

## Pengaruh penerapan sistem jenjang karier terhadap kepuasan kerja perawat di RS PGI Cikini Jakarta

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### Abstrak

Jenjang karier perawat merupakan sistem yang dapat meningkatkan kepuasan kerja, kinerja dan profesionalisme perawat melalui peningkatan kompetensi. Komponen sistem jenjang karier dalam penelitian ini meliputi pengembangan karier, penghargaan terhadap perawat, kesempatan melakukan pekerjaan menantang, memiliki jalur promosi dan pengakuan terhadap perawat. Sistem jenjang karier perawat di RS PGI "Cikini" Jakarta telah diperkenalkan sejak tujuh tahun lalu di mana perawat sangat mengharapkan penerapan sistem jenjang karier namun belum ada keputusan pimpinan rumah sakit untuk menerapkan sistem tersebut. Penelitian ini menggunakan purposive sampling sebanyak 42 orang responden yakni 21 orang di kelompok kontrol dan 21 orang di kelompok intervensi. Pengumpulan data dilakukan dua kali yakni sebelum dan 7 minggu setelah intervensi. Tujuan penelitian ini untuk menilai pengaruh penerapan sistem jenjang karier terhadap kepuasan kerja perawat di RS PGI "Cikini" Jakarta dengan disain quasi eksperimen dalam bentuk pre and post test with control group. Uji statistik yang digunakan adalah uji t, korelasi dan one way Anova. Hasil penelitian menunjukkan bahwa pada kelompok intervensi terdapat peningkatan kepuasan kerja perawat dengan p-value: 0,000 pada kelima komponen sistem jenjang karier pada kelompok intervensi dibandingkan dengan kelompok kontrol. Peningkatan kepuasan kerja perawat juga lebih tinggi pada post test dibandingkan pre test pada kelompok intervensi. Penelitian ini menyimpulkan bahwa penerapan sistem jenjang karier dapat meningkatkan kepuasan kerja perawat. Berdasarkan hasil penelitian di atas, maka untuk meningkatkan mutu pelayanan keperawatan di RS PGI "Cikini" Jakarta disarankan untuk menerapkan sistem jenjang karier berdasarkan keputusan pimpinan rumah sakit.....

Career stage is a system which can enhance job satisfaction, work performance and professionalism of nurse through competence enhancement. The component of career stage system being researched included career development, appreciation to the nurse, opportunity for doing challenging task, opportunity for promotion and recognition of the nurse. Nurse career stage system at PGI "Cikini" Hospital in Jakarta has been known since seven years ago in which nurse expects this system to be implemented, however there is no decision as to implement the system yet. The study was aimed to evaluate the influence of the applied of career system for job satisfaction of the nurses in PGI "Cikini" Hospital in Jakarta. The design used was quasi experiment in pre and post test with control group, which the intervention was given at H Unit and as control group was Renal Unit. By using purposive sampling 21 nurses was selected in each unit. Data collection was twice, i.e before intervention and 7 weeks after intervention. The statistic used are t-test, correlation and one way Anova. The result showed that in the intervention group, the improvement of job satisfaction of the nurses more higher with p-value: 0.000 for all components of career stage system (career development,

appreciation to the nurse, opportunity for doing challenging task, opportunity for promotion and recognition of the nurse). The study concluded that the implementation of the career stage system could improve the job satisfaction of the nurses at PGI “Cikini” Hospital in Jakarta. Based on this result to enhance the quality of nursing services at PGI “Cikini” Hospital in Jakarta, it is suggested to the director to implement this system.