

# Analisis kompetensi perawat ruang intensif intensive care unit Rumah Sakit Umum Tabanan tahun 2013 = Competence analytic of intensive care nurse intensive care unit of Tabanan General Hospital 2013 / Ni Nyoman Tri Darmayanti

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## Abstrak

### **ABSTRAK**

Tenaga perawat di ICU RSUD Tabanan yang memiliki dasar pelatihan perawat ICU sebagai suatu keharusan, kurang dari 50%. Profesionalisme perawat merupakan bagian integral dari pelayanan asuhan kesehatan didasarkan pada ilmu dan keterampilan keperawatan menuju pelayanan kesehatan yang bermutu.

Tesis ini tentang hubungan antara sistem rekrutmen, sistem penempatan dan orientasi serta pengembangan SDM terhadap kompetensi perawat melalui pendekatan kuantitatif dan kualitatif. Populasi penelitian kuantitatif adalah perawat ICU sedangkan informan untuk kualitatif adalah manajemen SDM rumah sakit umum Tabanan.

Hasil penelitian menunjukkan kompetensi perawat di ICU RSUD Tabanan kurang dari nilai yang diharapkan, namun ada hubungan yang bermakna antara sistem rekrutmen, sistem penempatan dan orientasi serta pengembangan SDM dengan kompetensi perawat. Belum adanya standar sistem penempatan tenaga perawat sesuai kompetensinya serta sistem rekrutmen, orientasi perawat dan pengembangan SDM belum berjalan sesuai standar yang telah ditetapkan.

Oleh karena itu perlunya disusun standar yang baku untuk meningkatkan kompetensi perawat sehingga akan menghasilkan tenaga yang berkompeten dan berkinerja tinggi.

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### **ABSTRACT**

Intensive Care Nurse as health care provider in Tabanan Hospital that have basic skill as intensive care is a necessary quality, less than 50%. Nurse Professionalism is an integral part to health care services based on nursery knowledge and skill toward better health care.

This thesis focus on relationship between recruitment system, placement system, orientation, and also development of human resource against nurse competence through qualitative and quantitative approach. Quantitative study in population subject is nurse while informant for qualitative study is Human resource management in Tabanan General Hospital

The results showed that the nurse competency of nurses in ICU of Tabanan General Hospital is less than the expected value, but there is a meaningful relationship between the recruitment system, placement and orientation system as

well as the development of human resources with the competence of nurses. Lack of standardization of nurse placement system suitable for their competencies, as well as recruitment system, nurse orientation and human resource development not developing according to a predetermined standard.

Because of this reasons, we need to establish a standardized approach to improve nurse competency to produce competent human resource and better in performance