

## RELATIONSHIP BETWEEN WORK CLIMATE TO WORK SATISFACTION OF NURSES IN HOSPITALS ADVENT OF BANDUNG

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### ABSTRACT

Work climate in the inpatient section Advent Hospital Bandung by some nurses be perceived as less enjoyable. Nurses at the hospital are perceived the climate work is not in accordance which is expected, thus affecting the nurse job satisfaction. In connection with that, the author is interested in examining the relationship between work climate and job satisfaction of nurses at Advent Hospital Bandung. The purpose of this study is to determine the relationship between work climate and job satisfaction of nurses at Advent Hospital Bandung. The usefulness of this research is to obtain empirical data and determine the relationship between work climate on job satisfaction of nurses at Advent Hospital Bandung. The design of the study is the correlation method is a method of research being done to find and see the degree of relationship by connecting to two or more groups of subjects. The population used was a nurse in Advent Hospital Bandung for a total amount ie 346 nurses. By using purposive sampling techniques obtained a sample of 131 nurses. To gather data working climate used measuring tools work climate as much as 30 items and measures of job satisfaction to collect data of job satisfaction as much as 80 statements that must be answered in accordance and not in accordance with the state of the respondents, respectively measuring instrument is lowered following the concept of theory. Data obtained from this study are ordinal data and the data is processed by using nonparametric statistical methods. Data were analyzed statistically using the Spearman rank test. The results of processing the data obtained this  $r_s = 0.785$  with significance  $\alpha = 0.05$ . This means that in this study the relationship between the work climate with nurse's job satisfaction in Advent Hospital Bandung an increasingly positive correlation with the direction of the working environment the higher nurse satisfaction.

**Keywords:** Work Climate, Job Satisfaction, Nurses.