

## Hubungan program orientasi berbasis kompetensi dengan kinerja perawat baru di rawat inap Rumah Sakit Husada Jakarta 2010

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### Abstrak

Program orientasi berbasis kompetensi merupakan metode dalam program orientasi perawat baru. Penelitian descriptive correlational secara cross sectional bertujuan menganalisis hubungan program orientasi berbasis kompetensi dengan kinerja perawat baru di rawat inap RS. Husada Jakarta. Hasil penelitian pada 58 perawat baru di RS. Husada didapatkan perawat baru mempersepsikan kompetensi interpersonal baik (72,4%), kompetensi teknis baik (53,4%), kompetensi berpikir kritis baik (58,6%). Kinerja perawat baru mempersepsikan baik (72,4%). Analisis menunjukkan ada hubungan antara program orientasi berbasis kompetensi dengan kinerja perawat baru ( $p$  value= 0,000, CI: 0,336; 0,696). Variabel dominan berhubungan dengan kinerja perawat baru adalah kompetensi teknis. Kompetensi perawat baru membentuk perawat baru memiliki penampilan kerja.

.....Competency-based orientation program is a method of new nurse orientation programs. Research on cross-sectional descriptive correlational aimed to analyze the relationship of competency-based orientation program with the performance of new nurses in a inpatient unit at Husada hospital Jakarta. Results for 58 new nurses in the Husada hospital new nurses get a good view of interpersonal competence (72.4%), good technical competence (53.4%), good competence in critical thinking (58.6%). New nurses to see better performance (72.4%). Analysis showed no relationship between competency-based orientation program with the performance of new nurses ( $p = 0.000$ , CI: 0.336, 0.696). The dominant variables associated with the performance of new nurses is technical competencies. Competence of new nurses to form a new nurse has a professional performance so that important programs applied in any orientation of new nurses.