF EFFICACY TO WORK SATISFACTION AND ITS IMPACT ON THE PERFORMANCE OF NURSES IN ' AISYIYAH KUDUS HOSPITAL

BUDI ISTRIAWAN

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This research has the purpose of analyzing the communication, Self Esteem & Self Efficacy to the job satisfaction and the impact on the performance of nurses in the ' Aisyiyah Kudus Hospital. The research population is 146 nurses. Sample research of 120 respondents, sampling techniques using proportional sampling. Test the data instrument using validity and reliability tests. Analytical techniques used in AMOS SEM. Based on the results of the analysis shows that communication, self esteem and self efficacy to job satisfaction as well as to the performance of the nurse has a significant positive direct influence. That job satisfaction is able to increase or reinforce the direct influence between communication to nurse performance. Job satisfaction is able to increase or reinforce the direct influence between self esteem on the performance of nurses. Job satisfaction is able to increase or reinforce the direct influence between self efficacy to performance.

Keywords: communication, self esteem and self efficacy towards job satisfaction as well as on the performance of Nurses

