

ABSTRAK

Mariyam. 220541100135, Hubungan Antara Budaya Organisasi Dengan Kecenderungan *Workplace Bullying* Pada Perawat Di Rumah Sakit XY. Program Studi Psikologi. Fakultas Ilmu Sosial dan Ilmu Budaya. Universitas Trunodjoyo Madura. 2026

Rumah sakit sebagai institusi penyedia layanan kesehatan bertanggung jawab dalam memberikan pelayanan yang bermutu, cepat, dan aman, di mana perawat memegang peranan sentral karena berada di garis terdepan dalam memberikan perawatan kepada pasien. Namun, lingkungan kerja rumah sakit yang dinamis dan hierarkis berpotensi memunculkan perilaku *workplace bullying*. Salah satu faktor yang diduga berhubungan dengan rendahnya kecenderungan *workplace bullying* adalah budaya organisasi yang baik. Penelitian ini bertujuan untuk mengetahui hubungan antara budaya organisasi dengan kecenderungan *workplace bullying* pada perawat di Rumah Sakit XY. Penelitian ini menggunakan pendekatan kuantitatif dengan desain korelasional. Subjek penelitian adalah perawat di Rumah Sakit XY. Sampel penelitian berjumlah 182 perawat, yang dipilih menggunakan teknik *non-probability sampling*. Pengumpulan data dilakukan melalui kuesioner yang disusun menggunakan skala budaya organisasi dan skala kecenderungan *workplace bullying* yang telah diuji validitas ($r > 0,334$) dan reliabilitasnya (*Cronbach's Alpha* $> 0,70$). Analisis data menggunakan teknik korelasi Product Moment dengan bantuan IBM SPSS Statistics versi 25. Hasil penelitian menunjukkan bahwa terdapat hubungan negatif dan signifikan antara budaya organisasi dengan kecenderungan *workplace bullying* diperoleh nilai korelasi sebesar ($r = -0,787$ sig. = $0,000 < 0,05$). Sehingga hipotesis (H_a) dalam penelitian ini diterima, dan hipotesis (H_0) ditolak, yang menunjukkan bahwa terdapat hubungan yang signifikan antara budaya organisasi dengan kecenderungan *workplace bullying* pada perawat di rumah sakit XY dengan kategori kuat. Temuan ini menunjukkan bahwa semakin baik budaya organisasi, maka semakin rendah kecenderungan *workplace bullying* pada perawat di Rumah Sakit XY.

Kata kunci: budaya organisasi, *workplace bullying*, perawat

ABSTRACT

Mariyam. 220541100135. *The Relationship Between Organizational Culture And The Tendency Of Workplace Bullying Among Nurses At XY Hospital. Psychology Study Program. Faculty of Social and Cultural Sciences Trunodjoyo University Madura. 2026*

Hospitals, as healthcare service institutions, are responsible for providing high-quality, prompt, and safe services, in which nurses hold a central role as they are at the forefront of delivering patient care. However, the dynamic and hierarchical work environment of hospitals has the potential to give rise to various workplace issues, one of which is workplace bullying. This study aims to determine the relationship between organizational culture and the tendency of workplace bullying among nurses at XY Hospital. This research employed a quantitative approach with a correlational design. The subjects of this study were nurses at XY Hospital, with a total sample of 182 nurses selected using a non-probability sampling technique. Data were collected through questionnaires constructed using an organizational culture scale and a workplace bullying tendency scale that had met validity ($r > 0.334$) and reliability (Cronbach's Alpha > 0.70) criteria. Data analysis was conducted using the Product Moment correlation technique with the assistance of IBM SPSS Statistics version 25. The results revealed a negative and significant relationship between organizational culture and the tendency of workplace bullying, with a correlation coefficient of $r = -0.787$ and significance value of 0.000 ($p < 0.05$). Thus, the alternative hypothesis (H_a) was accepted and the null hypothesis (H_0) was rejected, indicating a strong and significant relationship between organizational culture and the tendency of workplace bullying among nurses at XY Hospital. These findings suggest that the better the organizational culture, the lower the tendency of workplace bullying among nurses at XY Hospital.

Keywords: organizational culture, workplace bullying, nurses