

# Hubungan fungsi manajemen kepala ruangan menurut persepsi perawat pelaksana dan karakteristik individu dengan pelaksanaan asuhan keperawatan di instalasi rawat inap RSUD Sumedang = Relation management function of nursing unit manager based on staff nurses perception and individual characteristic with the implementation of nursing care in Sumedang, district hospital

Teti Rohmawati, author

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## Abstrak

Penelitian ini dilatarbelakangi masih rendahnya pelaksanaan asuhan keperawatan di instalasi rawat map RSUD Sumedang. Penelitian ini menggunakan desain deskriptif korelasi dengan pendekatan cross sectional. Tujuan penelitian ini untuk menguji hubungan fungsi manajemen kepala ruangan menurut persepsi perawat pelaksana dengan pelaksanaan asuhan keperawatan di instalasi rawat map RSUD Sumedang. Jumlah sampel 117 perawat pelaksana dengan kriteria inklusi pendidikan D III Keperawatan dan SPK, sudah bekerja minimal 1 tahun. Instrumen penelitian dibuat sendiri, dengan hash uji reliabilitas: instrumen fungsi manajemen  $r = 0,936$ ; asuhan keperawatan  $r=0,968$ . Hasil uji Chi Square terdapat hubungan fungsi manajemen kepala ruangan dengan pelaksanaan asuhan keperawatan, karakteristik individu perawat pelaksana tidak berhubungan secara signifikan terhadap pelaksanaan asuhan keperawatan. Sedangkan fungsi manajemen kepala ruangan yang berhubungan secara signifikan dengan pelaksanaan asuhan keperawatan adalah fungsi perencanaan, pengorganisasian, pengaturan shift, dan pengawasan.

Hasil analisis multivariat dengan regresi logistik ganda diperoleh basil fungsi-manajemen yang dominan terhadap pelaksanaan asuhan keperawatan adalah fungsi perencanaan ( $p = 0,042$ ) dan pengawasan ( $p = 0,0213$ ) dan yang paling dominan pengaruhnya terhadap pelaksanaan asuhan keperawatan menurut persepsi perawat pelaksana adalah fungsi pengawasan ( $p \text{ value} = 0,021$ ) dengan  $OR = 2,768$ . Dengan diketahuinya hubungan yang signifikan antara hrngsi ranajemen kepala mangan dengan pelaksanaan asuhan keperawatan, make seyogyanya setiap kepala ruangan hares mempunyai kemampuan manajerial. Untuk meningkatkan kemampuan manajerial kepala ruangan dalam mengelola asuhan keperawatan perlu memperbaiki sistem seleksi kepala ruangan terutama kemampuan manajerial, penerapan pengorganisasaian pasien dengan menggunakan metoda tim, penerapan sistem jenjang karir perawat fungsional, meningkatkan pendidikan kepala ruangan dan ketua tim ke jenjang yang lebih tinggi, sistern penilaian kinerja perawat, meningkatkan fungsi pengawasan kepala ruangan melalui ronde keperawatan harian pasien dan audit keperawatan.

<hr><i>This research background is still lower of implementation of nursing care in inpatient care department of Sumedang, district hospital. This research used a correlation descriptive design which purpose to examine relation between management function of nursing unit manager based on staff nurses perception and individual characteristic with the implementation of nursing care in inpatient care department of Sumedang, District Hospital. Amount of samples are 117 staff nurses with education of Diploma III of Nursing and SPK (Nursing Education School) who have worked minimally 1 year. Research instrument is made by itself with reliability test result: management function instrument of  $r = 0,936$ ; nursing care of  $r = 0,968$ . To examine relation of management function of nurse unit manager and individual characteristic staff

nurse with implementation of nursing care using Chi Square test. Individual characteristic staff nurses do not correlate significantly with implementation of nursing care, while management function of nurse unit manager that related significantly with implementation of nursing care, and management function of nurse unit manager that related significantly with implementation of nursing care, such as: planning function, organization, staff regulation and supervision.

According to multivariate analyze result - with double logistic regression test, so it results a dominant management function of nursing care implementation, such as planning function ( $p=0,042$ ) and observation ( $p=0,021$ ). Most of dominant implication for implementation of nursing care according to staff nurse perception, such as observation function (value  $p=0,0021$ ) with  $OR=2,768$ . By knowing relation of management function of nurse unit manager with implementation of nursing care significantly, so nurse unit manager selection ought to consider managerial ability. Because if managerial ability of nurse unit manager is good, so implementation of nursing care itself will be good. To improve implementation of nursing care need an organizational applying for patient by using team method, applying of functional nurse career system, improving education of nurse unit manager and implementer nurse to higher level, assessment system of nurse performance, and repair in nurse unit manager selection, especially for his management ability, improving an observation function of nurse unit manager through nursing round and nursing audition.