

ABSTRAK

Udayani, Putu Kartika (2025), *Analisis pengaruh beban kerja, motivasi kerja dan lingkungan kerja terhadap kinerja bidan dan perawat di puskesmas Kabupaten Buleleng*. Tesis, Ilmu Manajemen, Program Pascasarjana, Universitas Pendidikan Ganesha.

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Kata-kata kunci: beban kerja, motivasi kerja, lingkungan kerja, kinerja

Penelitian ini bertujuan untuk mengetahui pengaruh beberapa variabel, yaitu: beban kerja, motivasi kerja, dan lingkungan kerja terhadap kinerja bidan dan perawat yang ada di Puskesmas Kabupaten Buleleng. Populasi dari penelitian ini adalah bidan dan perawat yang diberikan tugas tambahan diluar kompetensi dan latar belakang pendidikan yang mereka miliki, antara lain sebagai Bendahara, Pejabat Pelaksana Teknis Kegiatan, dan Pengurus Barang Pengguna sebanyak 64 orang yang tersebar di 20 puskesmas di Kabupaten Buleleng. Data dikumpulkan melalui kuesioner dengan *google form*. Teknik analisis data menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan (1) beban kerja berpengaruh negatif signifikan terhadap kinerja, (2) motivasi kerja berpengaruh positif signifikan terhadap kinerja, (3) lingkungan kerja berpengaruh positif signifikan terhadap kinerja, (4) beban kerja, motivasi kerja, dan lingkungan kerja berpengaruh secara simultan terhadap kinerja bidan dan perawat di Puskesmas Kabupaten Buleleng. Berdasarkan temuan tersebut, maka dapat disimpulkan bahwa terdapat pengaruh signifikan antara beban kerja, motivasi kerja dan lingkungan kerja terhadap kinerja bidan dan perawat di puskesmas Kabupaten Buleleng, baik secara parsial maupun simultan. Dengan demikian ketiga variabel tersebut dapat digunakan sebagai prediktor kinerja perawat dan bidan di Puskesmas Kabupaten Buleleng.

ABSTRACT

Udayani, Putu Kartika (2025), Analysis of the Influence of Workload, Work Motivation and Work Environment on the Performance of Midwives and Nurses at the Buleleng Regency Health Center. Thesis, Management Science, Postgraduate Program, Ganesha University of Education.

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Keywords: workload, work motivation, work environment, performance

This study aims to examine the influence of several variables—namely workload, work motivation, and work environment on the performance of midwives and nurses at community health centers (Puskesmas) in Buleleng Regency. The population of this study consists of midwives and nurses who have been assigned additional responsibilities beyond their core competencies and educational backgrounds, including roles such as treasurer, technical activity implementation officer, and user goods manager. A total of 64 individuals from 20 Puskesmas across Buleleng Regency were included in the study. Data were collected through questionnaires distributed via Google Forms. The data were analyzed using multiple linear regression analysis. The findings of the study indicate that: (1) workload has a significant negative effect on performance, (2) work motivation has a significant positive effect on performance, (3) the work environment has a significant positive effect on performance, and (4) workload, work motivation, and work environment jointly have a significant effect on the performance of midwives and nurses at Puskesmas in Buleleng Regency. Based on these findings, it can be concluded that workload, work motivation, and work environment each have a significant influence on the performance of midwives and nurses at Puskesmas in Buleleng Regency, both individually and collectively. Therefore, these three variables can be considered as reliable predictors of healthcare worker performance in this setting.