Hubungan faktor internal dan eksternal dengan kinerja perawat pelaksana di instalasi rawat inap RSUD A.W Sjahranie Samarinda Kalimantan Timur 2013 = The relationship of internal and external factor with performance nurse in RSUD A.W Sjahranie Samarinda

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Abstrak

Penelitian ini dilatarbelakangi oleh realitas bahwa kinerja perawat pelaksana memiliki kontribusi terhadap mutu pelayanan keperawatan di rumah sakit, penilaian kinerja perawat pelaksana belum optimal, dan masih ada ketidakpuasan pelanggan terhadap kinerja perawat pelaksana sebesar 43,89%. Penelitian bertujuan untuk mengetahui hubungan faktor internal dan eksternal dengan kinerja perawat pelaksana di IRNA RSUD A.W. Sjahranie.

Penelitian menggunakan pendekatan cross sectional. Sampel berjumlah 216 perawat pelaksana. Data dikumpulkan dengan menggunakan kuesioner. Analisis data berupa univariat, bivariat (chi-square dan independent t test) dan multivariat (regresi logistik berganda).

Hasil penelitian didapatkan faktor yang berhubungan dengan kinerja adalah: pendidikan (p=0,014), motivasi (p=0,013), persepsi (p=0,001), kepemimpinan (p=0,001), dan karir (p=0,001). Faktor pengembangan karir paling dominan berhubungan dengan kinerja (OR=29,962). Peningkatan kinerja perawat pelaksana di rumah sakit harus memperhatikan faktor pendididkan, motivasi, persepsi, kepemimpinan dan pengembangan karir. ......

This research was motivated by the fact that nursing performance contributes to the quality of nursing services in hospital, the suboptimal nurses appraisal, and the low customer satisfaction towards the nurses performance of 43.89%. This research aims to determine the relationship of internal and external factors of nurse?s performance in Instalasi rawat inap RSUD A. W. Sjahranie Samarinda.

This research uses cross-sectional approach. The sample consists of 216 nursing officers. Data was collected by using questionnaire. Data analysis that is used in this research were univariate, bivariate (chi-square and independent t-test) and multivariate (multiple logistic regression).

The result of this research shows that the factors that related to the performances are: education (p=0.014), motivation (p=0.013), perception (p=0.001), leadership (p=0.001), and career (p=0.001). The most significant factor that is related to nursing performance is career development (OR=29,962). Nursing performance developments have to pay attention to education, motivation, perception, leadership, and career development.