

# Hubungan Organisasi Pembelajaran dengan Pencapaian Diri berdasarkan Persepsi dan Penilaian Diri Perawat Pelaksana di RSUD Jombang = The Relationship between Learning Organization and Self Improvement based on The Perception and Self Apraisal of Staff Nurses in Jombang District General Hospital

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## Abstrak

Organisasi pembelajar adalah sekelompok orang secara terus menerus memperluas kemampuannya untuk menciptakan hasil yang benar-benar mereka harapkan, dimana gambaran berpikir baru dan luas dipupuk, aspirasi kolektif disepakati secara bebas, dan terus-menerus belajar bersama. Terdapat dinamika pembelajaran, transformasi organisasi, pemberdayaan manusia, manajemen pengetahuan, aplikasi teknologi, disiplin pembelajaran, dapat mempengaruhi pencapaian. Penelitian ini bertujuan untuk menggambarkan hubungan antara organisasi pembelajar dengan pencapaian diri berdasarkan persepsi dan penilaian diri perawat pelaksana di RSUD Jombang. Dengan menggunakan desain deskriptif korelatif melalui pendekatan cross-sectional. Diiaksanakan di RSUD Jombang dengan total sampel yang memenuhi kriteria inklusi berjumlah 228 orang. Penelitian ini menggunakan instrumen kuisioner meliputi organisasi pembelajar dan penilaian pencapaian diri perawat. Setelah dilakukan uji validitas dan reliabilitas dinyatakan valid ( $r = 0,368-0,745$ ) pada 70 butir pernyataan dan ( $\alpha$  Cronbach  $0,770$ ). Analisis data menggunakan analisis univariat, bivariat dan multivariat. Hasil penelitian menunjukkan perawat yang mempersepsikan organisasi pembelajar baik 56,6%, dan yang mempunyai pencapaian diri yang baik 62,7%. Disimpulkan ada hubungan antara organisasi pembelajar dengan pencapaian diri perawat pelaksana RSUD Jombang. Persepsi perawat pelaksana tentang organisasi pembelajar yang paling berhubungan adalah pemberdayaan manusia, dinamika pembelajaran dan manajemen pengetahuan, karakteristik perawat bukan merupakan variabel confounding. Disarankan untuk meningkatkan pemberdayaan dengan membentuk kelompok belajar, mengatur dinamika pembelajaran melalui pelatihan dan peran serta perawat pelaksana di RSUD Jombang guna pencapaian diri yang baik.

.....Learning organization is a group of people who expands their capability perpetually to create their desired outcome. The learning is able to Construct their new thinking model, establish an accord of collective aspiration unreservedly, and build a learning process group repeatedly. The learning which comprises of learning dynamic, organization transformation, empowering human resources, managing knowledge, technology application, learning discipline could influence self achievement of nurses. The aim of this study was to describe the relationship between learning organization and self improvement based on the perception and self evaluation of staff nurses in Jombang District General Hospital. The design was a descriptive correlation with cross-sectional approach. The total sample which correspond to inclusion criteria was 228 nurses. The instruments were learning organization and self improvement questionnaire. The finding indicated that 56,6% of the nurses perception of learning organization were good, and 62,7% of their improvement were excellence. It was concluded that there was a significant correlation between learning organization and self improvement among staff nurses in Jombang District General Hospital. The learning organization perception of them had strong relationship with learning dynamic, empowering human

resources, managing knowledge, and their characteristics were not variable confounding. According to the workforce powerfiil in Jombang District General Hospital, the manager is supposed to set up a group of leaming, organize learning dynamic through training and increase staff nurses role in order to gets their self achievement.