

Hubungan karakteristik individu dan faktor organisasi dengan kinerja perawat di RSUD Langsa Nanggroe Aceh Darussalam = The correlation of individual characteristics and factor organization with nurse performance in nursing wards of General Hospital Langsa Province NAD in 2008

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Abstrak

Kualitas pelayanan rumah sakit sangat ditentukan oleh pelayanan keperawatan. Kinerja perawat merupakan kunci utama dalam pelayanan keperawatan. Kinerja ini dipengaruhi oleh karakteristik individu (umur, jenis kelamin, masa kerja, status perkawinan, dan status kepegawaian) dan faktor organisasi (kepemimpinan, supervisi, dan imbalan). Tujuan penelitian ini adalah diketahui hubungan antara karakteristik individu dan faktor organisasi (kepemimpinan, supervisi, dan imbalan) dengan kinerja perawat pelaksana di RSUD Langsa, Nanggroe Aceh Darussalam (NAD). Metode penelitian yang digunakan adalah deskriptif korelasi dengan pendekatan cross sectional. Sampel diambil dengan teknik acak proporsional pada 98 perawat di RSUD Langsa. Instrumen yang digunakan adalah kuesioner dan pedoman observasi. Analisis data menggunakan uji t independen, korelasi Pearson, dan regresi linier berganda.

Hasil penelitian ini menunjukkan bahwa ada hubungan kepemimpinan ($p=0,000$), supervisi ($p=0,000$), dan imbalan ($p=0,018$) dengan kinerja perawat, di mana supervisi merupakan variabel yang paling dominan mempengaruhi kinerja perawat. Setiap peningkatan kemampuan supervisi kepala ruangan maka kinerja perawat akan meningkat sebesar 0,195 setelah dikontrol variabel umur, lama kerja, dan kepemimpinan. Saran dari temuan ini adalah perlunya melakukan supervisi secara berkala, menggunakan pedoman supervisi yang baku dan melakukan penilaian kinerja yang objektif dalam upaya peningkatan kinerja perawat pelaksana.

.....Quality of hospital care is determined by nursing care. Nurse performance is key factor in nursing care. Nurse performance is influenced by individual characteristic (age, sex, length of work, marriage status, job status) and organization factor (leadership, supervision and reward system). The objectives of research are describing the relation of individual characteristic (age, sex, length of work, marriage status, job status) and organization factor (leadership, supervision and reward system) with nursing performance in General Hospital Langsa, Nanggroe Aceh Darussalam (NA). The research was using descriptive correlation design and cross sectional approach. Sample was chosen by tehnic proportional in 98 nurse in nursing wards of General Hospital Langsa. Data were collected using questionnaires and observation. The research was analyzed by T Independen test, correlation pearson and double regression linier.

The result from the research has shown that there are relation of leadership ($p = 0,000$), supervision ($p = 0,000$) and reward ($p = 0,018$) with nurse performance. Supervision is the most influenced nurse performance. Every increase competency supervision from head nurse, will increase 0,195 nurse performance after is controlled by age, length of work and leadership. The recomendation from this finding is application of supervision with routine, use standard for supervision, and objective evaluation performance for getting better from nurse executive performance.