

Hubungan karakteristik perawat pelaksana dengan kemampuan kepala ruangan melakukan bimbingan menurut persepsi perawat pelaksana di ruang rawat inap Rumah Sakit Haji Jakarta = Relationship between nurse characteristic and first line managers ability to do individual coaching in the Rumah Sakit Haji Jakarta

St. Nurhayani, author

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Abstrak

Kemampuan melakukan bimbingan merupakan bagian dari tugas seorang manajer dalam melaksanakan fungsi manajemen yaitu fungsi pengarahan. bertujuan mengetahui hubungan karakteristik perawat pelaksana dengan kemampuan kepala ruangan melakukan bimbingan yang dipersepsikan oleh perawat pelaksana. Penelitian ini menggunakan disain cross sectional. sampel sebanyak 100 perawat, dan cara pengambilan dengan simple random sampling.

Hasil penelitian menunjukkan kemampuan kepala ruangan melakukan bimbingan masih kurang= 60% dan analisis bivariat chi square menunjukkan bahwa tidak ada hubungan antara karakteristik perawat dalam mempersepsikan kemampuan kepala ruangan melakukan bimbingan. Implikasi dalam penelitian ini adalah agar teknik bimbingan dilaksanakan sebaikbaiknya dengan metode bimbingan yang efektif, dan diharapkan bagi kepala ruangan untuk meningkatkan kemampuan membimbing melalui pendidikan, pelatihan dan seminar tentang bimbingan agar staf bisa menerima manfaat dari pemberian bimbingan.

.....Nurse coaching is among the most important duties of a first line manager in conducting his/her daily duties. This research aims to find out a relationship between nurse's characteristics and first line manager's ability to do individual coaching according to the nurse's perception. This is a cross sectional study where 100 nurses were randomly sampled from the hospital, RSH-Jakarta. The collected data were then analyzed the results shown the ability of first line manager in conducting individual coaching is less=60% and using a bivariate analysis with chi-squared test.

The results shown that there is no relationship between nurse's characteristics with the ability of first line manager in conducting individual coaching. The results imply that individual coaching should be done systematically and to achieve the goal, it is important for first line managers to keep their knowledge updated by attending available seminars and trainings in hospital room management on patient care.