

## Pengembangan pola karir perawat klinik rumah sakit umum daerah Tarakan tahun 2008

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### Abstrak

Perawat sebagai tenaga kesehatan mayoritas di tempat pelayanan kesehatan, termasuk rumah sakit, mempunyai posisi kunci dalam pelayanan kesehatan karena hakikat dari asuhan keperawatan yang bersifat kontinyu, konstan, koordinatif dan advokatif sehingga persiapan, pendayagunaan, distribusi dan retensi tenaga perawat mempunyai implikasi penting untuk kesinambungan dan tercapainya tujuan pelayanan kesehatan.

Penelitian dilaksanakan di RSUD Tarakan karena pengembangan karir tenaga keperawatan yang dilaksanakan di RSUD Tamkan belum sesuai dengan fungsi dan peran perawat. Penelitian dilaksanakan dengan menggunakan metode penelitian kualitatif dengan melakukan wawancara mendalam terhadap jajaran direksi, Jajaran kepala bidang, kepala seksi, dan kepala subbag serta Focus Group Discussion (FGD) untuk kepala ruang dan perawat klinik. Juga dilakukan telaah dokumen yang berhubungan dengan pengembangan pola karir perawat klinik untuk memperluas metode tersebut.

RSUD Tarakan memiliki tenaga keperawatan sebanyak 245 orang dengan karakteristik (1) mayoritas tenaga keperawatan berada pada kelompok umur 25-44 tahun (77,96%), (2) memiliki mass kerja terbesar pada kelompok >3 tahun (61,22 %), (3) dengan latar belakang pendidikan D III Keperawatan sebanyak 72,24 %, Mekanisme pengembangan tenaga keperawatan yang saat ini diterapkan di RSUD Tarakan dimulai dengan kegiatan rekrutmen pegawai baru, dilanjutkan dengan seleksi, kemudian dilaksanakan orientasi selama 30-70 hari. Selain itu juga meliputi kegiatan mutasi, promosi dan pendidikan dan pelatihan. Berdasarkan hasil wawancara mendalam dan FGD diperoleh gambaran pola jalur karir tenaga keperawatan di RSUD Tarakan yang sesuai dengan kemampuan dan iimngsinya yang dapat diterapkan di RSUD Tarakan yaitu sebagai perawat klinik (enam level) dan perawat menejer (empat level).

Pada akhir penelitian ini direkomendasikan bagi RSUD Tarakan untuk dilaksanakan advokasi kepada pihak direksi rumah sakit untuk menetapkan peraturan rumah sakit tentang sistem remunerasi terhadap jenjang karir keperawatan dan mengoptimalkan komite keperawatan untuk menyusun instrumen uji kompetensi yang berhubungan dengan pengembangan karir tenaga keperawatan.

.....The nurse as a majority health worker in the health care place including hospital has a significant position in health care. The value of nursing care that is continuous, constant, coordinative, and advocative so the preparation, usage, distribution, and retention of nurse, has an important implication to the continuity and to obtain the objectives of health care.

The study was conducted in the Tarakan General Hospital (RSUD Tarakan) because its nursing career development was not appropriate yet with the function and role of the nurse. This study was conducted using qualitative research method by doing the in depth interview toward the directors, head of divisions, head of units, and head of sub units, and doing focus group discussion (FGD) toward the head of rooms and clinical nurses. Document review related to career pattern development of clinical nurse was also conducted in the study to enhance the method.

RSUD Tarakan had 245 nurses with characteristics as follow: 77.96% of nurses has the age range of 25 - 44 years old, 61.22% of nurses had working period > 3 years, 72.24% of nurses had nursing diploma educational background, and 41.2% of nurses was governmental officer. At present, the mechanism of career development of nurse that implemented in RSUD Tarakan is started from recruitment of new nurses followed by selection, orientation for 30-70 days. Beside that, mutation, promotion, and training and education were also conducted.

According to the in depth interview and FGD was resulted the description of nursing career path patten in RSUD Tarakan that suitable to the function and role and could be implemented in the hospital, were the clinical nurse (six levels) and manager nurse (four levels) career path.

The study recommended RSUD Tarakan to conduct advocacy toward the hospital director board to determine the regulation of remuneration system of nursing career path in the hospital and to make the function of nursing committee optimally in formulating the instrument of competency test related to the nursing career development.