

# Faktor-faktor determinan yang mempengaruhi ekspektasi perawat terhadap penerapan sistem jenjang karir di rumah sakit X Kabupaten Bogor = Determinant factors affecting nurses expectations towards the implementation of nursing clinical ladder system in a hospital

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## Abstrak

Masalah utama yang dihadapi perawat di Indonesia adalah masalah kualitas sumber daya manumur. Sistem jenjang karir merupakan salah satu cara meningkatkan kualitas perawat dalam memberikan asuhan keperawatan.. Penelitian ini bertujuan mengidentifikasi faktor-faktor determinan yang mempengaruhi ekspektasi perawat terhadap penerapan jenjang karir di rumah sakit. Desain penelitian Korelasi Deskriptif dengan pendekatan Cross Sectional. Jumlah sampel sebanyak 145 perawat dengan teknik simple random sampling. Data dianalisis menggunakan uji Chi-Square dan Regresi Logistik Berganda.

Terdapat hubungan dukungan atasan ( $p$  value = 0,000) dan dukungan teman sejawat ( $p$  value = 0,030) dengan ekpektasi perawat terhadap penerapan jenjang karir di rumah sakit. Dukungan atasan (OR = 3,806) dan jenis kelamin (OR = 2,278) merupakan faktor yang paling dominan dengan ekspektasi perawat.

Penelitian ini merekomendasikan agar pimpinan rumah sakit mendukung sistem jenjang karir dan memotivasi perawat meningkatkan kompetensi melalui sistem jenjang karir sehingga ekspektasi perawat meningkat terhadap manfaat dari sistem ini.

*The main problem faced by nurses in Indonesia is a nursing quality. Nursing Clinical Ladder System (CLS) is one way to improve the quality of nurses in providing nursing care. This study is aimed to identify determinant factors affecting nurses' expectations towards the implementation of nursing clinical ladder system. This research using cross sectional descriptive correlation and simple random sampling technique, and has involved 145 nurses. Data were analyzed by Chi-Square test and Multiple Logistic Regression.*

*There is found a significant relationships between leader's support ( $p= 0,000$ ) and colleagues' support ( $p= 0,030$ ) and the nurses' expectations towards the implementation of CLS. The leader support (OR= 3,806) and the gender factor (OR=2,278) are the dominant factors of nurses' expectation. It is recommended that hospital leaders support CLS and motivate nurses to improve their competence through this system so that CLP will increase the nurses' expectation to the benefits of CLS.*