

KARAKTERISTIK INDIVIDU DAN QUALITY OF NURSING WORK LIFE BERBASIS CARING: BUKTI EMPIRIS PADA PERAWAT KLINIS

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Article Info	ABSTRAK
<p>Article History: Received 16/02/2026. Revised - Accepted 10/03/2026.</p> <hr/> <p>Keywords: <i>Caring-based work life;</i> <i>Individual characteristics;</i> <i>Female Nurse;</i> <i>Quality of nursing work life</i></p>	<p>Quality of Nursing Work Life (QNWL) berbasis caring merupakan aspek penting dalam menjaga kesejahteraan perawat dan mutu asuhan keperawatan, namun bukti empiris mengenai peran karakteristik individu pada perawat klinis di rumah sakit daerah masih terbatas. Penelitian ini bertujuan menganalisis pengaruh karakteristik individu terhadap QNWL berbasis caring pada perawat klinis. Penelitian kuantitatif dengan desain <i>cross-sectional</i> ini melibatkan 138 perawat wanita di RSUD Kabupaten Ciamis. Variabel independen meliputi usia, pendidikan, status perkawinan, jumlah anak, lama kerja, dan pendapatan, sedangkan variabel dependen adalah QNWL berbasis caring. Data dikumpulkan menggunakan kuesioner terstruktur dan dianalisis dengan <i>Structural Equation Modeling Partial Least Squares</i> (SEM-PLS). Hasil menunjukkan mayoritas responden berada pada usia dewasa akhir, berpendidikan Ners, berstatus menikah, memiliki ≤ 2 anak, masa kerja > 10 tahun, serta pendapatan \geq UMK. Analisis SEM-PLS menunjukkan karakteristik individu berpengaruh signifikan dan positif terhadap QNWL berbasis caring ($\beta = 0,214$; $T = 3,917$; $p = 0,000$). Temuan ini menyimpulkan bahwa karakteristik individu merupakan determinan penting QNWL berbasis caring. Implikasi penelitian menegaskan perlunya kebijakan manajemen keperawatan yang adaptif dan berorientasi pada karakteristik individu perawat untuk meningkatkan QNWL berbasis caring dan mutu layanan keperawatan.</p>
	<p>ABSTRACT</p> <p><i>Quality of Nursing Work Life (QNWL) based on caring is a crucial aspect in maintaining nurses' well-being and the quality of nursing care; however, empirical evidence regarding the role of individual characteristics among clinical nurses in regional hospitals remains limited. This study aimed to analyze the influence of individual characteristics on caring-based QNWL among clinical nurses. A quantitative study with a cross-sectional design was conducted involving 138 female nurses at the Ciamis District General Hospital. The independent variables included age, education level, marital status, number of children, length of work, and income, while the dependent variable was caring-based QNWL. Data were collected using a structured questionnaire and analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS). The results showed that most respondents were in the late adulthood age group, held a professional nursing degree, were married, had two or fewer children, had more than</i></p>

ten years of work experience, and earned income at or above the regional minimum wage. SEM-PLS analysis demonstrated that individual characteristics had a significant and positive effect on caring-based QNWL ($\beta = 0.214$; $T = 3.917$; $p = 0.000$). These findings indicate that individual characteristics are important determinants of caring-based QNWL. The study implies that adaptive nursing management policies oriented toward nurses' individual characteristics are essential to enhance caring-based QNWL and the quality of nursing services.

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